

**EMPLOYEE REFERRAL BONUS FOR PHYSICIANS AGREEMENT**

Name of candidate referred: \_\_\_\_\_

This Employee Referral Bonus Agreement is effective as of \_\_\_\_\_, 200\_\_, by and between Scripps Health, a California non profit public benefit corporation which operates hospitals and clinics in Southern California (“Scripps”) and \_\_\_\_\_ (“Physician”). (Print Name)

Scripps maintains an Employee Referral Bonus Plan (the “Plan”) which pays a bonus to Scripps’ employees and to members of Scripps’ hospital medical staffs who refer employees hired by Scripps.

Physician is a member of a Scripps Hospital medical staff. Physician wishes to participate in the Scripps Employee Referral Bonus Plan.

**AGREEMENT**

Physician agrees and acknowledges that Scripps Health operates an Employee Referral Bonus Plan, and that such Plan shall be governed by the policies and procedures for such Plan then in effect (as may be modified from time-to-time) by Scripps.

Pursuant to the Plan, Physician shall receive from Scripps Health \$ \_\_\_\_ for the referral of each employee who satisfies the requirements articulated in the Plan. Whether any referral meets Plan requirements shall be determined by Scripps in its reasonable discretion.

The Physician acknowledges that payment pursuant to this Agreement is made solely and exclusively pursuant to the Plan and that no part of the payment made hereunder relates to the referral of patients to Scripps by Physician. To the extent appropriate pursuant to applicable tax rules, Scripps shall issue a Form 1099 documenting any payment made.

Physician

\_\_\_\_\_  
(Signature and Date)

\_\_\_\_\_  
(Scripps Facility or Medical Group)

\_\_\_\_\_  
Veronica Zaman  
Executive Director, Workforce Development/Talent Management  
Scripps Health