

Minco External Referral Program

Engineering Positions



Minco is a global provider of comprehensive thermal, temperature sensing and control, and flex circuit solutions for medical, aerospace, defense, oil and gas, power generation and other high-reliability applications. The company couples advanced product technologies, expert design and engineering services, and a clear understanding of customer requirements to provide unmatched quality, reliability and performance in thousands of applications worldwide.

Seeking Outstanding Engineers!

Minco is growing, and we're looking for outstanding Engineers! If you know an engineer who is energetic and innovative, send them to us!

If your referral meets our bonus requirements, we'll reward you with **\$1,000**. So, search your social circles and go through your professional contacts - you might find a check worth cashing.

Please see individual postings to determine what jobs qualify. Generally, engineering roles pay referral bonuses. Referrals can be submitted via email to careers@minco.com.

Candidate referral email must include:

- Name of Candidate
- Candidates valid phone number or active email address
- Resume
- Referrer's name and contact information
- Subject line must include the candidates full name

The cash bonus will be given once the referred candidate has been hired and on the job for at least 90 days. If the referred candidate is no longer employed by Minco after 90 days, the bonus will be null and void. There is no maximum number of awards you can achieve.

Program Details

- The referred candidate must know you and acknowledge that you sent him/her to Minco on their application
- The referred candidate must be a new candidate for Minco within the last 12 months
- You will be notified within two weeks of submission if your candidate is already in the Minco database
- Referral awards for current employees, contractors, past employees, or interns are not applicable
- Your referred candidate must start work at Minco within 180 days of referral email
- In the event that more than one person refers the same candidate, the referral bonus will be paid only to the referral that was received first, based on the determination of Minco
- If the candidate is also submitted to Minco by an external third party recruiter, we will honor the submission based on who submitted the referral first

In order to receive the referral bonus, you must complete and return a Form W9, as a 1099 will be issued. The W9 will be supplied to you upon an accepted offer by your referral. You are solely responsible for paying applicable Federal and/or State taxes on the referral bonus you receive. Amounts are subject to change based on business need. Referral awards are expressed in gross amounts.