



Employee Referral Program Policy

Description

Amerit Consulting, Inc. (Amerit) is always looking for great people and you can help. If you know someone who would be a good addition to our team, you may be awarded a referral bonus of up to \$500.00 (before taxes) if you refer a candidate and they are hired.

Employees must refer candidates to Amerit through the [employee referral program link](#).

Program Rules

- The referral date cannot be earlier than the date the job opening is posted. The hiring of a referred employee must occur within 180 days (six months) of the initial referral date.
- The referral must represent the candidate's first contact with Amerit. Temporary, summer, contract and former employees of Amerit are not eligible candidates for referral awards.
- To be eligible for an award, an employee must refer candidates through the employee referral program link and a resume or employment application.
- The referring employee must agree to have his or her name used when the company contacts the candidate.
- The first employee to refer a candidate will be the only referring employee eligible for payment.
- Only candidates who meet the essential qualifications for the position will be considered.
- All candidates will be evaluated for employment consistent with company policies and procedures.
- All information regarding the hiring decision will remain strictly confidential.
- The referring employee must be employed by Amerit during the hired candidate's first 30 days of employment to receive payment of the referral bonus and entry into the quarterly drawing.
- Any disputes or interpretations of this employee referral program will be handled through Human Resources.
- All referral bonus payments will be paid within 30 days after the referred employee's hours are completed based on the eligibility table shown below.
- Eligible referrals must be placed by Amerit in a company-recruited position (i.e. our client needs us to recruit to fill the position); the referral bonus is not applicable if the referral is placed in a position that our client considers for payrolled placements.



Referral Bonus Pay Schedule

Referred Employee's Pay Rate	Referral Bonus	Eligibility
Up to \$20.00	\$25.00	Paid after the employee works 150 hours
\$20.01 to \$25.00	\$50.00	Paid after the employee works 150 hours
\$25.01 to \$50.00	\$50.00 \$100.00	Paid after the employee works 150 hours Paid after the employee works 500 hours
\$50.01 and over	\$150.00 \$350.00	Paid after the employee works 150 hours Paid after the employee works 500 hours



Amerit Health Employee Referral Program Policy

Description

Amerit Health (Amerit) is always looking for great people and you can help. If you know someone who would be a good addition to our team, you may be awarded a referral bonus of up to \$500.00 (before taxes) if you refer a candidate and they are hired.

Employees must refer candidates to Amerit through the [employee referral program link](#).

Program Rules

- The referral date cannot be earlier than the date the job opening is posted. The hiring of a referred employee must occur within 180 days (six months) of the initial referral date.
- The referral must represent the candidate's first contact with Amerit. Temporary, summer, contract, and former employees of Amerit are not eligible candidates for referral awards.
- To be eligible for an award, an employee must refer candidates through the employee referral program link and a resume or employment application.
- The referring employee must agree to have his or her name used when the company contacts the candidate.
- The first employee to refer a candidate will be the only referring employee eligible for payment.
- Only candidates who meet the essential qualifications for the position will be considered.
- All candidates will be evaluated for employment consistent with company policies and procedures.
- All information regarding the hiring decision will remain strictly confidential.
- The referring employee must be employed by Amerit during the hired candidate's first 30 days of employment to receive payment of the referral bonus and entry into the quarterly drawing.
- Any disputes or interpretations of this employee referral program will be handled through Human Resources.
- All referral bonus payments will be paid within 30 days after the referred employee completes 360 hours of their assignment.
- Eligible referrals must be placed by Amerit in a company-recruited position (i.e. our client needs us to recruit to fill the position); the referral bonus is not applicable if the referral is placed in a position that our client considers for payrolled placements.

The referral bonus is only paid out once the referred candidate has completed 360 hours of their Amerit assignment. The bonus is a gross \$500.00 and will be taxable.