

360 Community Bonus Program

The mission of 360 is to be a blessing to as many people—clients, families and caregivers—in Northern New England as we can. Thankfully we are growing, and therefore we are blessing more people every month. But we are finding that the limit to spreading our mission is our number of caregivers.

We want to involve, and reward, you in helping us expand our mission. You have friends and family. Most of them would be, or already are, great caregivers. Wouldn't it be great if you could earn some income from referring them to us? If they take shifts, you get free income, for every hour they complete. Forever.

Purpose of Community Bonus Program:

The purpose of the Community Bonus Program is:

- 1) Reward the caregivers who like us enough to refer their friends and family.
- 2) Recruit new caregivers.
- 3) Enhance loyalty to the long-term mission of 360 SHS.
- 4) Build a vibrant caregiver community—bring the community together.

Benefits:

- If you directly refer a caregiver to 360 you will get paid \$1/hr for every regular time (not overtime) hour they work in a pay period.
- If your direct referral caregiver then recruits a caregiver to work for 360, you will get \$.50/hr for every regular time (not overtime) hour that new referred caregiver works in a pay period.

Eligibility For Community Bonus Program Payout:

It's easy. Must have been an employee of 360, or if new, must meet the standard requirements to be employed by 360 SHS. Therefore, if you only want to recruit for us, you still must meet the standard requirements to be employed by 360 SHS (e.g. over 18 years old, etc.).

FAQ's

Do I have to remain as a caregiver with 360 to keep getting the Community Bonus payouts?

No. You do not have to be an active 360 caregiver. We would like you to be/remain as a caregiver, but if, for example, you move away, you are still eligible for Community Bonus payouts.

If all I want to do is earn money from recruiting for 360, can I do that?

Yes. Some caregivers may find that they need more time off, or they have been injured and they want to slow down as a caregiver. We want to build a network of caregiving in the region. Caregivers "get" each other, and we want to build a community that is knit together. If you are a connector, you will find you can make far more money recruiting than you can caregiving. Yet, for others, bringing new caregivers to 360 will not be a great fit for their personality. We want to support everyone in earning a living in the way they want.

But, beyond the caregiving, what I am asking is if someone wants to only be a referrer, and never wants to be a caregiver for 360, can they do that?

Yes.

603-801-1936

Local Offices:

Portsmouth • Exeter • Londonderry • Concord • Bedford

Do I have a say in who gets hired at 360?

No. Our screening process and hiring practice will continue to be managed by the home office in Bedford, NH.

What happens to my Community Bonus payouts if my referred caregiver decides to leave?

Your Community Bonus payouts are calculated based on the number of regular hours completed and paid in a pay period. If they reduce their hours or stop working completely, your Community Bonus payouts will reduce or disappear for that referred caregiver.

What happens if 360 reduces my referred caregiver's hours or lets them go?

Again, your Community Bonus payouts are calculated based on the number of regular hours completed by your referred caregiver. If they reduce their hours or stop working completely, regardless of the cause, your Community Bonus payouts will reduce or disappear for that referred caregiver.

Can I get paid my Community Bonus payouts as a 1099 contractor?

No. We pay all caregivers and staff as employees. And therefore, all payouts under this program will be paid to employees only.

What if I get a caregiver to return to 360? Do I get a Community Bonus payout, even though they used to work for 360?

Yes. If you convince a caregiver to return to 360, and they had never been referred before, you get the Community Bonus payouts.

What if I get a caregiver to return to 360, but they had been referred by someone else a long time ago? Who gets the Community Bonus payouts?

The original referrer retains the referral. That relationship is locked forever. The reason is that the referred caregiver knows about 360 from the original referrer. Therefore, if a referred caregiver leaves and comes back, the Community Bonus payouts restart with the original referrer.

Do I need to participate in the Community Bonus?

No. If you refer someone, and they don't put your name down in the application, we won't put you in as the referrer. Furthermore, if they do, you can always send us an email to opt-out.

Can you give me an example of how this will work?

Sure. Suppose you refer six caregivers over the next number of months, and they all work 40 hours/week. Your paycheck (two weeks) will include a CB1 payroll code with \$480. The calculation is $\$1 \times 6 \times 80 = \480 . That's \$12,500/year!

It gets better though. Let's suppose that all of those caregivers recruit six more caregivers each, and they all work 40 hours/week, too. Your paycheck will include a CB2 payroll code with \$1,440. The calculation is $\$.5 \times 6 \times 6 \times 80 = \$1,440$. That's 37,500/year—in addition to the \$12,500!

You can see how this grows. This example is an annual income of \$50,000, without working!

603-801-1936

Local Offices:

Portsmouth • Exeter • Londonderry • Concord • Bedford

Okay, I can see how this gets to be meaningful income. What about limits. Surely you have a limit to this?

No. The sky is the limit. The example above is six caregivers who refer six caregivers. You could refer 106 caregivers if you want—there is no limit. Our calculations are that we will need another 1,000 caregivers over the next several years. There is plenty of room for you to make some extra income on the side, or a lot of income. It is your choice.

Will I get a breakdown of the individual hours my referred caregivers are working each payday?

No. Unfortunately this would be a violation of their privacy, so we will not be providing that to you. To some degree, you will need to trust us that our calculations are accurate. We recommend you keep track of your referrals and periodically you could call in and ask to review your own records with ours.

How do I report a referral? I know the new caregiver is supposed to put my name down in their application, but is there a way I can submit something to make sure the referral is made on paper?

Yes. Go to the CG portal (www.seniorshelpingseniornh.com, click on Judy's signature) and click the button "I want to make a caregiver referral!"

How do I instruct a potential caregiver to apply at 360?

www.seniorshelpingseniornh.com. Click on "Want To Help."

If I have a question who do I call at 360?

Randy Loubier, 603-801-1936, randy@shs-nh.com

603-801-1936

Local Offices:

Portsmouth • Exeter • Londonderry • Concord • Bedford