



# Change Your Whole Outlook



Rediscover your career.  
Reimagine the possibilities.  
Reclaim your life with MOVES.

MOVES is an  
innovative and  
fast-growing company,  
and we are excited to  
explore a new  
mobile specialty  
services market  
with you.



## Our Purpose

Breathing new life into  
the veterinary specialist  
vocation as a guide to  
positive outcomes for  
patients, practices, and  
people.



## Our Approach

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### Quality of Life

MOVES specialists are free to set their own schedule. No on-call, weekend, or emergency coverage required.




### Rewarding Compensation

MOVES specialists receive a strong base salary, top production shares, full benefits, and stock option incentives.



### World-Class Support

MOVES provides top-flight marketing and operational support from leaders who actually listen and respond to your needs.



It's no secret that the landscape of veterinary specialty care is changing faster than ever before, and not always for the better. Corporate consolidation driven by private equity interests is limiting options for veterinary specialists, often with negative impact on personal well being and overall quality of life.

MOVES was purpose built to solve this problem by restoring flexibility and autonomy to the veterinary specialist vocation.

**Excite  
your heart  
to journey  
beyond old  
limits.**

Discover our values 

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**Our values are the demonstration of our commitment to quality of life.**



*MAY YOUR WORK ASSUME  
A PROPER SPACE IN YOUR LIFE;  
INSTEAD OF OWNING OR USING YOU,  
MAY IT CHALLENGE AND REFINE YOU.*

## **Balanced Boundaries**

Constant availability is an unsustainable expectation that leads to fatigue, burnout, and poor outcomes for everyone involved. At MOVES we give and receive permission to protect our well-being with reasonable boundaries, constructed using self-awareness, clear communication, and proficiency with technology. Within those boundaries, we will be available and responsive to our customers and co-workers, and we will have grace for one another when our availability meets someone else's boundary.



# Kind Consideration

Our posture towards our partner hospitals should be that of a considerate guest; one who is invited back time after time because we communicate with kindness, show appreciation, don't overstay our welcome, and leave things in better shape than we found them. Toward our co-workers, we demonstrate consideration through supportive collegiality, engaging questions or requests kindly and with as much promptness as our balanced boundaries allow. Each customer and coworker is the hero of their own story and we are here to offer our experience, empathy, and kindness as a path to their success.



MAY THIS NEW  
WORK BE WORTHY  
OF THE ENERGY OF  
YOUR HEART AND  
THE LIGHT OF  
YOUR THOUGHT.

# Trustworthy Independence

As a company, our independence comes from diversity and inclusion; the alchemy of individual strengths combined to make us more authentic, more complete, and more sustainable. As individuals, MOVES affords us a great deal of flexibility and self-determination. In light of this freedom, we commit to meaningful engagement with one another and with our customers as a demonstration of our trustworthiness.





# Rewarding Compensation



## Market Driven, Production Oriented.

MOVES makes negotiating your base salary easy. We pay a strong, market-driven base salary with ample opportunity for even stronger production earnings. MOVES' philosophy around the base salary is to ensure your financial security as you develop your new mobile practice, while still keeping everyone's interests aligned with the goal of earning production.





## Better benefits for you & your family.

Kids need braces. You need an annual physical. Let's make it easy, shall we? MOVES offers all full-time employees 100% employer-paid premiums for employee medical, vision, dental, life, and AD&D insurance, and 50% employer-paid premiums for your dependents. If you waive coverage because you participate in a partner's plan, you'll still receive the life and AD&D coverage. MOVES partners with UnitedHealthcare for medical insurance, and Principal for vision/dental. All full-time employees are eligible for these benefits immediately, with coverage effective on the first of the month following your start date.



- « Life/AD&D Insurance
- « AVMA/PLIT Insurance
- « General Liability
- « Auto & Equipment

*Every specialist receives stock options you can exercise over time to grow your stake in the company.*

### Safe Harbor 401(k) Retirement Planning



Max out your retirement savings! MOVES will match up to 4% against employee contributions of 5% or more.

