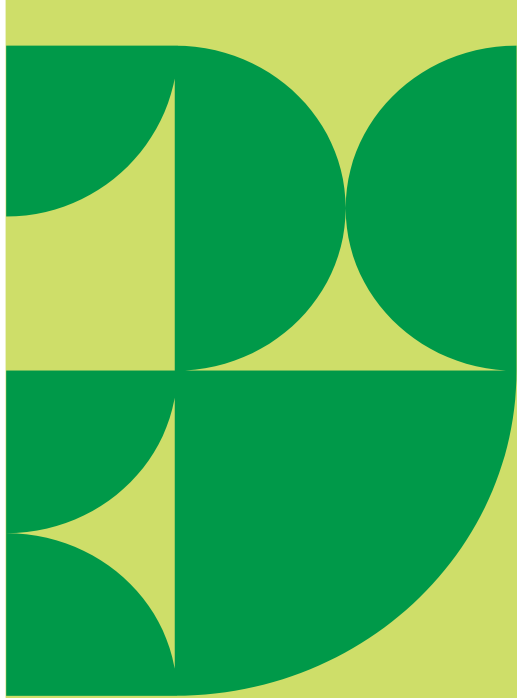




International **Concrete** Products, Inc.



**What would you do with...**

**AN EXTRA \$1,000 IN  
YOUR POCKET? AND**

**HOW ABOUT HELPING A  
FRIEND OR FAMILY  
MEMBER EARN \$1,000?**

**DO YOU KNOW SOMEONE WHO IS TIRED OF  
WORKING IN ROOFING OR LANDSCAPING?**

**OR SOMEONE EXPERIENCING A LIFE CHANGE  
WHO COULD USE A GREAT NEW JOB?**

**SOMEONE WHO LIKES TO WORK WITH THEIR  
HANDS?**

**IF THE ANSWER IS “YES”,**

**REFER THEM TO ICP TODAY!**

**NO EXPERIENCE  
REQUIRED**

**For latest job openings check out our website:**

**<https://internationalconcrete.com/updates/job-openings>**



International **Concrete** Products, Inc.

## **DO YOU KNOW SOMEONE WHO IS LOOKING FOR A CHANGE?**

- **A ROOFER SICK OF WORKING IN THE ELEMENTS?**
- **A LANDSCAPER SICK OF ALL THE LAYOFFS**
- **A TRADESMAN LOOKING FOR STABILITY**
- **A HIGH SCHOOL STUDENT OR COLLEGE STUDENT WITH AN INTEREST IN THE TRADES**

## **SOMEONE EXPERIENCES A LIFE CHANGE WHO COULD USE A GREAT NEW JOB?**

- **NEW PARENTS WHO NEED TO SUPPORT THEIR GROWING FAMILY**
- **SOMEONE EXPERIENCING A DIVORCE**
- **A NEWLY MARRIED COUPLE LOOKING FOR A NEW OPPORTUNITY**
- **A FRIEND OR FAMILY MEMBER WHO EXPERIENCED JOB LOSS AS A RESULT OF COVID-19**
- **AN INDIVIDUAL SEEKING A NEW OPPORTUNITY AFTER A COMPANY REORGANIZATION**

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## ICP REFERRAL FORM

Referral Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address to send bonus to: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Candidate Name: \_\_\_\_\_

Phone: \_\_\_\_\_

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

Position referred for: \_\_\_\_\_

ICP is happy to introduce our new Friend & Family Referral Program. **You can earn \$1,000 and your friend or family member we hire will also earn \$1,000!**

Here is how it works:

- You fill out this form and return to our HR department.  
ICP  
PO Box 38  
Germantown, WI 53022 or  
email: Cathy Vogel at [cvogel@internationalconcrete.com](mailto:cvogel@internationalconcrete.com)
- Once your referral comes in for an interview, you will receive a \$25 gift card
- The day your referral starts you receive another \$25 gift card
- The referral payout will then begin to receive your \$1,000 bonus.

The referral payout timetable: The first payment of **\$250** will be sent after the referred employee completes their first 30 days of employment. The next **\$250** will be sent after 60 additional days of employment. The last payment of **\$500** will be paid after the referred employee remains an active employee for 6 months. The candidate must specify who has referred him or her in writing on the application or resume

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