



SHARE THE JOY of WORKING HERE

EARN a \$200 FINDER'S FEE

*As a Y employee, you have the best network of friends who you can easily identify as having the character, drive and background to join our team. **We are looking for good people** – like you – who are seeking fulfilling experiences in working towards our mission of putting Christian principles into practice through programs that build strong spirit, mind and body for ALL.*

Seeking responsible PEOPLE for **all open positions** – including:

- Before and After Care
- Early Care & Education
- Summer Camp (Branches, Rotary and Y-Noah)
- Aquatics
- Member Service Representatives @ our Branches

The Pay-Off

If your friend works successfully with us for **90 days** – you earn **\$200**.

The Procedure

1. Tell your friend to APPLY for a Job with our Association:
<https://www.akronymca.org/Employment/>
2. If he/she gets hired, complete the bottom portion of this form and give it to your immediate supervisor.
3. Your supervisor will work with the BRANCH EXEC to make sure that your Application for a Finder's Fee is on record with our Payroll Department at ASO within 3 weeks of the hiring.

The Rules

1. You **must be an employee in good standing** to refer a friend for employment and to receive the \$200 Finder's Fee.
2. You cannot refer a family member.
3. Supervisors cannot refer a person who they will be supervising.



My Name: _____ Friend's Name: _____

My Location / Department _____

Signed by Me: _____ Today's Date: _____

Signed by My Supervisor: _____

FAQs and Answers about the \$200 Job Referral Bonus:

\$200 for recruiting a new staff member!

Yes, we need your help in recruiting qualified staff who are interested in working for the Akron Area YMCA.

Am I eligible to participate?

Every staff member is eligible to participate. However, Senior Management and Supervisors directly responsible for hiring for their open position, are not eligible to participate in the program.

When will I be paid for my referral?

You will be paid in the next pay period after the applicant has worked for the Akron Area YMCA for 90 days. Payment will be made through your regular payroll check and taxes will be withheld. **You must be currently employed at the Akron Area YMCA to receive the \$200.**

How many referrals can I make?

There is no limit to the number of referrals. The more referrals you make, the better your chances of receiving \$200!

How do I get credit for referring someone?

Use the tear-off form on the FRONT of this paper and give it to your immediate supervisor.

What if I am interested in one of the open positions?

We welcome all internal interest in open positions and would encourage you to call HR for more information on applying. However, you would not receive the \$200 for referring yourself.

Can I refer a family member?

No, a referral cannot be a member of your family.

Can I refer an ex-employee?

No.

What if someone else refers the same person I did?

We will take referrals on a first-come basis. If you submit a duplicate, you will be notified and will not be eligible for the \$200.

What if my referral is hired into a position other than the one I referred them for?

You will still receive the \$200.

What if my referral is hired in the future (6 months) from the time I submitted their information?

Any referrals you make will be eligible for the \$200 referral.

What if I leave the YMCA before my referral hits their 90-day mark?

You must be an employee of the YMCA in order to receive the \$200. If you leave the YMCA before the 90-day period, you forfeit the \$200.