



Change Your Whole Outlook



**Work that challenges
your gifts.**



**Work that kindles
new ideas.**



**Work that excites
your heart.**

Discover what's possible when you take your veterinary specialty services mobile with MOVES.

Our Purpose

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



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

Excite your heart to journey beyond old limits.

Our Approach



Quality of Life

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



Rewarding Compensation

All MOVES specialists receive competitive base salaries, top production shares, full benefits, and stock option incentives.



World Class Support

Receive 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, 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.

Discover our values »



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

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



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.

Balanced Boundaries



Constant availability is an unsustainable expectation that leads to fatigue, burn-out, 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.

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

Better benefits for you & your family.

The kids need their teeth cleaned. 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 as well as short- and long-term disability. MOVES partners with leading national carriers for all of our insurance benefits. Full-time employees are eligible to enroll in benefits, with coverage effective on the first of the month following your start date.



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



Stress-Free Salary

Skip negotiations. MOVES' philosophy around base salary is to ensure financial security for the specialist as you develop your new mobile practice. You tell us what you need in base pay, and as long as it doesn't push your production target out of reach, we'll support it.



Powerful Production

MOVES unique Business-to-Business model reduces overhead and enables us to pay industry-leading production percentages with annual escalators based on gross revenue. MOVES also offers production incentives to all technicians to keep you aligned as a team.



No Negative Accrual

We know it takes time to build a new practice, and you deserve to earn production as soon as you start generating it! MOVES calculates and pays production every other month (six times per year), and there is no negative accrual from one period to the next

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
- 🌿 Recreational Leave
- 👤 Bereavement Leave
- 👤 Long & Short Term Disability

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



Arrive in Style

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



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.

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.

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.



World Class Support. No Micromanagement.

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.





"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



"It almost seemed too good to be true that everybody was so friendly and so happy and so welcoming, but it resonates across the entire company."

Haley Orr, RVT, FFCP
Denver, CO



"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



"I can't imagine building my practice without the constant feedback and support from HQ, giving me permission to nurture balanced boundaries."

