

# Prescribing Clinician Referral Bonus Program

Effective October 1, 2016

Array’s clinical employees and contractors are eligible for a referral bonus if a referral results in the hire of a prescriber to either Scheduled Care, OnDemand Care or AtHome Care and if the referral complies with the following terms:

## Scheduled/OnDemand Care Referral Bonus Program

Eligible Bonus	30+ hours/week	16-29 hours/week	<16 hours/week
Psychiatrist	\$2,000	\$1,000	\$500
Psych NP	\$1,500	\$750	\$375

## AtHome Care Referral Bonus Program

Eligible Bonus	101+ hours/month	61-100 hours/month	40-60 hours/month
Psychiatrist	\$1,000	\$700	\$350
Psych NP	\$600	\$400	\$200

### Double Duty Bonus

1. Clinicians that offer referrals resulting in a candidate engaging in work for both Scheduled Care/OnDemand Care and AtHome Care will be eligible for both types of bonuses, according to the charts above
2. Upon beginning a second engagement within 6 months of the first, an additional bonus is triggered
  - a. The referrer will earn an additional \$500 referral bonus
  - b. The candidate will earn an additional \$500 signing bonus

### Fan Club Extra Bonus

1. Referrers of multiple candidates within a 12-month period, are eligible for extra bonuses:
  - a. Schedule Care/OnDemand Care
    - i. Upon the 6th successful referral, the referrer will earn an extra bonus of \$2000
    - ii. Upon the 11th successful referral, the referrer will earn an extra bonus of \$5000
  - b. AtHome Care
    - i. Upon the 6th successful referral, the referrer will earn an extra bonus of \$1000
    - ii. Upon the 11th successful referral, the referrer will earn an extra bonus of \$3000

## Bonus Distribution

1. All bonuses will be distributed in two parts:
  - a. 50% at the time candidate starts
    - i. Based on candidate's Scheduled/OnDemand Care work schedule or AtHome Care availability at start
  - b. 50% six months after candidate starts
    - i. Based on candidate's Scheduled/OnDemand Care work schedule or AtHome Care availability at that time
2. Bonuses will be paid through the normal pay cycle and pay system as an additional check with appropriate taxes withheld

## Applicability Requirements

1. Clinicians that offer referrals resulting in an independent contracting or employment relationship are applicable for this bonus program
2. Referred candidate must sign an agreement within 6 months of the original referral
3. Referred candidate must commence work on behalf of Schedule Care, OnDemand Care or AtHome Care within 9 months of the original referral
4. Non-clinical employees of Array are not eligible for this referral bonus program
5. Effective Date: Referrals occurring and documented after September 15, 2016 are eligible
6. Array management reserves the right to evaluate every referral on a case by case basis

## Eligibility Requirements and How to Refer

To be eligible for a referral bonus or distribution, a referrer must:

1. Be a current and active clinical employee or contractor with Array
2. Have a prior professional or personal relationship with the candidate and be willing to personally attest to the candidate's competency and character
3. Facilitate a connection between Array administration and the candidate that results in the candidate's hiring
  - a. Examples of a connection could be:
    - i. Sending an email introducing the candidate to the Array recruitment team
    - ii. Having the candidate contact us through our website and use your name as "how they heard about us"
4. Report the referral within 5 days by filling out this short [online form](#)
5. Be the first to refer the individual candidate

## Questions about the Referral Program?

Email [referral@arraybc.com](mailto:referral@arraybc.com)