



Friends don't let friends miss out on great opportunities.

NEW TALENT SCOUT REFER. REWARD. REPEAT.



BAYADA's Talent Scout Employee Referral Program Information & Eligibility Guidelines for Employees

To uphold BAYADA's mission and achieve our vision of becoming the world's largest, most compassionate team of home health care professionals, we know we need to hire more talented employees. Doing so will not only allow us to continue to provide high-quality, reliable client care today, but also meet the growing demands for home care in the future.

That's why we're excited to share the Talent Scout employee referral program for both caregiver and office positions!

Our current employees who love what they do are the best source of quality new hires for BAYADA!

Did you know that candidates who have been referred through Talent Scout have been shown to be 10X more likely to be hired and 10X more likely to still be with BAYADA at 90 days?

And that makes sense: Who would know which people would be great to work here better than our current employees? That's why we reward our employees who refer qualified candidates for BAYADA's critical job openings with cash bonuses once the new hire meets eligibility requirements.

How the Talent Scout employee referral reward program works:

Refer. Reward. Repeat.

- **Refer.** Employee submits a referral on the Talent Scout website: jobs.bayada.com/talentscout. Only referrals that are submitted via the proper process will be paid a bonus.
- **Reward.** If a referral is hired, we will pay the referring employee the role-based Talent Scout bonus amount below once the hired referral has met the practice-dependent eligibility requirements. The eligibility requirements are listed below.

Practice	Eligibility Requirements (Hired referral must complete)
Assistive Care	100 billed hours
Assistive Care State Programs	100 billed hours
SNU (Adult Nursing & Pediatrics)	100 billed hours
Home Health	45 days of employment
Hospice	45 days of employment
Behavioral Health	100 billed hours
Habilitation	100 billed hours
Service Office, Salaried, and Enterprise Roles	45 days of employment



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"I look forward to going to work every day because of my co-workers." – BAYADA Employee



Caregiver payout amounts are*:

- Home Health Aide (HHA), Certified Nursing Assistant (CNA), Habilitation Technician, Behavior Technician (RBT) and other direct support professionals: **\$500 per hire**
- Physical, occupational, speech therapist, or social worker, dietitian, and other specialists (PT/PTA, OT/COTA, ST, MSW, RD, BCBA I): **\$1,000 per hire**
- Nurse (RN, LPN, LVN or NP): **\$1,200 per hire**
- BCBA II: **\$2,000 per hire**

Service Office payout amounts are*:

- Associate, clinical associate, clinical educator, client services manager: **\$1,000 per hire**
- Clinical manager: **\$2,000 per hire**
- Office director: **\$2,500 per hire**

Enterprise Office payout amounts are*:

- Associate, senior associate, supervisor, manager, senior manager: **\$1,000 per hire**
- Directors +: **\$2,500 per hire**

- **Repeat.** Employees may submit as many referrals as they wish; there is no cap on the total payout amount. The more employees we hire through referrals, the more clients we can care for and the more bonuses the referring employee will receive. It's a win-win-win.

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



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Program Eligibility

Who can refer?

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

- Referrals can be made by ANY* BAYADA employee.
**Please note, recruiters and BAYADA employees who are a director level or higher cannot receive bonuses for their 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, it would be inappropriate for a CSM or CM acting in a recruiter role/capacity to use company tools such as sourcing Indeed.com (or anywhere) or attending a career fair and submitting that person as a Talent Scout referral.
- Referrers should not be involved in the hiring process of the referred candidate in any capacity.
- Referring employee and referral must still be employed on the date of payout.
- 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/worked for BAYADA in the past 12 months
- Current contractors or any type of contingent worker
- Candidates currently in the selection/interview process
- Candidates in the Conditional Offer hiring phase before October 18, 2021 for caregivers
- Candidates in the Conditional Offer hiring phase before January 23, 2023 for office and enterprise roles

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 13th, 2023. Referrals who have reached the conditional offer stage before that date or for other roles in the company will continue to use the former referral program should one exist.

If the same individual candidate is referred by two different BAYADA employees, we will honor the employee who submitted their 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 beyond an initial six-month period, the original referring employee remains eligible to receive the Talent Scout bonus.