

REFERRAL PROGRAM

Nadel Inc. believes that our employees are our best source of candidates with proven track records and demonstrated skills, capabilities and commitment to the field of Architecture and its supporting functions. If you personally bring someone in to interview and they are hired by Nadel Inc., you will receive an Incentive Compensation in the amount of \$1,500 and will be paid to you under the following terms and schedule:

- To be eligible for the referral program, you must be a full time regular Nadel Inc. employee.
- You must be employed by Nadel Inc. at the time the Incentive Compensation is due and payable.
- Board of Directors and Studio Leaders may make referrals but they will not be eligible to collect Incentive Compensation.
- Incentive Compensation will be paid following the recruit's hire and successful completion of 90 days of continuous employment without a break in service and in satisfactory employment status,
- The hired individual must be a full time employee, not a temporary employee.
- The applicant must write the referring employee's name on the employment application should the applicant be invited for an interview.
- The Incentive Compensation will be included in the employee's paycheck following completion of the stipulated period.
- The Incentive Compensation is subject to all applicable Federal and State Income Taxes.