



# IT PAYS TO HAVE FRIENDS

YMCA BUFFALO NIAGARA  
EMPLOYEE REFERRAL PROGRAM

## HOW DOES IT WORK?

It's easy – simply refer a friend for YMCA Buffalo Niagara position and you both get paid!

## INCENTIVES YOU BOTH RECEIVE:

- \$25 when your referral is hired and successfully completes training within 30 days.
- \$50 after your referral successfully completes their 90-day introductory period.

## ELIGIBILITY:

- All non-exempt employees are eligible to participate.
- Placement of the referral is based on individual qualifications and availability. The employment decision is at the discretion of the Y.
- Only active employees are eligible to receive the incentive award. No incentive award will be given to terminated employees.
- Incentive awards are delivered through the payroll system and are subject to all payroll taxes. Any tax due will be the responsibility of the recipient.
- This incentive program may be modified or terminated at any time by the Y.



**CPR & FIRST AID  
CERTIFICATION  
PROVIDED  
AT NO COST!**