

CONTINUOUS LEARNING

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)

VETERINARIANS

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

Professional Development Program

We reimburse up to 50% of tuition costs for company-approved professional development and provide 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).

COMMUNITY OUTREACH

We consider ourselves a vital part of our community, in pet health and supporting families with pets. We advocate volunteerism and charitable giving for broader community support.

THE HEALTH AND WELL-BEING OF YOU AND 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.

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 up to 2% of your 401(k) contributions.

529 Savings Plan

We offer college savings plans with GiftofCollege.com that allow for payroll deduction for additional savings and 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 receive Paid Time Off (PTO). PTO is offered in advance, and up to 40 hours can carry over yearly.

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 Maternity Leave

When you're part of our family, we help you take care of yours. **Innovative Petcare** offers up to four (4) weeks of paid maternity leave for full-time employees who have been with the company at least one year

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.