

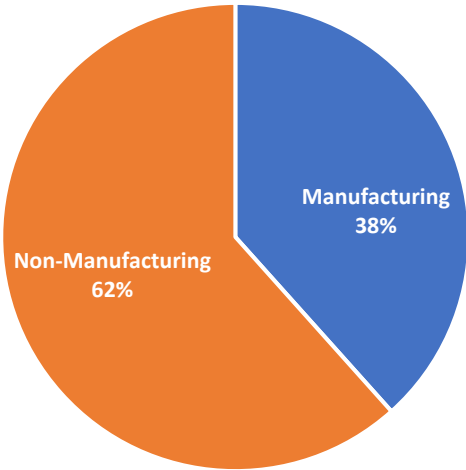
EMPLOYEE REFERRAL & SIGNING BONUS PROGRAMS

JUNE 2025

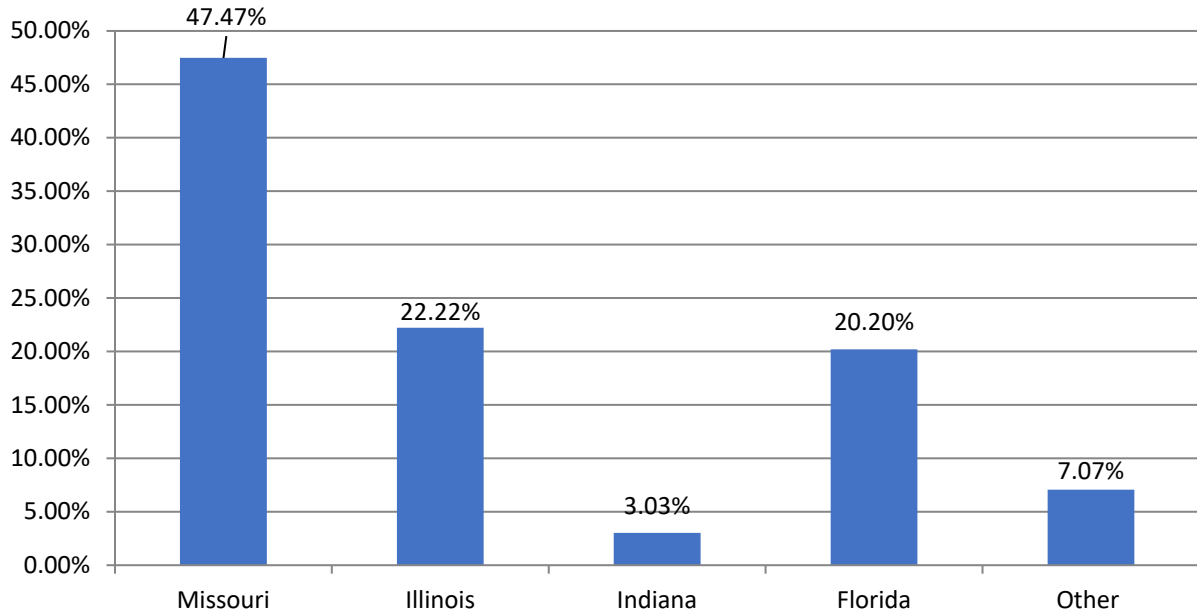
Total participants: 99 in Illinois, Indiana, Missouri & Florida

Demographics:

