

DI SW Employee Referral FAQs

Q: HOW CAN I REFER SOMEONE TO A JOB VACANCY?

A: DI SW has a new referral dashboard customized for each employee. You can access this dashboard and all open, qualified vacancies to make referrals by visiting: <https://disw.employee referrals.com/jobs>. Your everyday DI SW network login credentials (user ID and password) will be needed.

SIEMENS Jodi Householder

Welcome to
The DI SW Employee Referral Program

WATCH INTRO VIDEO

On the lookout for Amazing Talent Like Yours. We need you to help us grow and reach our business goals. So refer your talent friends and connections to join the DISW family, and get rewarded for it!
Welcome them to... Where today meets tomorrow.

* *The actual amount of the referral payment is subject to change without notice due to variability in hiring terms for each position.

Open Jobs Filter Jobs by [Icons] | Program Policy

FPGA PROTOTYPING PRODUCT MANAGER (EMULATION) - SISW - EDA 195189 Wilsonville, OR	\$2,500	>
SR. MANAGER, PERFORMANCE REPORTING - SISW-PLM (227892) Wilsonville, OR	\$2,500	>
SR MBE PRODUCT MANAGER - SISW - EDA -233768 Wilsonville, OR	\$2,500	>
SOFTWARE DEVELOPMENT ENGINEER - SISW - EDA 187109 Wilsonville, OR	\$2,000	>

Already have someone in mind?

MAKE A GENERAL REFERRAL

Your share link

<http://myjob.io/51cwn>

Auto Share on Social Media >

LEARN HOW AUTO SHARE WORKS

Q: I KNOW SOMEONE THAT WOULD BE GREAT FOR THE COMPANY BUT DO NOT SEE ANY OPENINGS WHICH WOULD BE A FIT TODAY. WHAT SHOULD I DO?

A: You can submit for 'general' referral. Going to your referral platform dashboard you will find a section to accomplish this.

Already have someone in mind?

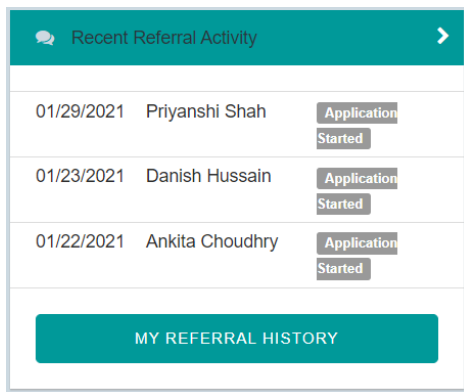
MAKE A GENERAL REFERRAL

Your share link

<http://myjob.io/7i7yo>

Q: HOW DO I KNOW IF MY REFERRAL IS STILL IN CONSIDERATION?

A: You can check the status of your referrals on your dashboard in the Recent Referral Activity section.



Q: MY REFERRAL HAS BEEN HIRED, WHEN DO I RECEIVE MY AWARD?

A: Rewards are generally processed the pay period after the referral has joined the company. If this appears to not be the case for you, please reach out to your local HR Business Partner or Talent Partner.

Q: HOW MUCH IS MY REFERRAL AMOUNT?

A: You can check the amount suitable for your country in the policy documentation listed on the intranet site: <https://splm.sharepoint.com/sites/TalentAcquisitionRecruitment>.

Q: AS A DI SW EMPLOYEE, CAN I REFER TO OTHER SIEMENS' BUSINESSES?

A: The answer is Yes, all Siemens can refer employees across all businesses. However, you will only be financially awarded for referrals hired into our own DI SW business. This does include all current depth structures of PLM, Siemens EDA and Mendix. *Israel is currently an exception to this rule. As a DI SW Israel employee you may receive an award if your referral is hired into RC-IL.

Q: I CANNOT ACCESS THE REFERRAL PORTAL, WHO CAN ASSIST?

A: Logging a Help Desk ticket would be your first line of defense in gaining access. <https://diswsiemens.service-now.com>.

Q: I SEE SOMEONE I REFERRED WAS HIRED BUT I DIDN'T RECEIVE AN AWARD – WHY?

A: Refer to the DI SW policy document for eligibility. After review if you feel there is an error, please reach out to your local Talent Partner. Reminder that the DI SW Referral Policy does not reward for 1st submittal of a candidate, but rather rewards the employee with whom engages a candidate to apply for a specific role.

Q: WHY IS A POSITION NOT SHOWING AS AVAILABLE ON THE REFERRAL PORTAL?

A: Updates to jobs are dependent on a few variables. If you feel a job is posted/visible to the external talent market yet cannot find it within the referral portal, please reach out to your local Talent Partner to assist.

Q: WHY CAN I STILL ACCESS THE SIEMENS AG REFERRAL PORTAL?

A: All Siemens employees have access to the Siemens AG referral portal. We still welcome great talent referred into all businesses but at this time only award for referring hires into DI SW.

Q: IS THERE ANY DI SW EMPLOYEE WHO WOULD NOT BE ELIGIBLE TO RECEIVE AN AWARD FOR REFERRAL HIRES?

A: Yes, there are certain people and situations where referral awards will not be eligible. Please see the list in the policy documentation: <https://splm.sharepoint.com/sites/TalentAcquisitionRecruitment>.

Q: CAN I BE REWARDED FOR REFERRING SOMEONE TO BE HIRED IN ANOTHER COUNTRY?

A: Yes; cross-border referrals are accepted and awarded upon hire (and encouraged!).

Q: IN THE EVENT A CANDIDATE IS REFERRED BY MULTIPLE EMPLOYEES, WHO WOULD RECEIVE THE AWARD?

A: This program is built for high visibility and engagement for employees with their networks, simplified via social media efforts. Gone are the days of 'ownership' of candidates without expiration. Awards are earned by being the 1st employee to get the candidate to apply to the specific job with which they get hired. Please refer to the policy documentation for further explanation. Some examples to help clarify:

- Employee XYZ submits Candidate ABC as a general referral on January 1, 2021. Employee 123 shares a job opening with their LinkedIn contacts on March 1, 2021 and Candidate ABC applies and gets hired on June 1, 2021. Employee 123 would receive the award.
- Employee XYZ invites Candidate ABC to apply for Job-xxx on January 1, 2021. Candidate ABC applies to Job-xxx on January 8. The position remains unfilled and Employee 123 invites Candidate ABC to apply for the same Job-xxx, which Candidate ABC attempts on March 1, 2021. However, already being an applicant of Job-xxx, the system recognizes this and informs Candidate ABC. Candidate ABC does eventually get hired for Job-xxx on June 1, 2021. Employee XYZ receives the award.

Q: IS THIS DI SW REFERRAL PROGRAM THE SAME AS SIEMENS AG REFERRAL PROGRAM?

A: No. DI SW's referral program, policy and portal are separate from other Siemens businesses. DI SW employees do also have access to the Siemens AG Referral Portal and are able to submit referrals across all Siemens businesses listed. However, only awards are made to DI SW employees using the DI SW Referral Portal.

Q: I referred an external colleague for an open requisition. The referral date was in February (before launch of **ERP**) and this hire will join mid **May**. **Am I** eligible for the new policy referral bonus?

A: Yes, as the referral will start after the 18th of March, you are eligible for payment according to the new DISW ERP referral pay scale.