



INTRODUCING THE MCELROY SIGNING BONUS PROGRAM  
**\$2,100.00**

BEGINNING APRIL 1, 2006 AND UNTIL FURTHER NOTICE, MCELROY IS OFFERING A SIGNING BONUS TO SKILLED EMPLOYEES WITH A STARTING WAGE OF \$13.00 OR MORE.

A qualified newly hired employee must be a direct hire (not hired through an employment or placement agency), hired for a full time position (interns, part-time employees working less than a 32 hour per week schedule, and contract employees are not eligible).

A qualified newly hired employee must have successfully completed the post offer pre-employment physical, drug screen, and application verification process.

**BONUS PAYMENT SCHEDULE:**

- The bonus is paid in two installments.
- The first installment of \$700 is payable on the employee's first payroll after the date of full time.
- The second installment of \$1,400 is payable on the employee's first payroll following the completion of 180 days of full time, active employment.