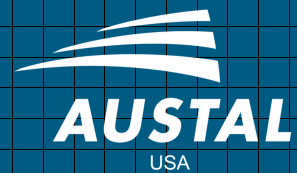


EMPLOYEE REFERRAL BONUS



YOUR NEW FAVORITE SIDE HUSTLE

FREQUENTLY ASKED QUESTIONS

HOW MUCH OF A REFERRAL BONUS WILL I RECEIVE?

Referral bonuses will be awarded as follows:

- **\$100** for Entry-level positions--Job grades 5 and under
- **\$250** for all Mid-level positions--Job grades 6+
- **\$500** for Hard-to-fill Craft positions
- **\$1,000** for positions identified as "Hard-to-fill" positions

Human Resources will identify positions as "hard-to-fill" before the position is posted.

CAN I REFER ANYONE AND GET A BONUS?

No. Referred candidates cannot be current or previous employees of Austal in any capacity, including contract employees, or students in the AIDT/Austal training program.

HOW DO I GET CREDIT FOR REFERRING MY FRIENDS?

In order to receive a bonus, you must submit your referrals in Workday:

1. Click the CAREER worklet icon on the home screen
2. Click REFER A CANDIDATE
3. Fill out the electronic form
4. Click SUBMIT

WHO IS ELIGIBLE TO RECEIVE A REFERRAL BONUS?

All employees in full time positions are eligible to receive a referral bonus with the exception of at least the following:

- Those at vice president level and above
- Human Resources personnel
- Individuals with hiring authority/ influence over the referred candidates

WHEN WILL I RECEIVE THE BONUS?

Once your referred candidate has been employed with Austal USA for 90 days, Human Resources will begin processing your bonus. Both you and your referral must be employed with Austal USA at the time the bonus is paid. It may take up to 120 days for bonuses to be processed and paid out.

WHY IS MY BONUS NOT THE FULL AMOUNT?

All bonuses are subject to tax withholdings.

[CLICK HERE FOR CURRENT HARD-TO-FILL JOBS](#)

More questions? Contact Recruiting_HR@austalusa.com