BAYADA®

Talent Scout
Refer. Reward. Repeat.



Talent Scout Employee Referral Program

Information & Eligibility Guidelines for Employees

Talent Scout gives BAYADA employees **a simple way to refer people** who would be a great fit for our teams.

When your referral is hired and meets program requirements, you may be eligible to **receive a role-based bonus.** There is **no limit** to the number of people you can refer. Every successful referral helps strengthen our teams, supports the clients we serve, and gives you another opportunity to earn.

How Talent Scout Works

Refer

Submit a Talent Scout referral for someone who would be a great fit at BAYADA. Referrals must be submitted through the official Talent Scout process to be eligible for a bonus.

Reward

When your referral is hired and meets eligibility requirements for their practice area, **you earn the role-based Talent Scout Bonus.**

Repeat

There is no limit to the number of people you can refer. Every successful referral helps bring great people to BAYADA and gives you another opportunity to earn.

Start a referral

jobs.bayada.com/talentscout

Role-Based Bonus Amounts*

Every successful referral earns a role-based bonus based on the position your referral is hired into. See the bonus amounts below.

$500 per hire

Direct support professionals

Home Health Aide (HHA), Certified Nursing Assistant (CNA), Habilitation Technician (Hab Tech), Registered Behavior Technician (RBT®), and other direct support professionals

$1000 per hire

Specialists

Social Worker (MSW), Registered Dietitian, Board Certified Behavior Analyst I (BCBA® I), and other specialists

$1000 per hire

Office roles

Associate, Senior Associate, Clinical Associate, Clinical Educator, Client Services Manager, Supervisor, Manager, and Senior Manager

$1200 per hire

Nurses and Therapists

Nurses:
RN, LPN, LVN, or NP

Therapists:
PT, PTA, OT, COTA, or ST

$2000 per hire

Senior clinical leadership

BCBA® II
and
Clinical Manager

$2500 per hire

Office leadership

Office Director and Director-level roles and above

*Please note that these bonus amounts are taxed as supplemental wages by the IRS.

When Bonuses Are Paid

Your referral **must complete** the requirement for their practice area **before** your bonus is processed.

Practice Area | Requirements Your Referral Must Complete

100 billed hours

- Assistive Care
- Assistive Care State Programs
- SNU, Adult Nursing and Pediatrics
- Behavioral Health
- Habilitation

45 days of employment

- Home Health
- Hospice
- Service Office, Salaried, and Enterprise Roles

Program Eligibility

Who can refer?

Employees **must meet certain requirements** to be eligible for the role-based cash payout.

- ANY* BAYADA employee may make a referral.
  *Recruiters and BAYADA employees at the director level or higher may not receive bonuses for referrals.
- To maintain the spirit and integrity of this program, referrals must be from the referring employee's personal or professional network outside of BAYADA. For example, a CSM or CM acting in a recruiter role or capacity should not use company tools, such as sourcing Indeed.com or attending a career fair, and submit that person as a Talent Scout referral.
- Referrers should not be involved in the recruiting, hiring, or onboarding process for the referred candidate in any capacity.
- The referring employee and referral must both still be employed on the date of payout.
- The referral must have worked the minimum amount of time required.

Who should NOT be referred?

The following people **DO NOT meet eligibility requirements** and should not be referred for hire through Talent Scout:

- Current BAYADA employees
- Recent former BAYADA employees who have billed hours or worked for BAYADA in the past 12 months
- Current contractors or any type of contingent worker
- Candidates currently in the selection or interview process
- Caregiver candidates who were in the Conditional Offer hiring phase before October 18, 2021
- Office and enterprise candidates who were in the Conditional Offer hiring phase before January 23, 2023

What else you should know

These program guidelines, eligibility requirements, and role-based cash bonuses apply to referrals made through the Talent Scout program launched on February 13, 2023. Referrals who reached the conditional offer stage before that date, or referrals for other roles in the company, will continue to use the former referral program, should one exist.

If the same candidate is referred by two different BAYADA employees, BAYADA will honor the employee who submitted the Talent Scout referral first, for a period of six months. After that six-month period expires, if the same candidate is referred again, the employee who submitted the new Talent Scout referral will receive the bonus. If there is no duplicate referral after the initial six-month period, the original referring employee remains eligible to receive the Talent Scout bonus.

bayada.com

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