

December 17, 2024

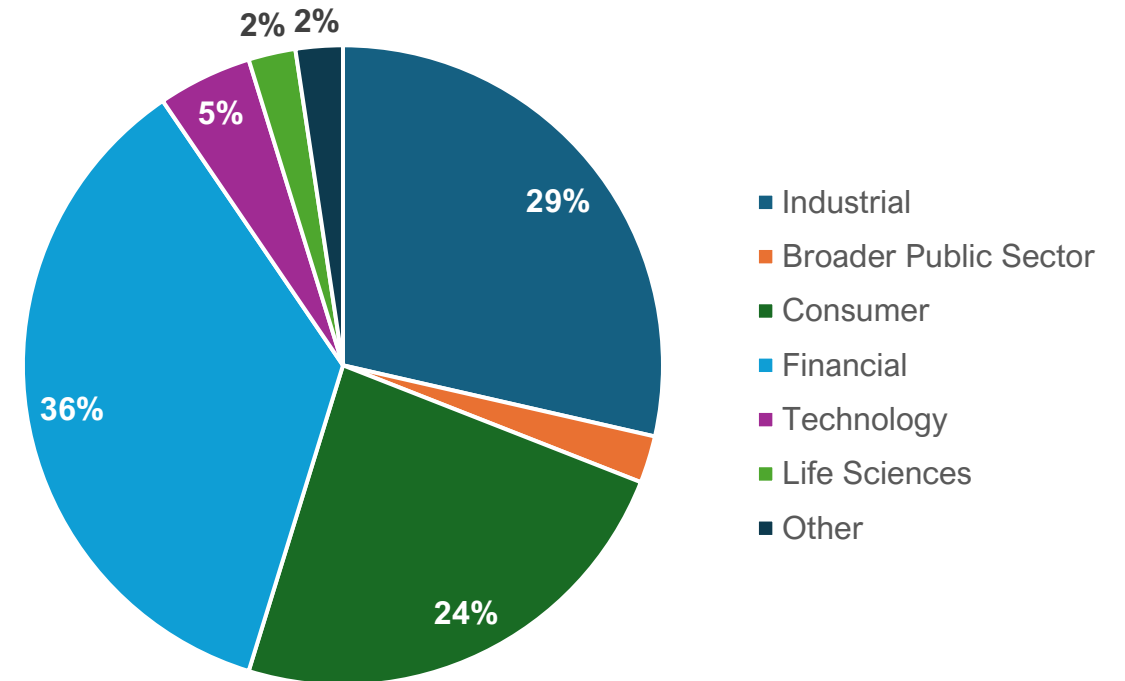
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Employee Referral Bonus Policy – Flash Survey Insights

Introduction

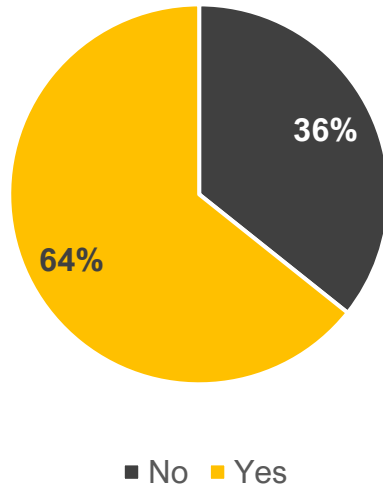
- In Fall 2024, CGP conducted a flash survey among its client base on **Employee Referral Bonus Policies**
- A total of 42 organizations participated in the flash survey, with the breakdown of participants by sector displayed to the right
- This report contains details on the following:
 - Prevalence of referral bonus programs
 - Type of referral bonus programs
 - Details of the bonus programs

