



REFERRAL BONUS PROGRAM - FREQUENTLY ASKED QUESTIONS

Q. Who can participate?

A. Any FLINT employee or non-FLINT employee *can participate*, with the following exceptions:

- Management: Any supervising employee who receives a bonus compensation package.
- HR and Recruitment Staff: Any Human Resources or Recruitment team member who can influence hiring decisions.

Q. Are all positions eligible within the program?

A. Not all positions are eligible for the referral bonus program; only certain selected roles qualify. For example, if Pipefitters are eligible, and you successfully refer a friend who is hired for a Pipefitter position, you would receive a bonus. However, if Site Admin roles are not eligible, and you refer a friend for a Site Admin position, you will not receive a bonus. Please note that the positions mentioned here are purely hypothetical, as the list of eligible roles may change frequently.

Q. How do I find out which positions are eligible?

A. Speak with a Recruitment Representative, call 1-855-410-1112, email careers@flintcorp.com or view eligible listings through the career website for the Referral Bonus Program – accessible from the FLINT homepage.

Q. Who pays the Referral Bonus?

A. The actual payment will come from recruitment to the referrer upon successful hire.

Q. What are the Bonus amounts?

A. It will depend on the role and be awarded to the successful referrer of an eligible position.

Q. When will I receive my bonus amounts?

A. Bonuses will be given to the referrer of an eligible position once FLINT has employed the new candidate. This could take up to 30 days after the hiring was completed.

Q. I have a friend I would like to refer. What do I do?

A. Find the role on our careers page. If it's eligible for referral, click the "Refer a Friend" button and complete the form. Your friend will then receive an email with instructions to apply for the job.

Q. Can I refer someone who does not reside in Canada

A. Not at this time. Only candidates who are legally eligible to work in Canada are able to be referred.

Q. Can I split my Referral Bonus with another person?



A. No. There must be one referrer per referral and, therefore, one bonus per referral.

Q. How will I be compensated?

A. Your bonus will arrive in the form of an Everything-Card (gift card).

Q. Does the Everything-Card have an expiry date?

A. No, it doesn't.

Q. Can I refer someone currently working with FLINT? Can I refer a past employee? Can I refer myself?

A. Current FLINT employees cannot be referred. A past FLINT employee must not have worked at FLINT for 90 days in order to be referred. Self-Referrals are not allowed at this point in time.