



PROSIDIAN CONSULTING EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM

PROSIDIAN IS LOOKING FOR "GREAT PEOPLE WHO LEAD"

ProSidian Consulting Is Looking For "*Great People Who Lead.*" In fact, ProSidian is always looking for qualified, dedicated professionals at all levels in the organization. We hire individuals who have depth and breadth of experience and a functional, technical or industry specialty.

What attracts professionals to build careers at ProSidian Consulting? Many ProSidian employees say it is our culture. Our employees place client reference ability, teamwork, integrity, and accountability, above all else. ProSidian's culture values the individual's contributions and provides the resources you need to excel. Also, there is a positive, goal-oriented attitude.

Our vision is to be recognized as the trusted business advisor to clients in the markets we serve. We help clients develop business strategies, improve operational effectiveness, and implement the projects required to achieve results. Individuals who are respected for their differences, and encouraged for their ability to visualize, analyze, and convert data and experiences to meet performance challenges while confidently engaging in productive "Jugaad" and dialogue targeting mission success.

We are challenged to win, and we play to win. The culture also supports teamwork on flexible project teams, across disciplines, and throughout the organization. Our collective efforts focus on meeting the client's needs first and foremost through a culture where an entrepreneurial spirit and respect for the individual form the cornerstone of advisory services.

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Know someone who is looking for the right career or contract work environment? Research has shown, and our own experience supports, that Employee & Contractor hires who come into our organization through Engagement Team Member, Fellows, Contractors, Employees, and Collaborating Partner referrals are excellent contributors, stay with us longer and are more cost effective to recruit.

Our employee referral program encourages you to introduce your talented friends, family members, or former colleagues to career opportunities at ProSidian Consulting. Nearly half of all great new hires come from the recommendations of dedicated supporters like you, but that's just the beginning. If you know someone who you think would be a great addition to our organization and they meet the qualifications for an existing open requisition, refer them to our careers site located at www.ProSidian.com/careers/ and have them attach an accompanying signed Candidate Referral Form to their application.

Your referrals will help ensure that we continue to find the right people—people who are the right fit for our team and our environment. What better way to contribute to our team and our future! It will be worth between \$250 and \$5,000 (less taxes) within 90 days of their hire date if you refer them for employment and they are hired. To view a list of available positions, please visit www.ProSidian.com/careers/. Then submit a signed Candidate Referral Form. This must be done before your referral applies to any position.

Want to learn about what positions are award-eligible in your area? Have someone in mind? Are you interested in learning more about ProSidian? Head to our website at www.ProSidian.com. Encourage your connections to join our team—and help us build an even more enriching environment.

ABOUT PROSIDIAN

ProSidian is a management and operations consulting firm with a reputation for its strong national practice spanning six solution areas including Risk Management, Energy & Sustainability, Compliance, Business Process, IT Effectiveness, and Human Capital. We help clients improve their operations.

Launched by former Big 4 Management Consultants; our multidisciplinary teams bring together the talents of nearly 190 professionals nationally to complete a wide variety of engagements for private companies and government agencies of all sizes. Our Services are deployed across the enterprise, target drivers of economic profit (growth, margin, and efficiency), and are aligned at the intersections of assets, processes, policies, and people delivering value. *See Link To ProSidian website at www.ProSidian.com*

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THE REWARDS OF THE EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM

We realize our best-recruiting tools include excellence in service, strategic growth opportunities, and word of mouth. That's why we reward Engagement Team Members, Fellows, Contractors, Employees, and Collaborating Partners for valuable referrals. The referral awards are tiered as follows:

