

We need to hire professional

# TECHS,

and who better to ask than

# GREAT TEAM

# MEMBERS

# like you?

You are the number one source for finding and hiring new techs. That is why we are rewarding you with Ruan's Road 2 Referrals program. When you refer a qualified technician to Ruan, you will be eligible for generous monetary bonuses in addition to exciting prizes.

EVERY SUCCESSFUL REFERRAL EARNS YOU

# \$1,000

In addition to the \$1,000 cash reward, you will receive a bonus gift card worth \$50 in the first week that your referred tech starts. For each additional tech that you refer, you earn an additional \$1,000 and a bonus gift card worth \$100. *The earnings potential is limitless.*



20

16

# ROAD 2 REFERRALS RUAN



**SiriusXM**  
SATELLITE RADIO

## NEW WINNERS EVERY MONTH

In 2016, our monthly prize drawings feature the **SiriusXM Satellite Radio SXPL1V1 Onyx Plus with Vehicle Kit and a 12-month subscription.**

Monthly prize drawings will be held the first week of each month. All eligible current employees with a technician referral from the previous month will be entered into the drawing.

### 2016 Road 2 Referrals Program Details

Our 2016 program will run from January 1, 2016, to September 30, 2016. We will be doing monthly drawings for a SiriusXM Satellite Radio package and four grand prize drawings of \$1,000 each at the end of the campaign.

- + \$1,050 referral for the first qualified technician that is hired
  - \$50 paid during the first week the referred technician starts
  - \$300 paid after 30 days
  - \$700 paid after six months
- + \$1,100 referral for all additional qualified technician that are hired
  - \$100 paid during the first week the referred technician starts
  - \$300 paid after 30 days
  - \$700 paid after six months
- + Monthly prize drawing for a SiriusXM Satellite Radio package!
- + Four grand prize drawings in October 2016 for \$1,000 each!

\*Referral bonus and prizes eligible to drivers, technicians and office staff that do not participate in the hiring process. A qualified referred technician is a current technician who has not worked for Ruan in the last two years and lists a current employee as their referral on the driver application.

Please note: SiriusXM Satellite Radio drawing will be held the first week of the new month. All eligible current employees with a technician referral from the previous month will be entered into the drawing. Drawings will be held in February, March, April, May, June, July, August, September and October. The grand prize drawing to be held during the first week of October 2016. All eligible current employees with a technician referral from the previous 10 months will be eligible for the drawing. Four grand prizes of \$1,000 each will be awarded.