EMPLOYEE REFERRAL BONUS PROGRAM

In a business as competitive as ours, good people are always hard to find. And yet, there is a large untapped source of referrals of quality candidates – and that source is current Legend Mountainview LLC employees. Legend Mountainview LLC encourages current employees to refer qualified candidates for employment with us and we'll pay you a bonus for such referrals. Here's how the Employee Referral Bonus Program works:

When a referred candidate is hired into the following positions, the bonus to the referring employee is as follows:

Hired into a temporary part-time/seasonal position	$100.00
Hired into a regular part-time position	$150.00
Hired into a full-time non-exempt (hourly) position	$250.00
Hired into an exempt (salaried) non-management position	$500.00
Hired into an exempt management position	$800.00

In order for the bonus to be paid, the referred employee must complete ninety (90) calendar days of continuous employment and the referring employee must be employed when the bonus is paid. Bonus will be paid only if a referred candidate is hired within twelve (12) months of the date of referral (the date the referral is received). If the candidate is hired more than 12 months after the referral date, no bonus will be paid.

Bonuses will be made through Payroll and are subject to tax withholding and deductions, if applicable.

However, we cannot pay a referral bonus:

to officers, directors, managers, or supervisors whose referral is a direct or indirect subordinate to the referring employee's position (e.g., a store manager would be ineligible for referring a sales associate, whether the sales associate reported directly to the referring manager or to another store manager);
to any human resources department associates;
for referral of former Legend Mountainview LLC employees; or
for referral of contractors or consultants.

For more information, please obtain a "Referral Bonus Program Submission Form" from the CEO.

Initials: _____

NOTICE OF REFERRAL BONUS OPPORTUNITY

POSITION TITLE: Public Relations Specialist

JOB DESCRIPTION: Establish the company's external publicity, and handle the communication between the company, investors, customers and the public; Promote and maintain the company's image and identity, and carry out the communication of publicity plans; Contact and maintain relationship with communities, business partners, and media representatives; Write press releases or other media communications to promote real estate sales in the US and Asia; Evaluate the company's goals and promotional needs to develop public relations strategies that will influence public opinion or promote ideas, products or services; Assess public opinion of clients and investors about the products and services through social media; Check the company's advertising or marketing programs to determine whether they are compatible with the company's public relations efforts.

EXPERIENCE / QUALIFICATIONS: US Bachelor Degree or foreign academic equivalent degree in communication, public relationship, advertising, marketing or related field plus four (4) years of relevant, progressive experience in real estate marketing, sales specialist, manager or related job required.

Required domestic travel for customers, investors or public meetings up to 10-15% of work time.

Documentary verification of education and experience required.

SALARY / RATE OF PAY: $96637 per year. Employer will meet or exceed the prevailing wage, as determined by the Department of Labor.

JOB LOCATION(S): Los Altos, CA

WHERE TO APPLY: Please send resume, credentials, and references to: Legend Mountainview LLC. Attn: Ms. Yang Han, Financial Manager, 4966 El Camino Real Ste 112, Los Altos, CA 94022, USA.

Initials: _____

*** A referral bonus is offered to any employee supplying a successful candidate for this position. Please refer to Employee Referral Bonus Program for details, or contact your manager/supervisor ***

REFERRAL OPPORTUNITY CURRENTLY OPEN
CLOSE DATE: December 10, 2021 (12/10/2021)

Raymond Wang
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Email: raymond@legendusa.com

Initials: _____