

- Is designated by a Candidate as the referring employee on the application for employment. A Candidate may only designate one employee as the referring employee.

1.5 Payment Date "Payment Date" means the date a Referral Bonus is paid.

1.6 Probationary Period. "Probationary Period" means the period starting on the date of hire and ending 90 days later during which a Candidate remains an actively working employee of PPS.

1.7 Program. "Program" means the School District #1J, Multnomah County Temporary Referral Bonus Program in its present form or as amended from time to time.

1.8 Referral Bonus "Referral Bonus" is an amount payable to an Eligible Employee under the Program.

SECTION 2

REFERRAL BONUS

2.1 Amount of Referral Bonus. An Eligible Employee shall be paid a Referral Bonus in the amount specified in Appendix A based on the Candidate's job classification for each Candidate who successfully completes a Probationary Period.

2.2 Time of Payment Each Referral Bonus shall be paid as soon as practicable after, but in no event later than, the second payroll date immediately following the end of the Candidate's Probationary Period.

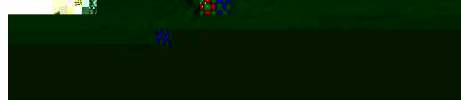
hereunder shall confer upon any person any right to continued employment by or service to PPS or affect in any manner the right of PPS to terminate the employment or service of any person at any time without liability hereunder.

3.4 Withholding PPS will withhold from any amounts paid under the Program any income tax or other amounts as required by law, including any mandatory contributions under PERS or OPSRP.

IN WITNESS WHEREOF, PPS has adopted the Program as of the Effective Date.

School District Number #1J, Multnomah County

Original Cn N. C (t)3 2 C (t)3q0 Td [(W)-6 T* [(O)-6 (reg)b (o c)4 1.



APPENDIX A
ELIGIBLE JOB CLASSIFICATIONS
AND
REFERRAL BONUS AMOUNTS

The Administrator has designated the following job classifications as qualifying an individual to be a Candidate under the Program, with the referring Eligible Employee to receive a Referral Bonus in the amount specified for the Candidate's job classification below if all of the terms and conditions of the Program are otherwise met:

Classification	Referral Bonus
Custodian	\$750