KEY REWARDS OF THE EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM

\$150.00	Non-exempt positions as employees, contractors, and On-Call Personnel with ProSidian Consulting
\$250.00	Exempt positions as employees, contractors, and On-Call Personnel with ProSidian Consulting
\$500.00	Positions that require a SECRET clearance and candidate referred holds an Active SECRET
\$1,000.00	Positions that require a TOP SECRET clearance and candidate referred holds an Active TOP SECRET
\$2,000.00	Positions that require a TOP SECRET with SCI clearance and candidate referred holds an Active TOP SECRET with SCI
\$3,000.00	Positions that require a TOP SECRET with CI POLY clearance and candidate referred holds an Active TOP SECRET with CI POLY
\$4,000.00	Positions that require a TOP SECRET with Full Scope/Lifecycle POLY clearance and candidate referred holds an Active TOP SECRET with Full Scope/Lifecycle POLY

KEY QUESTIONS REGARDING THE EMPLOYEE & CONTRACTOR REFERRAL PROGRAM

ProSidian Consulting is on a growth path, and we would like to invite you to refer a friend, family member, or colleague for current open positions and earn up to \$5,000. As ProSidian Engagement Team Member, Fellow, Contractor, Employee, and Collaborating Partner you now have a tremendous opportunity when you to introduce your extraordinary friends, family members, and peers to career opportunities at our Firm.

KEY QUESTIONS REGARDING THE PROSIDIAN EMPLOYEE & CONTRACTOR REFERRAL PROGRAM

Who Is Eligible To Participate In The ProSidian Employee & Contractor Referral Program?

Any Engagement Team Members, Fellows, Contractors, Employees, and Collaborating Partners on ProSidian's payroll and in our network can participate except executive staff, employees in the Human Resources Department, and direct or indirect supervisors of the designated job or contract openings.

What Employee & Contractor Positions Are Bonus Eligible?

Any full, contractor or part-time position that has been posted on the ProSidian's website is bonus eligible for \$250.00 to \$5,000.00 based upon the position hired.

How do I refer someone Through The ProSidian Employee & Contractor Referral Program?

Your referral should complete an Employee Referral Bonus Form and submit it with the application at the time they complete the application for employment via our careers site located at www.ProSidian.com/careers/ (this can be done as late as the new employee's first day of work). Only candidates referred from external sources qualify for the bonus. Anyone who has either worked for ProSidian within the last twelve months or has already applied for a position with The Firm does not qualify as bonus eligible candidates. This includes Engagement Team Members, Fellows, and Collaborating Partners, as well as employees working at ProSidian through a temporary agency or as an independent consultant.

When do I receive the bonus From The ProSidian Employee & Contractor Referral Program?

To qualify for the payment, your name must be listed by your referral at the start of the job application process, and they must attach an accompanying signed Candidate Referral Form to their application at www.ProSidian.com/careers/. You will receive your bonus after the new employee or contractor has reached the required ninety (90) consecutive business days worked. Engagement Team Members, Fellows, Collaborating Partners, and Employees are eligible for bonus payment as long as they are currently employed by ProSidian at the time the new employee or contractor has reached the required ninety (90) consecutive business days worked.

PROSIDIAN CONSULTING EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM

What Positions Are Included In The ProSidian Employee & Contractor Referral Program?

ProSidian Consulting seeks highly qualified new employees for a variety of hard-to-fill positions. The positions that are eligible for the Employee Referral program are indicated in the careers section on the company website at www.ProSidian.com/careers/.

Other Items To Consider Regarding The ProSidian Employee & Contractor Referral Program?

ProSidian Management and appropriate Human Resources personnel reserve the right to evaluate program eligibility on a case-by-case basis. Referral payments are paid through the payroll or associate payment process and are subject to all applicable deductions and taxes. Referral payments are reported as income for tax purposes.

EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM RULES AND GUIDELINES

The ProSidian Consulting Employee & Contractor Referral Bonus Program has very few rules, but these follow appropriate guidelines for fairness and integrity according to applicable law and policies and procedures.

ProSidian Management and appropriate Human Resources personnel reserve the right to evaluate program eligibility on a case-by-case basis. Referral payments are paid through the payroll or associate payment process and are subject to all applicable deductions and taxes. Referral payments are reported as income for tax purposes.

Engagement Team Members, Fellows, Collaborating Partners, and Employees will receive the referral bonus after the new employee or contractor has reached the required ninety (90) consecutive business days worked.

