

# FRIENDS OF SOMNIA REFERRAL PROGRAM



We are hiring anesthesiologists and nurse anesthetists to grow our national network. Refer your colleagues and earn. Here's how the Friends of Somnia Referral Program works.

**Between now and June 30, 2023 at midnight**, you can earn the incentive(s) listed below for any candidate(s) who accepts a full-time position through the Friends program. All eligible referrals who sign contracts will be paid out according to the amounts listed in the terms below.

Send name and contact information of your referral(s) to [recruitment@somniainc.com](mailto:recruitment@somniainc.com). Please see additional terms below.

#### Terms and Conditions

1. In the event that two individuals submit the same referral, the email received first will take precedence.
2. Referring individual must be personally acquainted with the MDs or nurse anesthetists they are referring.
3. Candidate must successfully complete 1 year of call-taking service, or incentive will be automatically deducted from referring individual's compensation over a 12-week period, or through other means mutually agreed to.
4. Reward payments will be subject to any and all applicable taxes.
5. Exclusion 1: Candidates previously presented or referred by an Agency.
6. Exclusion 2: Clinicians currently or previously affiliated with Somnia, that we are or were engaged in active communications with.
7. Somnia leadership is not eligible to participate.
8. Payment will be made at the end of the following quarter after a referral starts work within the Somnia network.