



REGINA RAMP-UP - REGINA OPERATIONS EMPLOYEE REFERRAL PROGRAM

With the recent conclusion of the sale process, we are excited to be returning to our roots and ramping up our operations in Regina. We have several positions that need to be filled, including both salaried and hourly positions, and we want your help in building the team that will be central to driving future success. As part of the Regina Ramp Up, you can help us fill key positions, and be rewarded for it through our **Employee Referral Program**.

1. **Who Can Refer?** All employees can refer candidates and referrals can be friends, family, neighbours, or past colleagues.
2. **What's In It For You?** You can help shape the future, and faces, of our company. You can also earn up to **\$2,500** when your referral is hired and has completed their probation. Skilled trades, drivers and salaried positions are all eligible – plus, **NEW** for the 2025 Ramp Up, you can also earn **\$500 for all union positions in Regina Operations**.
3. **How to Submit Your Referral.** If you have a referral, ensure that you submit it online, through Workday and your referral must apply online and include your name as the Referral. Please see the attached Employee Referral Program Information for more details on the process. If your referral is chosen, you will receive payment after they have completed their probationary period. You can opt for direct payment (taxable income) or a charitable donation.

Through your referrals, we can create the next chapter of the Interpro story and work together to build a stronger team and a brighter future in Regina.