



GET PAID FOR REFERRING
TOP TALENT

Employee Referral **PROGRAM**

FOR ALL QUALIFIED POSITIONS



\$233,400 & COUNTING
PAID OUT TO EMPLOYEES
FOR THEIR REFERRALS!



\$1,500 Referral Bonus

FULL TIME
POSITIONS

\$500 Referral Bonus

PART TIME
& SEASONAL

CONTACT YOUR REGIONAL TALENT COORDINATOR FOR DETAILS
OR EMAIL TALENT@CVACOOP.COM.

cvacoop.com/careers

WHAT IS A REFERRAL BONUS?

A referral bonus is an award in monetary value given to an employee who helps recruit new talent by referring someone to an advertised external open position.

WHY ARE REFERRAL BONUSES IMPORTANT?

Referral bonuses are a great way to incentivize employees to recommend candidates. Generally, hires from employee referrals improve the quality of candidates who apply, increase retention. Referral bonuses are our greatest marketing tool.

HERE'S HOW IT WORKS:

- Find an external job posting and forward the link on to a qualified candidate.
- Have the candidate place your name on the employment application.
- All external open positions and divisions are eligible for a referral bonus.
- Active employees are eligible for either type of referral bonus.
- Unfortunately, the following positions are not eligible: Positions in management, hiring manager, others involved in hiring process.
- Full-Time re-hires are eligible for the Full-Time referral after 6 months or more of departure.
- Seasonal referrals are for a 60-day period (Re-hires are not eligible for seasonal referrals).
- Pay-outs are over two pay checks.
 - 1st Payout – within 30 days of hire (after all pre-employment, orientation and on-boarding is completed)
 - 2nd Payout –
 - Full-Time – 6 months after hire date (all contingent that the candidate and current employee are still actively working full-time status.
 - Seasonal/PT – 60 days after seasonal period is completed.
- All referrals require Senior Team Leadership approval.