



Buddy Bonus Program 2026

We believe that great people know great people. To encourage our team to help us recruit reliable and qualified workers, we offer a Buddy Referral Bonus for eligible referrals.

Eligibility

- All current employees (except hiring representatives or those directly involved in recruiting or hiring decisions) are eligible to participate.
- Eligible referrals must be individuals who have a mutual personal or professional connection with one of the following:
 - a returning employee,
 - a local community member, or
 - an administrative employee of the company.
- The referring individual must personally know the referred candidate and be able to identify the mutual connection upon request.
- Referrals for candidates who do not have a mutual connection to a returning employee, local community member, or administrative employee are not eligible for this program.
- Non-employees may participate in the referral program only when the referred candidate meets the mutual-connection requirement stated above.
- Referred candidates must be new applicants who have not previously applied to or been employed by the company.
- Referred candidates must list the referring employee's or referring individual's name on their application at the time of submission.
- Exception: Hiring representatives who refer candidates that are local community members (must not require bunkhousing), personal acquaintances, or family members may participate in the program

Bonus Amount

- Beginning in 2026, a referral bonus of \$500 (gross) will be paid to the eligible referring employee.

Bonus Conditions

To qualify for the Buddy Referral Bonus, the referred employee must:

- successfully complete the full season (employment contract);
- complete the season without major policy violations, including but not limited to violence, alcohol or drug violations, or repeated no-call/no-show incidents; and
- not incur three (3) employment strikes during the season.
- The referral bonus is payable only after all eligibility and employment conditions have been verified.
- Only one referral bonus may be paid per referred individual.

Payment Terms

- The Buddy Referral Bonus will be paid through payroll and is subject to all applicable taxes and withholdings.
- If multiple employees or individuals refer the same candidate, the bonus will be awarded to the person whose name the candidate lists on their application.
- Only one person may receive the referral bonus for any referred candidate.

Exclusions

- Members of the HR, Recruiting, or Hiring Team who are directly involved in recruiting or hiring decisions for a candidate are not eligible to receive a referral bonus for that candidate.
- Self-referrals are not eligible.
- Referrals that do not meet the mutual-connection requirement described in the Eligibility section are not eligible.

Program Notes

- The Buddy Referral Bonus program is intended to encourage referrals of candidates who are known and trusted through existing employee, community, or administrative connections.
- The company reserves the right to request reasonable documentation or clarification to verify the existence of a mutual connection.

Program Instructions

- When submitting an application through the website portal, the referred candidate must enter the referring individual's full name in the "Who Referred You" field on the application page. Please ensure the name is entered accurately in the designated box, as shown in the screenshot below:

Apply for Production Crew

Basic Information

Position(s) Applying For *
 Seafood Processor Cook Dock

Employment Type *
 Full Time Part Time

Arriving Group *
 Any Arrival Time is Fine Group A, May Arrivals Group B, June or Later Arrivals

Housing *
 I will need housing I will NOT need housing

Gender *
 Male Female

Available to Start

Who Referred You? (His/Her Full Name)

Applicant First Name *

Applicant Last Name *