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| <p>Nancy Riess Chief Operations and Impact Officer (she/her/hers)</p> <p>Jewish Community Services Direct: 410.843.7414 Cell: 443.414.9800 nriess@jcsbaltimore.org jcsbalt.org</p> | <p>JCS Baltimore has been offering \$150 for an employee referral that results in a new hire (of any level) staying at least 6 months.</p> |
| <p>Galit S. Ezekiel, SHRM-SCP, SPHR (Pronouns: she/her) Chief People & Culture Officer Jewish Family Service Seattle, WA 98122 GEzekiel@jfsseattle.org</p> | <p>We are now offering a \$1,000 referral bonus. The staff person receives the bonus 6 months after the new employee starts, assuming the person is still working for JFS.</p> <p>We were offering a \$250 bonus and are getting many more staff referrals after increasing the incentive. Good luck,</p> |
| <p>Ann Thoresen JFS Atlantic and Cape May in NJ athoresen@jfsatlantic.org</p> | <p>We have increased this in the past year in attempts to build staff. Sign-on - \$2,500 for LSW position hires, \$5,000 for Licensed supervisor+ positions. Note we have a healthcare provider that starts higher salary and is currently offering \$10-\$15000 sign on bonuses for licensed staff.</p> <p>Referral – for staff who refer others to work here, need to be remained employed 6 months or longer, must be identified at hire date.</p> <div data-bbox="699 1041 1317 1234"> <p>\$500.00 for FT <u>Administrative</u> employee \$1,000.00 for FT <u>Direct Service</u> employee \$1,500.00 for FT <u>Supervisor</u> and above employee \$1,500.00 for FT <u>LSW</u> referred hire \$2,000.00 for FT <u>LCSW</u> referred hire</p> </div> |
| <p>Donetta Fields Donetta.Fields@gcjcfs.org Director of Workforce Acquisition Gulf Coast JFCS</p> | <p>Gulf Coast JFCS incentivize employee referrals. Currently, we offer a one-time incentive of \$250-\$1000. The increase will allow the flexibility categorize ranges for all job class and encourage more participation.</p> |
| <p>Marlene Schaub, SPHR (She/Her) Human Resources Generalist Jewish Family Service of Greater Dallas P: 469.206.1653 F: 972.437.1988 mmickish@jfsdallas.org</p> | <p>Yes, we provide employee referral bonuses at JFS Dallas. The amount of the bonus has been \$1,000:</p> <ul style="list-style-type: none"> • \$500 when the employee starts and • \$500 after 3 months of employment. |
| <p>Mike Belgrove HR Manager JFCS Pittsburgh mbelgrove@jfcspgh.org</p> | <p>We have hired about 4 or 5 people through the referral program in the past year.</p> <p>\$500 to the staff person referring someone and \$500 to the candidate that gets hired based on that referral. The \$500 comes after the new hire has been in place for 90 days.</p> |

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We have an employee referral program that we implemented in 2020. It has been VERY successful, about 40% of our new hires are from internal referrals. We give \$200 to the employee that does the referring and \$100 to the new employee after 90 days.