



## Referral Rewards Program

Athens Cleaning Company offers reward incentives, known as *Referral Rewards*, for current team members that refer new team members to our company who consistently embrace and embody the ACC mission, vision, core values, and culture. Team members seeking eligibility for *Referral Rewards* must be currently contracted with Athens Cleaning Company or The Bank Cleaning Company. Please note the following guidelines of the *Referral Rewards Program*:

- Team members eligible for *Referral Rewards* may earn one **\$25.00 gift card** (vendor chosen by ACC/TBCC from referring team member's survey responses) per each new team member that is hired as a result of an eligible team member's referral. In other words, an existing team member may earn a \$25.00 gift card each time a person that they refer to ACC/TBCC is hired.
- Team members eligible for *Referral Rewards* may earn one **\$25.00 gift card** (vendor chosen by ACC/TBCC from referring team member's survey responses) per each new team member that is hired as a result of an eligible team member's referral, is contracted with ACC/TBCC, and has been contracted with ACC/TBCC for a minimum of three consecutive months after the newly hired team member has been assigned to an account. In other words, an existing team member may earn an additional \$25.00 gift card when their referral completes training, is assigned to an account, and remains contracted with ACC/TBCC for a minimum of 3 consecutive months.
- Team members that were contracted with ACC/TBCC as a result of a referral may only qualify as one referral for one existing team member eligible for *Referral Rewards*. In other words, only one team member can claim *Referral Rewards* per new hire.
- Team members that have completed training, have been assigned to an account, and have remained contracted with ACC/TBCC for a minimum of three consecutive months may only qualify as one referral for one existing team member eligible for *Referral Rewards*. In other words, only one team member can claim *Referral Rewards* per new hire that has completed training, been assigned an account, and has remained with ACC/TBCC for a minimum of three consecutive months.
- Team members eligible for *Referral Rewards* may earn up to a **maximum of two gift cards of \$25.00 each (\$50.00 total)** per referral.
- There is currently no limit on the number of referrals on which a team member eligible for *Referral Rewards* may earn reward incentives.
- Team members eligible for *Referral Rewards* may only earn incentives on referrals hired on or after September 7, 2020.