

# THE AUTHENTIC T-SHIRT COMPANY®

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**SANMAR**  
C A N A D A

## Employee Referral Program

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Great employees are the foundation of The Authentic T-Shirt Company®/SanMar Canada (“the Company”), and who else to identify a great fit for our team than our current employees? The Authentic T-Shirt Company®/SanMar Canada encourages and rewards successful candidate referrals by offering \$250.00 net, after taxes, for the employee whose recommendation leads to a successful hire.

As the referring employee, once your referral completes (6) months of permanent and continuous employment, you will receive a reward of \$250.00 net, after taxes!

Employee referral rewards will be deposited the following pay period and may be taxed according to CRA rules and regulations.

### What is The Authentic T-Shirt Company®/SanMar Canada looking for?

It can be difficult for you to evaluate your referral’s skillsets, so leave that to us! The Authentic T-Shirt Company®/SanMar Canada puts heavy emphasis on cultural “fit”. To help you determine if your referral would be a good “fit”, consider our values of Teamwork, Integrity, Excellence & Service. If our values describe your referral, you are encouraged to speak with your HR Representative.

### What is the Referral Process?

The referral process is simple; if you have a qualified friend, previous co-worker or relative, simply provide your HR Representative with the following information:

- Referral name & contact information
- Connection with the referral
- Position of interest (if any)
- Updated resume

If the referral is for a current, vacant position, your HR Representative will contact them within 3-5 business days.

Like all applicants, employee referrals must successfully complete The Authentic T-Shirt Company®/SanMar Canada’s hiring process including phone screening, in-person interview(s) and successful reference checks. For the employment of immediate family, the Hiring and Employment of Immediate Family Policy applies.