



How To Receive Referral Bonus or Reward

In order to receive any referral bonus or rewards, a team member must be in “good standing” and must be employed as of the date of the earned referral bonus.

Good standing will include but is not limited to:

- Can not be on a Performance Improvement Plan or any disciplinary action
- Can not be inside of a period of notice given to terminate employment
- Can not be inside a temporary probationary period or employed through a staffing or temp-to-hire process. (if the referral falls during such a time, and the employee later becomes a full-time team member, they can earn the referral bonus at that time)

Referral Point System

1 Point = \$100

10% Annual Interest Earned (2.5% Quarterly) When Accumulated
towards a Trip or Prize

10 Points = \$1,000 or \$1,100 Towards Prize/Trip

20 Points = \$2,000 or \$2,200 Towards Prize/Trip

30 Points = \$3,000 or \$3,300 Towards Prize/Trip

40 Points = \$4,000 or \$4,400 Towards Prize/Trip

Points will be updated on a quarterly basis on the Nix Industrial Team Portal.

Referring A Team Member

Point System

90 Days = 3 Points

1 Year = 7 Points

IMPORTANT NOTE:

Newly hired **team members must note you as their referral** on their application. It is your responsibility to ensure this happens. Referrals are not tracked verbally, or retroactively.

Referring A Team Member Bonus:

Any team member (in good standing) who refers someone to employment with Nix Industrial will receive a referral bonus as follows:

- 3 points after 90 days of employment of the new team member
- 7 points after 1 year of employment of the new team member (stacked on top of the 3 points; 10 points total after 1 year)

The points available may be increased for a specific position as needed.

If a team member is hired through a temp agency, the clock on the 90 days or 1 year period begins at the start of their employment with Nix Industrial.

Referring A Customer

Points are **awarded when a Purchase Order or Contract** is received.

All Points are **based on the Customer Tier Matrix** (6 Category Ranking) completed by Sales Leadership.

Referrals **can include existing customers** if the referral works in a new department in a Tier 2 or 3 Customer we don't currently serve.

Submit the Customer Referral Form

on the Team Portal under the Internal Programs tab in MentionMe Program.

nixteamportal.com

Continue to the **Next Page for Referring A Customer Point System** ►

Referring A Customer (Continued)

PART 1: TIERS

Point System

Tier 1 Customer = 1 Point
Tier 2 Customer = 2 Points
Tier 3 Customer = 3 Point

PART 2: SALES

Point System

1 Point for every \$10,000
in Sales During 1st Year

Understanding The Tier Matrix

The customers Tier Matrix was designed to help our team members understand what makes an “Ideal Customer.” Prospective customers are categorized in tiers based upon the following information regarding their business and potential relationship with Nix Industrial:

Tier Ranking Point	Current Annual EGP	Potential Annual EGP	Average EGP Margin	Average Win %	# of Services Used	Timely Payments	Relational vs. Transactional
+1	Above \$100K	Above \$100K	Above 35%	Above 25%	3+	30-45 Days	Relational
0	\$20K - \$100K	\$20K - \$100K	30% - 35%	20% - 25%	2	45-60 Days	
-1	Below \$50K	Below \$50K	Below 30%	Below 20%	1	Above 60 Days	Transactional

Examples For Receiving Customer Referral Points:

- You refer a Tier 1 Customer that provides \$10,000 in sales, you receive 1 Point for the Tier and 1 Point for the work. **Total: 2 Points**
- You refer a Tier 1 Customer that provides a \$50,000 in sales, you receive 1 Point for the Tier and 5 Points for the work. **Total: 6 Points**
- You refer a Tier 2 Customer that provides a \$40,000 in sales, you receive 2 Points for the Tier and 4 Points for the work. **Total: 6 Points**

Management & Sales Team are excluded from Customer Referral Points



Level 1 Prize Options

10 Points = \$1,000 or \$1,100 Towards Prize/Trip



**Apple Watch Series 9
+ AirPods**



Yeti Collection Set



**Bose: Mount the Music
Outdoor Speakers
with Amplifier Set**



**Blackstone 36" Griddle
with Pizza Oven / Air Fryer**



Milwaukee Tool Set



**2 Night Stay-French Lick
\$100 Spending Money**

Prizes subject to change

Level 2 Prize Options

20 Points = \$2,000 or \$2,200 Towards Prize/Trip



3 Nights Stay
Pigeon Forge



Nascar Race



Hunting Trip



Fishing Trip



2 Nights Stay
Opryland Hotel
\$300 Spending Money



2 Nights Stay
Nashville, TN
\$300 Spending Money

Prizes subject to change

Level 3 Prize Options

30 Points = \$3,000 or \$3,300 Towards Prize/Trip



3 Days / Nights

Destin, Florida

Plus \$500 Spending Voucher
Flights Stipend Included



3 Days / Nights

Vegas

Plus \$500 Spending Voucher
Flights Stipend Included



4 Days / Nights

Cabin in the Smoky Mountains

Plus \$500 spending voucher

Prizes subject to change

Level 4 Prize Options

40 Points = \$4,000 or \$4,400 Towards Prize/Trip



4 Days / Nights
All inclusive Trip for (2)
Cancun, Mexico
Flights Stipend Included



4 Days / Nights
Out West Trip
Plus \$500 Spending Voucher
Flights Stipend Included

Prizes subject to change

For Questions About MentionMe Referral Program,
Contact Lindsey Nix, Director of Public Relations & Training
Email: lnix@nixcompanies.com



Questions About This Referral Program?

Contact Lindsey Nix

Director of Public Relations & Training

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