

EMPLOYEE REFERRAL PROGRAM

HELP US GROW OUR TEAM - AND GET REWARDED FOR IT

We're looking for great people, and you can help! Refer qualified candidates to our open positions and earn a referral bonus when they're hired.

Who can you refer?

Friends, family, former colleagues — anyone who meets the qualifications of the role, including transitioning or retired Navy Nuke candidates.

BONUS FOR 1ST REFERRAL - TIER 1 (\$1,500)

Employees who refer a qualified candidate may be eligible to receive up to **\$1,500 in referral bonuses**, issued in two parts:

- **\$500** paid after the referred candidate's first day of employment at Omega Technical Services.
- **\$1,000** paid after the referred candidate completes 90 days of employment in good standing with Omega Technical Services.

BONUS FOR 2ND ELIGIBLE REFERRAL - TIER 2 (\$2,000)

- **\$500** paid after the referred candidate's first day of employment at Omega Technical Services.
- **\$1,500** paid after the referred candidate completes 90 days of employment in good standing with Omega Technical Services.

BONUS FOR 3RD ELIGIBLE REFERRAL - TIER 3 (\$3,000)

- **\$500** paid after the referred candidate's first day of employment at Omega Technical Services.
- **\$2,500** paid after the referred candidate completes 90 days of employment in good standing with Omega Technical Services.

ANY ADDITIONAL REFERRALS WILL BE REWARDED AT THE TIER 3 LEVEL (\$3,000)

SPECIAL NAVY NUKE REFERRAL BONUS (\$3,000)

- We're expanding our talent pipeline and offering a **special referral bonus** for successfully referring qualified **Navy Nuclear (Navy Nuke)** candidates!
- Any candidate with documented qualifications in the U.S. Navy Nuclear Program—including **transitioning service members, recently separated veterans, prior service personnel, and nuclear designated officers**—is eligible, as long as they have held a Navy Nuke designation (i.e. ETN, MMN, EMN).

PAYMENT TERMS

- Referral bonuses will be paid within 30 days of the referred employee's start date and within 120 days following their successful 90-day milestone with Omega Technical Services.
- All bonus payments will be paid in accordance with Omega Technical Services pay- period schedule(S).
- All applicable taxes will be withheld from bonus payments.