

## FAQ

### What is the Teammate Referral Program?

The DaVita Teammate Referral Program provides the opportunity for teammates to refer great candidates to the Village and, in return, receive recognition and perhaps even a monetary award.

### How can I refer someone to the Village?

It's easy and only takes about 60 seconds! Visit [Refer.DaVita.com](http://Refer.DaVita.com), enter a few pieces of information about yourself and the candidate you know, and you're done.

### What information do I need to provide when I refer a candidate?

To ensure that the great person you know is contacted by the right person on the Recruiting team, we need the following information from you:

- Your name
- Your email address
- Your referral's name
- Your referral's email address
- Your referral's phone number
- City and state where they want to work
- Type of position they would be a good fit for

### What kind of communication will my referral receive?

Within one week a recruiter will contact your referral, either by email or phone. They may also receive emails about new positions they might be interested in.

### What kind of communication will I receive after I refer a candidate?

Good news: after you submit your referral, you don't have to do anything else! Recruiting will work directly with your referral to determine if there is a possible good fit for them in the Village.

### How will I know if my referral was correctly submitted?

Upon submission, you'll see an immediate pop-up message to confirm; you'll also receive confirmation via email.

### Great news: my referral was hired. Now what?

You are truly a hero to DaVita. Thank you for helping us find great teammates to join the Village!

### Will I get a referral bonus?

Possibly. Only about 10% of DaVita's positions offer a referral bonus. If your referral's new position does offer a bonus, we will contact you shortly after their start date. You may also contact us with questions at [referrals@davita.com](mailto:referrals@davita.com).

### How much is a referral bonus?

If the position does offer a bonus, the amount is typically between \$500 and \$2,500.

### What positions offer a referral bonus?

Not every open position in the Village is bonus-eligible. Bonuses are attached to positions on a case-by-case basis and are determined by the FA, ROD and/or DVP.

*Still have questions? Contact us at [referrals@davita.com](mailto:referrals@davita.com)*

