

FOOD FOR THOUGHT

EMPLOYEE REFERRAL PROGRAM



A delicious idea whose time has come!

When you refer professional acquaintances that are eminently qualified and well suited to the John Muir Health work ethic, we'll put food on your table!

THINK ABOUT IT...

One of the biggest issues everyone has to contend with today is the rising cost of feeding the family.

So, if high grocery bills are eating you, just think how nice it would be to have an Annual COSTCO Gold Star Membership and \$5,000 worth of COSTCO Gift Cards (tax free) to help you fill your fridge for a year.

At John Muir Health, making sure you have talented co-workers is top of mind, and now we are asking you to bring more high-caliber professionals like yourself to the table! Referring qualified acquaintances helps us to maintain our position as a leading health care provider and a place where employee well-being takes top billing. So refer – your thoughts really count!

THE CREAM OF THE CROP! THE JOHN MUIR HEALTH

FOOD FOR THOUGHT EMPLOYEE REFERRAL PROGRAM

That's what we're looking for – more great hires like you! This year we are augmenting our current Employee Referral Cash Awards with satisfying rewards for connecting us with candidates for benefited "Hot Jobs" over and above the cash bonuses.

THE GRAND PRIZE

\$50 Annual Gold Star Membership Card at COSTCO WHOLESALE and \$5,000* in COSTCO Gift Cards...

to help you fill your fridge for a year! The Grand Prize Drawing will take place on July 15, 2009.

QUARTERLY PRIZES

\$500 in Trader Joe's Cash Cards**

Use them to help offset the high cost of groceries! Quarterly Drawings will take place on September 12th, 2008; December 12th, 2008 and March 13th, 2009.

Remember, every successful referral you make qualifies you for entry in the Grand and Quarterly Prize drawings, in addition to your cash bonuses. So think about it – having lunch with a friend to talk about opportunities at John Muir Health could be the right recipe for earning valuable rewards that really please.

REFERRAL PROCEDURE

To refer a candidate under the *FOOD FOR THOUGHT Employee Referral Program*, the referral candidate must identify the referring employee on their employment application as the source of their referral. To be considered "referred" in this program, the date on the application form of the referred candidate must fall between July 1, 2008 and June 30, 2009. Referrals received before or after these dates are ineligible for this Employee

Referral Program.

All referrals must be confirmed in the interview process by the recruiter.

If duplicate referrals occur, the first referral received (based on the system date stamp) will be eligible for payment. If more than one employee is listed on the application form, the Referral Award will be split between them.

Hiring decisions are at the sole discretion of Human Resources and the appropriate Hiring Manager and will not be discussed with the referring employee. If a referred employee leaves through termination or resignation, or reduces status to a non-benefited position, the referring candidate will not be eligible for the remainder of the bonus.

And remember, the more successful referrals you make, the more entries you get, and the better your chances of winning. So start referring today!

EFFECTIVE JULY 1, 2008 THROUGH JUNE 30, 2009

WE HAVEN'T FORGOTTEN OUR "HOT JOBS" CASH AWARDS

EARN \$1,000 CASH

for targeted "hard-to-fill" positions, and

\$50 Safeway Gift Certificates

for non-designated jobs or for per diem and short-hour positions.

In this program, "Hot Jobs" are the only positions eligible for the \$1,000 reward. Additionally, the award will only be paid out for benefited positions, and not for per diem or short-hour positions. Human Resources will periodically identify and implement any necessary changes to the jobs designated for the \$1,000 award. Please see the HR Intranet site for updates.

All qualified participants in the *FOOD FOR THOUGHT Employee Referral Program* will be automatically entered in the Grand Prize drawing. There are no limits to the number of referrals you can make, or to the number of gift certificates you can earn. You may not substitute cash for the award.

PAYMENT PROCEDURE

The first Employee Referral Award payment for \$500 (less tax withholding) will be made after the new hire completes three months of continuous successful employment. The second Employee Referral Award payment for \$500 (less tax withholding) will be made after the new hire completes six months of continuous successful employment.

For all referrals of new hires not in the "Hot Jobs" designation, the referring employee will be eligible for a \$50 Safeway Gift Certificate.

THESE JOBS ARE "HOT!"

Eligible Nursing Positions ***

- Case Manager (RN)
- Charge Nurse
- Clinical Coordinator
- LVN – Home Health
- Nurse Manager
- Palliative Care RN
- Physician Assistant/Nurse Practitioner
- Registered Nurse (experienced)

Eligible Allied Health Positions***

- Clinical Lab Scientist
- Mammography Technologist
- Medical Social Worker
- Occupational Therapist
- Physical Therapist
- Physicist
- Respiratory Therapist/RCP
- Special Procedures Tech
- Surgical Technician
- Ultrasound Technologist

Eligible Ancillary Positions***

- Application Support Analyst – ITS
- Coding Specialist
- Information Security Engineer II
- Project & Support Analyst, RN
- Project Manager III – ITS
- Sr. Financial Analyst
- System Analyst – HR/Payroll
- System Analyst/Programmer II
- System Engineer
- System Support Analyst – Lab
- Training Specialist – Lab Information Systems

*** IMPORTANT: Positions are subject to change, so please check *John Muir News* for latest updates.

QUESTIONS

Any questions regarding the Employee Referral Award Program can be directed to Human Resources located on the JMH – Walnut Creek campus (925) 947-5215 and JMH – Concord campus (925) 674-2400.

HOW THE EMPLOYEE REFERRAL PROGRAM WORKS

ELIGIBILITY

This program is open only to employees of John Muir Health. All employees are eligible to participate in the program regardless of status, unless they are excluded as indicated below:

EMPLOYEES

The referring employee must be employed by John Muir Health at the time of the referral, at the time of the hire of the referred candidates, and at the time of payout to receive subsequent bonus payments.

All temporaries, consultants, students and third party contracted employees are not eligible to participate in the Employee Referral Program.

The Program is designed to reward employees for their successful extra efforts in referring new external candidates to join John Muir Health, not for recruiting activities that are considered a normal and required function of their position. Therefore, all employees of the Human Resources Department and all members of the Senior Leadership Team are not eligible for awards. Directors and Supervisors are eligible only for referrals to departments not in their own area of responsibility.

Referrals that are not eligible for this program:

- Self referrals
- Referrals of current employees
- Former employees employed by John Muir Health within the last year
- Relatives
- Those with a current resume or employment application on file with John Muir Health
- Students currently or previously in clinical rotations or externships at John Muir Health
- Candidates previously presented to John Muir Health by any other sourcing means (i.e. professional search firms, advertisements, unsolicited resumes, etc.)

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**JOHN MUIR
HEALTH**

We are an Equal Opportunity Employer.



REFER SOMEONE LIKE YOU AND WE'LL PUT FOOD ON YOUR TABLE!

* The grossed up value of this prize is \$8,310. John Muir Health covers the taxes for you.
** The grossed up value of this prize is \$830. John Muir Health covers the taxes for you.