

## People & Organization – Talent Acquisition

### Talent Scout Referral and Lead Reward Program

*\*Newly revised program guidelines effective August 15, 2022. Referrals submitted prior to the effective date will be grandfathered into the previous policy. You can view the previous policy [here](#).*

At Banfield, we challenge ourselves every day to fulfill our mission: A BETTER WORLD FOR PETS. It is part of our culture. Our people are the heart of our business and through investment in our hospital teams, we bring our shared vision to life. The Talent Scout referral and Lead Program supports this investment by rewarding associates who influence veterinary professionals who exude our culture and share our vision, to join our teams.

#### **2022 Year-End Doctor Referral Special** (Active from 9/28/22 - 12/31/22)

- Any eligible doctor referrals that start in their referred role before 2023, will be awarded an increased referral bonus of \$30,000 (subject to taxes).
- For Associates who already have 1 or more eligible doctor referrals that have started in 2022, any additional eligible doctor referrals that start in their referred role prior to 2023 will be awarded an increased referral bonus of \$40,000 for each additional start (subject to taxes).
- All doctor referrals that meet the requirements of this special will be paid out following the referred associate doctor's 30<sup>th</sup> day of employment.
- The increased award amounts described in this special only apply to doctor referrals who start before the end of 2022.
- Submitting a doctor referral during this special *does not guarantee* the above award amounts.
- This special also applies to referrals of internal locums to convert into a full-time or part-time doctor role.
- This special does not apply to doctor leads or veterinary technician referrals.

\* This special is applicable to all eligible doctor referrals that start within the remainder of 2022 regardless of which referral guidelines your submission is subject to, per your submission date (before or after 8/15/22).

Eligibility is determined through the guidelines in which your submission is subject to.

Final eligibility is not determined until the time of payout.

#### **Program highlights for doctor referrals:**

Active U.S.-based Banfield associates and doctor candidates with accepted offers of employment connect, network, and share the great news about Banfield's culture and vision

with their doctor peers. If your connection expressed interest in learning more about career opportunities, you will submit their contact details via our [Talent Scout referral platform](#).

During Talent Acquisition's regular recruitment process, recruiters will gather information from candidates identifying any Banfield associates who were influential in their decision to consider employment opportunities within our practice. If the submitting associate is named as an influencing factor and the submitted individual is hired into a full-time and part-time doctor role, the submitting associate or hire in process will be paid a referral award.

If the submitted individual doesn't name the submitting party during the interview process, the submission is considered a lead.

If the submitted individual names more than one influencing person, the referral award is split between eligible submitting parties.

### **Program Highlights for credentialed veterinary technician referrals:**

Because not all Veterinary Technician roles are centrally supported, we are unable to differentiate between a lead and an influenced referral during the recruitment process. Due to that limitation, all VT referrals will be verified via the Talent Scout submission form.

### **Payment Rules & Eligibility Details:**

- Lead awards apply only to veterinary doctor submissions that have not been identified as a referral.
- Qualifying hires must have the required licensure or certification to practice in the state in which they are hired.
- Award amounts may vary due to seasonal specials. Standard amounts are:
  - Licensed Veterinary Doctor Referral = \$25,000
  - Licensed Veterinary Doctor Lead = \$1,000
  - Licensed Veterinary Technician Referral = \$10,000
- Awards are paid post Talent Acquisition's verification of eligibility at 30 days after the new hire's first day of work and taxed appropriately.
- Direct hiring managers of referred individual and Talent Acquisition associates are not eligible to participate in the program.
- Submitting party must be an active Banfield associate at time of payment.
- Qualifying leads and referrals exclude:
  - Transfers from other Mars units
  - Current full-time and part-time Banfield associates
- This award program excludes hires into a locum position.
- Referrals and leads of current Banfield locums to full-time and part-time positions qualify for this program.

- Leads are valid for 6 months from time of submission to a candidate's offer acceptance.