

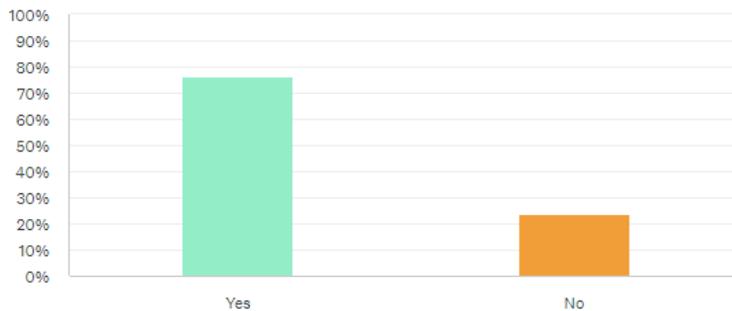


Employee Referral Programs January 30th, 2023

Total Participants: 110 participants in Missouri, Illinois, and Indiana Areas

1. Does your company offer an Employee Referral Program?

Answered: 110 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	76.36%	84
No	23.64%	26
TOTAL		110

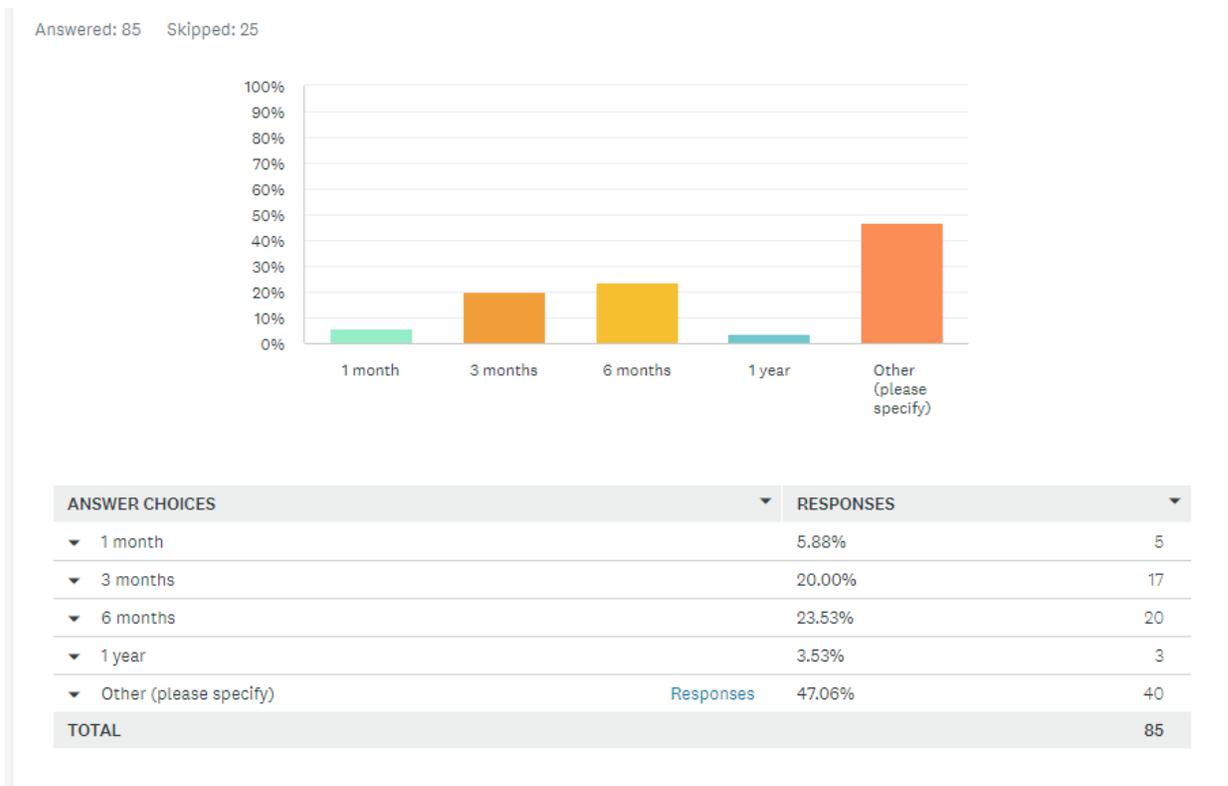
2. How much is paid out to the referring employees?

Answer Choices	Responses
\$100	4
\$200	2
\$250	6
\$500	14
\$750	2
\$1,000	14
\$1,500	2
\$2,000	2
Other (listed below)	34

- \$1200 - \$1800
- \$150
- \$1500 non technical \$3000 technical
- \$1500 total; \$750 after 90-days & \$750 after completion of a year of service
- \$200 after 90 Days, \$300 after six months, and \$500 after one year for a total of \$1,000.
- \$25 per qualified applicant \$250 once person is hired
- \$250 for hourly, non-management roles; \$500 for managers and above
- \$250 if hire stays 6 months; \$500 more if stays 1 yr
- \$250 to \$1000
- \$300
- \$50 gift card of choice
- \$50 when the person starts; \$75 if the referred employee reaches 90 days; \$100 if the referred employee reaches 90 days; \$250 if the referred employee reaches 1 year
- \$500 at 90 days; \$500 at 1 year anniversary
- \$500 but is \$1000 if we are having issues filling a hard-to-find position.
- \$500 for full time hires; \$250 for part-time or seasonal hires
- \$500 for full time; \$250 for part time
- \$500 for most positions; we double to \$1000 for certain hard-to-fill positions
- \$500 if new person stays 6 months, and another \$500 if they stay a full year
- \$500 or \$1000 depending on position receiving the referred candidate.
- \$750 in total - \$250 after 3 months, \$500 after 6 months
- 250 after the referred applicant is on staff 3 months, 500 after 6 months and another 500 after 1 year
- 500.00 - \$250 on hire date and \$250 on the 6 month annv. of the employee they referred.
- 75.00

