



Refer To Earn Associate Referral Program

Earn Up To \$10,000!

Payout Grid

Doctor Type	Full Time Bonus	Part Time Bonus
General Practice Veterinarian	\$5,000	\$2,500
Medical Director Specialty Care Veterinarian Urgent Care Veterinarian Emergency Veterinarian	\$10,000	\$5,000

Technicians RVT, CVT, LVT, VTS	Full Time Bonus	Part Time Bonus
Credential	\$1,000	\$500
VTS	\$2,000	\$1,000

Program Design

- All open veterinarian and technician positions eligible for bonus payout.
- Eligible Associates may refer candidates for any number of open positions and be eligible to receive bonus payouts for each referral hired.
- Referral bonuses will be paid out on the first pay date after the referred candidate's 90th day of employment.
- Bonus amounts are subject to change at any time.
- Referral bonuses are considered income and are subject to applicable State and Federal tax.
- Bonus payments will be made to one Associate only and will not be split amongst multiple Associates.
- VCA leadership reserves the right to modify or terminate this program at any time.

Enhancing recruitment by rewarding current Associates for referring quality candidates

Eligibility Requirements

All eligibility requirements must be met for the referring Associate to receive a bonus payout:

- Referrals must apply to a position at vcacareers.com
- When completing the on-line application, the referred candidate must enter the name of the VCA Associate who referred them. For the question "How did you hear about us" be sure that "Associate Referral" is selected and the VCA Associate's name is entered. *Note: If skipped, the candidate will not be considered a referral and no payout will be made if hired.*
- The referring VCA Associate must be actively employed by VCA at the time of the bonus payout.
- The referred candidate must be hired for an open full-time or part-time position.

Restrictions

Not eligible for bonus payouts:

- Members of the VCA Talent Acquisition Team.
- Paid and unpaid VCA externs.
- Referrals who were previously employed by VCA within the last 18 months.
- Field Managers (Area and Regional positions, and above) are not eligible for referrals to any hospital currently under their scope of responsibility.
- Regional Operations Directors and above.
- Referrals that fall into either of the following categories within 12 months of their application:
 - a) Has been in a two-way communication with a VCA talent partner or VCA contracted search firm;
 - b) Is currently in any stage of the VCA hiring process.