



Policy Title

I. Purpose

Urgent Care Group (UCG) Associates are eligible to earn a \$250 referral bonus for each associate hired based on a referral. We have the best team in healthcare and ask that you help us hire more great people like you.

II. Referral Bonus Details

- The referring Associate's name must be listed as the referral source on the candidate's application.
- The referred candidate will participate in the standard interview process and must meet the essential qualifications of the position.
- The referral bonus will be awarded when the newly hired Associate has successfully completed 90 days of employment.
- Both the referring Associate and the newly hired Associate are active and in good standing.
- Human resource personnel, hiring authorities, and Vice Presidents and above are not eligible for referral bonuses.

III. Payment

Referral bonuses are paid on the pay date following 90 days of employment for the referred associate. The first employee to refer a candidate will be the only referring employee eligible for payment. If either the referred employee or the referring employee have given notice the referral is disqualified.

IV. Modification

As with all special pay and bonus programs, this program can be changed, modified or discontinued at any time.