

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 hospitals 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.

Our program is designed differentiated financial rewards for associates and doctor candidates with an accepted offer of employment who actively engage with their networks.

How the referral program works 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 veterinary doctor peers. When a connection expresses interest in learning more about opportunities, they submit the contact’s information via our [referral platform](#).

During our regular recruitment process, the Talent Acquisition team will gather information from candidates identifying any Banfield associates who were influential in their decision to consider employment opportunities within our practice. If they name the submitting associate as an influencing factor and they are hired into a PT or FT doctor role, the submitting associate or hire in process will be paid a referral award in their next regular paycheck following the candidate’s thirty days of employment provided the submitting associate is actively employed with Banfield.

What if the submitted individual doesn’t name the submitting party during the interview process?

In this case, the submission is treated as lead.

What if the submitted individual names more than one influencing person?

In this case, the referral award is split between eligible referring parties.

How the program works for 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.

What are the details and caveats?

- Referral and lead awards are paid for veterinary doctors and referrals are paid for veterinary technician hires. 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 verification 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.
- Referring party must be an active Banfield associate at time of payment
- Qualifying leads and referrals exclude
 - Transfers from other Mars units
 - Current FT and PT Banfield associates
- This award program excludes hires into a locum position.
- Referrals and leads of current Banfield locums to PT and FT positions qualify for this program.
- Leads are valid for 6 months from time of submission to a candidate's offer acceptance.