

Doctor of Optometry Referral Program Guidelines

We are always looking for the best people, and you can help. Research has shown, and our own experience supports, that Optometrists coming into the practice through referrals are excellent contributors and stay with us longer.

That's where you come in! If you know a Doctor of Optometry who would be a good addition to the National Vision Doctor of Optometry network, and they meet the qualifications for an existing open requisition, **it may be worth up to \$6,000!** If they are offered and accept the position, you will receive \$1,000 for each day they are contracted for (i.e. a four-day contract would equal a \$4,000 referral). A \$500 referral bonus is applicable for those contracted for fill-in work (casual part-time).

Candidates who meet the qualifications should be referred to the OD Recruitment Team using the "Doctor of Optometry Candidate Referral Form" on the following page, or the online version at www.nationalvision.com/ODReferrals. If your candidate is contracted, you will be awarded the full amount of the qualifying bonus 90 days after their start date.

We accept referrals for locations at all of our retail brands: America's Best Contacts & Eyeglasses, Eyeglass World, Walmart Vision Center, Vista Optical in Fred Meyer and Vista Optical on Military Exchanges.

Program Rules

1. To qualify for this program, a referral is defined as the introduction of an Optometrist for a specific geographic area of interest, whom the organization has not made contact with and does not have in its database.
2. All National Vision affiliated Associates and Optometrists are eligible, as well as external professional contacts. Excluded from this program are Regional Vice Presidents, Practice Presidents referring within their Practice, District Managers referring within their territory of responsibility, and any Optometrists/Associates participating in National Vision affiliated optometry school outreach programs.
3. The referral must represent the candidate's first contact with the hiring organization. Previously interviewed or hired individuals are not candidates for referral awards, nor are responses from formal internet or print advertising. Formal advertising (i.e. posting on job boards) outside of those done by the OD Recruitment Team for National Vision affiliated Optometrist positions is prohibited.
4. Only referrals from personal relationships qualify (i.e. family, friends, professional peers). Both the referring individual and candidate must agree to have his/her name used for a formal introduction. The referring individual must obtain permission from the candidate to share his/her information prior to submission of a referral.
5. To be eligible for a bonus, the referral must first be submitted directly to the OD Recruitment Team by emailing the completed and signed Doctor of Optometry Candidate Referral Form to ODReferrals@nationalvision.com or submitting the online referral form via www.nationalvision.com/ODReferrals.
6. Referrals received after the candidate has been contracted are not eligible for the bonus.
7. The first eligible individual to refer a candidate will be the only referring individual eligible for payment.
8. The candidate must be contracted within a reasonable period of time (120 days) of receipt of the referral form or the referral will expire and will not be eligible for the bonus.
9. Only candidates who meet the essential qualifications for the position will be considered. All candidates will be evaluated for employment/contracting consistent with applicable policies and procedures. Optometry students may be referred once they have entered their fourth year of optometry school.
10. Decisions on contracting are at the sole discretion of the hiring organization. All information regarding the hiring decision will remain strictly confidential.
11. Any disputes or interpretations of the program will be handled by the Vice President of Recruitment.
12. In certain states National Vision will recruit on behalf of an independent professional corporation. In those states, recruitment bonus payments will be made to the referring individual directly by the hiring independent professional corporation. All hiring decisions are at the sole discretion of the independent professional corporation.

Doctor of Optometry Candidate Referral Form

Form must be completed in its entirety. Do not leave any fields blank. Form must be emailed
PRIOR TO CONTRACTING to ODR referrals@nationalvision.com.

REFERRING INDIVIDUAL'S INFORMATION

Referring Individual's Name: _____

Department/Store # (if internal): _____ Role (i.e. OD, GM, etc.): _____

Cell Phone #: _____

Email Address: _____

I have read and understand the Doctor of Optometry Candidate Referral Program Rules and have obtained permission from the candidate to share their information:

Signature

Date

CANDIDATE INFORMATION

Candidate's Name: _____ Referral Date: _____

Cell #: _____

Personal Email Address (.edu not accepted): _____

Name of Current Practice OR Name of School and Grad Year (optional):

Area/City of Interest: _____

Brand(s) Interested in (optional): _____

Relationship to Referring Individual: _____

**FORM MUST BE EMAILED PRIOR TO CONTRACTING TO
ODREFERRALS@NATIONALVISION.COM**

INTERNAL USE ONLY

VP of Recruitment: _____
(signature & date)

Indicate whether Payroll or Accounts Payable will process check: Payroll Accounts Payable

Charge To: _____ Start Date: _____ Store # & State: _____

Payment Amount & Date: _____