



DVM Referral Bonus: Terms & Conditions

\$10K to Refer (or “Refur”) an Amazing Veterinarian!

Pet Paradise/NewDay Veterinary Care is offering a \$10,000 “referral” bonus for internal team-members who refer a qualified Veterinarian who becomes employed with the company as a Full-Time employee. We want to grow our Veterinary team...and we need your help!

Offer Details

- Bonuses will be payable on the first scheduled payday after 90 days of continuous active employment of the *Referred Veterinarian*.
- The \$10,000 bonus applies to a *Full-Time* Veterinarian. *Full-Time* is defined as a work schedule equating to ≥ 30 hours per week.
- A \$5,000 bonus will be granted for a *Referred Veterinarian* hired as a *Part-Time* employee. *Part-Time* is defined as a work schedule equating to < 30 hours per week.
- In the event a *Referred Veterinarian* initially hired as *Part-Time* subsequently transitions to *Full-Time* within the first 90 days of employment, the *Referring Employee* will be eligible to receive the full \$10,000 bonus.
- In the event a *Referred Veterinarian* enters into a contract agreement with the Company as a *Relief* Veterinarian, the *Referring Employee* will not be eligible for a bonus. However, if the referred *Relief* Veterinarian subsequently becomes either a *Part-Time* or *Full-Time* employee within 90 days of executing the initial contract agreement with Company, the *Referring Employee* will be eligible to receive a bonus (\$10,000 for *Full-Time* & \$5,000 for *Part-Time*), payable on the first scheduled payday 90 days after official employment date.
- All Resort, Veterinary, & Headquarters employees are eligible for the **Veterinarian Referral Bonus**. *Referring Employees* must send Veterinarian details contact information directly to hrteam@petparadise.com to be eligible. Please specify how you know or became connected with the *Referred Veterinarian*. Note that if a *Referred Veterinarian* is submitted to HR by multiple employees, the date and time of the first submission will determine the *Referring Employee* who is eligible for the bonus. If more than one *Referring Employee* is listed as the source in the first email, the bonus may be split.
- *Referring Employees* must be employed by the Company at the time of bonus payout to be eligible to receive a bonus.

Definitions:

<i>Referred Veterinarian:</i>	A qualified Veterinarian referred by a Company employee
<i>Referring Employee:</i>	Company employee who referred the Veterinarian through: hrteam@petparadise.com
<i>Full-Time:</i>	Employed, ≥ 30 hours per week (≥ 8 days per pay period)
<i>Part-Time:</i>	Employed, < 30 hours per week (< 8 days per pay period)
<i>Relief:</i>	Not employed; work as able as an outside contractor