

Eligibility. Nexeo Ambassadors include current Nexeo associates and any person(s) wanting to refer friends and/or family. The Ambassador must complete their referral on the Nexeo website (nexeohr.com/refer-a-friend/). The person(s) referred will be contacted by a branch and must inform their branch of whom referred them. Failure to do so will result in forfeiture. The person(s) referred must work 80 hours for Ambassador to receive a \$50 gift card bonus. These 80 hours are continuous from assignment to assignment. E.g., if the person(s) assignment ends before 80 hours are completed but the person(s) starts a new assignment within the month, the person(s) can continue to gather the 80 hours.

1. **Who?** Current Nexeo associates cannot be referred by an Ambassador. Friends and/or family can all be referred by an Ambassador. Ambassadors and the person(s) referred must be 18 years or older. Those who are not Nexeo associates can refer friends and family to Nexeo, but the referred must start an assignment with Nexeo for the Ambassador to receive the \$50 gift card bonus.
 - a. Person(s) referred cannot be referred more than once. To refer a person more than once, the person(s) previously referred cannot be a Nexeo associate for one year. (Not employed by Nexeo for a solid year).
2. **Termination.** If the person(s) referred by the Ambassador is terminated voluntarily or involuntarily, the referral process is terminated.
3. **Duration.** The person(s) referred will have one month (30 days) from their start date to complete the 80-hour requirement. Failure to do so will cause the Ambassadors to forfeit their bonus.

Gift Card Bonus. The Ambassador will pick up their gift card bonus from their branch. This branch can be the branch the Ambassador works with or nearest to them depending on the Ambassador type. (Current Nexeo Associate or not).

1. **Processing Time.** It takes 4 weeks (30 days) to process the referral before the Ambassador can receive their gift card bonus. The process can be longer if there is a gap between assignments for the person(s) referred. Reference **Eligibility**.

2. **Notification.** The branch will reach out through email, text, or a phone call to inform the Ambassador their gift card bonus is ready. The Ambassador will be informed of forfeiture and termination of the referral process in this way as well.
3. **Time Limit.** The Ambassador has one month (30 days) to claim their gift card bonus from the notification date. Failure to do so will result in forfeiture.
4. **Type.** The Nexeo branch will have gift cards to choose from. Ambassador must choose from the selection provided or will result in forfeiture.

Photo Release Form. The Nexeo Ambassador hereby grant Nexeo Staffing LLC (Nexeo) permission to use Ambassador likeness in a photograph in all its publications, including but not limited to all of Nexeo's printed and digital publications. The Ambassador understands and agree that any photograph using my likeness will become property of Nexeo and will not be returned.

The Nexeo Ambassador acknowledges that since their participation with Nexeo is voluntary, they will receive no financial compensation.

The Nexeo Ambassador hereby irrevocably authorize Nexeo to edit, alter, copy, exhibit, publish or distribute this photo for purposes of publicizing Nexeo's programs and services or for any other related, lawful purpose. In addition, they waive the right to inspect or approve the finished product, including written or electronic copy, wherein my likeness appears. Additionally, The Nexeo Ambassador waives any right to royalties or other compensation arising or relating to the use of the photograph.

The Nexeo Ambassador hereby hold harmless and release, and forever discharges Nexeo from all claims, demands, and causes of action in which the Nexeo Ambassador, their heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.