

Employee Referral Bonus Program

1.0 Policy

It is the policy of Ultra Technologies, Inc. to offer a cash incentive to employees referring prospective candidates for employment who are hired by the Company.

2.0 Scope

Only non-managerial, full-time and part-time employees are eligible to receive the cash incentives for employee referrals. Managerial employees are expected, as part of their jobs, to recruit new employees.

3.0 Procedure

Upon referring a candidate for employment an employee must submit written documentation to Human Resources, listing the employee's name, the candidate's name, and the position for which the latter is applying.

If the candidate is hired, a referral bonus of \$500 will be paid to the employee who made the referral, after the new employee has successfully completed the 90 day probationary period.