

## ***Employee Referral Bonus Program***

Spirit Mountain Casino strives to hire and retain quality employees. We know that our employees understand the meaning of hospitality and have the ability to refer potential members to join the Spirit Mountain team. In order to encourage and recognize employees for their efforts in recruiting new hire employees, a referral bonus is paid based on the following set criteria.

Employees will be eligible to receive a referral bonus when:

1. A referred employee is a first time employee. Referring a previous employee automatically disqualifies employees from receiving the bonus.
2. The referring employee is not a member of the Human Resources, Tribal Career Development, or Management teams. Employees from these teams are not eligible to receive the bonus.
3. The referring employee's name is on the application at the time the candidate applies for the position he/she is hired for.
4. Both the referring employee and the employee that was referred must still be "actively" employed after 90-days from the new hire employee's date of hire.

\*\*\*Please be sure to enter the name of the employee who referred you for the position you are applying for on your application so that they can get credit for you becoming part of our team!