



EVRAZ North America EMPLOYEE REFERRAL PROGRAM

Program Purpose

We find that our employees often Create Value by recommending candidates from their personal network. As an added incentive for our employees, we have implemented an Employee Referral Program through which you can be rewarded for recommending others.

Program Participation – Eligibility

All employees are eligible and encouraged to participate in the Employee Referral Program, however Executives, Vice-Presidents, Supervisors, and Human Resources employees directly involved in the recruiting/selection process are not eligible to receive a monetary reward for program participation.



Eligible Positions

- All full-time salaried non-union positions
- All full-time hourly non-union positions
- Select skilled trade union positions (refer to “reward amounts” section)

Eligible Referrals

External Referrals may come from any source, as long as the employee has personal knowledge of the person’s experience, career interests, and character. All referrals should be individuals that the employee could personally and/or professionally recommend for a position. Referrals may be family members, friends, neighbors, acquaintances from school, or former co-workers. Unacceptable referrals would be unsolicited resumes, current EVRAZ contractors/temporary employees, candidates that pose a conflict of interest to the Company, and former employees who have worked for EVRAZ within the last 24 months.

As an Equal Opportunity Employer, EVRAZ NA encourages its employees to recommend qualified referrals without regard to race, color, religion, national origin, gender, age, sexual orientation, veteran status, physical or mental disability, or any other legally protected status.

Referral Payment Eligibility

If an employee’s referral is hired, payment will be provided after the referral has satisfactorily completed 3 months of employment (salaried employees) or the probationary period (hourly employees). Employees have the option to have EVRAZ NA donate their referral payment to a charity of their choice that supports EVRAZ NA’s charitable donations policy (see charitable donation eligibility below) or receive a direct payment. All direct payments are considered a taxable fringe benefit. Therefore, payments are added to the employee’s paycheck as taxable income.



The referral must be in good performance standing at the time of payout. The referral payment amounts are not eligible to be included in Bonus, Retirement, Pension or Profit Sharing plans. Only one referral award can be given per candidate. If a candidate is referred by more than one employee, the first referral received by Human Resources will be awarded if the candidate is hired. Employees must be actively employed at any one of our North American facilities at the time of payment to be eligible. Additionally, employees are eligible to receive a maximum of four (4) referral payments per calendar year.

Reward Amounts

\$2,500 payment or charitable donation

- Accounting & Finance (salaried positions)
- Information Technology (salaried positions)
- EVRAZ Business Systems (EBS)
- Electricians
- Engineers
- Fabricators
- Machinists
- Millwrights
- Reliability Technicians
- Truck Drivers

\$1,500 payment or charitable donation

- All other salaried and non-union hourly positions.

******Reward payments will be paid in the form of the employee's local currency.***

******Please also note that charitable donations will not be tax deductible to the employee since EVRAZ NA is making the donation their behalf.***

Charitable Donation Eligibility

Charitable donations should:

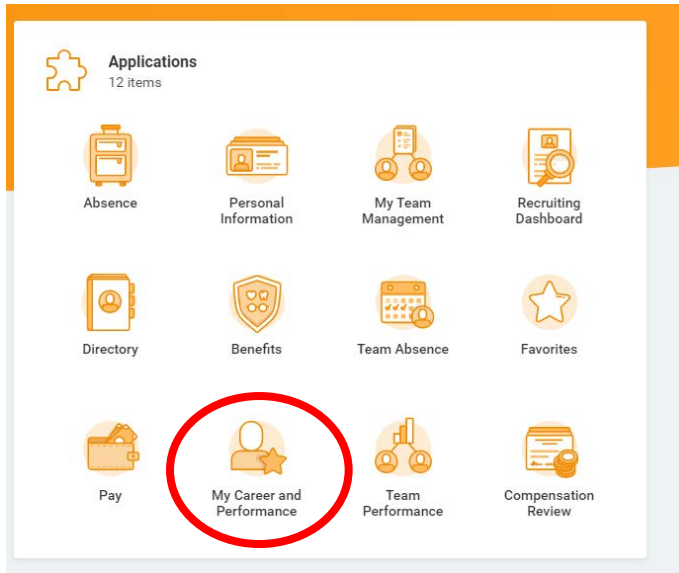
- Have a positive effect on the reputation of the Company
- Serve social and/or public purposes
- Should not be intended to influence decisions of government authorities, public officials, business activity, or gain any competitive advantage
- Charitable events or donations are strictly prohibited from directly or indirectly benefiting the following:
 - o Public or Government officials
 - o Political parties and figures
 - o Movements
 - o Religious organizations
 - o Profit-making organizations

