



YELLOWHAWK

TRIBAL HEALTH CENTER

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RECRUITMENT AND RETENTION BONUSES

Yellowhawk will institute a Recruitment and Retention Bonus Program. This program is intended to aid in the recruitment of selected candidates for open positions as well as recognize the current Yellowhawk staff for their diligence and hard work during the COVID pandemic.

1. Recruitment:

- A. Effective immediately, all full-time and regular part-time positions may be advertised as eligible for a sign-on bonus.
- B. All new full-time and regular part-time staff will be eligible for a \$2,000 sign-on bonus contingent upon the following:
 - i. All applicable taxes will apply to the bonus;
 - ii. Must have a signed, 2-year retention agreement;
 - iii. New staff must successfully pass their 90-day orientation period before the sign-on bonus will be paid;
 - iv. If staff leave before the end of their retention agreement, a pro-rated reimbursement will be due. The proration will be as follows:
 - 1. 100% payback if leaving within months 0-12
 - 2. 75% payback if leaving within months 12-18
 - 3. 50% payback if leaving within months 18-24

2. Retention:

- A. All full-time and regular part-time staff employed on November 22, 2021 will receive a one-time \$2,000 retention bonus (all applicable taxes will apply) on November 23, 2021 provided they have completed their 90 day orientation period and have a signed, 2-year retention agreement on file.
- B. If staff leave before the end of their retention agreement, a pro-rated reimbursement will be due. The proration will be as follows:
 - i. 100% payback if leaving within months 0-12;
 - ii. 75% payback if leaving within months 12-18;
 - iii. 50% payback if leaving within months 18-24;

3. Full details for the recruitment and retention bonus shall be found in the retention agreement.

- 4. All persons are only eligible for one bonus. A person cannot receive both a recruitment and retention bonus, nor can a person receive more than one recruitment bonus for being hired for multiple positions at Yellowhawk over time.