



Referral and Sales Bonus Program

On-Demand Group (ODG) thanks you for your interest in our referral and sales bonus programs. On-Demand is a strong supporter of our consultants and partners, and to further strengthen our commitment and build new relationships, ODG developed the referral and sales bonus programs.

To ensure an understanding of these programs, please review the guidelines that follow. Please note, you may participate in both programs concurrently (provide a job and a candidate for that job); both programs have been listed separately below for simplicity reasons.

Referral Program

You may present a candidate for our open positions, which are mostly found on our website, and receive a \$500 referral fee for a successful placement of your referred candidate.

The referred candidate must be placed within 60 business days of submittal, hence allowing you more opportunity for a successful referral. If not placed, the candidate is considered a "free agent" and no referral fees will be awarded. If an employee or contracted agent has contacted this candidate for this position prior to your submittal to ODG for a specific open position, ODG will notify you of such an occurrence and ODG will not be liable for payment for such referral. To prevent abuse of this program, ODG will only consider candidates submitted for specific open positions. Any candidates submitted to ODG without reference to a specific position will not be eligible for this program.

All payments are made to you only after payment from our clients and/or after placement guarantee timelines have expired if applicable. In addition, for contract and contract to hire job opportunities, payment is approved only upon the referred candidate reaching 160 hrs of consulting work. Only one bonus can be paid per candidate and candidate must be knowledgeable of your referral to ODG.

Sales Bonus Program

If you present ODG with a job opportunity for contract, contract-to-hire, or direct hire; you are eligible for participation in the ODG sales bonus program. We will accept opportunities from contractors at their place of contracting and employed individuals that present opportunities at locations other than their place of employment. As an ethical practice, we will not accept or pay for referrals from



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an employee of company where they currently work as this is viewed as a “kick back”.

Contract and Contract to Hire

Earn \$2 per billable hour for presenting a contracting job to ODG and ODG is able to fulfill it. There is no minimum length for projects to qualify and no limit on the quantity of \$2/HR referral fees you can have billing. Net revenues on contract opportunities must be a minimum \$10 per billable hour to obtain this referral fee.

Direct Hires

Minimum payment for a direct hire is \$500 per hire. Total placement fee must be \$10,000 minimum. Placement fees with a minimum of \$15,000 qualify for a \$1,000 bonus. Placement fees with a minimum of \$20,000 qualify for a \$2,000 bonus.

Sales bonus program is limited to only jobs/opportunities presented to ODG for which they are not currently an approved vendor with exceptions for companies with multiple hiring managers or divisions for which ODG does not have approval. All payments are made to you only after payment from our clients and/or after placement guarantee timelines have expired if applicable. In addition, for contract and contract to hire job opportunities, payment is approved upon the referred candidate reaching 160 hrs of consulting work.

Referral and sales bonus programs are subject to change with or without notice.