

Candidate/Employment Referral Program Details

Referral Eligibility, Terms & Amounts

- Referrals must be submitted through the Alliance Animal Health Referrals web page with all required information completed. Candidate must be aware they were referred & may be required to acknowledge they were referred by you.
- Employment/Candidate referrals must be hired as a W2 Full-Time or Part-Time employee within 6 months of the referral (unless the referred is a DVM student).
- New hires must maintain employment with the hospital for 90 days and be in good performance standing in order for the referrer to qualify for the referral bonus.
- Full-time is defined as an employee who works 30+ hours/week. Part-time is defined as 8-29 hours/week W2.
- DeNovo DVM is defined as a veterinarian hired to work at a new build Priority Pet Urgent Care hospital or other qualified new build opportunity as determined by the company. Relocations/Expansions are considered regular referrals.
- Referral Bonus Amounts = \$12,500 ER, Specialty or DeNovo DVM | \$7,500 General Practice DVM | \$2,000 LVT/RVT/CVT/CVPM | \$1,000 Central Support Teammates | \$1,000 Experienced VA or PM | \$750 Receptionist or CSR | \$500 Groomer or Kennel Assistant
- For part-time DVMs or licensed referral employees, the bonus will be eligible for prorated payment where referrer will receive 25%, 50%, or 75% of the referral fee (based avg weekly hours worked as confirmed by the RD/RM).
- *Referral and/or Blitz Bonus amounts are paid after 90 days of successful employment.
- **Spring Blitz June 1 thru July 31** - \$15,000 Emergency, Specialty or DeNovo DVM | \$10,000 General Practice DVM | \$2,000 LVT – RVT – CVT - CVPM | \$1,000 Experienced VA or PM | \$750 Receptionist or CSR | \$500 Groomer or Kennel
- A referring employee or student ambassador must be employed and in good standing at the time the payment is owed.
- The referred candidate must be 18+ years of age and eligible to work in the US.
- Referrers cannot refer themselves and must be familiar with the candidate, either personally or professionally.
- In the case of multiple connections referring the same candidate, the individual who submits the candidate's information via the referral page submission form first will be the one who is paid the referral incentives.
- New graduate DVMs are eligible for 12 months for an additional \$3,000 above owed referral fees per DVM referral that is hired at the time of payout. *Employment status proration applies for PT vs FT DVM hires.
- In the case where an external referral is funneled through an Alliance Business Development Director, the referral bonus amount will be split between the referrer and the BD Rep who sourced the referral.
- The bonus is considered income and subject to standard withholdings & taxes etc.
- To receive payment for your referral from Alliance Animal Health, you must complete a W-9 & any other documentation required by Alliance Animal Health. A check will be mailed to the address listed on your W-9 within 30 days after your referral completed their first 90 days of full-time employment with the partner hospital.
- Please note, all referring connections that receive payment from Alliance Animal Health will also receive a 1099 for the year their payment was received. Payments will be made by check from Alliance Animal Health, in accordance with Alliance Animal Health's policies and guidelines.

Referral Bonus Ineligibility

- AAH Human Resources employees or the Hiring Manager for the role in which they referred the candidate are not eligible for the referral bonus. For example, an RM/RD referring a candidate for their market wouldn't qualify.
- Partner DVMs referring a candidate for hiring at their own hospital or at an affiliate hospital in which they have greater than 5% equity stake in the hospital are not eligible.
- Candidates that have been in two-way communication with an AAH recruiter or actively employed by or in any stage of the hiring process (possible one-off consideration of partial bonus if they help us get a DVM hire over the finish line.)
- Referred must not have been employed with an AAH partner hospital within the last 12 months or be a current relief worker, contractor, temporary employee, intern, extern, or consultant of an Alliance Animal Health partner hospital.
- Referrer cannot be associated with, employed by, or a consultant of a staffing or recruiting agency or third-party to whom Alliance Animal Health is contractually obligated to pay a fee for the hiring of an individual referred by, or working for, such staffing or recruiting agency or third-party.

Partnership/Acquisition Referral Program Details

Referral Eligibility, Terms & Amounts

- Referrals must be submitted through the Alliance Animal Health Referrals web page with all required information completed. Candidate must be aware they were referred & may be required to acknowledge they were referred by you.
- When a referral is submitted on our website, a business development representative will reach out to you. To fully qualify for the referral bonus, the referrer must include an introduction via phone, text, or email to the selling DVM or practice owner.
- Referrals must be new leads not previously contacted by the business development team within the last 6 months.
- The referral must lead to a successful acquisition or executed partnership agreement.
- Target Hospital Parameters
 - The referred hospital should have at least 2 Full-Time Equivalent (FTE) practicing veterinarians.
 - The hospital should generate a minimum of \$1.2 million in topline revenue annually.
 - The hospital should be located within Alliance Animal Health's current or target markets.
 - The selling DVM should be committed to working a minimum of 2-3 years post-transaction/partnership or have a veterinarian successor in place to provide local level leadership.
 - The target practice types include general practice, emergency/specialty, or urgent care practices. Practices may offer additional services such as boarding, daycare, grooming, etc.
- Referral bonuses awarded based on the financial performance & strategic value of the acquired/partnered business.
- The exact bonus amount may vary, ensuring it remains highly incentivizing and lucrative for the referrer.
- Referral payments will be issued within 5 business days following the successful completion of the transaction.
- Referrers cannot refer themselves and must be familiar with the selling veterinarian or practice, either personally or professionally.
- In the case of multiple referrals for the same practice, the individual who submits the referral first will be eligible for the bonus so long as the transaction occurs within 12 months. Individual considerations may be made for secondary referrers that significantly assist in the transaction.
- Current partner DVMs may be eligible for referral bonuses if a referred hospital successfully partners with Alliance Animal Health. Referral details and specific terms will be discussed directly with the Business Development team.
- The bonus is considered income and subject to standard withholdings & taxes etc.
- To receive payment for your referral from Alliance Animal Health, you must complete a W-9 and any other documentation required by Alliance Animal Health. A check will be mailed to the address listed on the referrals W-9 within 30 days after transaction is completed.
- Please note, all referring connections that receive payment from Alliance Animal Health will also receive a 1099 for the year their payment was received. Payments will be made by check from Alliance Animal Health, in accordance with Alliance Animal Health's policies and guidelines.

Referral Bonus Ineligibility

- Alliance Animal Health employees are not be eligible for new partnership referral bonuses.
- Referral bonuses do not apply to practices listed with or referred through a broker, or when a broker fee is required due to a previous submission via a broker partner within the last 12 months, or if there is active broker representation.
- Any practice that is actively in business development or M&A conversations or in any stage of the AAH business development acquisitions process (possible one-off consideration of partial bonus if referrer helps us get a deal over the finish line where broker fees do not apply – case by case and amounts may vary based on support levels).
- Has been in two-way communication with an AAH Business Development representative or broker/consultant firm.
- Referrer cannot be associated with, employed by, or a consultant of a broker or consulting agency or third-party to whom Alliance Animal Health is contractually obligated to pay a fee for the acquisition of a veterinary hospital, or working for, such broker, consulting agency or third-party.