

OUR BEST JOBS AND FINEST TALENT ARE REFERRED TO US THROUGH THE AQUEST TALENT NETWORK.

The Aquent Talent Network is the inside track to the best interactive, marketing, and creative job opportunities. In fact, 40 percent of our new working talent are from referrals of clients and veteran Aquent talent.

Aquent’s unique referral program provides you with an opportunity to extend Aquent’s network to other top interactive, marketing, and creative colleagues. When you refer great talent to Aquent, we’ll not only give you referral award points for sending us great candidates, but we’ll also reward you for each hour your referred candidate works in his/her first 12 months with Aquent.

How does the referral process work?

- Our referral program is simple:
- 1) Submit a candidate.
 - 2) Earn reward points.
 - 3) Redeem points for cash.

To get started, just complete the online referral form, which can be found in the Aquent Job Center. We will contact the candidate within one business day to follow up and schedule a phone interview. You will begin earning points immediately.

Who can participate?

Anyone is eligible to submit referrals under this program, including Aquent talent, former talent, applicants, networking contacts, and clients. *(Clients may be excluded from loyalty payout due to potential conflict of interest.)* Qualified referrals must have prior working experience within marketing, Web, or creative, and they must not have worked with Aquent in the last 12 months. Referral forms must be submitted prior to the interview.

How are points earned?

Each candidate you refer earns you points that can be redeemed for cash. Points can be earned three ways: referral submissions, referral interviews, and referral placements.

Referral Activity	Points Earned
Referral submitted to Aquent	5 points
Referral interviewed by Aquent	10 points
Referral placed on assignment by Aquent	1 point for every hour your referral works in his or her first 12 months with Aquent. Designated high-demand skill sets can earn 2 or more points for every hour worked.

How are points redeemed?

Points may be redeemed by submitting a request to referrals@aquent.com. Please include your name and the number of points you wish to redeem in the body of the email. *Points can be redeemed for cash only after each specified award level has been achieved:*

1000 points = \$250 for each 1,000-point threshold achieved

When you earn your first 100 points, we will send you a \$50 bonus to show our appreciation for participating in Aquent’s referral program and reaching your first point milestone.

Referrers employed by Aquent in the past calendar year will be paid through payroll as a W-2. If you have not been employed by Aquent in the past calendar year, your payout will be issued through Accounts Payable as a 1099 and will require a W-9 form.

If you have questions about the referral program or about submitting a referral, please contact your agent.