



USA Environmental, Inc. Employee Bonus Referral Program

We are happy to announce an Employee Bonus Referral Program to all field employees! Here's how it works:

Refer a qualified UXO candidate to Human Resources and if the individual is hired to work at a USA job site between August 1st and September 30th, 2008, you will receive \$100.00 (paid during the regular payroll cycle and subject to applicable taxes and deductions).

- Candidates must have their U.S. Military EOD certification or be a graduate of a DoD certified equivalent course and meet the requirements of DDESB TP18 in order to qualify.
- Candidates must actually start work at the site and be committed to staying at the project for its duration and/or a period of time specified by USA. The referring employee will receive the bonus on the first regular payday after his/her candidate has begun employment.
- Candidates who have contacted Human Resources and/or completed an application within the last 30 days will not be considered referrals under this program.
- USA will not knowingly hire UXO candidates who are actively working for a USA competitor and wanting to leave the competitor's job site prior to the completion of the project (unless prior approval has been obtained from their current employer).

To participate in the program please complete the form below and send it to Cathy Matuch, Corporate Recruiter at: cmatuch@usatampa.com; fax: 813-343-6337. For more questions regarding the program, please contact Cathy (813-343-6366) or Robin (813-343-6386) in Human Resources. Thanks!

Please Print:

Candidate's Name: _____

Candidate's Phone Number: _____

Candidate's Email Address: _____

Date Available: _____

Referring Employee's Name: _____

Job Site: _____

Referring Employee's Signature: _____

Date Referred: _____