

# “Quest for the Best” Clinician Recruitment Program



## PURPOSE

The DaVita Medical Group Quest for the Best program enhances recruitment for clinician (MD, DO, PA, and NP) vacancies across all markets. This document defines eligibility requirements for the program.

## ELIGIBILITY REQUIREMENTS

All of these requirements must be met in order for the recommending individual to receive the award payout:

- To apply for positions, direct applicants to [www.joindavitamedicalgroup.com](http://www.joindavitamedicalgroup.com).
- The recommended clinician must have properly applied and been hired for an open full-time or part-time position (per diem positions are not eligible).
- When completing the initial on-line application, the recommended clinician must enter the name of the person who recommended them to the position in the “Quest for the Best” section of the application.
- This step must be completed for the teammate or contracted clinician to be eligible for an award payout. If skipped, the clinician will be considered an active applicant and no payout will be made if hired.
- The recommending teammate or affiliated physician must be actively employed or contracted by a DaVita Medical Group entity at the time of award payout.
- Prior to any pay out, the recommending party must execute a Recruitment Assistance Agreement.

## PROGRAM DESIGN

- All open clinician (MD, DO, NP, and PA) positions will be eligible for program award payout.
- The compensation award is determined based on services rendered and in no way tied to the value or volume of recommendations. Eligible teammates may recommend candidates for any number of open positions and be eligible to receive multiple awards if the clinicians are hired and meet eligibility requirements. DMG Leadership reserves the right to cap the number of eligible recommendations per participant.
- The award will be paid to the recommending individual in 2 equal installments, the first after the recommendation’s 90th day of employment and the second after 12 months of employment. Exact amounts of total payouts are determined per market and are subject to change. Market promotional material for the program will dictate what the amounts are at the time of recommendation.
- ERP awards are considered employee income and are subject to applicable tax, per state and IRS guidelines.
- Recommendation payments will only be made to one teammate and will not be split amongst multiple teammates.
- DMG leadership reserves the right to modify or terminate this program at any time.

## PAYOUT GRID: EFFECTIVE FEBRUARY 2017

TYPE of CLINICIAN	LOCATION	PAYOUT
Physicians (MD, DO)	CA, FL, NM, NV & WA	\$10,000
	CO	\$5,000
Physician Assistants and Nurse Practitioners (PA, NP)	CA	\$7,500
	FL, WA	\$5,000
	NM & NM	\$2,500
	CO	\$1,000

## RESTRICTIONS – NOT ELIGIBLE FOR PROGRAM AWARDS

- Teammates or employed physicians with any managerial responsibility; exception will be for lead physicians or center administrators recommending for positions in locations other than their own.
- Any candidates recruited by or engaged by a search firm on behalf of DMG.
- Previous employees or contractors who were contracted through a temporary agency, registry, or traveler and applied within 12 months of leaving the position.
- A recommendation that at any time in the last 12 months falls under the following categories will not be an eligible recommendation for award payout: a) Has been in two way communication with a DMG recruiter, b) Has been in an interview process for any DMG market, c) Was a former employee of any DMG market or business unit.
- Teammates of People Services or members of any DMG recruitment team. Teammates supporting recruiting/residency events are not eligible for payouts on leads generated during the course of the event.
- The latest version of the policy can be found at [www.DaVitaQuestForTheBest.com](http://www.DaVitaQuestForTheBest.com).