

WORKING WITH LIGHTHOUSE VETERINARY PERSONNEL SERVICES®



Lighthouse Veterinary Personnel Services prides itself on building the perfect job for each employee. There are several considerations we use to craft each position. The first two are part of the job description. The geographic area in which you desire to live and receive work assignments is one component of the job description, and the other is the amount and timing of work that you desire. The job description is then balanced against a custom-designed compensation package (benefits plus salary). The key is balancing all areas—job description, benefits, and income. We have the tools to build your balanced position, including flexible work schedules and premium pay per hour. Some details are found in the following discussions. As you read, think about how these tools can be used to craft the perfect position for you!

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*

Job Description: Location and Work Levels

Location: Lighthouse services all areas of Ohio, Western Pennsylvania, Indiana, and the greater Chicago area. Relief work with our group does not require you to live in a certain location. Instead you go to a number of clinics in your work area. This can be especially appealing for those who wish to live in a specific area that may not offer the right employment situation. For others, location isn't a strong motivator, and they may opt to locate in areas that offer higher pay or shorter average commutes.

*There are two broad classifications of job descriptions, and they are differentiated by your location and willingness to travel. The important thing to remember is that **we build each job description to fit each associate.***

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

Floater: A floater is assigned to multiple regions as needed. Floaters have required overnight stays, with a cap of 80 overnight stays per year and no consecutive travel weeks. Hotel expenses are reimbursed and meal per diems are provided. Floaters meet many new people as they experience many different clinics.

Work Level: Your work level is determined by when and how much you wish to work.

*There are three 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 when you are available to work and secondarily by the amount of work you wish to perform. Each of the three is briefly discussed below. **Remember, we build your unique job description to fit YOU.** The following are broad definitions.*

Defined Vacation Associates: At the top end of the Defined Vacation range, you would work 5-6 days a week during the busy seasons (summer, spring break, major C.E. meetings), with somewhat less work during slower periods. The average commute is 40-55 minutes depending on your location. As a Defined Vacation associate, you may have as much or as little vacation as you desire. Three weeks per year is our typical starting point.

Heavy Part-time: This position is appealing if you wish to work at a nearly full-time pace, but also want more control over days off. It can allow you to ease some of the seasonal nature of work or to structure a schedule more compatible with both work and play. You may 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 for each other's needs and is a very popular option.

Light Part-time: Those with families or other commitments often find the **control** and **balance** offered by Light Part-time work a perfect fit for their lifestyle. Additional assignments require your approval when requested with less than two weeks' notice. You are given considerable leeway to book days off, and as a Light Part-time associate you would likely work an average of 1 to 3 days/week.

Compensation Package: Salary and Benefits

Some associates are more interested in job description and others in compensation. In the end, we have to find a balance between the two areas. Just as we have tools to craft the job description to suit your desires, we also adjust benefit values and salary to meet your needs.

Salary: Salary is determined by abilities, experience, location, and job description. Full-time salaries range from \$96,000-115,000. Hourly payment systems are also available and allow for even greater job description options.

Employee Benefits: Lighthouse benefit plans are tailored to each employee's individual needs. We offer a 401(k) retirement plan, state and D.E.A. licensure, and Lighthouse-sponsored C.E. trips which are often aboard a cruise ship or in exotic Caribbean locations! Additional annual benefits include a \$1,000 allowance for professional expenditures such as association dues, liability insurance, uniforms, and reference materials. Employer funded Section 125 Plans include 60% of the lowest group health care premium offered to be put toward your premium and \$1,200 that can be used to cover additional health premiums, child care, and other allowable expenditures, or can be shifted into salary. Beyond these, our Profit-Sharing and Recruiting Bonuses involve our employees and reward them 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 \$0.58/ mile for 2019. This is a significant tax-free benefit for our associates and should be considered when comparing our position to other options.

It is very important to appreciate that even if we are unable to provide enough work to fulfill your agreed upon work level, ***your entire compensation package for that period is guaranteed.*** Conversely, if you exceed preset work thresholds, you receive additional salary or bonuses. This means that we take the responsibility to provide work, and ***if you work more than anticipated, you are paid appropriately.***

General Discussion

Our approach to relief work remains the same regardless of the above considerations and must be noted when evaluating our positions.

Philosophy: Our vision of relief work is to fit into the style of our clients' practices. This encompasses many areas such as practice volume, style, marketing, work hours, 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 and 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. 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 levels in these areas.

Please contact us to discuss how we might meet your specific desires in a position!