



## COMPANY REFERRAL PROGRAM



Do you know someone who has a hiring need? Refer them to Talon and you could earn a **\$1,000.00 referral bonus**, payable either to you, or the charity of your choice. Talon specializes in technical job openings in the NY/NJ/PA area.

**It's as simple as 1-2-3.**

- 1 – Refer someone with a hiring need to Talon, or vice versa.**
- 2 – Talon fills their need.**
- 3 – You, or your charity, get \$1000.00!**

Simply give the person with the hiring need your Talon contact's name and contact information. Ask them to let us know that you referred them to us. Conversely, you can contact your Talon contact and give them the contact information of the person with the hiring need. Don't have a Talon contact? You can call us at (609) 924-8900 or email us at [referral@talonpro.com](mailto:referral@talonpro.com). That's it. Your part is done. Once the bonus requirements are satisfied, we'll contact you to find out who to make the check out to and where to send it.

### REQUIREMENTS

- 💰 The job opening cannot be one that Talon is actively working on or actively soliciting and the contact must be a new contact for Talon.
- 💰 Talon must place a candidate into the referred position.
- 💰 Bonuses for placements on referred full-time/direct hire jobs will be paid after the guarantee period (determined by Talon and the client) has expired and invoices have been paid.
- 💰 Bonuses for placements on referred consulting/contract jobs will be paid after the placed consultant has worked a total of 30 days in that assignment. Most assignments last far longer than 30 days.

### ELIGIBILITY

Anyone is eligible to receive a referral bonus from Talon except for the following:

- 💰 Those individuals who are currently employed in a recruitment, sales, or operations capacity with Talon.
- 💰 Client contacts or hiring managers that are involved in the hiring process for the referred job opening.

Talon reserves the right to make the final decision regarding any disputes involving this program and the payment of bonuses.