Breakdown of Participants by Sector

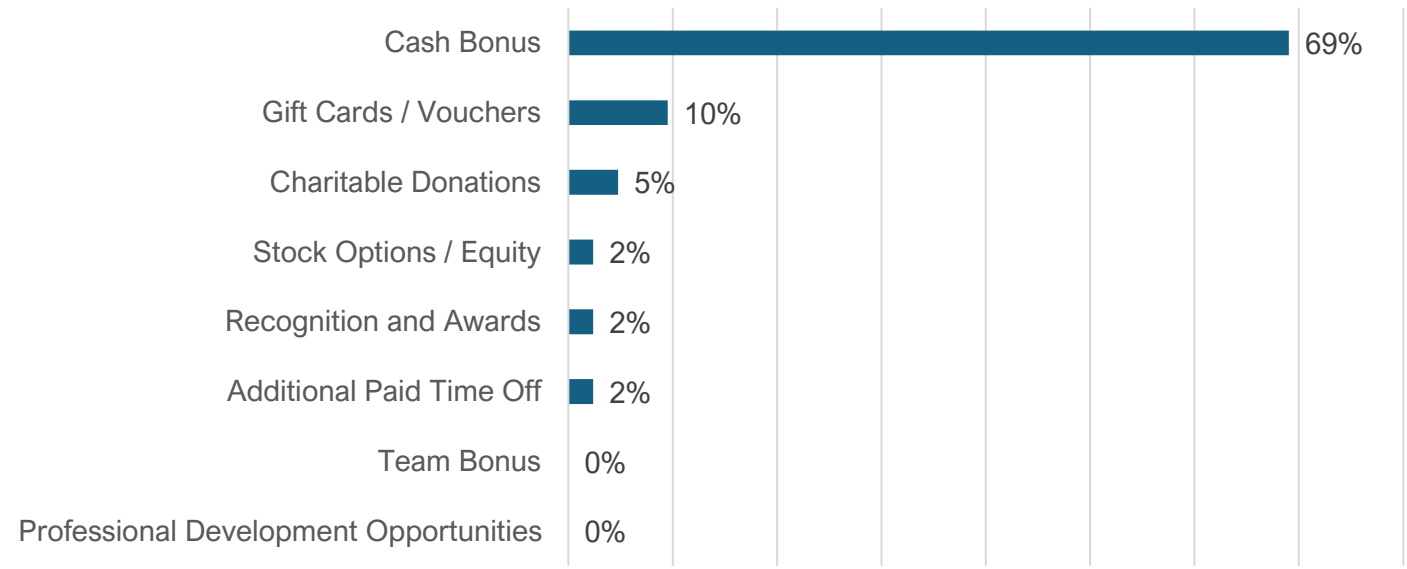


Prevalence & Type of Rewards Offered

Does your organization have an employee referral bonus policy?



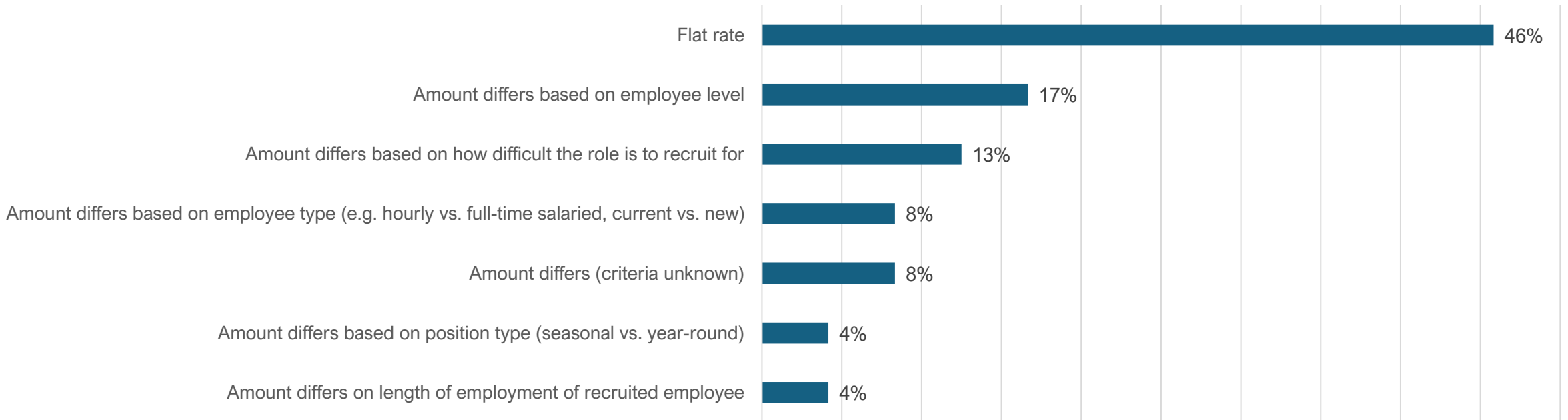
Type of Reward Offered



- Formal employee referral bonus policies are prevalent within the sample, with the most common reward type being a **cash bonus**
- Some organizations provide **multiple rewards** as part of their policy (e.g. provide a cash bonus to the employee and make a charitable donation or provide a cash bonus and a gift card)
- Of the organizations that have a formal program, **50% have some form of time requirement before payout** (e.g. newly hired employee completes their probationary period or 6 months of employment, etc.), while **50% do not have a time requirement before payout** (e.g. is provided upon hire)

Type of Cash Bonus

Type of Cash Bonus



- Of the organizations that provide a cash bonus as part of their policy, approximately **45% provide a flat rate**, while **55% provide differing amounts** for reasons such as the level of the employee hired, the employee / position type, the length of employment of the recruited employee, how difficult it is to recruit for that role, etc.

Cash Bonus Amounts

Flat Rates

Minimum	Average	Median	Maximum
\$250	\$1,210	\$1,000	\$3,000

Average Cash Bonus Amounts by Employee Level

Non-Management	Manager	Director	VP
\$2,130	\$2,750	\$4,380	*

* Insufficient data to display

CGP is an **independent advisor** on **compensation and governance matters**. We support **Boards and Management** by seeking to understand their challenges and then drawing from a diverse set of experiences, ideas and opinions to **offer tailored solutions**; all while keeping **best practices** top of mind.

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