

Employee Referral Matrix

Position	Bonus Total for Referrals with Full-Time Employment
<ul style="list-style-type: none"> ▪ Direct Support Professional ▪ Aides ▪ Program/Transportation Specialist ▪ Youth Support Specialists 	\$300
<ul style="list-style-type: none"> ▪ TBS Specialist/Community Team Lead/Behavior Specialists/Behavioral Consultants ▪ LPN ▪ Bereavement/Volunteer Coordinator ▪ Chaplain ▪ Job Coach/Developer ▪ Administrative Positions 	\$375
<ul style="list-style-type: none"> ▪ Program Manager/Team Leader (VCS) ▪ Shared Living Provider ▪ Sales and Marketing Positions ▪ Quality Positions ▪ Billing/Accounting ▪ IT ▪ HR Manager ▪ Maintenance ▪ Medical Social Worker ▪ Mental Health Therapist/Music Therapists/Therapy Team Lead 	\$500
<ul style="list-style-type: none"> ▪ Operations Manager/Coordinator of Quality Outcomes (VCS) ▪ Clinical Manager/Team Lead – LPN (Hospice) 	\$600
<ul style="list-style-type: none"> ▪ Administrator ▪ Operations/Clinical Director – Residential Services/ Psychiatric & Behavioral Solutions/Community Solutions 	\$750
<ul style="list-style-type: none"> ▪ Registered Nurse ▪ Certified Nurse Practitioner ▪ Clinical Manager/Team Lead - RN (Hospice) 	\$1000
<ul style="list-style-type: none"> ▪ Psychiatric Nurse Practitioner ▪ Clinical Director (Hospice) ▪ Director 	\$1500
<ul style="list-style-type: none"> ▪ Executive and Regional Director level positions 	\$2000

Other Positions are at the discretion of the HR Director. Bonuses are payable in three equal payments that total the amount listed above. Payments will be paid at 3 months, 6 months and 1 year of referred employee's employment. Referring employees will receive 50% of the referral bonus for referrals that are part-time. Referring employees will receive 33% of the referral bonus for referrals that are on-call/PRN. See COR 3.18 – Employee Referral Program for clarification on referral payout.