

LOYALTY PROGRAM RULEBOOK



Scan the QR Code to
Submit Your Points!



I. Program Overview

The Traveler's Advantage Loyalty Program recognizes Vibra Travels clinicians for their ongoing commitment, engagement, and professionalism. Travelers accumulate points through specific activities, unlocking exclusive perks, recognition, and career-boosting opportunities as they progress through tier levels.

II. Tier Levels

Tier placement is based on cumulative points and evaluated on a rolling basis. Tiers determine reward eligibility:

- **Associate:** 500-999 points
- **Professional:** 1000-1499 points
- **Elite:** 1500+ points

Each higher tier unlocks additional, increasingly exclusive rewards and benefits.

III. How to Earn Points

A. Onboarding

- Complete onboarding requirements: **25 points**
- Complete onboarding without extensions or delays: **50 points**
- Provide all requested documents within 24 hours of onboarding initiation: **25 points**
- Complete all onboarding tasks within 4 hours of initiation: **50 points**

Note: Travelers may earn points for only one onboarding timing milestone per assignment.

Typical onboarding tasks include (but are not limited to):

- Uploading identification documents (Driver's License or State ID, Social Security Card)
- Uploading valid certifications (BLS and ACLS through AHA required)
- Submitting voided check or direct deposit form
- Completing onboarding paperwork (W-4, I-9, Employee Health Summary)
- Uploading health compliance records (TB test, MMR, Varicella, TDAP, Hep B, COVID vaccine documentation, Flu shot, Physical, Mask Fit Test)
- Completing assigned competency assessments or learning modules (e.g., Relias, HealthStream, Select U)
- Completing references (SkillsSurvey or DocuSign references, submitted and completed by references)
- Scheduling and completing I-9 verification without complications
- Completing any state-specific background checks (e.g., VA notarization, child abuse clearances if applicable)

Note: Travelers may be awarded bonus points for timely completion of onboarding, and additional points if they achieve full compliance without needing additional lab work or vaccinations beyond the initial documentation. Completing skills checklists, compliance paperwork, and policy acknowledgments

Future Update: Travelers who complete full onboarding compliance prior to contract signing (pending platform capability) may be eligible for an additional onboarding bonus. Details to be announced.

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B. App Engagement

- Download and log into the Vibra Travels app: **50 points**
- Use app features at least 3x/week for 4+ consecutive weeks: **10 points/week**

Features include submitting availability, reviewing job postings, and app-based communication. Partial weeks do not count.

C. Social Media Engagement

- Follow Vibra Travels on all active platforms (Instagram, Facebook, LinkedIn, TikTok): **25 points**
 - Must submit screenshots via provided survey.
- Share VT content on personal accounts: **10 points/post**
 - Must tag @VibraTravels and screenshots via provided survey.
 - Accepted formats: Instagram Stories, Facebook Stories, TikTok, LinkedIn
 - **Max: 50 points per quarter**
- Submit original travel-related content for VT to feature: **100 points**
 - Requires completion of submission form and coordination with Audrey or Jillian
- Tag VT in personal travel photos: **15 points/tag**
 - **Max: 60 points per quarter**

D. Assignment-Related Activities

- Start a new assignment: **100 points**
- Secure a mid-contract extension (e.g., Week 3-4 for 8-week contracts): **150 points**
- Extend any time after midpoint but before contract ends: **100 points**
- Return to a facility within:
 - 2 weeks: **75 points**
 - 4 weeks: **50 points**
 - 90 days: **25 points**
- Complete a full contract without traveler-initiated cancellation: **50 points**

Only one return bonus may be claimed per assignment.

E. Responsiveness

- Respond to recruiter within 24 hours: **10 points/response**
 - Applies to all time-sensitive communications, including initial outreach, interview confirmations, paperwork requests, scheduling needs, and follow-up updates.
- Submit required documents by deadline: **20 points/document**
 - Required documents may include Vibra Travels application, client-specific forms, skills checklists, W-4, I-9, direct deposit forms, and other onboarding or compliance items as requested.
- Stay actively engaged post-submission for up to 1 week: **25 points**
 - Travelers must continue responding to recruiter outreach within 24 hours and provide necessary updates after profile submission to qualify. Lack of communication will disqualify engagement points.
- Sign offer letter within 24 hours of receipt: **25 points**
 - Fast signing helps secure assignments and move efficiently into the onboarding process.

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F. Compliance

- Maintain up-to-date licensure, vaccinations, and certifications without reminders: **50 points/year**
- Complete competencies within:
 - 1 week of assignment: **25 points**
 - 3 days of assignment: **50 points**
- Reach Full Compliance Without Additional Lab Requirements: **50 points**

To qualify for these points, the traveler must submit all required health documentation that fully meets compliance standards at the time of onboarding without Vibra Travels needing to sponsor or pay for additional services such as:

- TB tests
- MMR titers or vaccinations
- TDAP vaccination
- Varicella titers or vaccinations
- Hep B titers or vaccinations
- COVID vaccinations
- Flu vaccination
- Physical exams
- Mask Fit Tests

Exception: A new drug screen will be run on all candidates regardless and does not affect point eligibility. If existing documents are insufficient per client-specific compliance (e.g., an expired titer), the points will not apply.

Important: Documentation must meet the outlined standards including full name, date of birth, date of service, and complete vaccine/test details.

Only one set of points for competency timing may be awarded per assignment.

G. Referrals

- Refer a fellow traveler who completes at least one assignment: **150 points/referral**
- Refer a client who signs a contract and completes a successful placement: **200 points/referral**

Points awarded within 2 weeks of qualifying events.

H. Feedback and Reviews

- Complete 7-day post-assignment survey: **50 points**
- Complete 30-day post-assignment survey: **50 points**
- Leave an online review (e.g., Google, Indeed): **30 points/review**
- Must submit screenshot via QR code or submission form

Only one review per platform per assignment is eligible.

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IV. Tier-Based Rewards

Associate (500-999 points)

- Digital badge for social media
- Monthly raffle entry (\$25 gift card)
- Handwritten thank-you note from VT team or CEO

Professional (1000-1499 points)

- All Associate rewards
- \$50 gift card of choice
- Personalized social media shout-out
- VT-branded travel journal
- Entry into quarterly premium gift drawing

Elite (1500+ points)

- All Professional rewards
- \$100 gift card (in addition to Professional tier gift)
- Pair of Figs Scrubs
- Career Strategy Session with Director of Clinical Services
- CEU reimbursements
- Recognition in VT Traveler Newsletter
- Invitation to quarterly VIP Virtual Networking Event
- Special anniversary gift for continued participation

V. Program Guidelines and Disclaimer

- Points are awarded only for verified, eligible actions.
- Screenshots must be submitted for social media posts, reviews, and app use when required.
- Misuse, false claims, or attempts to manipulate the system may lead to disqualification and loss of points.
- Vibra Travels reserves the right to amend, pause, or terminate the program at any time.
- Final decisions regarding points, rewards, and disputes rest with the CEO of Vibra Travels.

This program is designed to celebrate the amazing clinicians we work with. Your dedication deserves to be recognized, and we are honored to support your journey.