

HGI Recruiting Incentive Plan

To encourage our employees to actively promote Harrington Group, Inc. as THE place to work, we have used a recruiting incentive plan whenever appropriate since 1998.

The primary objective of this program is to motivate you to think about who you might know that would make an excellent, long-term employee, and put your energies into pursuing them. It can save HGI money in professional recruiting costs and may help build a reserve of several potential employees to draw from on an as-needed basis.

All current employees except HGI owners and HGI positions responsible for recruiting and hiring staff, are eligible to participate. All you have to do is:

1. Identify someone you know, unrelated to you, who shares HGI's core ethics and has strong, technical competencies that match our current hiring needs.
2. Contact them and explain who HGI is, what we do, our core purpose and values. If the candidate is interested, ask them to send you their resume. Once you receive their resume, you must submit it to Human Resources in order to qualify for the recruiting incentive bonus. All resumes will be maintained in a database.
3. If the potential candidate is qualified, HGI will contact them to begin the OAD and interview process.
4. Be creative, think also about who you know that might know someone we are looking for – contact them and discuss – shake all the bushes you can think of.

Recruiting Bonus Potential – What's in it for you?

If the candidate is hired, a recruiting incentive will be paid in three installments; after 6 months, 12 months, and 18 months of successful employment.

Engineers and Managers - \$6,000

[3 installments of \$2,000 each, after 6, 12, and 18 months of successful employment]

Non-Management support staff - \$3,000

[3 installments of \$1,000 each, after 6, 12, and 18 months of successful employment]

Note, not all positions may be eligible for a bonus; eligibility will be defined by need. In addition, if the position being filled is a part-time position, the referral incentive bonus will be pro-rated, based on dividing the expected annual hours worked by 2,080 hours. The figure 2,080 hours is calculated by multiplying 40 (number of hours worked weekly) by 52 (number of weeks in a year).



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What Positions Are Available Now?

Property Loss Control Consultant/Senior Property Loss Control Consultant

- Three or more years of experience as a field consultant with a major industrial property insurance company with a heavy focus on HPR clients **Or**
- Five or more years of experience as a senior field consultant with a major industrial property insurance company, or national/regional insurance brokerage firm, with the responsibility to serve property insurance-driven clients, including a heavy focus on HPR clients in various manufacturing
- Creative and effective problem-solver
- Elementary and advanced training and experience in both property loss control and fire protection engineering
- A BS in engineering from an accredited program in fire protection engineering, or a major engineering discipline such as mechanical, electrical, Industrial, chemical or civil, is required
- Registration as a Professional Engineer (P.E.) (or the ability to become registered within one year) is a plus but not required