

# PARTNERS IN EMPLOYMENT<sup>®</sup>

## Allied Universal<sup>®</sup> Employee Referral Program

As we continue to grow, we need to hire more and more Security Professionals and who better to help us than YOU?

We know that our own employees make the best “recruiters” for finding new employees. We believe that YOU know what it takes to be a phenomenal Security Professional and can be our best source for identifying and referring for more specialized roles, such as licensed armed and Government Security Cleared Security Professionals, as well as other qualified Security Professionals, to join our team.



*Newly revised as of July 9, 2020*

### QUALIFIED REFERRALS

- Prior security experience is not required. Many of our best referrals have experience in “people orientated” professions that require a great attitude and willingness to provide great service.

### BONUS ELIGIBILITY REQUIREMENTS

- The referred employee was hired to a bonus eligible requisition.
- Both the referring employee and referred employee are in a qualified Security Professional position at the time the referred employee is hired and at the time of the scheduled payment calculation.
- The referred employee is not a rehire.
- Both the referring employee and referred employee must average a minimum of 16 hours per week per week during the eligibility period preceding the scheduled payout for unarmed and armed positions, and a minimum average of 32 hours per week for cleared positions.
- For more requirements for the Partners in Employment<sup>®</sup> Referral Program, go to [www.aus.com/referrals](http://www.aus.com/referrals)

### BONUS PAYOUT

- Both the referring employee and referred candidate must be active employees upon time of payment and meet all program eligibility requirements.
- If all of the above qualifications are met, the referred employee will be paid the referral bonus at the Q1 and Q4 mark after the referred employee’s hire date.

### HOW TO MAKE A REFERRAL

- Visit [referrals.aus.com](http://referrals.aus.com)
- View the list of bonus eligible jobs.
- Enter all required referral information.



This Partners in Employment<sup>®</sup> Referral Program replaces all previously communicated Security Professional referral programs, effective starting July 9, 2020. This program is managed and administered at the sole discretion of Allied Universal management and the Company reserves the right to modify, amend or suspend the program at any time, with or without notice. Participation in the Partners in Employment<sup>®</sup> Referral Program and eligibility for a referral bonus does not alter the at-will nature of employment with Allied Universal. We are an Equal Opportunity Employer and reserve the right to hire the best qualified candidates for any job opening, regardless of referral.

[www.aus.com/referrals](http://www.aus.com/referrals)

LOCAL BRANCH NAME

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