### Multiple Options for Paid Leave



Paid Sick Leave Accrual



Parental & Maternity Leave



Unlimited Personal Leave





## Deep Networks

What does it take to hit the ground running? MOVES will set you up for success with customizable equipment packages through our preferred vendors and connect you with our massive network of partner hospitals, including every major corporate hospital group in the nation.

## Full-Time Technicians

MOVES will hire a dedicated technician to travel your market with you each day in order to maximize efficiency and minimize the burden on our partner hospitals. Technicians enjoy the same premier benefits as specialists, and even have an opportunity to earn production bonuses.

## Dynamic Discussion

Your MOVES colleagues around the country are always available for collaboration and support, whether you need help with a case, short notice equipment swaps, or just someone to share a laugh.

## Arrive in Style

Travel your market in a brand new vehicle of your choosing through our company car program, which includes special incentives for all-electric vehicles.



#internal-medicine



**Hathaway Flocchi** 8:00 AM

When I complete cases my clinics get an email that it is completed and the attached forms (I'm consult, US, endo report) are all hyperlinked in that email. When I first do a case at a clinic I tell them about the email and generally wait until they find it to make sure they understand the system. If I ever hear from a clinic that they didn't get it (this has happened twice) I tell them the time stamp that the case was completed and they go and look in their email and find it. So I think if you insist they learn to use the system it will save you time.

👍 3 🗨️



**Faith Buckley** 8:01 AM

I would also teach them to use their clinic portal to find completed cases. They are always there and then they do not have to search through emails

👍 3 🗨️



**Sarah Dowling** 8:12 AM

Yeah I agree with @Faith Buckley while it is very nice of you guys to send them an email I think the best approach is for them to learn the portal so they know how to access the records at any time. I worry that sending them an email will give your clinics an excuse to not learn how to use our portal system.

👍 2 🗨️



**Vincent Ziglioli** 8:34 AM

I have one more question to get a general consensus. I have a bunch of emergency ultrasounds I fit in same day in between scheduled but I never charge an emergency fee cause I think that is reserved for scopes. Is that how everyone else is doing it?

👍 2 🗨️



**Kristin Schafgans** 6:40 PM

Sorry if silly question, but where are you getting liquid EDTA? I have crystallized EDTA and I can't find the bottled EDTA on MWI.



# World-Class Support. No Micro-Management.



## Experienced Leaders

Our leadership team brings decades of business, finance, marketing, and veterinary industry experience to the table so you can focus on your patients.



## Brilliant Back Office

Our clinical teams enjoy the full support of our accounting, human resources, and operations departments so you can focus on your patients without distraction.



## Magical Marketing

Our HQ Marketing department can move mountains, and their dedication will get your practice up and running faster than you imagined possible.

Easy scheduling & case management on the myMOVES app.





“ Thank you for exceeding my expectations. MOVES is the best company to work for as a veterinarian.”

Kurt Michelotti, DVM, DACVS (SA)  
Harrisburg, PA

“ I can't imagine a better company to work for than this. I love my job!”

Lori Pearce, CVT  
Harrisburg, PA

“ I never knew I could be so happy being a veterinarian. You are amazing to work with and I'm so glad to know you all.”

