

TALON

Candidate Referral Program

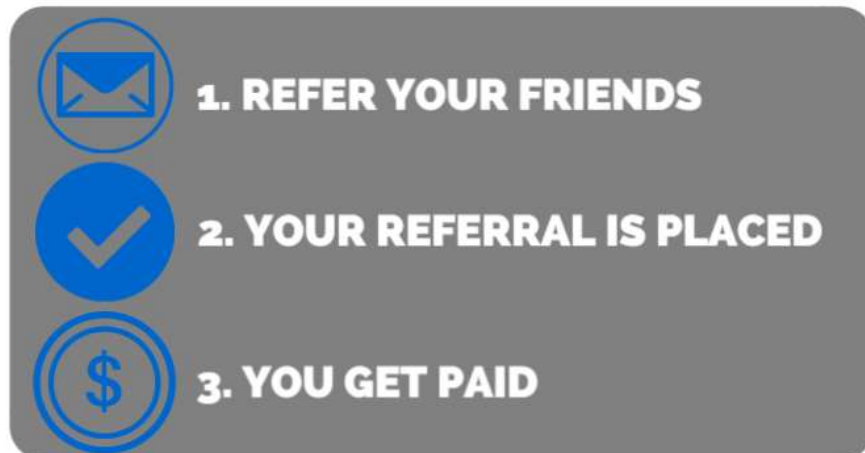


We're growing and we sure could use a hand!

Earn up to **\$1000.00 for your Candidate Referral Bonus.**

Talon is experiencing tremendous growth and we are looking for top talent in the marketplace. We believe that quality people associate with other quality people and our clients find comfort in knowing that many of our consultants find Talon because of someone's good experience. That is why our Consultant Referral bonus Program rewards you for introducing us to quality individuals.

How it works:



The specifics:

After a candidate has been successfully placed on assignment with one of our clients, you will be eligible to earn a bonus of up to \$1000. Upon referring three consultants that successfully are placed on assignment, you will be eligible to receive an additional bonus of \$500! We are currently looking for candidates with experience and skills in the technical (e.g. project managers, network engineers, developers, etc.) arena.

The bonus breakdown:

DIRECT HIRE	CONSULTING
< 95K = \$500	\$500 AFTER 90 DAYS,
< 130K = \$750	EVERY 6 MO. RECEIVE A
> 150K = \$1000	BONUS OF \$250
	* Must be a targeted job, refer to target job details below.
	* Compensation has a cap of 2 extensions.
YOU WILL BE ELIGIBLE TO RECEIVE \$500 UPON YOUR 3RD REFERRAL PLACEMENT	

Bonus Eligibility Requirements

- Referrals must be submitted via email to your recruiter, while sending a copy to referral@talonpro.com
- Candidate referrals need to include the following
 - the candidate's name
 - a valid phone number or an active email address
 - the specialty/job title of the person being referred
 - the referrer's name and contact information.
- Consultants that are already in Talon's database, but have not been in contact with, or been contacted by Talon within a 12 month period prior to the referral are eligible for the program.
- Referred candidates must be placed in an assignment by Talon within 6 months of the date of referral to qualify for the program.
- Bonuses for eligible candidates placed in a Full-time/Direct Hire capacity will be paid after the guarantee period (determined by Talon and the client) has expired and invoices have been paid.
- Bonuses for candidates placed on a consulting/contract basis will be paid after the consultant has worked a total of 500 hours for Talon.
- Referrer must agree not to recruit referred candidate while they are on any assignment with Talon.
- In order to claim a Candidate Referral Bonus, simply complete and submit a Candidate Referral Bonus claim form after the eligibility requirements have been met. Simply call our office at (609) 924-8900 to have a form emailed to you.
- The referred candidate cannot be a current or former employee of Talon
- Bonuses are only eligible when candidate is placed at a target job opening only. To see the list of targeted jobs visit talonpro.com, click on the services drop down, and click on the 'IT Professionals That You Need' site.

Talon Executive Leadership reserves the right to change any aspect of the Candidate Referral Program or cancel it in its entirety at any time and for any reason. All decisions regarding these policies, including, but not limited to, whether or not a staff member receives any salary adjustments are at the sole discretion of Talon's Executive Leadership Team and will be considered final.