******Please see below for the mandatory Employee Referral Process******

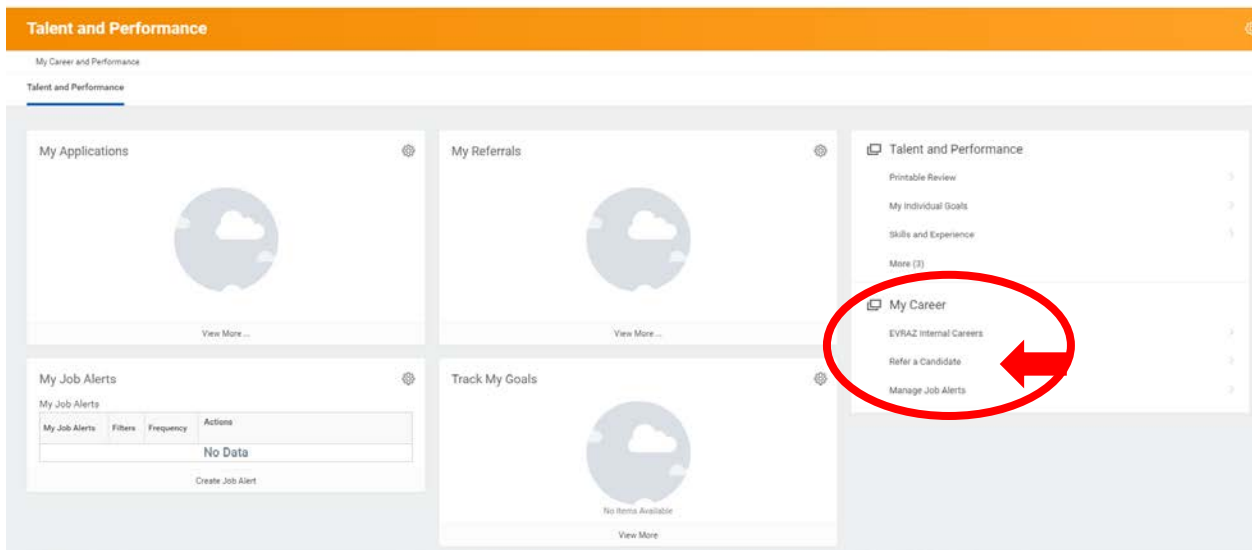
Referral Process

Employee referrals have been automated in Workday.

