

At Banfield, you'll have a unique opportunity to do what comes naturally - practice quality medicine, and because we want only the best veterinarians caring for our patients, we are committed to rewarding them with what we believe is the best compensation and benefits package in our profession.

Banfield Compensation at a Glance

Our compensation package consists of a base salary *plus* a bi-weekly production bonus. Your base salary is determined using your level of experience and where you live.

Once you have cared for enough Pets to achieve the base production level, you start getting paid 25% to 27% of each additional production dollar earned!

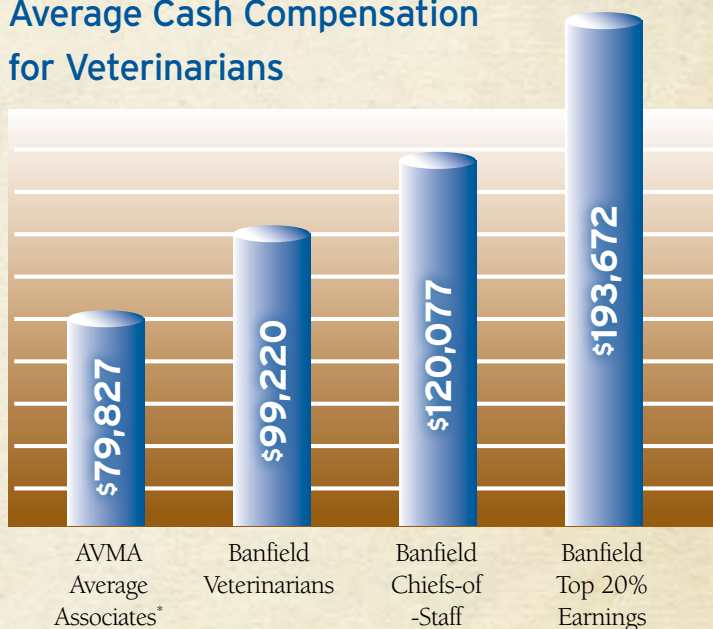
25%

Production between \$225,000 and \$325,000

27%

Production at \$325,000 and above

Average Cash Compensation for Veterinarians



Our highest paid practicing veterinarian earned \$491,908 in cash compensation alone!

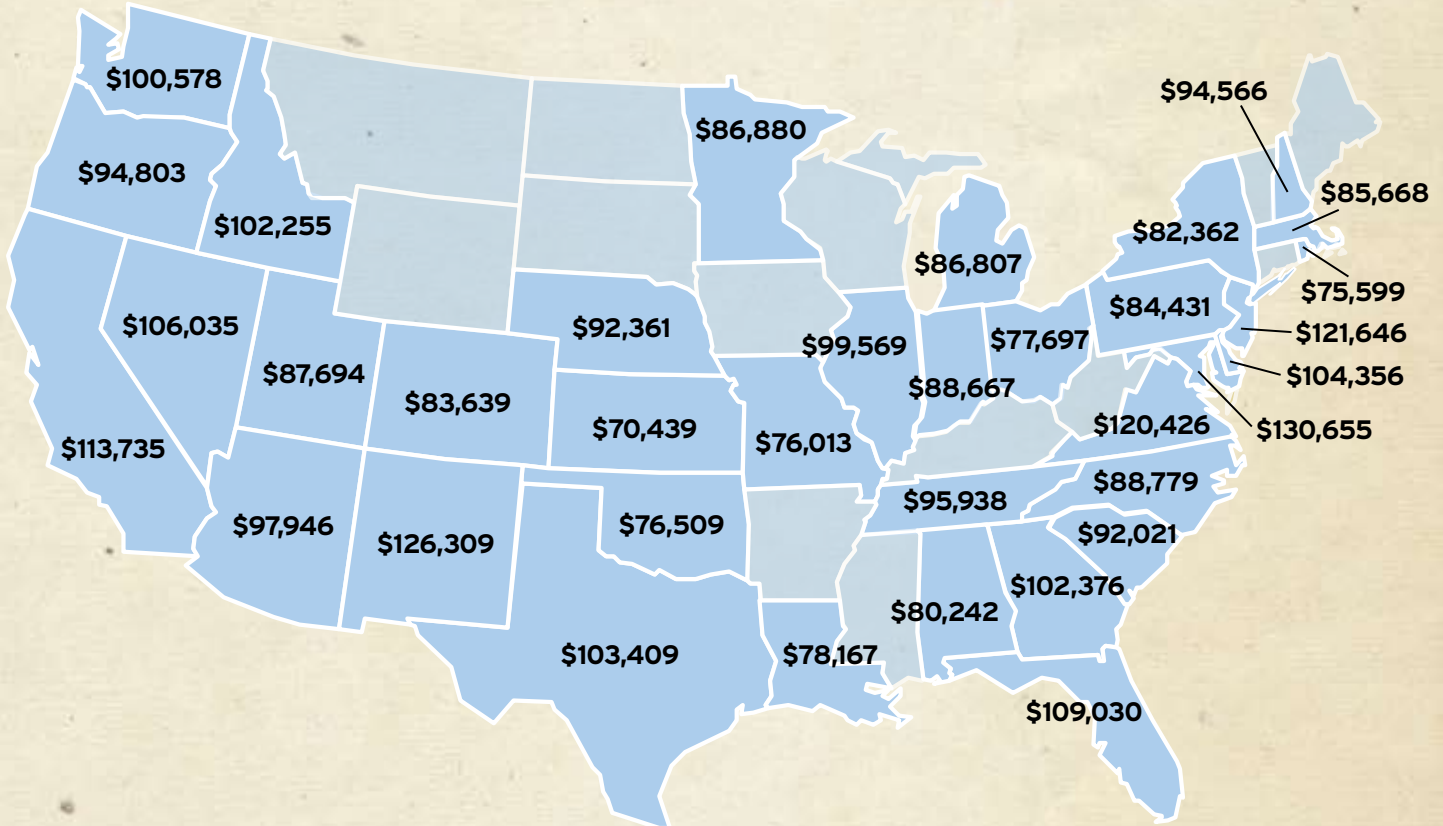
Banfield hospital revenues continue to grow at a rapid pace. In the next few years, we will open many new hospitals in addition to adding staff to our over 700 existing practices. This growth creates **great opportunities for great veterinarians!**



Dr. Walker & Harley

Why practice with Banfield? Because each of our team members is extraordinarily committed to raising the standard of veterinary medicine and to making life better for Pets and their families. Practicing at Banfield offers all the challenges of a great veterinary career, with **financial and personal rewards you won't find in any other practice.**

Average Annual Veterinary Compensation - 2007



As of June 2008, we have over 700 hospitals across the country (and we're opening more each month!).

For information on career opportunities in your area, **contact us today** at 1-800-318-2705 or email careers@banfield.net



Dr. Schade & Katie



Data contained herein is based on annualized compensation information for 2007 practicing veterinarians working full time (.70 to 1.0 FTE). Does not include Charter Owners' compensation.