

To: All Employees

Date: June 16, 2025

Subject: Update to Employee Referral Bonus Program

Dear Team,

As part of our ongoing efforts to align our recruitment strategies with current staffing needs, we are updating our Employee Referral Bonus Program.

Effective July 1, 2025, referral bonuses will only be offered for the following positions:

- **Greenskeeper**
- **Line Cook**

All employee referrals that have already been processed or hired prior to July 1, 2025 will be honored.

If you have any questions about this change or need clarification on eligible positions, please contact Human Resources.

Thank you for your understanding and continued support.

Sincerely,

Kim Weaver
Director of Human Resources
Founder Group International