

2026 EMPLOYEE REFERRAL BONUS PROGRAM

Kheir Clinic recognizes that our stakeholders--friends, supporters and employees--are often the best resource for identifying the *right-fit*, qualified candidates for Kheir's available positions. As part of our **commitment** to and in **recognition** of our stakeholders' partnership in recruiting new talents, Kheir offers referral bonuses!

TO QUALIFY To receive a referral bonus from Kheir Clinic, Human Resources **MUST** have *written* verification.

- ☐ The referring individual may forward the candidate's resume with contact information to HR via email at HR@LAKHEIR.ORG or via fax 213.427.4008.
- ☐ The candidate sends the required documents and **include the referring individual's name** in the cover letter to Human Resources via email at HR@LAKHEIR.ORG or fax 213.427.4008. This information must be received at the time of resume submission.

***Please inform candidates to submit (1) resume, (2) cover letter, (3) desired compensation to initiate a prompt screening process by Human Resources.**

If HR does not receive the written verification of the referral relationship with the resume, **prior to the first interview**, the referring individual is *not eligible* for the bonus.

AVAILABLE REFERRAL BONUS DISBURSEMENT DETAILS

***Bonus Program terms utilized for disbursement will be based on the candidate's actual employment start date.**

Any referrals utilizing outdated or past year bonus plan announcement will be paid at the prevailing, current year's rates.

Position Type	Bonus Amount	Payment Details
Full Time Licensed Medical Doctors/ Physicians	\$20,000	1st Payment: \$10,000 after the Physician completes 1,200 hours of paid work. 2nd Payment: \$10,000 after the Physician completes 2,250 hours of paid work.
Full Time Licensed Clinicians (Dental, Optometry, Mental Health, Pharmacy)	\$3,500	1st Payment: \$1,500 after the listed clinician completes 1,200 hours of paid work. 2nd Payment: \$2,000 after the listed clinician completes total of 2,250 hours of paid work.
Licensed Clinicians (Part Time and Independent Contractors, all specialties)	\$2,000	Single Payment: \$2,000 after the licensed Part-Time or the Independent Contractor completes 1,200 hours of paid work.
Full Time Staff (Excluding Clinicians)	\$1,000 Exempt positions; \$500 Non-Exempt positions	Single Payment: \$1,000 or \$500 after the Employee completes 1,040 hours of work.
Part Time Staff and Contractors (Excluding Clinicians)	\$500	Single Payment: \$500 after the Employee or the Contractor completes 1,040 hours of paid work.

"Clinician" is defined as: a physician (doctor of medicine or osteopathy), chiropractor, dentist, clinical psychologist, clinical social worker (LCSW), marriage family therapist (LMFT), optometrist, nurse practitioner, nurse-midwife, optometrist, pharmacist, physician assistant, podiatrist, who is licensed and authorized to practice within the scope of their respective area as defined by the State law by the State of California. HR Team Members and Directors and above are not eligible for Referral Bonus Program.