

We reward Stratters!

Employee Referral Program

Manual v1.3



Introduction

Congratulations! If you have received this document you are probably participating in the employee referral program of Stratt+. We are continuously looking for qualified technicians to join our network. Besides our own activities we often experience that our stakeholders, like you, are referring potential candidates to us. With this program we aim to reward you for your recommendations!

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1. How does it work?

The activities within the referral program consists of three parts:

Online promotion of job opportunities	Promoting Stratt+ in your personal network	Recommending candidates to Stratt+
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Online promotion of job opportunities

We send you a set of specific links that you can share with your network. If a potential candidate applies for a job, we can make sure it was through your link. Now you can be rewarded.

Promoting Stratt+ in your personal network

Another option is to promote Stratt+ in your personal network. You can do so by sending information about our job opportunities through e-mails, LinkedIn posts, Facebook posts or WhatsApp messages.

Recommending candidates to Stratt+

Maybe you know a potential candidate but you don't want to approach this person personally. In this case you can send us an e-mail with the full name, phone number, e-mail address of the candidate and a short motivation why you think this candidate is a match for us. Send this e-mail to erp@stratt.nl and we will contact the candidate within a day (unless stated otherwise).

2. Feedback from Stratt+

We think good feedback is important. You will receive notifications in case of the following events:

- The candidate has a first introductory interview
- The candidate has been rejected
- The candidate has been hired
- The candidate has been employed for a month
- The candidate has been employed for six months
- The candidate has been employed for a year

We can track how a candidate has joined via:

- The special link you received via e-mail
- When you send us a name
- When a candidate fills in your name on the contact form
- When a candidate mentions that he joined via you

3. What profiles are we looking for?

Stratt+ is looking for technicians experienced in sectors such as the industrial field, aerospace and area development planning. For example:

- Supervisors
- Foremen
- Work planners
- Draftsman
- Project managers
- Environmental manager
- Operational Managers
- Ground engineers
- Safety experts
- Hardware Engineers
- Electrical Engineers
- QA/QC Inspector

Please note: we are not looking for:

- Welders
- Painters
- Fitters
- Operators
- Scaffolders

4. Rewards for the referral of a candidate

You will receive a reward when:

1. The candidate is invited for an introductory interview

We always execute a preselection to determine whether a candidate has the potential to work for Stratt+. When a candidate gets invited and joins our database you will qualify for a reward. Periodically we give away tickets for a balloon flight.

2. The candidate has been employed for a month

Great, we would like to reward you! The reward is divided in three milestones. You can earn up to €900 in vouchers for a referred candidate.

Milestone 1:

- After one month of employment you will receive a VVV voucher worth €300.

Milestone 2:

- After six months of employment you will receive a second VVV voucher worth €300 for a total of €600.

Milestone 3:

- After one year of employment you will receive a third VVV voucher worth €300 for a total of €900.

5. Tools & Tips for the referral of candidates

1. Send a personal message via WhatsApp

You could use the message below to send to your connections. Please note: this is an example.

Example:

Dear (name), could this opportunity be something for you? Stratt+ is looking for technicians who want to make the next step in their career. They have multiple vacancies such as planners, project managers and safety experts. You can see all their vacancies here: <https://www.stratt.nl/en/vacancies/>

2. Your network is larger than you think!

Potential candidate suggestions:

- Former classmates
- Sportclubs
- Birthday parties
- Former colleagues and employers
- Neighbours
- Family
- Friends
- Social media

3. Tips for a larger reach and more involvement:

- Repeating. People are busy and might have forgotten your message, don't hesitate to repeat your message or post.
- Choose multiple channels/networks. Your network is spread out on multiple channels so using different channels equals a larger chance of reaching somebody.
- Do you think it's too direct to ask someone about their career? You can always formulate the question in a different way. So instead of 'are you looking for a new job/project' you can ask 'do you know anyone looking for a new job'. This way you don't have to directly ask someone about their career.

6. About Stratt+

Stratt+ has been supplying technical capacity, project management and consultancy services to the industrial field, aerospace industry and to the governmental for over 40 years. We offer a complete set of services for different phases of a project, from feasibility study to the optimisation of technical installations. At Stratt+ we think people are the most important asset. This applies to both our employers as to our technicians. We are active in the following branches:

- + Oil and Gas
- + (Petro)chemistry
- + Food & pharma
- + Power & utilities
- + Offshore/ maritime
- + Civil engineering
- + Tank building
- + Aviation
- + Infrastructure technology

7. Disclaimer

The conditions of the Employee Referral Program are subject to change. The most recent version of the terms and conditions are stated at the bottom of the ERP webpage. Because possible change no rights can be reserved to this document.

Conditions for rewards:

- You are not eligible for rewards 4.1 and 4.2 when the candidate is already in our database.
- You are not eligible for reward 4.2 when the candidate is hired after 12 months.
- You are not eligible for reward 4.2 when the candidate is already hired and it is not known that you have made the referral. In other words: You can't claim a reward retroactively.
- All rewards mentioned in this document are on the basis of referred candidate with a fulltime contract (40 hours per week). If a candidate works less than 40 hours a week, the reward will be calculated in proportion. For example: Johan Kloksma refers Jan Stratt. Jan Stratt will work 20 hours a week for a year. Johan Stratt can earn 450 euro (instead of 900). The formula: $900/40 = 22,5 \times 20 \text{ hour} = 450 \text{ euro}$.
- When a candidate is recommended on the basis of recruitment and selection procedure, you are only eligible for Milestone 1 (see reward 4.2).
- When the candidate is recommended on the basis of temporary assignment (c.q. project) you are eligible for all three rewards. The first milestone goes into effect after one month (see reward 4.2).