

Always On.



Employee Referral Program

Program Overview:

The Current Employee Referral Program rewards employees who refer external candidates to the business who are hired and work for at least a specified period. This is an excellent opportunity to be a part of the talent acquisition process – to welcome individuals into the organization with whom you would be proud to work.

Eligibility:

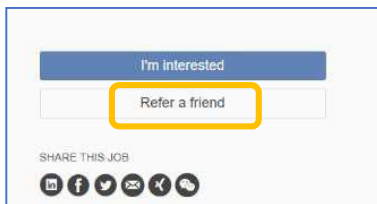
- All roles published within Smart Recruiters externally are open to referrals.
- All non-represented production roles are open to referrals.
- Referrals must be submitted through Smart Recruiters or the People Leader for the role to be eligible for an award.
- Referral payments are processed **only after the eligible referred individual completes six months of employment.**

Process:

Visit our Careers Site: <http://www.gecurrent.com.careers>

Find the job you would like to provide a referral

External Site: Click “Refer a Friend” and fill out the template:



Alternatively, you may refer a candidate directly to a job posting in the Smart Recruiters [portal](#).

For non-represented production role referrals, you may provide your referral directly to the role’s People Leader and to your HRM.

Award Amounts:

Awards will be paid in either Applause points or an approved gift card, which shall be automatically converted to local rates at the time of issue. All successful, non-excluded referrals shall result in payment as follows:

USA Hourly production roles: 250 Applause Points (equivalent to \$250 USA in an approved gift card if not in Applause Program)

All other USA roles: 500 Applause Points (equivalent to \$500 USD or \$500 CAD, depending on location of candidate in an approved gift card if not in Applause Program)

Employees hired outside of the USA and Canada are not eligible at this point in time for a referral payment.

Exclusions:

- Employees are not eligible for a referral bonus if the candidate:
- Has already applied or submitted a resume for the opening to which they are hired,
- Has been referred earlier to the same open position by another Current employee, or
- Has been referred by another Current employee to a different position into which the referred person is hired
- People Leaders directly involved in the hiring/decision-making process for the position
- Employees in Global Talent Acquisition and Human Resources functions
- Members of the Executive Leadership Team
- U.S. employees subject to a collective bargaining agreement
- Contingent or contract workers
- Temporary positions, unless specifically listed as part of a special promotional hiring program
- Immediate family members, such as a spouse, child, sibling, or parent/guardian

Award Payment Process:

- All referral awards must be approved by Human Resources prior to processing
- Referral awards cannot be split between employees
- You must be on active payroll at the time of referral and at the time award is processed to receive Applause points/gift card

Questions?

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