



MOVE TO THE

RIGHT PLACE



**Officer Recruitment  
Program**



# EARN CASH AND HELP US GROW THE ALGOMA FAMILY!

Reap the rewards of working for Algoma, whether you are a new hire or long-time employee. For a limited time, we are pleased to re-introduce our industry-leading officer recruitment and referral program. Whether you are joining the Bear or are an employee making a referral, there's abundant opportunities to bring home some extra cash! Act now, as this offer expires on **August 1, 2021**.

The program is simple:

- First Mates and Second Engineers hired between July 1 and August 1, 2021 are eligible for a financial incentive;
- A matching incentive is available to Algoma employees who make a successful referral;
- Detailed program criteria, payment amounts and schedules, and terms are provided below.

## Officer Incentives - Recruitment & Referrals

<b>1ST MATES</b>	<b>@ 30 Days</b>	<b>@ 180 Days</b>	<b>TOTAL</b>
Pilotage credentials for all 5 GLPA Districts	\$6,000	\$9,000	<b>\$15,000</b>
Pilotage credentials in 4 GLPA Districts	\$5,000	\$8,000	<b>\$13,000</b>
Pilotage credentials in 3 GLPA Districts	\$4,500	\$6,500	<b>\$11,000</b>
Pilotage credentials in 2 GLPA Districts	\$4,000	\$6,000	<b>\$10,000</b>
Pilotage credentials in 1 GLPA District	\$3,500	\$5,500	<b>\$9,000</b>
Great Lakes experience; no pilotage credentials	\$3,000	\$5,000	<b>\$8,000</b>
<b>2ND ENGINEERS</b>	<b>@ 30 Days</b>	<b>@ 90 days</b>	<b>TOTAL</b>
	\$6,000	\$9,000	<b>\$15,000</b>

# THE FINE PRINT

## Terms & Conditions

This program applies only to officers hired for steady employment. Incentives are based on rank & qualification. The Fleet Personnel Department shall make the final determination about candidate eligibility.

Candidates hired under this program must commence work no later than September 1, 2021. The new hire will earn their first financial incentive after reaching the milestone of 30 working days, and their second incentive after a total of 180 working days have been completed.

In the event the new hire was referred to the Company by an existing employee, that employee shall be awarded a matching incentive, payable on the same schedule as the new hire.

If you previously worked for Algoma, welcome back!

Referrals must be submitted to the Fleet Personnel Department on the provided form in advance of a candidate's application. Retroactive submissions will not be accepted.

The following exclusions and limitations apply:

1. Officers already employed by ACC, ATL, NACC, any affiliate or subsidiary
2. Officers previously employed by any of the aforementioned entities in the past nine months
3. Officers already in the hiring process with the Fleet Personnel Department
4. Officers who have already been referred by another employee
5. Officers who have applied directly with the Fleet Personnel Department in the past six months
6. The deadline for applications is August 1, 2021.

All current Algoma Central Corporation (ACC), Algoma Tankers Ltd. (ATL), and NACC Shipping Canada Ltd. (NACC) employees, shipboard and shoreside, are eligible to participate in the referral program, with the exception of the Fleet Personnel Department and Senior Leadership team. There is no limit to the number of referrals allowed under the program.

Both the referral and recruitment incentives are taxable benefits.

The Fleet Personnel Department reserves the right to modify or abolish the program at any time, but will honor the commitments made under the current program to those hired up to that date.

Any questions about the program should be directed to [Careers@algonet.com](mailto:Careers@algonet.com).





# Employee Referral Form

## Referral Guidelines

1. To refer a potential employee, please complete this form and return it, along with a copy of the prospective candidate's resume to: [careers@algonet.com](mailto:careers@algonet.com)
2. To be eligible for this program, candidates cannot:
  - Already be employed by the Algoma Central Corporation
  - Have been previously employed by Algoma within the past 9 months
  - Presently be in hiring process with the Fleet Personnel Department
  - Have applied for a position with the company in the past 6 months
  - Have been referred by another employee
3. All current Algoma employees, shipboard and shoreside, are eligible to participate in this program, with the exception of the Fleet Personnel Department and Executive team.
4. No retroactive submissions will be accepted.
5. Employees are encouraged to include a short recommendation letter (or email) as to why the candidate should be considered.
6. If a candidate is referred by more than one employee, only the first referral will be awarded, should the candidate be hired.
7. By completion and submission of this form, you agree that you have read and understand the full details of the Employee Referral & Recruitment Incentive Program. **The deadline for submissions is August 1, 2021.**

## Employee Information

Employee Name: \_\_\_\_\_ Employee No.: \_\_\_\_\_

Email Address: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Referral Information

Candidate Name: \_\_\_\_\_ Telephone No.: \_\_\_\_\_

Applied Position: \_\_\_\_\_ Email Address: \_\_\_\_\_

### For Fleet Personnel Internal Use Only

Date Received: \_\_\_\_\_ Interviewed: \_\_\_\_\_

Hired (Y/N): \_\_\_\_\_ Award Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

