



# REFERRAL BONUS PROGRAM

Effective 07.15.2022

If you refer a new employee and they are hired as a...	Your referral bonus is...	Paid when the new employee reaches...
Sales Associate or Warehouse Associate	<b>\$100</b>	<b>60 days</b>
All other positions not listed above or below, including Supervisors, Assistant Managers, and Assistant Directors	<b>\$500</b>	<b>90 days</b>
Manager, Director, or Vice President	<b>\$1000</b>	<b>90 days</b>

To receive the referral bonus, you must contact Human Resources (not your manager) within two weeks of your referral starting work to let them know the name of the person you referred.

If your referral is still an employee of Innowave on the day listed above, HR will add the referral bonus to your next paycheck.

EMAIL [HR@INNOWAVEMARKETING.COM](mailto:HR@INNOWAVEMARKETING.COM)  
CALL OR TEXT 352-559-2432

**Disclaimers:**

- Only one referral bonus will be paid per employee hired.
- If two employees submit the same referral, the bonus will be paid to the first person who contacted HR.
- This program has no pre-determined end date, but may be cancelled or changed with notice from HR.