



Employee Hiring Incentive

Number: 16.0

Date of Issue: 12/20/2019

Section:

Date of Revision:

PURPOSE

This document describes Rival Services' employee hiring incentive program. It is our hope that this program will increase the number of qualified applicants.

SCOPE

Rival's employee hiring incentive program lays out the qualifications surrounding the incentive program.

SYNOPSIS

Rival Services provides production operators, rental equipment, valve maintenance, security and sanitation services for the oil and gas industry. Rival has implemented a hiring incentive program for current employees who refer new employees with the following guidelines.

1. Current employees will be eligible for a \$750.00 payout for referrals of new employees who are successfully hired on at Rival Services.
2. Payout will take place in two payments: \$250 will be paid out at 60 days of continuous employment of referred employee and \$500 will be paid out at 6 months of continuous employment of referred employee.
3. Both parties (employee and referred employee) must be employed by Rival Services at time of payout(s).
4. Referred employee must be in good standing, with no disciplinary write ups or safety incidents on file at time of payout.
5. Employee must identify referred candidate prior to hiring.
6. The hiring manager / supervisor is not eligible to participate in the hiring incentive program for hires in their department.

RESPONSIBILITY

The hiring supervisor / manager with work in conjunction with human resources to ensure payouts are handled timely and correctly.

VISION

Rival Services' vision is to be the recognized leader in the Oil & Gas markets in which we operate.



Number: 16.0	Date of Issue: 12/20/2019
Section:	Date of Revision:

MISSION

Rival Services will deliver superior returns to all our Stakeholders (Customers and Employees, as well as Suppliers and the communities we operate) by living our Core Values and achieving exceptional performance in each.

CORE VALUES

Solutions driven

We will listen to our Customers and provide solutions to their identified needs and challenges. We will continually improve everything we do to be more efficient and effective.

Employees are the key to success

We will attract and retain the best people and foster an environment of openness and trust which will empower all employees to contribute to their fullest potential.

Ethical behavior

We will operate with the highest degree of ethics, honor our commitments, treat all with respect, and operate within all local, state, and federal regulations.

Leadership in Health, Safety, and Environment

Our commitment to a Safe, Healthy, and Environmentally friendly operation is non-negotiable.

Customer Satisfaction

We will challenge ourselves to at all times exceed our Customers' expectations.

Teamwork

We will work together as a Team in providing cost effective solutions to our Customers, a healthy working environment for our Employees and attractive returns to our Shareholders.