

Best Bonus Ever Bonus – Terms & Conditions

Delta is your smart thinking infrastructure specialist. We construct, manage, and maintain essential energy and environmental infrastructure across various regions of New Zealand.

Electrical contracting is a major part of our business. The Powering Futures recruitment campaign is designed to engage and attract qualified and experienced electrical professionals to Delta.

New Zealand is experiencing a high demand for electrical professionals and there is an extreme skill shortage in the market. To incentivise our electrical roles, Delta has included the *Best Bonus Ever Bonus* sign-on payment to join our team.

Any eligible new employee will be paid the *Best Bonus Ever Bonus* sign-on payment (taxable) in the amount of Five Thousand Dollars (\$5,000.00). This will be paid in two (2) taxable lump sum payments of Two Thousand Five Hundred Dollars (\$2,500.00). The first lump sum will be paid in the employee's first pay and the second lump sum will be paid after the employee has completed three months' work with Delta. The discretionary payment reflects the employee's gross entitlement and will be subject to PAYE at the employee's effective rate.

An eligible employee can only receive the *Best Bonus Ever Bonus* once.

In the event that the employee resigns prior to having started or completing three months' work with Delta, they will not be entitled to or receive the first and subsequent payment.

Only select job positions are eligible for the *Best Bonus Ever Bonus* sign-on payment (stated below) and the job advert must explicitly state that: 'This role offers the *Best Bonus Ever Bonus* sign-on payment.' Applicants must apply directly through Delta recruitment channels (i.e. the Delta website or direct advertisements on recruitment platforms such as SEEK or TradeMe Jobs). If an applicant applies through a Recruitment Agency for a position with Delta, they will not be eligible for the *Best Bonus Ever Bonus*.

Eligible electrical job positions include: Project Manager, Distribution Designer, Estimator, Faultsperson, Line Mechanic Earthed Lines, Line Mechanic Live Lines, Cable Joiner, Electrician, Electrical Fitter, Mechanical Fitter, Electrical Inspector, Technician (all role types), Civil Construction Worker, Machine Operator, Team Leader (any field-based team).

Delta reserves the right to withdraw the *Best Bonus Ever Bonus* scheme at any time or amend the terms and conditions without notice.