



EMPLOYEE REFERRAL REWARDS PROGRAM

REFER A NEW TEAM MEMBER, EARN REWARDS!

How It Works:



Encourage a qualified external candidate to apply to a rewards-eligible position.



Candidate must list you at time of application.



Receive up to 2,000 Appreciation Points if candidate is hired into a rewards-eligible position.

Rewards Eligible Positions:

- Certified Registered Nurse Anesthetists (CRNAs)
- Licensed Laboratory Professionals
- Licensed Radiology Professionals

2,000 Appreciation Points are valued at up to \$2,000
Terms and conditions apply.
See Employee Referral Rewards Program Guidelines.

 **NewYork-Presbyterian**

Employee Referral Rewards Program Guidelines

Purpose

The Employee Referral Rewards Program supports recruitment efforts for Certified Registered Nurse Anesthetists (CRNAs), Licensed Laboratory Professionals, and Licensed Radiology Professionals by encouraging NewYork-Presbyterian employees to refer qualified external candidates to eligible positions.

Reward-Eligible Positions

- Certified Registered Nurse Anesthetists (CRNAs)
- Licensed Laboratory Professionals
- Licensed Radiology Professionals

Candidate Eligibility

- Referred candidates must be external applicants; current NewYork-Presbyterian employees are not eligible to be referred.
- Former NewYork-Presbyterian employees who separated from the organization within the past three (3) years are not eligible to be referred.
- Temporary, contract, or agency workers who worked at a NewYork-Presbyterian location within the past three (3) years are not eligible to be referred.
- Clinical students who rotated at a NewYork-Presbyterian location within the past three (3) years are not eligible to be referred.

Referral Submission Requirements

- Referral must be listed at time of application.
- The employee listed is the sole eligible referring employee.

Employee Eligibility

- Only active NewYork-Presbyterian individual contributors and supervisors are eligible to participate in the referral program to receive a referral reward. Talent Acquisition employees or any other employee that may impact the hiring decision are not eligible to participate.
- Supervisors may refer outside of their cost center and span of control.
- Referring employee must remain active at time of reward distribution.

Reward Structure

- Appreciation Points are issued in the Together We Will Appreciate recognition platform, valued up to the program maximum.
- 50% awarded after referred hire's start date; 50% after new hire's six (6) months of continuous employment.
- Part-time positions are eligible for half of the maximum reward amount.
- Per diem positions are not eligible for referral payment.

Additional Conditions

- Candidates are evaluated in accordance with NewYork-Presbyterian policies.
- Hiring decisions remain confidential.
- Reward is funded by the hiring cost center.
- NewYork-Presbyterian reserves the right to modify or discontinue the program at any time.