



## **SomaPeeps Referring Peeps**

SomaLogic strongly encourages all employees to work as ambassadors for SomaLogic and to encourage all qualified candidates whom you believe could add value to the Company, to apply for our open positions.

The building of a world-class organization depends largely on our ability to attract and retain high performing personnel. To recognize the vital role employees play in the recruitment process, the Company has implemented an Employee Referral Program entitled ***SomaPeeps Referring Peeps***. Under this program, SomaLogic will pay a **\$1,000** referral bonus to any eligible employee (see definition of “Employee Eligibility” below) who has referred a candidate that is subsequently hired by the Company and remains employed for a minimum of six (6) months.

### **Employee Eligibility**

This program is available to all full-time and part-time employees, except those at the Vice President level and above, Human Resources personnel, and managers with hiring authority over the referred candidates.

### **Candidate Eligibility:**

Referrals will be accepted for all candidates with the exception of former employees and contractors whose last assignment was within the past 5 years, as well as current employees, contractors or temporary staff (including interns).

### **Process & Conditions**

To refer a candidate, the employee must have the candidate apply online to an open position, listed [here](#) and indicate the name of the referring employee in the appropriate field (Referral Source).

The first employee to refer a candidate will be the only one eligible for the referral bonus. There is no limit to the number of employee referral bonuses any one employee may receive.

### **Payment:**

In order for payment to be processed, both the referring employee and the referred new hire must be employed 6 months from the new hire’s start date.

Provided all criteria are met, the employee referral bonus will be awarded in the month following the completion of the new hire’s six months of employment. Payment will be subject to applicable taxes as required.

The Employee Referral Program is subject to cancellation or modification at any time at the discretion of Human Resources and the Executive Leadership team.