

THE HEALTH AND WELL-BEING OF YOU & YOUR FAMILY

We care about you and your family. Our benefits exist to support you and your loved ones.

TAKING CARE OF YOUR PHYSICAL, MENTAL AND FISCAL HEALTH

Health, Dental and Vision Insurance
We're not just about pet health; we want you to have great health care, too. For full-time employees, **Innovative Petcare** provides company-subsidized health insurance. Optional vision and dental insurance plans are available.

- **Just started?** New hires are eligible for health, dental and vision insurance on the 1st of the month following the first 30 days of employment.
- **Flexible Spending Account (FSA)**
Would you rather spend pre-tax dollars for your health and dependent care expenses? So would we. Full-time employees have the opportunity to participate in an FSA for health care and dependent care costs.

Life Insurance
We provide basic life insurance for all full-time, benefit-eligible employees at no cost, plus additional voluntary life insurance coverage is available.

Employee Assistance Programs
We offer employee assistance, counseling, and legal planning levers for your peace of mind.

401(k) Retirement Plan
Innovative Petcare offers a 401(k) retirement plan to our employees. We match 100% of the employee's contributions, up to a 2% match.

529 Savings Plan
Our relationship with GiftofCollege.com allows tax-advantaged payroll deductions for savings towards future learning or student loan repayment.

Employee Discounts and Perks
Innovative Petcare offers discounted employee pricing on veterinary products & services.

Plus, we offer access to the Premier Perks Program, offering discounts on everything from movie tickets to travel.

MAKING SURE YOU HAVE TIME TO DO THINGS THAT ARE IMPORTANT TO YOU

Paid Time Off (PTO)
Everyone needs a little time to recharge and to do the things that mean the most to them.

Full-time employees are eligible for Paid Time Off (PTO). The full year balance is awarded at the start of each anniversary year to allow more freedom and flexibility to get away.

New at Innovative? New Hires are eligible for PTO after a short 90-day waiting period.

ANNIVERSARY DATE	AVAILABLE PTO HOURS
90 Days	80 Hours
1st - 2nd	96 Hours
3rd - 4th	112 Hours
5th - 6th	120 Hours
7th +	136 Hours

Paid Parental Leave
In addition to **Innovative Petcare** offering four (4) weeks of paid parental leave for full-time employees who have been with the company at least one year, we also make an initial contribution to the starting of a 529 college savings account.

Paid Holidays & Holiday Pay
Innovative Petcare recognizes six holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

- If your practice is closed on one of these holidays, the holiday falls on a day you are normally scheduled to work, and you are a non-exempt (hourly) employee, you are paid for the holiday.
- If your practice is open on one of these holidays, and you are a non-exempt (hourly) employee who is

working that day, you receive Holiday Pay at the rate of time-and-a-half of your regular hourly compensation.

CONTINUING EDUCATION (CE) & PROFESSIONAL LICENSURE

We promote and encourage an environment of excellence, where learning and developing skills is a core part of what we do.

Innovative University
We are a training and development leader, going beyond in-house training with a comprehensive educational system to ensure you have the tools and training needed for a successful career.

Continuing Education (CE) & Professional Licensure
We pay 100% of Drug Enforcement Agency (DEA) and state license fees.

VETERINARIANS		
Positions	Annual Allowance	Allowed Days Off
Board-Certified Specialist	\$5,000	4
Medical Director	\$3,500	3
Full-Time Assoc.	\$2,500	3
Part-Time Assoc.	\$1,500	-

STAFF		
Positions	Annual Allowance	Paid Days Off for CE
Practice Manager	\$1,000	2
Licensed Tech. Technician	\$500	2
	\$350	2

Professional Development Program
We reimburse up to 50% of tuition costs for company-approved professional development including Penn Foster and any special training opportunities for career advancement.

Professional Liability Insurance
Innovative Petcare provides all of our full- and part-time veterinarians with Professional Liability Insurance (PLIT).

Talk-To-Text Software:
New and existing DVMs are eligible for complimentary enrollment with Talk-atoo, a dictation software for vets.