

Do you know an EXCEPTIONAL THERAPIST you would recommend to join our EXCEPTIONAL TEAM?

Refer that exceptional therapist to Blue Stone Therapy Solutions and if hired you become eligible for a \$1,000* REFERRAL BONUS!!!

Blue Stone Therapy Solutions wants to provide our current employees an opportunity to earn a "REFERRAL BONUS" for your successful referral of full-time therapists. A bonus will be paid to eligible staff members for a referral that results in a hire for the following positions and location:

PHYSICAL THERAPIST –

Full-Time at AccuraHealthCare of Spirit Lake, Iowa

Full-Time at Good Shepherd Health Center, Mason City, Iowa

Follow these simple steps to be eligible for a referral bonus:

- 1. *Make initial contact*** with candidate and establish their interest in a position.
- 2. Email Sarah Truby** at struby@bluestonetherapy.com with candidates' name, cell phone # and/or email address; and the facility/position of interest. This information must be received prior to the candidates' 1st interview.

Other Eligibility Requirements:

- You must be a current FULL-TIME or PART-TIME Employee and your performance must be meeting expectations, e.g. not under a performance improvement plan at the time of the referred new hire's start date.
- You must be employed with BSTS at the time of the payout. If termination occurs, any unmet milestone payout will be forfeited.
- Eligibility for referral bonus is for new hires only. Re-hires are not eligible.
- Changes in status during the period of scheduled payouts will impact the payout amount. Contact Human Resources for more information in this situation.

How and when will I be paid for the referral?

Following the first payroll after each milestone of successful employment by the referred new-hire, the referring employee will receive a bonus payment on the following schedule:

- 1. FT New hire successfully employed 60 days = \$ 500.00***
- 2. FT New hire successfully employed 6 months = \$ 500.00***

*Full Time Referrals are eligible for \$1,000; Part-Time Referrals are eligible for \$500 total bonus.

The bonus **will not be paid if the new employee is no longer employed 60 days after hire. Employees on leave of absence at the time of any payout will receive payment upon return from leave. Employees terminated for cause forfeit bonus referral payments.

Blue Stone Therapy Solutions Employee Referral Acknowledgement

Date: _____

Employee Name: _____

Employee Position: _____

Name of Candidate/Person Referring: _____

Position Referred for: _____

I have read and understand the Company's Employee Referral Bonus Program. I understand that if the candidate I referred is hired as a result of my referral, I will receive a referral bonus as specified in the program payout. I understand that the bonus is subject to payroll taxes, deductions and garnishments as appropriate.

Signature of Employee: _____

Date: _____

Employee Referral Bonus

Employee Referred _____ Date of Hire _____

Increment one: \$ _____ Paid Date: _____ Sent to home office: _____

Increment two: \$ _____ Paid Date: _____ Sent to home office: _____