

Employee Referral Program Terms And Conditions

Referrer Eligibility

Participation in the JP Pest Services Employee Referral Program is open but not limited to employees, customers, and the general public to receive cash rewards with the exception of JP Pest Services employees who hold the title of Human Resources or Hiring Manager. Referrals can be considered for seasonal and full-time, hourly or salaried positions.

Referral Eligibility

Employment referrals must meet the following criteria in order for their referrers to be eligible to receive cash rewards:

- Individual cannot be currently or previously employed by JP Pest Services.
- Individual has not already been referred for employment by anyone else.
- Individual is at least 18 years of age and eligible for employment in the U.S.
- Individual has not already applied for any positions or completed an online application within 6 months prior to the date they are referred.

Program Rewards

If the referee and referrer meet all eligibility requirements, the following incentives (s) will be awarded to the referrer:

Seasonal Referral Incentives

- \$250 will be awarded to a referrer if their referral is hired and remains employed by JP Pest Services for 90 consecutive days starting from their date of hire. This incentive is for referrals that are hired as a seasonal employee.
 - An additional \$250 will be awarded to the referrer if their referral is hired as a seasonal employee and accepts a regular, full-time position at the end of the season.

Full-time Referral Incentives

- \$500 will be awarded to a referrer if their referral is hired as a regular, full-time employee, and remains employed with JP Pest Services for 6 consecutive months starting from their date of hire.

Submitting Referrals

You can submit employment referrals through any of the following options:

- **w:** <http://pestinfo.jppestservices.com/refer-a-friend-program>
- **e:** careers@jppestservices.com
- **p:** 1.800.222.2908 or 1.603.673.2908

JP Pest Services Employee Referral Gift Cards

If you have successfully referred an employee, you will receive a Visa® gift card once your referral meets either the seasonal or full-time incentive requirements. Gift cards are typically mailed within 1-2 weeks after referral requirements are met. Your gift card will arrive via mail in a plain, white envelope with JP Pest Services, 101 Emerson Rd. Milford, NH as the return address.

For Visa® Gift Card Assistance

JP Pest Services has partnered with OmniCard, a Visa® gift card supplier to execute our Employee Referral Program and efficiently provide referral incentives. Most cardholder needs are resolved through OmniCard Customer Support including but not limited to:

- Card Activation www.omnicard.com/cards/activate
- Check Balance www.omnicard.com/cards/balance
- View or Change Pin Number www.omnicard.com/cards/pin

For all other inquiries or to speak with an Omni Card Customer Support Specialist, please call 1.877.357.4975.