

FAMILY REFERRAL CREDIT PROGRAM



Camp Fire Alaska values the important role families play in supporting our programs and strengthening our workforce. Our Family Referral Credit Program provides fee-based credits to families who refer qualified candidates who are successfully hired and begin employment with Camp Fire Alaska.

ELIGIBILITY

To qualify for a referral credit, the following conditions must be met:

- The referring family must have an active UltraCamp account at the time of referral.
- The referred candidate must:
 - Be a new applicant who has not previously been employed by Camp Fire Alaska.
 - Identify the referring family on their employment application by providing the registering parent's first and last name and email address.
 - Successfully complete all hiring, background check, training, and onboarding requirements.
 - Begin work at their assigned program location.

Only one referring family may receive a referral credit per hired employee.

QUALIFYING POSITIONS

Referral credits apply to eligible hires into the following positions:

- School Age Program Staff
- Summer Camp Staff, including:
 - Camp K
 - Camp Fireweed
 - Summer Adventure Program
 - Rural Alaska Program
 - Other seasonal or regular staff positions approved by Camp Fire Alaska

Referral credits do not apply to:

- Internships or temporary positions
- Substitute-only positions
- Contracted or volunteer positions



HIRING AND RETENTION

- The referred employee must complete the full hiring and training process and begin work at their assigned location before any referral credit is issued.
- If the referred employee resigns or is terminated for cause prior to beginning work, the referral credit will not be issued.

Final determination of eligibility rests with Camp Fire Alaska administration.

REFERRAL CREDIT AMOUNT

Referral credits are issued for each Camp Fire Alaska position filled:

- **\$200 account credit** — All positions

Credits are applied directly to the referring family's Camp Fire Alaska (UltraCamp) account.

USE OF REFERRAL CREDITS

- For currently enrolled families, credits will be applied to the active program balance.
- For families not currently enrolled, credits will be applied to the family's UltraCamp account and notification will be sent via email.

Referral credits:

- May be applied toward afterschool programs, summer camps, full/half day programs, school-break camps and field trips
- Are non-transferable and have no cash value
- Are not redeemable for refunds
- Must be used within twelve (12) months of issuance

PROGRAM CONDITIONS AND LIMITS

- There is no limit to the number of candidates a family may refer.
- Only one referral credit may be issued per hired employee.
- Camp Fire Alaska reserves the right to:
 - Verify all referral submissions
 - Modify or discontinue the program at any time
 - Deny referral credits if guidelines are not followed or eligibility requirements are not met



REFERRAL SUBMISSION PROCESS

- The referred candidate must list the registering parent's name and email address on their employment application.
- If the referred candidate forgets to list their referral, families may **optionally** submit a referral email to jobs@campfireak.org prior to the candidate completing the hiring process.
 - Email must include the first and last name of the applicant.
- Referrals submitted after the hiring process has been completed may not be eligible for credit.

PROCESSING TIMELINE

Credits will be applied within 10 business days of the employee's first workday.

QUESTIONS?

jobs@campfireak.org



Thank you for helping us grow our team!

View current openings at www.campfireak.org/jobs