

## Become Part of Our Special Team of Doctors and Support Staff

### The A-Team

Since 2002, we have cultivated an exceptional team of doctors and support staff who are key contributors to the success of Northern Veterinary Associates. This dedication has been recognized as our hospital was named “Best Of” Veterinary Clinics in our region by the Upper Peninsula's leading newspaper, *The Mining Journal*, in 2022 and 2023. We take pride in fostering an environment that promotes wellness and success for our employees, clients, and patients.

### Community of Excellence

If you find fulfillment in helping others, joining Northern Veterinary Associates (NVA) will be the best decision for your career. You'll be part of a like-minded community of professionals who share your passion for promoting wellness in our patients and bringing happiness to our clients. You will work alongside three other doctors who are deeply committed to mentoring and training associate veterinarians.

### Building for the Future

Since 2023, we've been undergoing major renovations to our facility, merging our 22-year history and over 12,900 patient files with future growth and innovation. This is an exciting time to join our team as an associate veterinarian. We value the expertise of both new graduates and seasoned practitioners and look forward to incorporating their unique experiences to further enhance the success we've built so far.

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## Work-Life Balance and Wellness

### Health Benefits from Day One

Your health is our priority, which is why we offer health benefits starting on your first day.

### PTO + Paid Holidays

We encourage you to take the time to explore and enjoy the beautiful Upper Peninsula, ensuring a healthy work-life balance outside of the hospital.

### New Hire "UP Bonus Package"

To promote a healthy lifestyle, we offer a special sign-on bonus for new associates. This includes a mountain bike or kayak from a local shop, and a one-year ski pass to the Marquette Mountain Ski Resort. We'll also connect you with the local resources you need to take full advantage of the stunning hills, trails, rivers, and lakes in the area.

### Four-Day Work Week

We're committed to professional excellence, but also to ensuring our team maintains healthy

minds and bodies. A four-day work week helps us stay energized and passionate about our profession.

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## **Financial Well-Being and Personal Growth & Training**

### **Generous Compensation + Retirement Account Match**

We offer competitive salaries, bonuses, and a matching Simple IRA retirement account to help secure your financial future.

### **New Graduate Mentorship**

Our new graduates receive comprehensive support during their transition into veterinary practice. From surgery to case management, an experienced doctor will always be available to provide guidance. We also allow for extended appointment times during the first few months to help build confidence and ease new doctors into a steady workflow.

### **Continuing Education for All Veterinarians**

We support continuous learning for both new and experienced veterinarians. We provide an annual \$2,500 budget for Continuing Education (CE) and additional CE days off.

### **Licenses, Dues, and Insurance Coverage**

We cover health insurance, professional liability insurance, and provide for MI DVM, pharmacy, and DEA licenses, as well as AVMA and MVMA dues.

### **Employee Pet Discounts**

We offer significant discounts for our employees' pets, ensuring they receive the same top-tier care that our clients' pets enjoy.

### **Scrub Allowance**

We provide scrubs or jackets for all employees to ensure you feel comfortable and professional at work.