

REAL WORLD TECHNOLOGIES, INC.
EMPLOYEE REFERRAL BONUS PROGRAM
POLICY AND PROCEDURE

This information is being provided to inform & remind employees of our on-going employee referral program.

Real World Technologies, Inc. believes an effective way of increasing the success of hiring and retaining good people can fall in the hands of its own employees. The company encourages employees to refer friends, colleagues, and people you previously worked with for job vacancies. To reward employees for referring qualified candidates who subsequently are hired, Real World Technologies, Inc. pays the referring employee a cash bonus of \$1,000 for each successful referral made in accordance with the following general provisions. A complete list of current openings may be found on our website at <http://www.rwts.net/careers.html>.

Referral Program Procedure: The referring employee must forward the qualified candidate's resume to his/her hiring manager for consideration. If the candidate's qualification meets the requirements of the open position, the hiring manager will contact the candidate and conduct a brief phone interview. If the candidate successfully passes the phone interview, a physical interview is scheduled. At this point the referring employee must complete an Employee Referral Form and submit it to the Human Resources Department.

Referral Bonus Payment Procedure: Employees who refer a qualified candidate who subsequently is hired and remains employed for at least six months are eligible for a referral bonus payment of \$1,000. This bonus is paid in two installments; (1) a cash payment of \$500 after the new hire completes three months of employment; and (2) a second cash payment of \$500 after the new hire completes six months of employment. All bonuses paid under this program are subject to tax withholding.

Referral Bonus Eligibility Criteria: No referral bonuses are paid for referrals of candidates who are rehires or persons returning from a leave of absence. To be eligible for either of the two-bonus payments described above, the referring employee must still be in the company's payroll at the specified dates. Additionally, to avoid possible conflicts of interest, referral bonuses are not paid for job candidates referred by management officials or employees working in the Human Resources Department. Any appropriate conduct related to this program will cause Real World Technologies, Inc. to deny bonus payments.

Enforcement Responsibility: In accordance with the job-posting program, all open positions for which employees can refer qualified candidates are posted in the lunchroom and at other designated locations and maintained by the Human Resources Department. The Department also is responsible for administering the employee referral program, including processing all referral forms and bonus applications and resolving any disputes.

Position(s) for which we are currently actively seeking qualified candidates:

Real World Technologies, Inc. has **multiple openings** for **Business Analysts** (*Job Code BA*) to work in Farmington Hills, MI and various unanticipated locations throughout the US.

Duties include: analyze complex business problems to be solved with automated systems; gather & analyze business & process requirements. Travel and/or relocation required.

To apply for the employee referral bonus, please mail the candidate's resume along with the attached completed form to:

Real World Technologies, Inc.
Attn: HR/Re: Employee Referral Program
28423 Orchard Lake Road, Suite 203
Farmington Hills, MI 48334

THIS INFORMATION WAS DISTRIBUTED VIA EMAIL TO ALL OF OUR EMPLOYEES ON 4/19/2017, and THIS HAS ALSO BEEN POSTED ON OUR WEBSITE.

PLEASE SEE ATTACHED PRINTOUTS CONFIRMING THE SAME.

REAL WORLD TECHNOLOGIES, INC.

Employee Referral Form

Name of Employee _____ Date _____

Department _____ Manager _____

Name of Person Referred _____

Relationship with Person Referred:

Colleague Friend Former Coworker Other _____

Date Referral Made _____

Referral for What Position _____

Resume Attached?

Yes _____ No _____

Completed Application Attached?

Yes _____ No _____

Contact Information for Referral

I believe the individual I am referring as a job candidate is qualified and interested in the position identified above. I understand that if this individual is hired as a result of this referral, I will be eligible for a referral bonus that will be paid out only after the individual has worked the necessary period of time specified for such referral bonus payments.

X _____
Employee Signature

Date