

Sharp Community Medical Group

Referral Bonus Program Guidelines

Purpose of Referral Bonus Program:

At Sharp Community Medical Group, we believe that extraordinary healthcare starts with exceptional physicians. That's why we're excited to introduce our Referral Bonus Program, and the best part is, it's open to everyone! Whether you're a colleague, a healthcare professional, or simply passionate about connecting great physicians with the right opportunities, you can be a part of our mission. By opening this program to all, we're tapping into a wealth of diverse connections to find high quality talent.

Physician Referral Bonus Details:

- The referral bonus program is eligible for all physician openings.
- A referral bonus award of \$5,000 will be paid to a referrer of a full-time physician. A referral bonus award of \$2,500 will be paid to a referrer of a part-time physician. Note: Full-time is considered 36 appointment hours per week.
- Referral bonus awards will be issued via check. Reward bonuses are not subject to any withholdings and will be paid as 1099 income.
- The referral bonus will be awarded upon the candidate successfully completing 6 months of employment within the SCMG Network
- The name and contact information (e-mail) of the person making the referral must be provided upon submission of a job application.

Frequently Asked Questions:

1. Who is eligible to for the Referral Bonus Program?

The Referral Bonus Program is open to everyone. A referrer does not need to be an employee of SCMG nor Sharp.

2. I participated in the interview process for the external candidate that I referred. Am I eligible for the referral bonus?

If you are part of the decision for the candidate's employment (part of the interview panel; employee reports directly to you; etc.) then you are not eligible for the referral bonus program.

3. I referred someone but they forgot to put my name on the application as the one who referred them. Can I call Recruitment and let them know?

Yes, please have the candidate reach out to Michelle.Slobig@smartcaremd.com with the name and contact of the referrer.

4. The candidate was referred by multiple people. Do all of them receive the cash bonus?

Only one name can be provided on the application and the first referral name submitted will be the one counted.

5. Can I refer a past/returning SCMG employee to apply?

If the candidate is a returning employee, the returning employee must have been a non-SCMG employee for 365 days or more.

6. *Who do I contact if I have more questions about the Referral Bonus Program?*

You may contact Michelle Slobig at Michelle.Slobig@smartcaremd.com