Industry



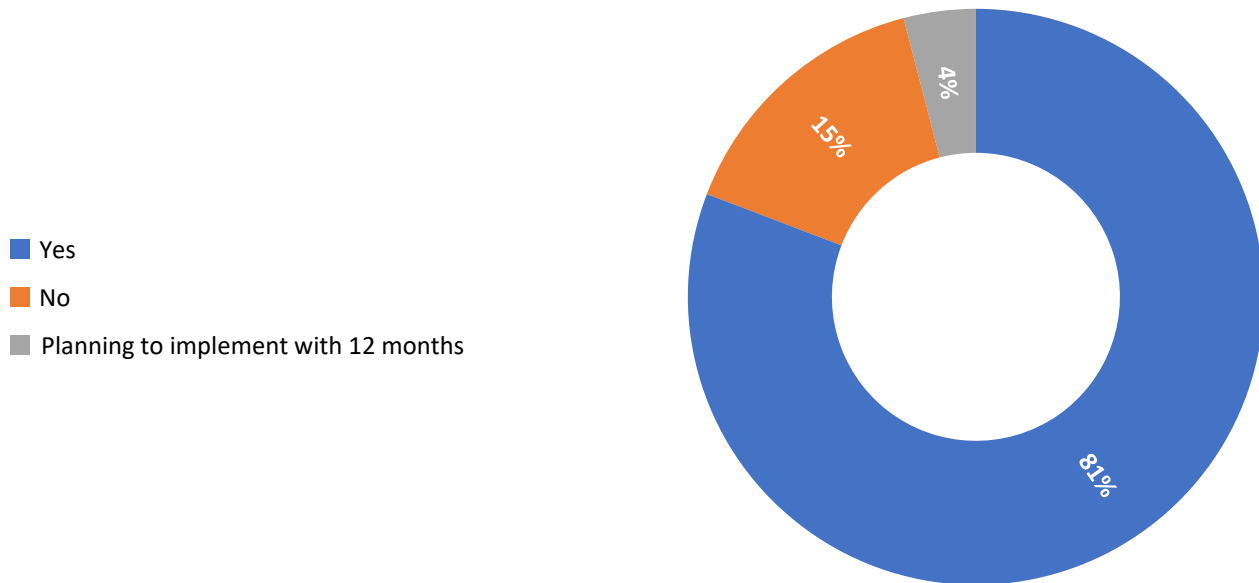
State in which Organizaton is Located

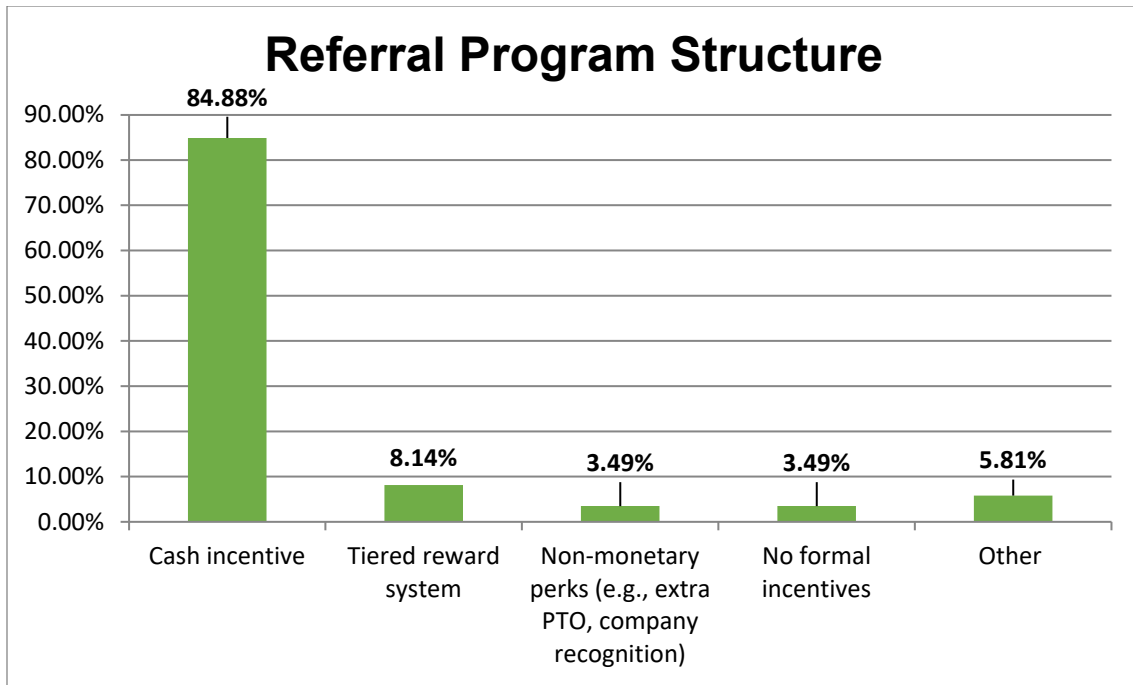


Other:

- Operate in multiple states (6)
- Fully remote with corporate office in California

