



What is Gravity?

Gravity is an employee referral app that is social and engaging. True Friends has created a referral program within Gravity to recognize and reward our seasonal employees that take an active role in helping with the recruitment process. Seasonal employees use Gravity to share jobs, vouch for applicants that they know, and receive incentives for being a team player.

How do I sign up for Gravity?

Follow the link in the email you received after signing your Offer Letter. This email is titled "Welcome to True Friends!" The link will connect you to the app using your preferred social network (LinkedIn, Facebook, Twitter, Yahoo!, Amazon, Google). You will be asked to create a login, by entering an email address and following a verification link sent to your email. Once logged in, you can share jobs, learn how points are earned, and track points earned.

How do I log back into Gravity once I have an account?

Visit www.thegravityapp.com/login and follow the prompts. There is not currently a mobile app for your phone. To login on your phone, you will need to type this URL into your web browser.

How do I share jobs?

Click on the first panel "Share Jobs" which will bring you to a list of all open jobs at True Friends. At the top of the page, you can choose to view these jobs by Department or Location.

Click on the job you'd like to share. You can review the job description, and when you would like to share the job with one or more of your networks, click the corresponding button. A small window will open with an auto-generated post. If you have not signed into this network through Gravity before, you will be asked to sign in. You can edit the post if you'd like. Depending on the social network you've selected, you may be able to share with a group, an individual, or your whole network. You may adjust any of the other posting settings you wish. Click "Share" to automatically post to your selected network!

Once complete, you can see the number of times you've shared this job on a given social network noted on the button itself.

What are My Stats?

True Friends uses a point system within Gravity to assign values for different actions you take within Gravity that may help us make a hire. You'll be able to view how you have earned points in Gravity here. You can also see How Points are Earned on this page.

What is the Leaderboard?

In the Leaderboard, you'll be able to see where your points stand in comparison your fellow colleagues' points this month.

What are the incentives I can earn?

Incentives will include a \$1,000 "finders fee" provided to US staff at the end of the program, for every new staff they refer who completes their contract with True Friends. Additionally, all domestic and international staff who participate, will be entered into monthly, quarterly, and annual drawings. Prizes may include items such as Hydro Flask water bottles, ENO hammocks, Osprey backpacks, and more!