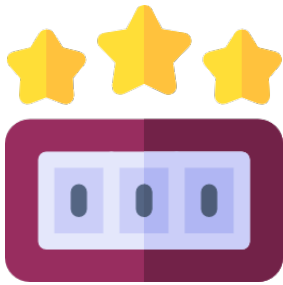


Earning Points by Making Referrals

At Hilti, we value your referrals so we've made it easy for you to earn points that could make you eligible for special recognition and/or rewards throughout the year.



Points System:

- 15 points** - Activate your Account
- 5 points** - Make a Referral
- 3 points** - Someone visits your personal link
- 3 points** - Candidate clicks Apply on a job
- 10 points** - Your candidate is contacted
- 75 points** - Your candidate is hired



Leaderboards:

- Top Scorers:** Total of All Points (subject to 100 pt. cap)
- Most Referrals Made:** Total Number of Referrals Made
- Source of Most Hires:** Total Number of Hired Referrals
- Biggest Sharer:** Total Number of Visitors to Your Personal Link
- Referred Most Jobs:** Total Number of Unique Jobs that you referred candidates to or they applied to



- **Total Points** are recalculated daily at 10am UTC.
- There is a 100 point cap over a 7-day rolling period on the following actions:
 - Activating your account
 - Making a referral
 - Someone visiting your personal link
 - Candidate clicking apply through your link
- You can earn **unlimited points** from status changes



Why am I receiving 0 points?

This means that you have already hit your 100 point cap.

When can I earn points again if I hit my cap?

If you, for example, earn 20 points on Monday and 80 points on Wednesday, 20 points will become available for you to earn the following Monday and 80 points will be available the following Wednesday.

Why is the cap a rolling window?

The rolling window cap is set in order to level the playing field. Some colleagues might not start earning points until two days later than you and so we would like to give them an equal opportunity to hit the 100 point cap over 7 days from the day they start earning points.



Rewards!

Every quarter, employees who reach a new level will have the chance to select a reward depending on which and how many levels reached. Keep a look out for this email!



Questions? Contact:

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