Employee Referral Programs in Place

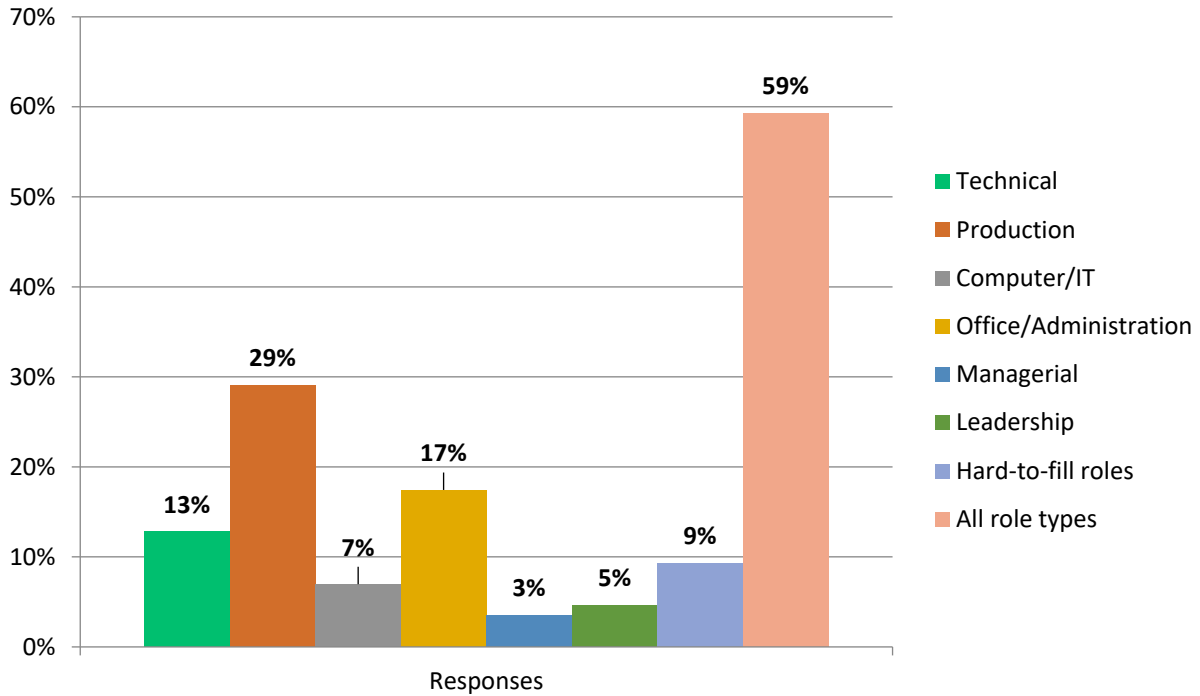




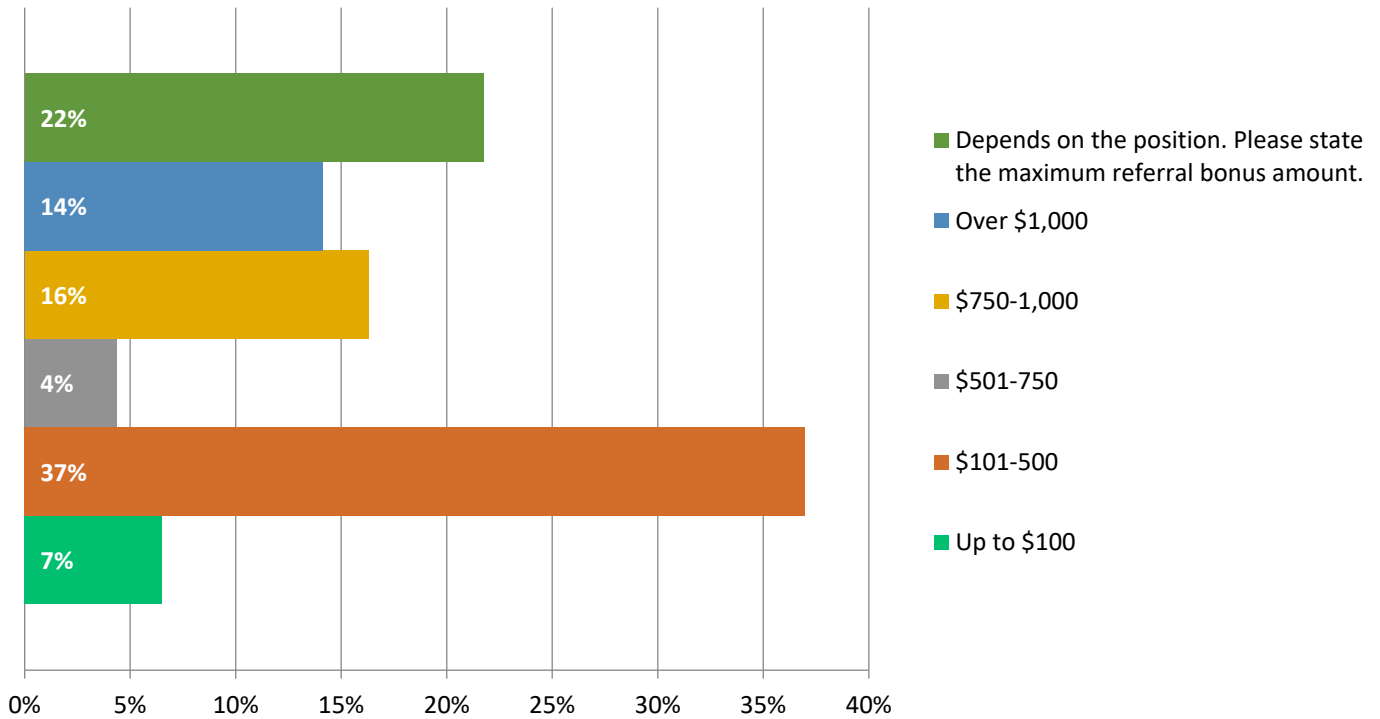
Other:

- Only if hired
- Award - paid via check grossed up
- Tiered cash reward
- \$3,000 up front once new hire starts. Payment will be released on the same pay date.
- Currently we are not using the referral program that we have in place.

