

## Talent Scout Colleague Referral Program

### WHAT IS THE TALENT SCOUT COLLEAGUE REFERRAL PROGRAM?

The Talent Scout Referral Program invites our Colleagues everywhere to “scout out” talented people to join our team.

Simply put, we reward you for introducing VWC to exceptional people. Ask yourself, who is the brightest person I’ve worked with? Who was my best manager? Which client was I most impressed with?

Participation is open to all current and former VWC Colleagues.

### WHO IS AN IDEAL VWC CONSULTANT?

Referrals are expected to be members of your professional and personal networks—former Colleagues, people you know from your academic career, individuals you met at conferences and seminars or personal acquaintances. Ideal candidates will likely have:

- At least 5 years of professional consulting experience
- Been or be employed by one of the Top 50 consulting firms or a major health care payer
- Served in analyst, project or program management roles
- Knowledge of health care areas such as TRICARE, Clinical, Medicare, Medicaid, Claims, Fraud, Compliance, ICD-9 and Six Sigma

### HOW AM I REWARDED?

In appreciation for your efforts in recommending great talent, eligible VWC Colleagues will receive a **single lump sum payment of \$1,200** for every referral hired. Once the referral completes 60 billable days, payment will be made through the next payroll (current Colleagues) or accounts payable (former Colleagues) cycle. *These payments are subject to applicable taxes and deductions.*

Candidates *not* eligible to be referrals through the Talent Scout program include:

- Current or recent former (within the past 12 months) VWC Colleagues
- Subcontractors and/or 3rd party companies who represent the candidate
- Candidates whose resumes are already in the VWC applicant tracking database

In the case of a multiple submittal, i.e. by two or more referrers, the Colleague who made the earliest referral will receive the reward. If the referred candidate is not selected for hire, he or she will remain in the database and be considered for other positions. All resumes will be archived after one year of inactivity.

***Please visit the Contact Us section of our website to submit your referral.***

