



RETENTION PAY:

Temporary associates working for Alliance Staffing Solutions have the opportunity to earn Retention Pay as an incentive for working with our company. Retention Pay is an incentive reward that is not charged back to the customer for which the candidate is placed on assignment with. To earn this benefit, the Alliance Staffing Solutions employee must meet the requirements mentioned below. Once eligible, the Alliance Staffing Solutions temporary employee may receive compensatory credit for meeting certain eligibility requirements.

Eligibility Requirements for RETENTION PAY:

Requirements: The Alliance temporary Employee MUST be working on assignment with the SAME customer to be eligible. The Alliance temporary Employee MUST accumulate the hours within one calendar year. Hours accrued from a previous year do not transfer to the next year.

**** THIS BENEFIT DOES NOT APPLY TO CANDIDATES WHO MEET REQUIREMENTS BY WORKING ON SEVERAL DIFFERENT ASSIGNMENTS****

If a person is called back to an assignment with the same employer within the same calendar year, all previous hours worked within the calendar year of the new assignment will count towards the eligibility requirements.

Retention pay rewards:

After the 1st 680 hours is worked on an assignment with the SAME customer in one calendar year, the Alliance Staffing Temporary Employee will receive 8 hours of his/her assigned pay rate in the form of a bonus.

Upon completion of 680 hours within one calendar year, for every 400 hours you continue to work on the same assignment, you will receive an additional 8 hours of his/her assigned pay rate in the form of a bonus.

An Alliance Temporary Employee can earn up to 32 hours of Retention Pay in a calendar year. Accumulation of hours starts over in January of each year. Any hours accumulated in the previous calendar year do not count towards the accumulation of hours in the following year.

Request for retention pay:

Alliance Staffing Solutions temporary employees must request in writing the disbursement of any retention pay they are eligible for. This can be accomplished as easily as documenting their request on their time slip. Mail, Email, and Faxes are considered to be proper methods of relaying requests to Alliance Staffing Solutions. Requests for retention pay must occur within the same calendar year that the hours were accumulated.

Payrolled employees and retention pay:

Definition: Pay rolled employees are candidates who have been identified by the customer and the customer has requested that we issue paychecks for employees. If you are considered to be a pay rolled employee, you will not be eligible to receive the retention pay benefit.

**** YOU MUST BE AN ACTIVE EMPLOYEE AND CURRENTLY ON ASSIGNMENT TO BE ELIGIBLE FOR THIS BENEFIT ****

Please contact your Alliance Staffing Solutions recruiter with questions in regards to these policies or your anniversary date.

Thanks again for your hard work and commitment!