Primary Roles Filled through Referrals



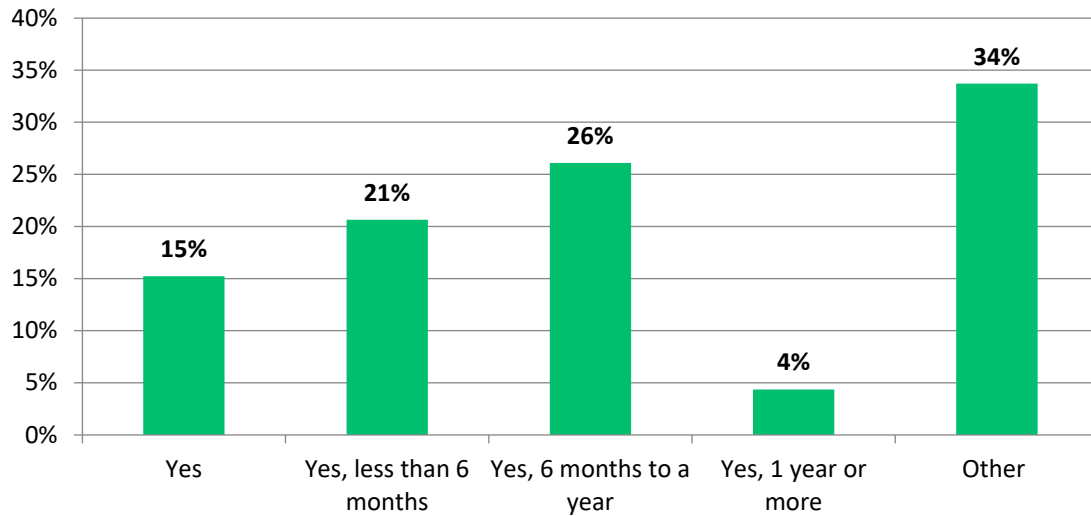
Amount of Referral Bonus



Other:

- \$500 - \$1,000
- \$2,000
- \$1,000
- \$2,000
- \$1,000 - \$3,000
- \$500
- \$3,000
- \$2,000
- \$500 - \$2,500
- \$2,000
- \$1,500
- We pay out \$500 no matter what position
- We have not implemented anything yet but looking at \$100

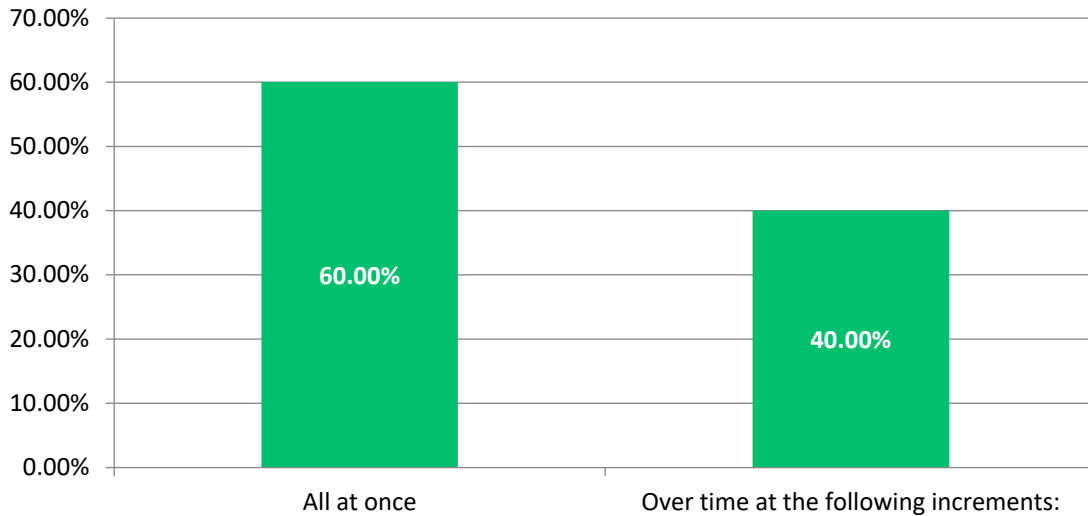
Bonus Contingent Upon Individual Staying for a Period of Time



Other:

- 1/2 @ 3 months, other 1/2 @ 6 months
- First half after the new hire's first day, second half after 6 months (both must be active employees).
- 30 days \$500 1 year \$1,500
- 90 days to 6 months
- 90 days (8 companies)
- \$200 at 90 days; an additional \$300 at six months; an additional \$500 at one year = \$1,000 total
- 3 months or more
- Yes, \$500 after 90 days and another \$500 after a year.
- \$500 payable after the new hire successfully completes 30 days of employment. If the candidate/new hire remains employed after 9 months of employment, the referring employee receives an additional \$1,500.
- Tiered system: \$1500 after 90 days; \$2500 after 1 year
- \$500 at 6 months, \$500 at one year
- No (5 companies)
- No. It is not the responsibility of the team member who referred the person it is the responsibility of management to keep the new hire.

