



Employee Referral Program

Referral Bonus: Receive a **\$1,000** bonus for referring qualified candidates who successfully join our team.

Program Overview: PathWell employees are one of the greatest resources for finding new talent. Referrals help us bring in excellent contributors who stay with us longer. If you know someone who would be a great fit, refer them, and you may be eligible for a referral bonus of \$1,000.

Eligibility and Program Rules:

1. Referral Eligibility:

- The referred employee must be hired and remain employed for at least six months as a full-time employee or meet equivalent engagement requirements if on an alternative employment structure (such as per-visit or per-diem).

2. Payment Structure:

- Referral bonuses for full-time employees are paid in two installments:
 - **First Installment:** After the referred employee completes their 90-day probationary period.
 - **Second Installment:** After the referred employee completes six months of employment.
- Referral bonuses for alternative employment structure hires are paid after 500 visits have been completed.
- Standard payroll deductions apply to referral bonus payments.

3. Requirements for Referring Employees:

- The referring employee must be actively employed to receive bonus payments.
- Referrals must be submitted to Human Resources through the designated referral submission process.
- All employees are eligible to participate except.

4. Additional Guidelines:

- The referred candidate must start work within 60 days of the initial referral.
- The referral must represent the candidate's first contact with the company; former employees or temporary staff are not eligible for referral awards.
- Only the first employee to refer a candidate is eligible for the bonus.
- The referring employee agrees to have their name used when the candidate is contacted.

5. Program Administration:

- Human Resources will manage program interpretations, decisions, and any disputes.
- All hiring decisions are confidential.

Note: This program may be subject to updates or renewal. Contact Human Resources for the most current program details.