

# Student Rewards Program™

Dr. Tello & Leah



As you participate in Banfield's Student Programs while pursuing your veterinary degree, you'll accrue Student Rewards that will translate directly into dollars once you graduate and start working with Banfield. **The more you participate, the more you'll earn!** If you come to work for Banfield as a full-time veterinarian within 90 days of graduation, you can receive up to **\$10,000** in additional compensation! The amount you receive will depend on the amount of Student Rewards you accrued while in veterinary school.

**Qualified Activities** You may earn the 160 hours needed each **calendar** year to qualify for Student Rewards by participating in any combination of the following activities:

- **Student Job Program - 1st – 3rd years**

For each hour you work, you'll accrue one hour of Student Rewards.

- **Externship Program - Clinical year(s)**

For each hour you work, you'll accrue one hour of Student Rewards.

- **Banfield Student Ambassador - Any Year**

Receive 80 hours per school year. (e.g. if you participated in the '09-'10 school year, you'd accrue 40 hours in each of those calendar years)

- **Part-time Work in any Banfield hospital - Any Year**

For each hour you work, you'll accrue one hour of Student Rewards.

Turn over for additional program details.



We're Banfield. We believe in vets.

Earn as you learn! For more information call **877-738-9729** or email **studentprograms@banfield.net**

along with their Pets. We believe you are too good to be micromanaged. We believe in providing more resources, no matter how good you are, you can always get better. We believe in options. We believe that excellent doctors make a second opinion, or third, or fourth, can make yours even stronger. We believe in getting out of the g doctors be doctors. We believe you own your career. We believe you went to vet school for a very furry reason. We b e need veterinarians as much as Pets do. We believe you're better at your job when you've had some time away from it



## Program Details & Eligibility

While enrolled in veterinary college, for every **calendar** year in which you accrue a minimum of 160 hours in qualified activities, you'll be eligible for an incremental \$2,500 in compensation after you are hired as a full-time licensed veterinarian. If you accrue 160 hours in each of your four years, you'll be eligible for the maximum incremental compensation of \$10,000.

The additional compensation is paid out over an agreed upon period (typically between 6 and 9 months). It is prorated as part of each paycheck, based on the percentage of Full-Time Equivalency (FTE) spent working for Banfield. To receive the full additional compensation you've qualified for through the Student Rewards Program, you must begin your Banfield employment within 90 days of graduation, and remain an associate until your entire reward has been paid out. Student Rewards payments stop if your employment ends with Banfield for any reason.

- The amount you receive is always based on the percentage of FTE you've worked during a pay period.
- If you were to begin employment more than 90 days after your graduation date (but before 366 days), you may participate in the program at 50% of the rate for which you would otherwise have been entitled.
- Graduates of non-AVMA accredited foreign schools have two years to obtain their U.S. license and 90 days after receiving the license to be hired by Banfield.

- If an employed associate goes on qualified, approved leave of absence while participating in Student Rewards, the program will be suspended. When the associate returns, the student rewards will re-initiate from the point it was suspended. The amount will be adjusted for any change in the associate's status when they return to work.
- Individual veterinarians own Banfield Charter Hospitals. These veterinarians have the right to determine the compensation for their own associates. Therefore, the Banfield Student Rewards Program will only apply to veterinarians that join a Banfield Practice Owned hospital.
- Employment with Banfield upon graduation requires that you acquire a DEA license, pass the state and national board exams and successfully complete our employment screening process.
- Doctors who elect to go to the production-based compensation plan before their agreed upon pre-production period ends are no longer eligible for Student Rewards.
- MMI/Banfield reserves the right to modify, amend or terminate the Student Rewards Program at any time without prior notification. Banfield also has the right to determine eligibility of any participant at its sole discretion.