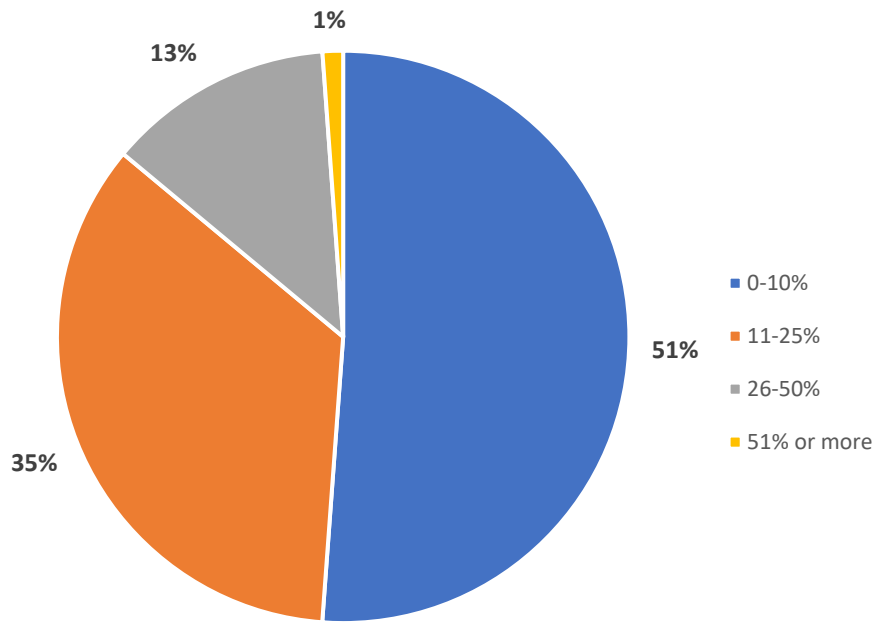
Referral Bonus Paid Over Time or All at Once



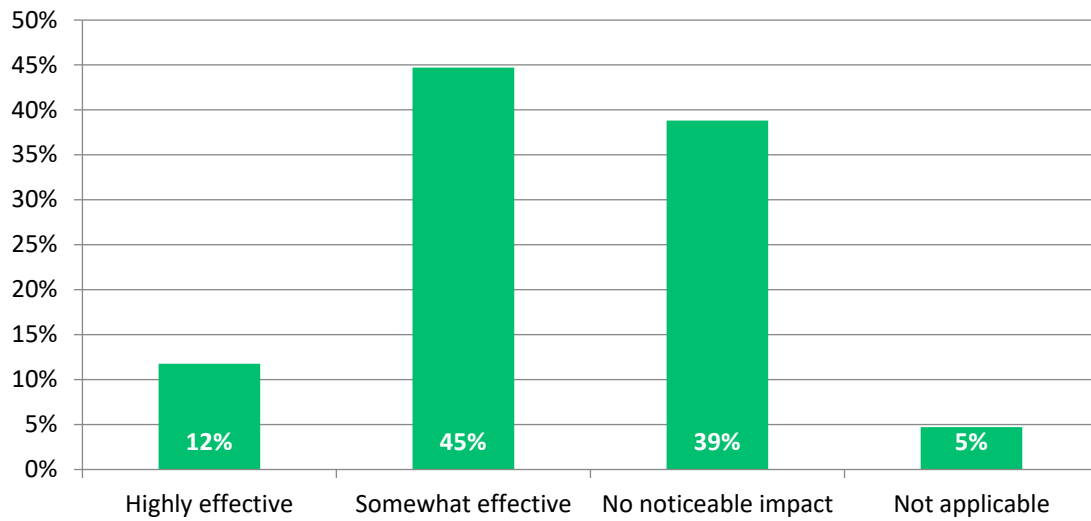
Other:

- 3 mos and 6 mos
- \$250 after 30 days \$750 after 90 \$500 after 1 year
- First half after the new hire's first day, second half after 6 months (both must be active employees).
- 30 days \$500, 1 year \$1,500
- 30 days, 90 days, 6 months
- 3 months and 6 months
- half when the new hire starts and the other half after new hire completes 90 days
- 1/2 at 90 days & balance at 9 months
- \$100 after 1 month, \$600 after 6 months & \$800 after 1 year
- 4 installments (90 days, 180 days, 270 days, and 365 days)
- 90 Days; 6 months; one year
- depending on the position - 30, 60, 90 or 180 days
- \$100 after hire, \$150 after 60 days
- 30 and 60 days
- \$400 after 30 days, \$600 after 60 days, \$1,000 after 120 days, 8 hours PTO after 180 days
- \$500 after 90 days and another \$500 after a year.
- \$1,000 for 6 months and another \$1,000 for 1 year
- \$250 after 1 week, \$250 after 90 days, \$500 after 6 months
- \$500 after new hire completes 30 days of employment. If new hire remains employed after 9 months of employment, an additional \$1,500 will be awarded to the referring employee.employment.
- once at 6 months and once again at one year
- Half in six months, Half at one year
- 10% after 2 month, 40% after 6 months, 50% after 1 year
- \$1,000 at 30 days, \$3,000 at 6 months
- Split in half.
- halt at start date and the other half at six if still with us
- 90 days and 13 months
- \$500 at 90 days and \$500 at one year
- 1/3 at 30 days, 2/3 at 6 months
- 90 days and 1 year
- two increments of \$500
- \$500 at 6 months, \$500 at one year
- \$50 – Immediate \$100 – 90 days \$150 – 6 Month
- \$2k at the beginning and \$4k at 6 months.
- \$200 at 90 days. \$300 at 6 months

