

**Recruit for Loot!**

# EARN CASH



**For Referring Experienced Healthcare Professionals**

Recruit for Loot rewards employees who help us hire external candidates for the following hard-to-fill positions:

	<b>PRIORITY 1 POSITIONS</b>	<b>PRIORITY 2 POSITIONS</b>
<b>Eligible Positions</b>	<ul style="list-style-type: none"> <li>• CRNAs</li> <li>• Graduate nurses <i>To be paid out after passing boards</i></li> <li>• Registered nurses</li> <li>• Respiratory therapists</li> <li>• Surgical technicians</li> </ul>	<ul style="list-style-type: none"> <li>• CT technologists</li> <li>• Medical assistants</li> <li>• MRI technologists</li> <li>• Nursing care assistants</li> <li>• Pharmacy technicians</li> <li>• Phlebotomists</li> <li>• Radiation therapists</li> <li>• Radiographers</li> <li>• Surgical technologists</li> </ul>
<b>Incentive for New Hire</b>	<p><b>\$4,000</b></p> <p><i>To be paid out one year after hire date of full/part-time employment*</i></p>	<p><b>\$1,000</b></p> <p><i>To be paid out one year after hire date of full/part-time employment*</i></p>
<b>Incentive for Employee Who Submits Referral</b>	<p><b>\$1,000</b> at hire date</p> <p><b>\$1,000</b> three months after hire date</p> <p><b>\$2,000</b> six months after hire date</p> <p><b>\$3,000</b> one year after hire date</p> <hr/> <p><b>\$7,000 TOTAL FOR YOU!**</b></p>	<p><b>\$500</b> at hire date</p> <p><b>\$500</b> six months after hire date</p> <p><b>\$1,000</b> one year after hire date</p> <hr/> <p><b>\$2,000 TOTAL FOR YOU!**</b></p>

\* New hires are not eligible for the Recruit for Loot bonus if their sign-on bonus (determined by position and department) is a greater amount.

\*\* If your referral receives a sign-on bonus, you are still eligible for the Recruit for Loot incentive.

Recruits must be hired into a full- or part-time position. Rehires are ineligible unless at least one year has passed since their termination date. All Covenant HealthCare staff in non-leadership positions are eligible to receive Recruit for Loot rewards. Physicians, advanced practice providers, educators and Human Resources staff are not eligible for this program. Employees cannot receive a referral bonus for referring an applicant currently in the application, interview or selection process. Appropriate federal, state and local taxes will be deducted as required from all bonuses.



**Submit a Referral Online:**

For paper forms, go to CovNet > Human Resources > Benefits & Pay.  
For questions, contact HR at 989.583.4080 or recruitment@chs-mi.com.

