

BOOMERANG EMPLOYEE BONUS PROGRAM

Anders has established a Boomerang Employee Bonus Program which encourages former Anders employees to return to Anders for employment.

If a boomerang employee is hired for a regular, full-time, or part-time position, the returning employee will receive an award as follows:

- **\$1,000 one-time payment via direct deposit**

Payment of the award will be made after the returning employee completes 90 days of employment with Anders and so long as the returning employee is in good performance standing at the time the referral award payment is to be paid. All bonus awards are subject to standard tax withholdings.

ELIGIBILITY GUIDELINES

- Must be a former employee of Anders CPAs + Advisors or Claris Advisors who left the Firm in good standing
- Must have resigned from **and** be rehired for a regular, full-time, or part-time position
- Must have spent a minimum of 90 days away from employment at Anders
- Interns, Temporary, and Seasonal employees are not eligible for this award

PAYMENT TERMS

Anders will pay a one-time boomerang employee bonus payment if the previously stated conditions are met. Payment of the award will be made after the returning employee completes 90 days of employment with Anders and so long as the returning employee is in good performance standing at the time the referral award payment is to be paid.

One-Time Bonus Award Paid: _____ (Date)

Signature of HR Approval

Date

Department Leader Signature

Date

Employee Signature

Date