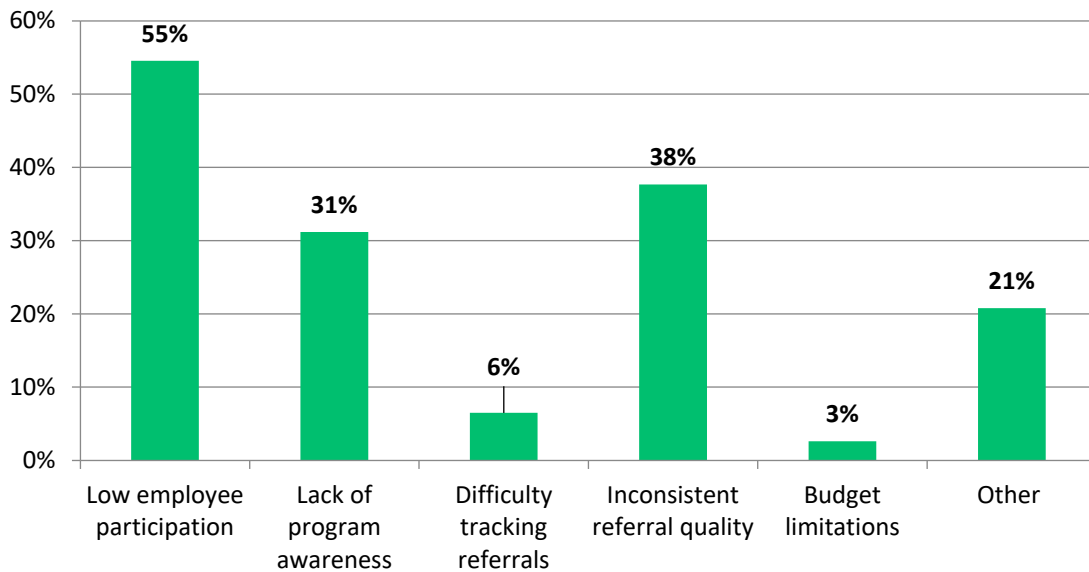
Annual Percent of Hires from Referrals



Effectiveness of Referral Program in Reducing Time-to-Hire



Referral Program Challenges



Other:

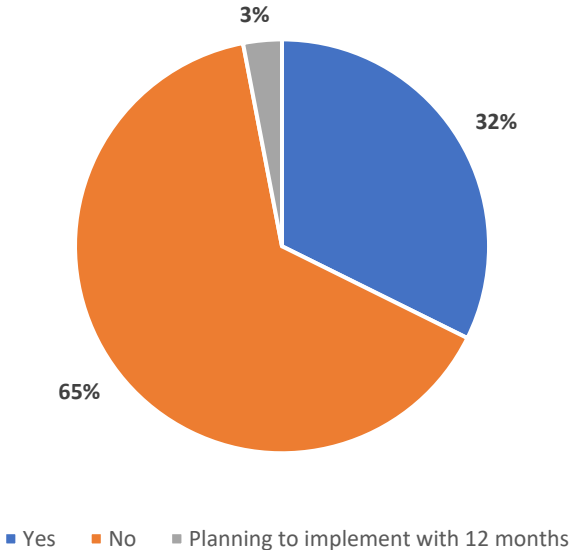
- **ATS/Tracking:** Manual system makes tracking referrals difficult.
- **Program Usage:** Some have no formal program; others just began exploring one.
- **Policy:** One organization recently formalized a previously unwritten policy.
- **Challenges:** Include small talent pool, low industry movement, and concerns over favoritism (friends/family).
- **Program Success:** Some report no issues; others cite low retention despite payouts.
- **Communication:** Emphasis on visibility and process clarity (e.g., requiring referral names, notifying employees of outcomes).

Most companies responding review/adjust their referral program **as needed**.

