

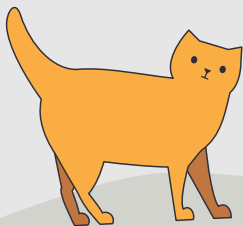
CAREER GROWTH PROGRAM



MISSION

Serving the community for more than 10 years, Boston Veterinary Clinic is on a mission to strengthen the human-pet bond through superior pet care. We were the first Fear Free Certified veterinary practice in Boston and it's our unique culture and mission that separates us.

We've rebuilt the vet clinic from the ground up—for our clients as well as our employees. With a focus on a strong team culture, excellent work environment, and professional development, we believe taking care of our people helps them take better care of the pets who come in every day.



THE PROGRAMS

Just as we reimagined the vet clinic and services, we also reimagined the workplace experience for our teams, focusing on smoother operations, a more holistic approach to veterinary medicine, opportunities for specialization, and better career trajectory. Without question, our model is working. We know that a happier, integrated, and well-supported team provides better and more compassionate care to the animals entrusted to us.

We started the BVC Career Program to help recruit and retain vetted, high-quality doctors who not only align with our philosophy and culture but will add to it.

OUR PROGRAMS:

Student Externships

The Ambassador Program

New Doctor Mentorship

STUDENT OPPORTUNITIES

Whether a college senior or first- or second-year veterinary school student, navigating the path toward your new career can be overwhelming. We know because we've been there. We welcome undergraduate and vet students each year over their breaks and summer to join BVC as one of our valued employees.

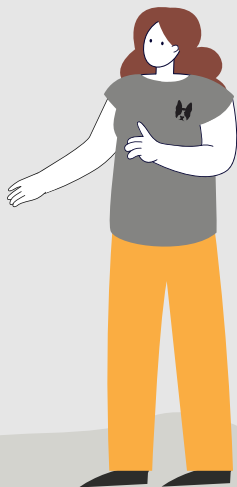
Our externships provide an excellent opportunity to explore the many facets of veterinary medicine through hands-on training and shadowing, while also providing a chance to experience how we work at BVC. In addition, we are part of the Northeastern University co-op program, which is a 6-month, full-time paid opportunity to work for us as a veterinary assistant.

No matter the duration of their time with us, our students are integral members of the BVC team and we honor that by assisting undergraduate students in their applications to vet school. Veterinary students who have previously worked for us are also invited to take part in our Ambassador Program.

AMBASSADOR

We feel strongly that attracting the right people to the BVC family is integral to our growth and success. To that end, our former employees and student externs are encouraged to recommend BVC to their friends and colleagues who they think align with our unique culture, values, and goals.

At BVC, we see an investment in your future is an investment in ours. BVC offers a signing bonus to any ambassador or new vet grad who makes a commitment to join the BVC team before graduating from veterinary school. The bonus will be paid out in monthly installments over the course of a year or for the remaining time in vet school, whichever is shorter. In addition, ambassadors or referrals are given priority in filling any externship or position at BVC.



NEW DOCTOR MENTOR PROGRAM

BVC offers a 6- to 12-month mentorship period for every new doctor we hire. As part of the comprehensive program, each new doctor shadows a specific vet during wellness, sick, and surgical appointments, and takes part in weekly mentor check-ins, as well as monthly case rounds. The careful design of our mentoring program allows mentees to hone their skills while gaining valuable in-clinic access to board-certified internal medicine, cardiology and surgery, as well as a chance to delve into specialized areas such as acupuncture and treatment of exotics.

The first year of being a vet can seem hectic and stressful, but through our mentorship you are never alone and are a vital part of a supportive and collaborative team.

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I couldn't be more grateful for the opportunities Boston Veterinary Clinic has given me. I started off shadowing a couple of doctors there and worked my way up through pretty much every role.... It was a very cool thing to consider all of the job offers I had upon graduating school only to realize the best decision for me was to come full circle and join the BVC team as a doctor. This company stands out in terms of patient care, the fear free experience, and employee well being, and I couldn't be happier with my decision!”

DR. AMY MAHER | VETERINARIAN AT BVC



WORKSPACE & TECH

Providing the best possible veterinary care requires the best possible facilities. From the moment you enter one of our clinics, you'll know and feel the BVC difference. We designed each one of our locations to reflect our guiding "Fear Free" philosophy, one that warmly welcomes pets and owners alike. That same attention to detail is evident in the design of our labs, kennels, ORs, and clinic rooms.

We have also made a large-scale investment into equipping each clinic with the latest technology to make each location truly state of the art. At each BVC, you will find the latest computers equipped with integrated practice management software and IDEXX diagnostic analysis, advanced surgical apparatus (including laser and laparoscopic), digital radiology, and in-house ultrasound labs.

YOUR FUTURE IS OUR FUTURE

As a growing company, BVC offers mobility and flexibility within the organization, and we can even create new roles to accommodate specialization and individual skill sets. We are small enough that you can make an impact, but large enough to foster your career ambitions and personal growth. We are excited about growing together.

LOCATIONS:

Bay Village

Brookline

Charlestown

Seaport

Wellesley

JOIN US