



Friends don't let friends miss out on great opportunities.

NEW

TALENT SCOUT

REFER. REWARD. REPEAT.



Talent Scout – Our Employee Referral Program Guidelines apply to all employees¹ who refer candidates to work at BAYADA.

To uphold BAYADA's mission and achieve our vision of becoming the world's largest, most compassionate team of home health care professionals, we know we need to hire more talented employees. Doing so will not only allow us to continue to provide high-quality, reliable client care today, but also meet the growing demands for home care in the future.

Our Talent Scout referrals have shown to be 10-times more likely to be hired and 10-times more likely to stay with BAYADA at 90 days.

It makes sense: Who would know which caregivers would be great to work here better than our current employees? That's why we reward our employees who refer qualified candidates for BAYADA's critical job openings with cash bonuses once the new hire meets eligibility requirements. We encourage employees who love what they do to think about who they believe are looking to love what they do, too!

How our employee referral reward program (Talent Scout) works

The premise is very simple—**Refer. Reward. Repeat.**

- **Refer.** Employee submits a referral on the new Talent Scout website: jobs.bayada.com/talentscout. Only referrals that are submitted via the proper process will be paid a bonus. No exceptions.
- **Reward.** If a referral is hired, we will pay the referring employee the role-based Talent Scout bonus amount below once the referral has worked 100 billable hours for Assistive Care, Assistive Care State Programs, Skilled Nursing (adult and pediatric) or after 45 days in Home Health/Hospice or Salary Office roles. Payout amounts are:
 - Home Health Aide (HHA), Certified Nursing Assistant (CNA), Habilitation Technician, Behavior Technician (RBT) and other direct support professionals: **\$500 per hire**
 - Physical, occupational, speech therapist, social worker, dietitian, and other specialists (PT/PTA, OT/COTA, ST, MSW, RD, BCBA I): **\$1,000 per hire**
 - Nurse (RN, LPN, LVN or NP): **\$1,200 per hire**
 - Office RN clinical manager and BCBA II: **\$2,000 per hire**
- **Repeat.** Employees may submit as many referrals as they wish; there is no cap on the total payout amount. The more new hires we make through referrals, the more clients we can care for and the more bonuses the referring employee will receive. It's a win-win-win.



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Program Eligibility

Who is eligible to refer?

- All BAYADA employees are eligible except recruiters and directors who are bonus eligible in their job roles.
- Referring employee and referral must still be employed on the date of payout.
- To maintain the spirit and integrity of this program, referrals must be from the referring employee's personal or professional network (outside of BAYADA). For example, it would be inappropriate for a CSM or CM acting in a recruiter role/capacity to use company tools such as sourcing Indeed.com (or anywhere) or attending a career fair and submitting that person as a Talent Scout referral.

Not eligible

- Recent former BAYADA employees who have billed hours/worked for BAYADA in the past 12 months
- Current contractors or any type of contingent workers
- Candidates currently in the selection/interview process
- BAYADA employees
- Referrals made before October 18, 2021

These program guidelines cover the new Talent Scout program launched on October 18, 2021 for the roles listed above only. Referrals submitted before that date or for other roles in the organization will continue to use the former referral program should one exist.

If the same individual candidate is referred by two different BAYADA employees, we will honor the employee who submitted their Talent Scout referral first, for a period of six months. After that six-month period expires, if the same candidate is referred again, the employee who submitted the new Talent Scout referral will receive the bonus. If there is no duplicate referral beyond an initial six-month period, the original referring employee remains eligible to receive the Talent Scout bonus.

¹ Recruiters and directors who are bonus eligible are excluded.