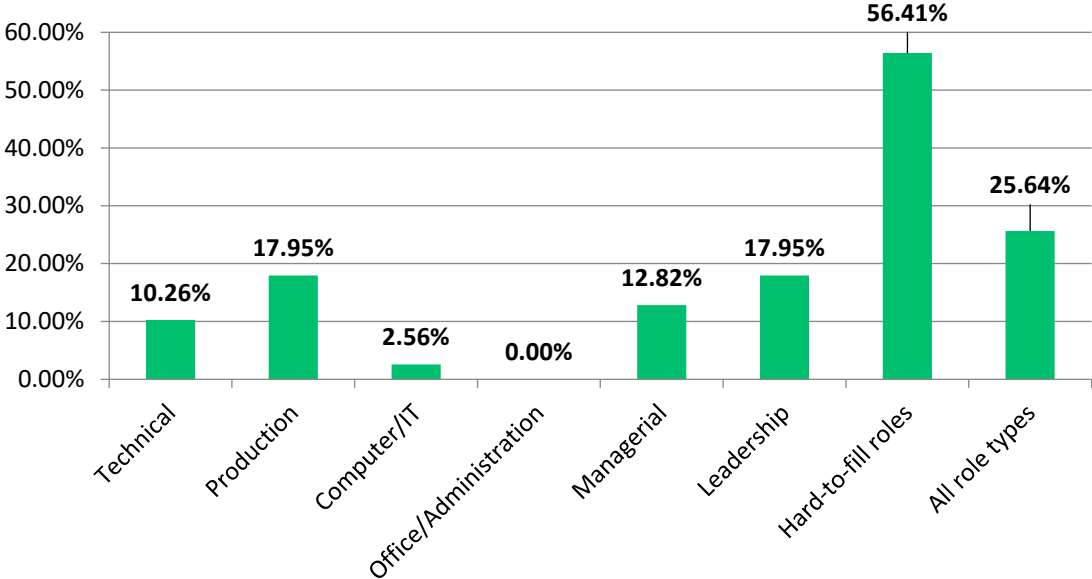
Improvement Suggestions for Referral Programs:

- **Awareness & Communication:** Many noted the need for better promotion of the program, especially to new hires and exempt employees.
- **Incentives:** Several suggested increasing bonus amounts or using tiered rewards. A few mentioned adjusting the reward periodically to maintain interest.
- **Program Design:**
 - Broaden eligibility (e.g., include managers).
 - Avoid turning referrals into “friends & family” only.
 - Make participation more meaningful by tying it to good candidates.
- **Automation & Data:** Some asked for payroll automation and data-driven incentives.
- **Other Insights:**
 - Career page improvements could support referrals.
 - Culture adjustments and higher engagement levels may boost success.
 - Some expressed skepticism, citing long-term drawbacks or low turnover.