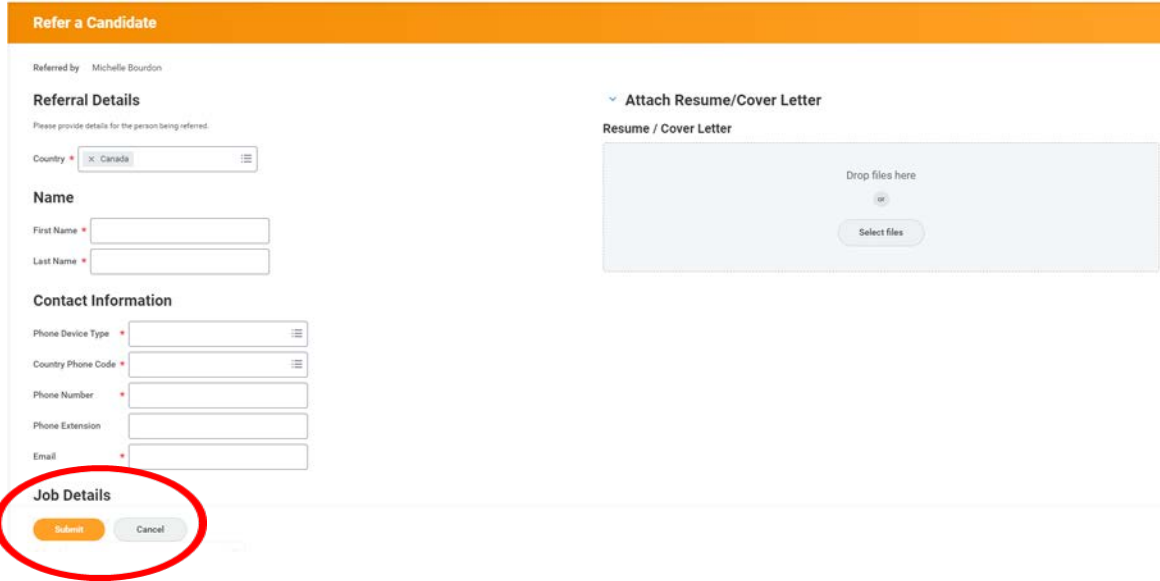
1. Login to **Workday**
2. Go to **My Career and Performance**



3. Select **Refer a Candidate**

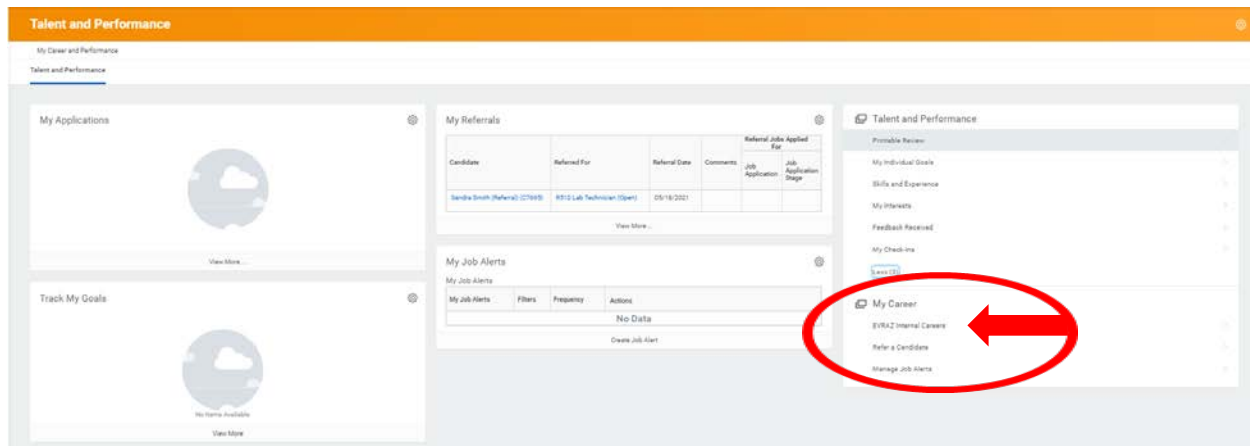


- Complete the **Referral Form** and click **Submit**.



- Your referral **MUST** apply to the position online from the EVRAZ North America's careers page at www.evrazna.com – Careers.
- Referrals **MUST** choose **Referral** for the “How did you hear about us” field when completing the online application.

Employees may share the job posting from the **Internal Careers** page.



