Employee Referral Bonus Program

At Asynchrony, we know that the most valuable asset any company can have is their people. That is why we take pride in having some of the best employees in the industry. Our people enjoy a structured, yet relaxed, work environment with excellent benefits and opportunities.

To encourage your proactive assistance in helping Asynchrony find the right people to add to our team, **we will pay up to a $2,500 bonus to employees who refer a new employee** that we hire and who stays with Asynchrony for at least 90 days (the bonus to be paid after the 90 day time period). You do not need to know them personally; just get them connected with the recruiting department at Asynchrony.

We are always looking for Mid-Sr level candidates for the following positions:

- Mobile App Developer (iOS/Android)
- Java Developer
- QA Analyst
- .NET Developer
- Ruby on Rails Developer
- User Interface (UI) Designer

And more – View all openings at jobs.asynchrony.com!

Process for Referring Candidates

The best way to ensure you receive credit for your referrals is to complete the Employee Referral Bonus Form (located on Sync) and return to Sandi St. John (sandi.stjohn@asynchrony.com) as soon as you have identified a potential candidate. Candidates can also apply online at asynchrony.com/careers/ indicating they are a referral from you. They need to select "employee referral" as the Source, and enter your name in the following field.

In either case, you will be eligible for a referral bonus if the candidate is not already in our applicant system or the candidate has been inactive in our system for 6 months or longer. If you refer someone and maintain contact with the referral, but they have not moved forward with Asynchrony, periodically email Sandi with updates on the candidate's status to keep the candidate "active" in our system.

Do Not Recruit List (August 2013)

The following list includes companies we partner with and, therefore, do not want to recruit from these companies. This list is always changing so a good rule of thumb is that if they are a customer or we do business with them, it is better to ask before proceeding. Asynchrony will NOT pay a referral bonus for any current customers.

- Bick/Bick Healthcare/Datu
- Bridgewater
- CGI/Stanley
- Emerson
- OCI
- Sealco
- Trident
- Blue Mountain
- CACI
- Coventry
- LMI
- SAIC – please ask
- Tricor
- MasterCards Labs

Asynchrony is an Equal Employment Opportunity Employer

Note: Recruiters are not eligible to receive referral bonuses. Supervisors and other levels of management involved in the hiring decision process are not eligible to receive referral bonuses for applicants they refer if the applicant is hired for a position reporting directly or indirectly to them. If a referred applicant is hired through an agency, a referral bonus will not be paid. Not all positions qualify for a referral bonus.

CORPORATE RECRUITING

Employee Referral Bonus Form

1. To refer a potential employee, please complete this form and return it via email, along with a copy of the prospective candidate's resume, application, or both, to the Corporate Recruiting department — contact Patti Millican at pmillican@schafertmd.com for Schafer/KCi referrals, or Sandi St. John at sandi.stjohn@asynchrony.com for Asynchrony referrals.

2. If the candidate you refer is hired, you will receive a predetermined referral award after the new employee has worked for Schafer Corporation or its associated subsidiaries for 90 days.

3. Employees involved in the hiring decision for a particular position are not eligible for referral awards for that position.

4. Only one referral award can be given per candidate.

EMPLOYEE INFORMATION

Employee Name   Date

Employee ID   Division

Email Address   Phone #

How do you know the candidate?

How will the candidate best fit within our organization?

What else should we know about the candidate?

REFERRAL INFORMATION

Referral Name   Phone #

Email Address   Position:

CORPORATE RECRUITING USE ONLY

Date Received	Interview Date
Hired?	Award Date