

Employee Referral Program

UPDATED 2020

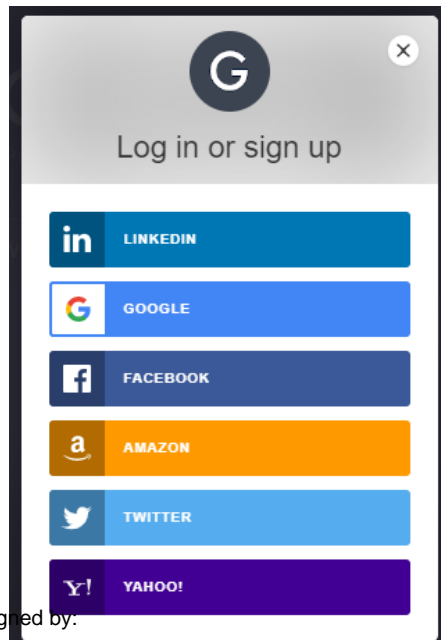


Refer friends in 3 easy steps!

1

Visit thegravityapp.com and choose a social network.

This will not limit you to sharing on this network.



Electronically signed by:

Natalie Feaser (natalie.feaser)

2

Verify your company email address.

This links your account to the organization.

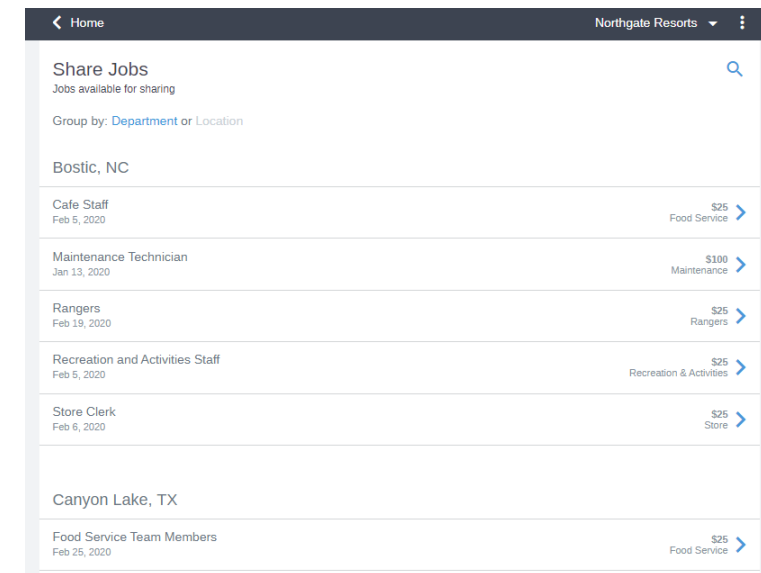
A screenshot of the 'Email Verification' form within the Gravity app. The form has a dark header with a back arrow and the word 'Login'. The main content area is white and contains the following text: 'Email Verification', 'This is the final step.', 'Please verify your work email address.', 'Gravity needs to download your company's list of job openings. In order to do so, we need to use your work email address to match you to your company.', 'After you have submitted your work email, Gravity will send you an email containing a verification link. Please click this link to activate your account.', and 'Please enter your work email address'. Below this text is a text input field labeled 'Your Work Email' and a 'SUBMIT' button.

No company email? NO PROBLEM!
Use our Northgate link and log in with your social network credentials.

<https://www.thegravityapp.com/join/MTQ2OQ%3D%3D>

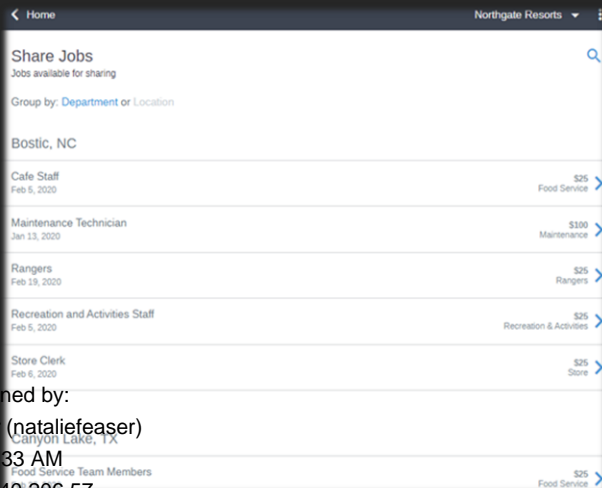
3

Share job postings with your friends and family!



