



# Refer a friend. Earn \$75

## Attention ESS Employees

**Earn up to \$2,700 per year through our referral program!**

With a wide variety of substitute and permanent opportunities at school districts throughout the US, we're always looking for motivated individuals who want to work in education.

Do you know someone who fits the bill? Simply fill out our online referral form, and you'll receive a \$75 bonus for every candidate who gets hired and meets the minimum requirements!

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For instructions and more information, visit **Refer.ESS.com**

## ESS Referral Program Overview

- Referrals must be submitted at **Refer.ESS.com**.
- Referrers must be an employee of ESS at the time of referral submission and at the time of bonus payout.
- All referred candidates must be entirely new to the ESS application process and must not be part of a district-wide transition to ESS' services (also known as district originals).
- Substitute candidates must complete an application, become hired, and work eight (8) of their first 30 calendar days without disciplinary action.
- Permanent candidates must complete an application, become hired, and complete three (3) consecutive months in a permanent position without disciplinary action.
- ESS employees will receive \$75 for each successful referral, earning a maximum of \$2,700 per calendar year. Bonuses are paid out quarterly, added to employee paychecks.
- Regulations are subject to change.