



Earn a \$250 Referral Bonus by encouraging your friends to work for the Y!

Refer a friend to apply for specific Y positions through October 31, 2025 and **you and your friend may receive up to \$250 each in cash bonuses!**

Eligible Open Positions:

Youth Development Staff • Youth Development Lead Staff • Lifeguard • Swim Instructor

Here's how it works:

- You submit the names of your referrals (prior to their application received)
- Bonus incentive opportunity valid for applications received through 10/31/25.
- Referred new hires must work a minimum average of 6 hours per week in any of the positions stated in this offer to be eligible for bonus payment.
- Applicants who currently or previously worked in the department within the past 12 months are not eligible for a bonus.
- The referring employee must also remain an active working employee to receive bonus payment
- \$250 bonus paid to referring employee the first pay date following 2 months from the new employee date of hire and if all criteria is met.
- \$250 retention bonus paid to new employee if they remain working at least an average of 6 hours per week for at least 6 months. This bonus will be paid on pay date 6 months from date of hire if all criteria is met.



SCAN ME!

Scan the QR code or go to the Y portal to make your referral.

Questions? Contact Human Resources

RULES AND EXCLUSIONS:

The following individuals are not eligible to make referrals:

- Supervisory staff responsible for hiring
- Employees with staff recruiting responsibilities
- Employees who provide job posting and application information to individuals inquiring either in-person or on the phone are not eligible for that individual only (i.e. current employee must initiate referral)

Only one current employee per referred applicant is eligible for referral bonus. If multiple referrals are received for the same applicant, the first employee to submit referral will be eligible for the bonus.

The Y reserves the right to clarify rules of this program or discontinue it all together at any time. Bonus payments are reported as taxable income.