Lydia Soydan, DVM, DACVIM (Cardiology)
Madison, WI

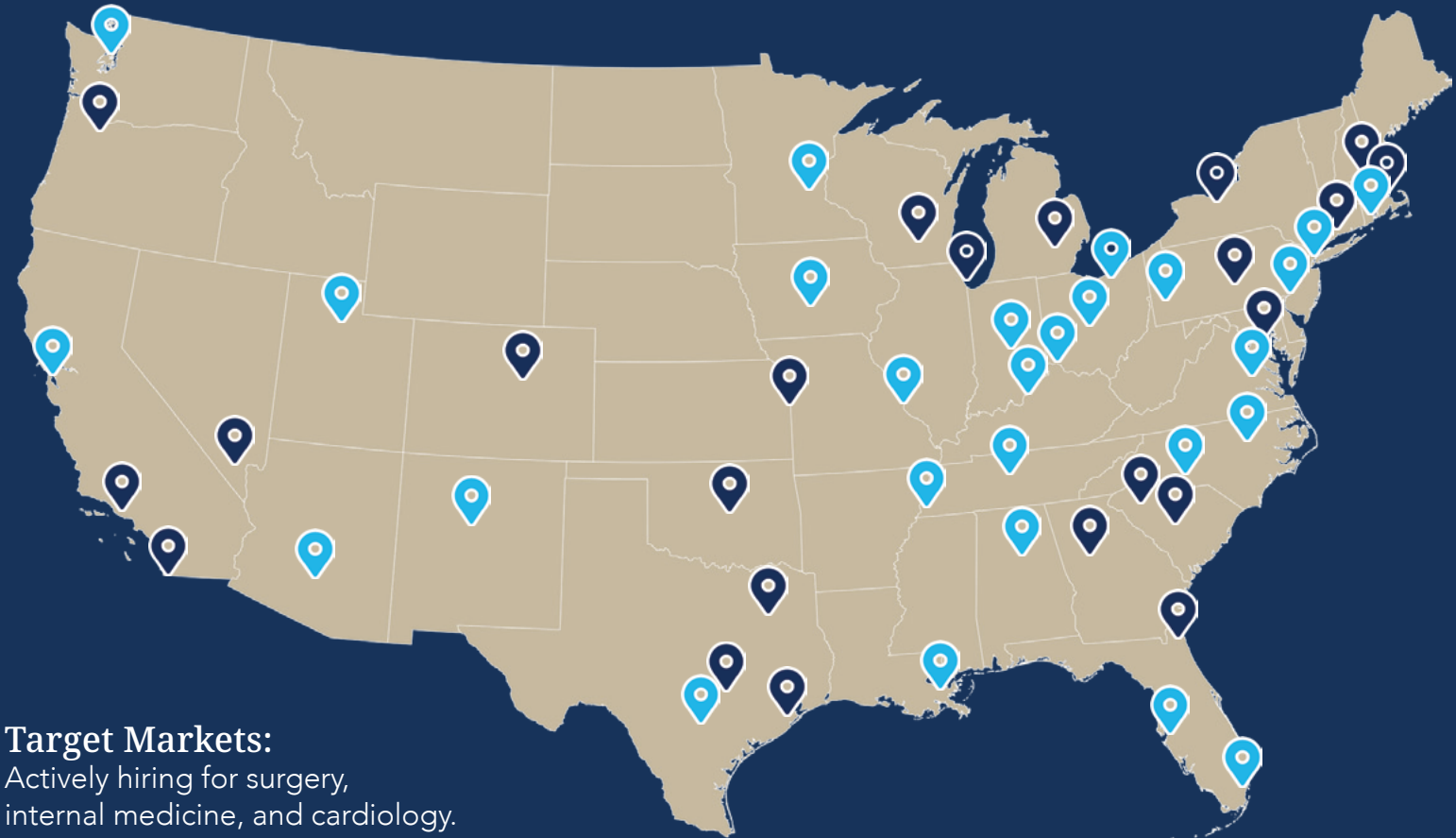


"Thank you for exceeding my expectations. MOVES is the best company to work for as a veterinarian."

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

Don't Miss Your Opportunity

Complete our 1-minute application at vetmoves.com/apply



Target Markets:

Actively hiring for surgery, internal medicine, and cardiology.

- Albuquerque, NM
- Charlotte, NC
- Cincinnati, OH
- Cleveland, OH
- Columbus, OH
- Des Moines, IA
- Indianapolis, IN
- Louisville, KY
- Memphis, KY
- Miami, FL
- Minneapolis, MN
- Nashville, TN
- New Orleans, LA
- New York, NY
- Orlando, FL
- Philadelphia, PA
- Phoenix, AZ
- Pittsburgh, PA
- Providence, RI
- Raleigh, NC
- Richmond, VA
- Sacramento, CA
- Salt Lake City, UT
- San Antonio, TX
- San Francisco, CA
- Seattle, WA
- Tampa, FL

Active Markets:

Open positions as indicated. Locations are not limited to the below cities.

= Sx = IM = Cardio

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|----------------------|------------------|-------------------|----------------|
| Atlanta, GA | Denver, CO | Jacksonville, FL | San Diego, CA |
| Austin, TX | Greenville, SC | Kansas City, MO | Stamford, CT |
| Boston, MA | Harrisburg, PA | Las Vegas, NV | Washington, DC |
| Chicago, IL | Jacksonville, FL | Los Angeles, CA | |
| Colorado Springs, CO | Detroit, MI | Madison, WI | |
| Columbia, SC | Greenville, SC | Oklahoma City, OK | |
| Dallas, TX | Houston, TX | Portland, OR | |



Visit us at an upcoming event:

ACVIM FORUM 2024

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Premier Sponsor | Booth #711



A mobile specialty practice with MOVES allows you to achieve your professional aspirations without sacrificing your personal interests, and we are very excited to invite new specialists to join.

Visit vetmoves.com/careers/ or scan the QR code at left on any device to learn more.