

Business Opportunity Referral Payment:

Our business opportunity referral payment is available to all PSCI consultants who are employed by PSCI, as well as to all non-employee “friends” of PSCI. In order to be eligible, you need only provide PSCI with valid information about a specific opportunity. You needn’t perform any services in connection with the referral, nor must you verify or arrange it for us.

If we secure the business, you’re paid according to one of two ways:

- Per referred opportunity at a current PSCI client:
 - ✓ PSCI pays \$500 for each full three month period during which the opportunity you referred remains a full-time engagement, for up to one year.
- Per referred opportunity at a company that is not a PSCI client:
 - ✓ PSCI pays \$750 for each full three month period during which the opportunity you referred remains a full-time engagement, for up to one year.
 - To be eligible, a referred opportunity must not be submitted to PSCI by the client within the next five (5) business days of PSCI having received the opportunity from the referrer.
 - Once the referral has been made, the appropriate Business Director will let you know whether the information you’ve provided (e.g., hiring manager, nature of opportunity, skills required, etc.) with the referral is specific enough to qualify the referral for a Business opportunity referral payment. Such determination will be at the complete discretion of the Business Director and Executive Management of PSCI. Should a referral qualify, the Business Director will provide written notification that the referral qualifies (including pertinent information such as date of referral, nature of referral, etc.).
 - Should two people refer the same opportunity, both containing sufficient specific information about the opportunity, only the first referrer will be eligible. Based on the timing of information received, PSCI will make the determination of which referrer was first and therefore eligible for the referral payment.

You can make a business referral at any time by contacting a PSCI Business Director.

Note: A “friend” of PSCI would be defined as anybody that is not an employee of PSCI. Such person might be someone with whom PSCI has a business relationship (e.g. providing PSCI with products or services) or a person who knows PSCI socially. Ultimately, it’s just anybody that isn’t an employee of PSCI

Consultant Referral Payment:

Our consultant referral payment is available to all PSCI consultants who are employed by PSCI, as well as to all non-employee “friends” of PSCI. In order to be eligible, you need only provide PSCI with the name and contact information for the referred candidate. You needn’t screen, interview or perform any other services in connection with the referral.

- If the candidate you have referred becomes a PSCI consultant within 180 days after your referral:
 - ✓ PSCI will pay you \$500 for the initial full three-month period and an additional \$500 for the following three month period, for any referred consultant that has been providing full-time services to PSCI.
 - ✓ In the case of a permanent placement, PSCI will pay ten (10) percent of the earned placement fee, up to \$1,000, as a referral bonus. (In a temp-to-perm situation, PSCI will pay combined bonuses up to a total of \$1,000.). The placement fee is considered earned upon the actual collection of the fee from the client and the expiration of any client guarantees that could require a refund or replacement should the candidate leave.
 - ✓ Should two people refer the same candidate, only the first referrer is eligible. In such an instance, PSCI will determine which referrer was first and therefore eligible for the referral payment.
 - ✓ If a candidate you referred contacts us directly, they must inform us that you referred them to us. In such an instance, we will consider the time when the candidate mentions your name as the time of your referral. If you contact Recruiting directly when making a referral, we will consider the time that you contacted us as the time of your referral.

You can make a referral by contacting a PSCI Recruiter.

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