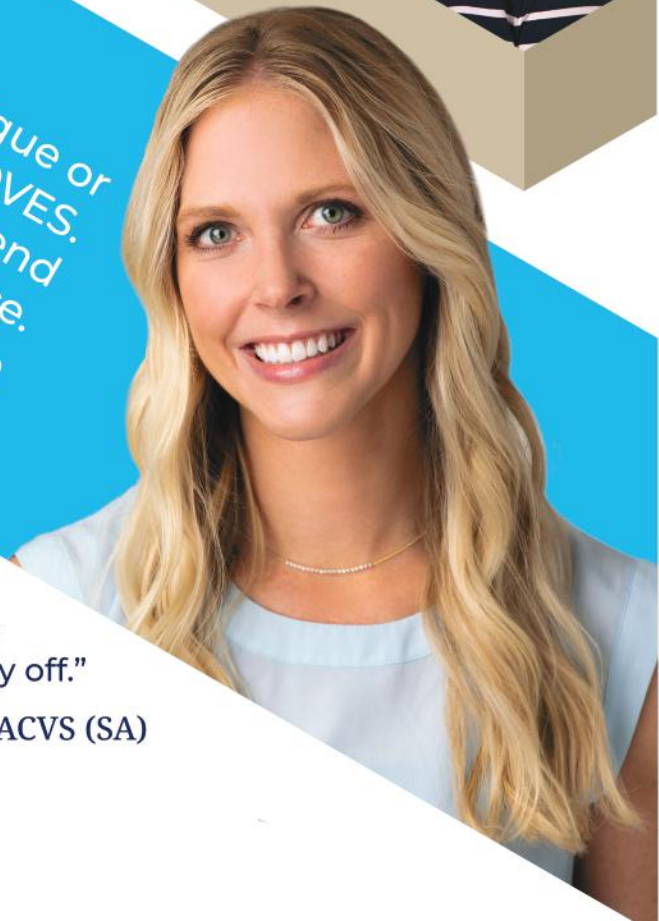
Cecily Bonadio  
DVM, DACVIM (SAIM)  
San Diego, CA

I didn't realize the impact of compassion fatigue or how burned out I really was until I joined MOVES. I'm a better doctor, mom, wife, and friend thanks to the work-life balance.

Nicole Wyatt, DVM, DACVIM (Cardiology)  
Chicago, IL

“ I'm grateful to work for a company where I can spend time with my kids when they have a day off.”

Jen Swiderski, DVM, MS, DACVS (SA)  
Colorado Springs, CO





# Don't Miss Your Opportunity



## Active Markets:

Open positions as indicated.

- |   |   |   |                      |
|---|---|---|----------------------|
|    |    |    | Atlanta, GA          |
|   |   |   | Boston, MA           |
|   |   |   | Birmingham, AL       |
|  |  |  | Chicago, IL          |
|   |  |  | Colorado Springs, CO |
|  |  |  | Columbia, SC         |
|   |  |  | Denver, CO           |
|   |  |  | Dayton, OH           |
|  |  |  | Greenville, SC       |
|   |  |  | Harrisburg, PA       |
|  |  |  | Jacksonville, FL     |
|   |  |  | Kansas City, MO      |
|  |  |  | Los Angeles, CA      |
|  |  |  | Madison, WI          |
|  |  |  | Nashville, TN        |
|   |  |  | Philadelphia, PA     |
|  |  |  | Portland, OR         |
|  |  |  | San Diego, CA        |
|  |  |  | Seattle, WA          |
|  |  |  | Stamford, CT         |
|  |  |  | Tampa, FL            |
|  |  |  | Washington, DC       |
-  = Sx    = IM    = Cardio

## Target Markets:

Actively hiring for surgery, internal medicine, and cardiology.


- |   |                  |   |                    |
|---|------------------|---|--------------------|
|  | Albuquerque, NM  |  | Miami, FL          |
|  | Austin, TX       |  | Minneapolis, MN    |
|  | Baltimore, MD    |  | New Orleans, LA    |
|  | Charlotte, NC    |  | New York, NY       |
|  | Cincinnati, OH   |  | Oklahoma City, OK  |
|  | Cleveland, OH    |  | Phoenix, AZ        |
|  | Columbus, OH     |  | Pittsburgh, PA     |
|  | Dallas, TX       |  | Providence, RI     |
|  | Des Moines, IA   |  | Raleigh, NC        |
|  | Detroit, MI      |  | Richmond, VA       |
|  | Houston, TX      |  | Salt Lake City, UT |
|  | Indianapolis, IN |  | San Antonio, TX    |
|  | Las Vegas, NV    |  | San Francisco, CA  |
|  | Louisville, KY   |  | San Jose, CA       |
|  | Memphis, TN      |  | St. Louis, MO      |

Complete our 1-minute application at [vetmoves.com/apply](https://vetmoves.com/apply)



Breathing new life into the veterinary specialist vocation  
as a guide to positive outcomes for patients, practices, and people.

Learn more at [vetmoves.com/careers](https://vetmoves.com/careers)

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