

Ebenezer Employee Referral Bonus Program



When Your Friends Win, You Win! Get paid to refer qualified candidates that are hired at any of our Ebenezer communities! (HOA Division not eligible.)

Who is eligible? You! All current Ebenezer full-time, part-time, on-call and pool employees are eligible to refer new employees through the Referral Bonus Program. Please note: employees in a leadership position are not eligible for referral bonuses.

In order to be eligible for a referral bonus, the new employee must agree to a set (block) schedule and meet their authorized hours. Referred employees hired to work on-call/casual are not eligible for the referring employee to receive the referral bonus.

How much is the bonus? Referral bonus amounts are dependent on the position. Amounts are as follows:

Licensed Nursing Positions: Total of \$1500

Bonus at 60 Days: \$500
Bonus at 90 Days: \$500
Bonus at 180 Days: \$500

All Other positions: Total of \$600

Bonus at 60 Days: \$200
Bonus at 90 Days: \$200
Bonus at 180 Days: \$200

How it works:

- An Ebenezer employee receives a referral bonus when a referred applicant is hired at an Ebenezer community. Employees are not eligible for the bonus for referring someone that is a rehire.
- The referring employee instructs the person they are referring to complete an application our website at www.ebenzercare.org/careers. Applicant must indicate that they are being referred by a current employee and add your name. Only one employee can receive a referral bonus per new employee. **The new employee does not have to work at the same community as the employee referring them.**
- Referral bonus is paid out in three increments: 60, 90 and 180 days. If the new employee is discharged or voluntarily quits or changes their status to on-call before the end of 180 days, the remaining portions of the bonus will not be awarded. If the referring employee is discharged or quits before 180 days, the remaining portions of the bonus will not be awarded.



Do you think Ebenezer is a great place to work? Tell your friends and family!

The Employee Referral Bonus Program and related bonuses are applicable only to referrals made on or after March 1, 2018. Fairview reserves the right to modify, continue or discontinue this program based solely on Ebenezer's assessment of the program. (Updated 5/1/20)