Job Description

Excited to grow your career? At EVRAZ our strength starts with our people. We are committed to supporting each team member's growth through career advancement and development opportunities. This includes applying for open positions. If you see a role that is the right fit for you, we encourage you to apply! **Strength in Steel, Strength in People.**

Job Duties and Responsibilities

EVRAZ North America is hiring Lab Technicians (Temporary) at our Calgary mill. This position is an integral part of the quality control process and in ensuring compliance and customer satisfaction. The Lab Technician prepares and tests samples for evaluation of product mechanical properties, prepares and examines samples requiring metallographic evaluation, assists the Sonics Operator in the setup, calibration, and limited maintenance of the flux leakage and ultrasonic testing equipment.

- Operate laboratory and mechanical testing equipment including: bend tester, hardness tester, cutting saw, sample polisher and microscopes
- Perform tensile tests on as welded and heat treated products, tubing and upset ends
- Cut steel plate and pipe samples using oxy-fuel, plasma torch and CNC robot plasma cutter
- Prepare and identify samples accurately and clearly and forwards to lab for testing
- Follow detailed testing procedures and record findings as per documented guidelines, communicate results with appropriate stakeholders
- Maintain, calibrate and keep records of all thread gauging equipment including the yearly master gauge calibrations
- Interpret weld quality based on metallographic results and communicate results to Mill Line/Finishing Line/Tubing Lines/Heat Treat
- Assist sonic operators in set up and initial calibration of N.D.T. equipment. Ensure sonics problems are properly maintained before use. Assist in trouble shooting
- Determine parameter changes in Heat Treat based on mechanical properties and microstructures. Communicate results to Hot Operator

Apply

Refer

Create Job Alert

Share

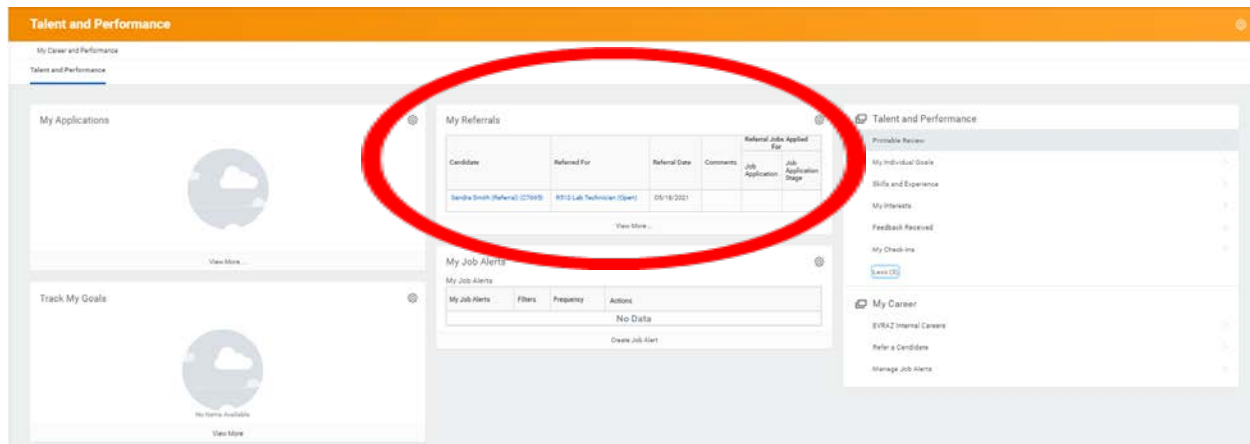


Job Details

Job Requisition ID	R510
Location	Calgary, AB, Canada
Posting Date	05/14/2021 - 4 days ago
Job Family	Quality
Time Type	Full time
Job Type	Temporary
Supervisory Organization	Shawn Colleaux

- Human Resources will review your referral's application and share with the hiring manager to determine if the qualifications/experience meets the job requirements.

Employees can view the status of referrals from the Talent and Performance dashboard in Workday.



Candidate	Referred For	Referral Date	Comments	Referral Job Applied For	Job Application Stage
Sandra Smith (Referral) (27645)	R510 Lab Technician (Open)	05/18/2021			