

People & Organization Talent Acquisition

Talent Acquisition

Talent Scout Associate Referral Program

The Talent Scout Associate Referral Program is intended to reward current associates when they play an active role in helping the practice recruit qualified candidates! We encourage our talented associates to explore their networks and have positive discussions with their friends and colleagues who would add value to the practice.

Program Rules

- To qualify for a bonus, an associate must submit the referral via the online Talent Scout form. Direct form link: <https://jobs.banfield.com/connect-with-us#scouts>
- The referral must be submitted before the referred candidate has received a verbal offer from Talent Acquisition.
- Referral submissions will be considered valid for two years following the initial submittal of referral.
- For an associate to qualify for a referral bonus, the referred candidate must be hired into a position with a part-or full-time status.
- All Banfield Pet Hospital associates are eligible to participate except those who are employed within P&O. Managers are not eligible for a referral bonus that results in a hire to a position for which they have authority to make hiring decisions.
- Bonuses are paid in the pay period following 60 days after the referred associate's start date. Bonus is to be included on the associate's regular paycheck and taxed per IRS requirements. Associates who believe they are due a referral reward must inquire within 180 days of the referred associate's hire date.

Referral Bonus Amounts

Bonus amounts vary and the amount paid to a referring associate will depend upon the referral form submittal date.

Check the Talent Scout Community on Fetch to determine current bonus amounts and specials!
<https://intranet.banfield.net/communities/TalentScout/SitePages/Community%20Home.aspx>

Determining referral eligibility

- Referral submitted by associates partaking in recruiting based events or programs will not be eligible for a bonus (i.e. working a conference/event booth or Medical Directors and Student Ambassadors partaking in the Student Ambassador Program).
- Temporary job openings filled by a referred candidate will not qualify as an eligible referral.
- An internal transfer will not qualify as an eligible referral.
- If a candidate begins employment with Banfield in a Locum status and later moves to a full or part-time position within the first two years of employment, they will become an eligible referral and the associate will be paid the bonus 60 days after the referred associate's hire date.
- A former associate returning to Banfield and to the same role in which they had before leaving, will qualify as an eligible referral regardless of the length of time in which they have separated from the practice.
- A student who has participated in a Banfield Student Program within one year of their start date, will not be considered as an eligible referral. Once the one year separation period has ended, they will be considered an eligible referral.
- A former associate converting into a new role within Banfield will not be considered as an eligible referral unless separated with the practice for more than one year. *Example: A Veterinary Technician who has finished veterinary school and is returning to Banfield as veterinarian within the same year.*
- If a hire in process submits a referral, they will be eligible to collect a bonus once considered an associate and the 60-day period after the referred associate's hire date has occurred.

Terminology & Definitions

Associate

A full-, part-time, or locum practice employed person. A student participating in a Banfield student program is also considered an associate.

Referral Form

An online card that is filled out by a current associate in order to refer a new candidate to Banfield owned positions. Find the form at: <https://jobs.banfield.com/connect-with-us#scouts>

Referral

A candidate who is being referred by a current Banfield associate.

Referral Bonus

Award paid to an eligible associate when their referral is hired into a qualifying position. Bonus amounts are included on the associate's regular paycheck following 60 days of employment by the referred person and are taxed per IRS requirements.

Questions?

All referrals are subject to review and will be verified by Talent Acquisition. Special considerations for unique situations regarding referral eligibility can be accommodated if deemed possible. Talent Acquisition has the right to update and change the language of the Talent Scout Referral Program rules when deemed necessary.

If you have questions or concerns, please contact the Talent Scout Associate Referral Program Team inbox: referrals@banfield.net.