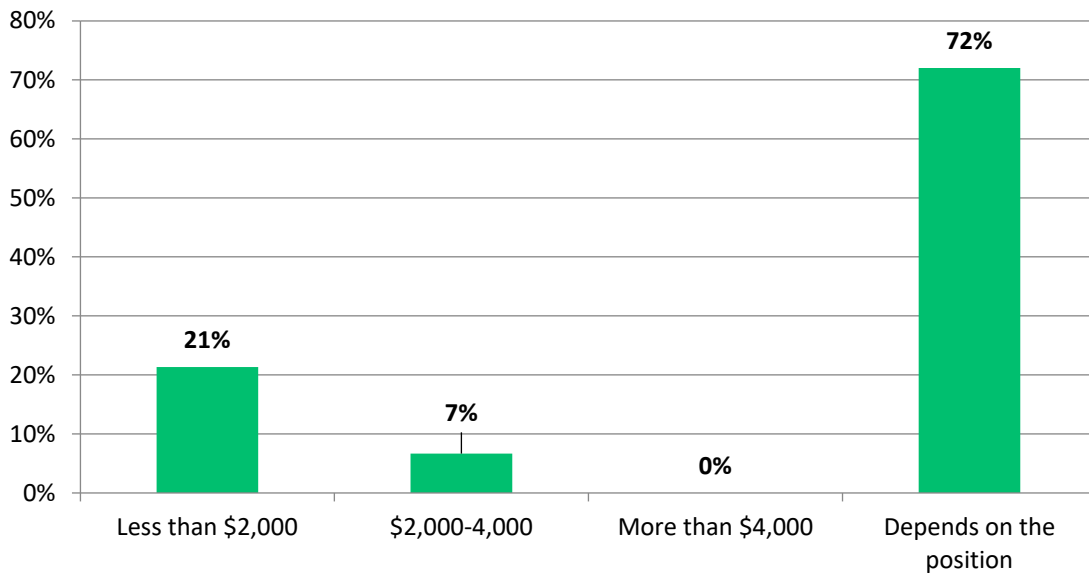
Sign-On Bonus Programs In Place



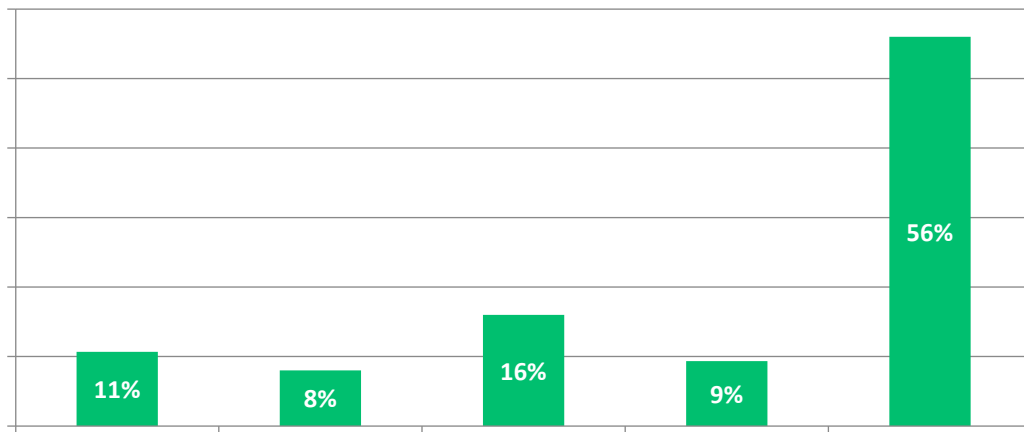
Roles Eligible for Sign-On Bonus



Amount of Sign-On Bonus

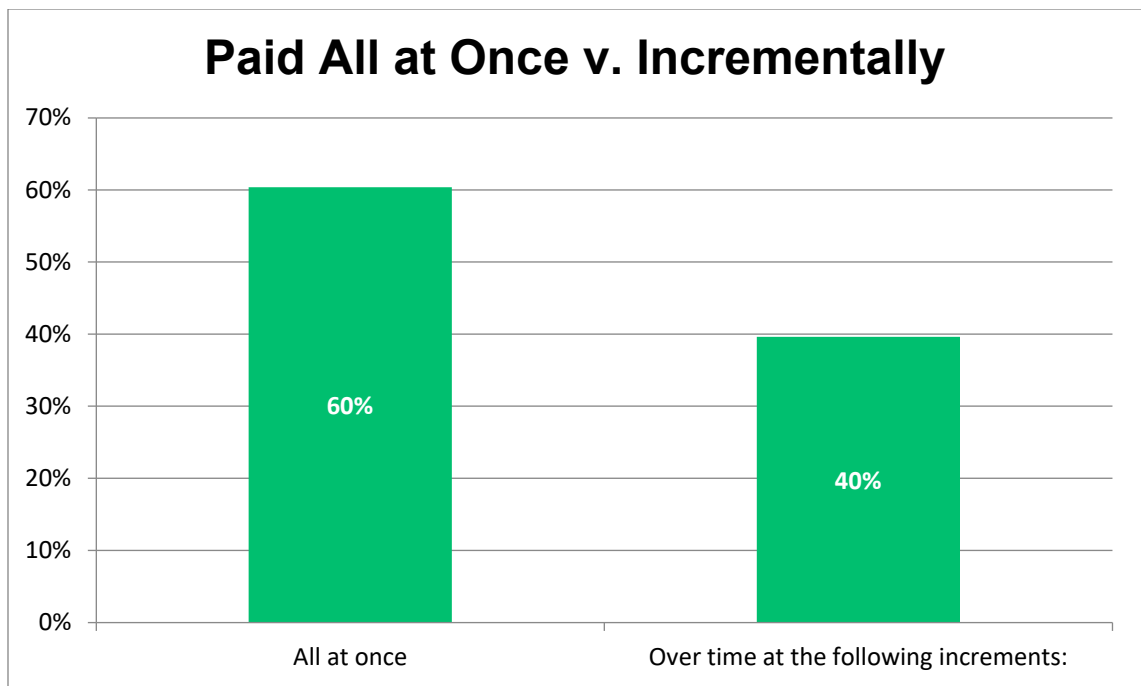


Sign-On Bonus Contingent Upon Staying for Period of Time



Other:

- 90 Days
- Dependent on position; time could be 90 days or 1 year
- Depends on the offer
- It depends on the offer. Some are paid immediately, some are
- Need to repay if they don't stay for certain period of time 6mos or 12 mos
- One-time signing bonus is issued upon employment. Should the employee leave our employment within the first 12 months of joining the company, the company reserves the right to recover a portion or all of the bonus at the company's sole discretion.
- Paid back if termed or resigns within 12 months of hire
- We prorate bonus if they don't stay until it's paid out which is typically in March
- Yes, must be repaid if employee leaves within two years. 1 year for certain roles.



Summary of Sign-On Bonus Practices:

- **Bonus Timing:** Most common payout structure is split—typically at **90 days and 6 months** or **6 months and 1 year**. Some add early-stage payouts (e.g., after 1 week or 30 days).
- **Bonus Amounts:** Vary widely; examples include:
 - \$250–\$500 after short-term milestones
 - Up to \$7,500 total for certain roles, split over 90 days and 1 year
- **Structure:** Many use **tiered or split payments** to encourage retention.
- **Variability:** Payouts often depend on **position level** or role.