

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, **it may be worth up to \$6,000!** If they are offered and accept the position within the network, you will receive \$1,000 for each day they are contracted for (i.e. a four-day contract would equal a \$4,000 bonus). A \$500 bonus is applicable for those contracted for fill-in work (casual part-time).

Candidates who meet the qualifications should be sent 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 30 days after their start date.

We accept referrals for in-person and remote care opportunities at all our retail brands: America's Best, Eyeglass World, 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 or Optometry Student that is not already in the recruitment process (this includes, but is not limited to recruiter contact, interview scheduled or has taken place, verbal or written offer, contract signed), has not already directly applied for a job within the past month, and has not been referred by someone else within the past 12 months. Referrals made after a candidate has been contracted will not be accepted.
2. All National Vision Optometrists, Associates and affiliated Optometrists are eligible, as well as Access Eyecare Services Optometrists and external contacts. Excluded from this program are Regional Directors, Regional Vice Presidents, Regional Clinical Directors, Practice Presidents referring within their Practice, Area Doctors referring within their territory of responsibility, and District Managers referring within their territory of responsibility. Optometrists/Associates participating in National Vision affiliated optometry school outreach or Preceptor programs are not eligible for the referral bonus if the referral is someone whom they connected with as a result of those programs.
3. Formal advertising outside of those done by the OD Recruitment Team for National Vision affiliated Optometrist positions is prohibited. However, utilizing professional networks like LinkedIn or other Optometry specific groups (ODs on Facebook, alumni groups, etc.) is encouraged and can be a good way to increase your network of Optometrists and share relevant company information, your individual story and referrals may be made by doing so.
4. Both the referring individual and candidate must agree to have their name used for a formal introduction. The referring individual must obtain permission from the candidate to share their 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 will be honored for one year. If after one year someone else were to refer the same OD, the most recent person to refer will be given credit for the referral.
7. 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.
8. Decisions on contracting are at the sole discretion of the hiring organization. All information regarding the hiring decision will remain strictly confidential.
9. Any disputes or interpretations of the program will be handled by the Vice President of Recruitment.
10. In certain areas, National Vision will recruit on behalf of an independent practice or Access Eyecare Services. 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 Practice.

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 personal 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: _____