



WORKING WITH LIGHTHOUSE VETERINARY PERSONNEL SERVICES

Lighthouse Veterinary Personnel Services prides itself on building the perfect job for each employee. There are three considerations we use to craft each position. First is the geographic area in which you desire to live and to receive work assignments. Next is the simple question of how much you wish to work. Finally, we design and customize a benefit package that suits your needs. The key is balancing all three areas—location, job description, and income. We have the tools to help build your balanced position: flexible work schedules, top end pay per hour worked, a staff that handles all the business details, and personalized compensation and benefit packages. Some details are found in the following discussions about job descriptions and work levels. As you read, think about how these tools can be used to craft the perfect position for you. Odds are, we can do it!

The following are just a few of the tools we use to create YOUR perfect job:

- *A cap on the maximum number of days per week that you wish to work*
- *A cap on the maximum days per month that you wish to work*
- *Limits on Saturday assignments*
(You don't have to work any Saturdays if you choose!)
- *Consistent day(s) off each week if you desire*
- *Vacation amounts adjusted to your preference*

Types of Availability or Work Levels

There are three broad classes of work levels within our structure: Defined-Vacation (can be full-time, but with more flexibility to meet your needs), Heavy Part-time and Light Part-time. These distinctions vary primarily by your availability and secondarily by the amount of work you wish to perform. Each of the three is briefly discussed below. In addition, a description of benefit programs and expense reimbursements follows. Please note that "Relief Hours" refers to a combination of clinical hours plus travel time.

Salary is determined by abilities, experience, location, and job description. Hourly payment systems are also available and allow for even greater job description options.

Remember, we build your unique job description to fit YOU. The following are just broad definitions.

Defined-Vacation Associates: *(Salary range up to \$88,000* for up to 2300 relief hours.)*

At the top end of the defined-vacation range (similar to "full-time") an associate would work an average of about 4.5 days/week. During the busy times (summer, spring break, major C.E. opportunities, etc.), they will work 5-6 days a week; during slower periods, 2-5 days/week. The average commute is about 40-55 minutes depending on their location. Defined-vacation associates may have as much or as little vacation as they desire, but generally start with 3 weeks /year.

Heavy Part-time: *(Salary range up to \$76,900* for up to 1800 relief hours—an average of 3-4 days per week.)*

This position is appealing if an associate wishes to work at a nearly full-time pace, but also wants more control of days off and more vacation or C.E. time. It also appeals to those wishing to avoid 5 or 6 day work weeks in favor of a calmer, more controlled pace, and each position is built to suit the individual. The associate can book days off as desired around those days already committed in the relief schedule. This unique availability level relies heavily on a mutual understanding and respect of each others' needs and is the most popular of Lighthouse's employment options.

Light Part-time: (Salary range up to \$49,600* for up to 1200 relief hours.)

Light part-time associates have job descriptions that are often carefully tailored to their specific needs, and they work an average of 1 to 3 days/week. Additional assignments less than two weeks away must be approved by the associate, and they are given considerable leeway in booking days off. The light part-time job description is very good for those who wish to practice with a lighter schedule but want to maximize their income. Those with families or other commitments often find the **control** and **balance** offered by light part-time work a perfect fit for their lifestyle.

***Fringe Benefits:** Lighthouse benefit plans are tailored to each employee's individual needs, and the value of these benefits is not reflected in the salary figures. We offer a 401K Retirement Plan with employer contributions, State Licensure Plan, and Lighthouse-sponsored C.E. trips. (Prior locations include Cancun, the Bahamas, New Orleans, and a Royal Caribbean cruise!) Additional benefits include liability insurance, association dues, DEA licensure, uniforms, and any additional C.E. meetings or books desired. Beyond this, our Profit-Sharing Plan and Recruiting Plan involve and reward our employees for the growth of the company.

Expense Reimbursements: Travel to any job is expensive. Lighthouse reimburses employees for travel expenses including mileage at the I.R.S. rate, currently \$0.505/ mile for 2008. This is a significant tax-free benefit for our associates and should be considered as our position is compared to other options.

IMPORTANT: It is very important to appreciate that even if we are unable to provide enough work for you to fulfill your agreed upon relief hours in the given time frame, ***your entire compensation package for that period is guaranteed.*** Also, if you exceed the agreed upon number of relief hours, then you receive additional bonuses. This means that we take the responsibility to provide work, and ***if you work more than anticipated you are paid appropriately for it.***

Job Descriptions

*There are three broad types of job descriptions in our structure: regional associate, floater, and bi-regional associate. These jobs are differentiated by your location, willingness to travel, and in the case of the bi-regional associate, where you live relative to large population centers. The important thing to remember is that **we build each job description to fit each associate.** A discussion about regional representative duties is also included.*

Regional Associate: As the name implies, these associates work within a defined region with generally limited commutes. ***Overnight stays are not required.***

Floaters: A floater is based in a given region, but is assigned to multiple regions as needed. Floaters have required overnight stays, with a full-time floater possibly having 30-50 overnight stays per year. Hotels and meal per diems are reimbursed. Part-time positions in this job description are also available. Floaters experience many different clinics and meet many new people. Since floaters often travel outside of their region, the location of their residence is less important than for regional associates.

Bi-regional Associate: These associates live between two major population centers/regions and will be assigned to jobs in both areas. Obviously, they are the first choice for jobs close to their homes. This leads to a slight increase in overall commuting time, but overnight stays are minimized.

General Discussion

Regardless of the aforementioned considerations, the nature of our style of relief work is the same and must be considered when evaluating our positions. Some of the more important considerations are:

Philosophy: Our vision of relief work is to fit into the style of our clients' practices. This goal encompasses many areas such as practice volume, style, marketing, and philosophy of medicine. We let the staff run the clinic and we stay out of management. This requires significant patience, flexibility, a very pleasant personality, and most importantly, a positive attitude.

Experience & Abilities: We believe relief work requires a minimum of 18 months of clinical experience. On the other hand, an associate further removed from veterinary college must be current in newer medical techniques, philosophy, and treatments so they can effectively function in a practice utilizing these methods. Good surgical experience is also required to handle the normal range and pace of surgeries that most clinics perform without referral. Large animal or exotic proficiency or orthopedic surgical skills are certainly a plus, but not required. We do not send veterinarians to assignments where they are expected to practice beyond their competence in these areas.

Please feel free to call to discuss how we might meet your specific desires in a position:

1-800-888-6877 or email office@LighthouseVet.com

Visit our website at: **LighthouseVet.Com**

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