Anyone who has either worked for ProSidian within the last twelve months or has already applied for a position with The Firm does not qualify as bonus eligible candidates.

The hiring of a referred Employee or Contractor must occur within six months of the initial referral date.

Engagement Team Members, Fellows, Collaborating Partners, and Employees are eligible for bonus payment as long as they (Specifically employees) are currently employed by ProSidian at the time of the period where the new employee or contractor has reached the required ninety (90) consecutive business days worked.

Only one person can be eligible for a candidate in the Referral Bonus Program. Multiple candidates can be referred to. However, only the first Engagement Team Member, Fellow, Collaborating Partner, or Employee to refer a candidate will be the Referral Bonus Program participant eligible for payment.

ProSidian Management, Human Resources, and Business Unit Director employees are excluded from receiving referral bonuses.

The referral must represent the candidate's first contact with our organization.

All candidates will be evaluated for employment consistent with our organization's policies and procedures, and all information regarding the hiring decision will remain strictly confidential.

For more information about ProSidian Careers and other areas, visit www.ProSidian.com or contact us at: Careers @ ProSidian.com or +1-800-597-6904.

OUR SOLUTIONS INCLUDE: RISK MANAGEMENT | ENERGY & SUSTAINABILITY | COMPLIANCE | BUSINESS PROCESS | IT EFFECTIVENESS | HUMAN CAPITAL



PROSIDIAN CONSULTING EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM

PROSIDIAN CONSULTING EMPLOYEE & CONTRACTOR REFERRAL BONUS PROGRAM FORM

YOUR FULL NAME

YOUR PHONE NUMBER

YOUR EMAIL ADDRESS

REFERRAL TYPE

EMPLOYMENT

CONTRACT

FELLOWSHIP

EMPLOYEE OR CONTRACTOR CANDIDATE DETAILS

NAME OF CANDIDATE

PHONE NUMBER OF CANDIDATE

EMAIL ADDRESS OF CANDIDATE

CURRENT LOCATION OF CANDIDATE

POSITION APPLIED / SUGGESTED FOR AND RELATIONSHIP TO CANDIDATE

JOB NUMBER

CHECK BOX I have reviewed and acknowledge receipt of applicable ProSidian Employee & Contractor Referral Bonus Program Documents. Furthermore, I have reviewed the Program Rules and Guidelines and have been provided adequate opportunity to effectively determine my options in this regard.

PROGRAM RULES AND GUIDELINES

The ProSidian Consulting Employee & Contractor Referral Bonus Program has very few rules, but these follow appropriate guidelines for fairness and integrity according to applicable law and policies and procedures.

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- Engagement Team Members, Fellows, Collaborating Partners, and Employees will receive the referral bonus after the new employee or contractor has reached the required ninety (90) consecutive business days worked.
- Anyone who has either worked for ProSidian within the last twelve months or has already applied for a position with The Firm does not qualify as bonus eligible candidates.
- The hiring of a referred Employee or Contractor must occur within six months of the initial referral date.
- Engagement Team Members, Fellows, Collaborating Partners, and Employees are eligible for bonus payment as long as they (specifically employees) are currently employed by ProSidian at the time of the period where the new employee or contractor has reached the required ninety (90) consecutive business days worked.
- Only one person can be eligible for a candidate in the Referral Bonus Program. Multiple candidates can be referred. However, only the first Engagement Team Member, Fellow, Collaborating Partner, or Employee to refer a candidate will be the Referral Bonus Program participant eligible for payment.
- ProSidian Management, Human Resources, and Business Unit Director Employees are excluded from receiving referral bonuses.
- The referral must represent the candidate's first contact with our organization.
- All candidates will be evaluated for employment consistent with our organization's policies and procedures, and all information regarding the hiring decision will remain strictly confidential.

REFERRAL SIGNATURE

DATE

This Form Must Be Submitted Along With Each Candidate's Resume To Careers @ ProSidian.Com For Approval And Tracking.