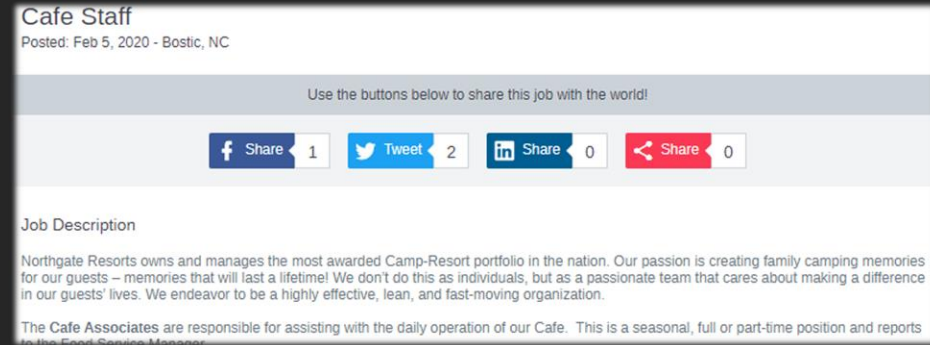
How do I share jobs?

Click the first panel “Share Jobs”. This brings you to a list of all open jobs at your company. At the top of the page, you can choose to view these jobs by Department or Location. Click the job you want to share.



Electronically signed by:
Natalie Feaser (nataliefeaser)
3/18/2021 11:08:33 AM
IP Address: 24.140.206.57

You can review the job description, and when you want to share the job with one or more of your networks, click the corresponding button.



Click “Share” to automatically post to your selected network! Once completed, you can see the number of times you’ve shared this job on a given social network noted on the button itself.

Share a link with your followers

#hiring Cafe Staff- Check out this great #job at my company
<https://bit.ly/2L6K8JV> #jobopening #applynow



Tweet

Employee Referral Program

As we continue to grow at Northgate, we are on the lookout for new team members. You can help Northgate and yourself by participating in the Northgate Employee Referral Program. All Northgate employees, except Director level and Human Resources, are eligible and you can earn a Referral Bonus if you refer an external applicant who is hired to a position with the company.

The Northgate Employee Referral Program is open to all regular and seasonal employees currently on the Park/Property's payroll, except Director levels and Human Resources. The hiring manager is not eligible for referral bonuses for referrals in their department.

A referral bonus will be issued once the person you referred is hired and completes 90 days* of successful continuous employment. You will be awarded \$100 for full-time, \$50 for part-time and \$20 for seasonal hires.

The referral bonus will be awarded as an Amazon eGift card. It is the employee's responsibility to ensure the correct email is on file.

You must be employed by Northgate at the time the referred employee completes the referral requirement to collect your Referral Bonus.

Northgate may modify or discontinue this program at any time. If the program is discontinued, any in-process referrals will be honored. If you have any questions about the program, please contact Human Resources.

*Seasonal employees must be employed from Memorial Day through Labor Day

Program Rules

1. Referral Eligibility: All Northgate employees, except Director levels and above, Human Resources personnel, and managers with hiring authority over the referred candidates, are eligible to refer candidates.
2. Hiring date must be within 6 months of the initial referral date.
3. The referral must represent the candidate's first contact with Northgate. Temporary, seasonal, contract and former employees of Northgate are not eligible candidates for the referral bonus.
4. Regular employees must complete 90 days of continuous employment to qualify as a referred employee.
5. Seasonal employees must be working Memorial Day through Labor Day in order to qualify as a referred employee.
6. To be eligible for the reward, the referral must apply using the unique link that you share (*this connects you and the referral together in our Applicant Tracking System*).
7. The referring employee must agree to have his/her name used for introduction.
8. The first employee to refer a candidate will be the only referring employee eligible for payment.
9. All referral bonus payments will be paid within 30 days after the referred employee's orientation period is completed.