- currently \$3,000
- depends 500-1000
- depends on experience and position being filled
- depends on role; typically \$1,000 each to referrer AND new hire (\$500 after 30 days, \$500 after six months)
- Depends on the role that's being filled.
- It depends on the position. Varies between \$5-15k
- normally \$50 after 90 days, assuming both are still employed at that point. Currently upped it to \$250 - same other 90 day requirements.
- The referral disbursements are given on the following milestones: \$250.00 after 90 days and \$250.00 after 1 year
- Up to \$500 if referred employee stays for one year
- Varies: \$500 - \$2,500
- We are currently paying out \$800.00 per referral with no limit. We split the payment up in three payments. \$200 at 1 month, \$200 at 3 months and \$400 at 6 months.

3. How long does the referred employee need to be with the company for the referring bonus to be paid out



4. Please list anyone that is excluded from the program (i.e. VP level and above, HR).

- All managers
- All people managers (excluded for their own area only) and HR
- any of our administrators or management- we are a school.
- Anyone in the hiring process
- Anyone within the new hire's reporting structure (direct-manager or above) or any member of our recruiting team would be omitted from the benefit.
- Area Supervisors (within their area) Director of Operations, HR, VP of Operations
- CEO
- Chief and Director level
- Company officers, managers and assistant managers and familial referrals.
- Currently there are no exclusions.
- direct supervisors, family members, HR, and senior management
- Everyone except partners in the company.
- Executive management, and Human Resources
- Executive Team
- Executives and HR
- Executives, and HR
- Generally not senior leadership and HR
- Hiring Manager
- Hiring Manager
- hiring manager
- Hiring Manager, HR, Executive Level
- Hiring Manager, Salaried Managers, & Human Resources
- Hiring managers and above
- Hiring Managers and Leadership Team
- Hiring managers or anyone with the authority to make the Hiring decisions.
- HR & Leadership Team
- HR & Members
- HR and direct manager
- HR and Hiring Manager
- HR and the new hire's manager/supervisor
- HR, Executive leadership team and direct managers to the role being hired
- HR, Executive Team
- HR, Executives & hiring manager
- HR, Executives, direct managers of positions
- HR, hiring leader
- HR, VP, Anyone in the decision making process: like the hiring manager.
- Human Resources and Executive Management
- Leadership Team members, interviewing team, and Human Resources
- Managers and above
- Managers and HR
- Managers of the employee
- Managers over the department the employee would be working in.

- no current exclusions yet referrals are reviewed
- No one is excluded in the Referral Program
- Only available to hourly employees.
- only truck drivers
- Owner, VP, COO, Director of Operations, HR
- Owners and Directors
- Policy excludes referring family members.
- President, Executive leadership team, HR managers and hiring managers
- Principals and HR
- Senior Leadership
- Supervisor of the position being filled and Senior Vice Presidents.
- SVP and above
- To avoid hiring conflicts, bonuses are not paid for job candidates referred by the hiring manager or HR.
- VP
- VP level and above, HR personnel. Managers with hiring authority over the referred candidate are required to get permission from department VP in order to be eligible.
- VP level and above, HR team members, Hiring managers and other persons involved in the interview and selection process, employees who represent the company at a recruitment event are ineligible for referral bonus for applicants recruited during that event
- VPs, Directors, Hiring Managers, Talent Acquisition Manager
- We don't allow our Leadership team (director and above) partake in this program.

5. Does your referral program offer additional incentives for underrepresented candidates, to support any DE&I initiatives?

Answered: 84 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	1.19%	1
No	98.81%	83
TOTAL		84

6. If so, what are the additional incentives?

- An add-on referral bonus of \$250 (less taxes) will be paid for hired referrals of candidates that help with the bank's affirmative action plan goals. Each year the bank has specific goals to proactively recruit from underutilized job groups. The goals and groups change every year, you can find out current goals by contacting HR

7. Are there any other program details you would like to share?

- 1st referral bonus of \$250 after candidate is hired and completes orientation. 2nd referral of \$250 after new hire completes 6 months of service.
- After implementation of this program our new hires last year were 50% referral and 50% Indeed.
- both employees must be in good standing (not on a PIP) at the time of the payout.
- Has not been successful in recruiting new applicants
- Occasionally, hard to fill roles may offer an increased payment of \$500 or \$1000 for referrals received within a limited time.
- The amount depends on how difficult the position is to fill.
- The employee that is referred gets 500.00 at 1 year as well
- The person who was referred also gets the same bonus - \$250 after 1 year.
- the referral amount has been increased when a hiring need is time sensitive
- The referral must represent the Candidates first contact with the company. Temporary, summer, contract, and former employees are not eligible.
- We also still offer a sign on bonus for all employees, no matter the level in which they come in.
- We pay the first \$250 after 90 days and completion of all training and the 2nd \$250 after 6 months

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!