

### **1. What is VetIQ Staffing?**

Vet IQ Staffing is a relief agency that strives to make veterinarian's work-life balance bearable. They intend to decrease the burn out in your life so you can enjoy being a veterinarian again.

### **2. How does scheduling work?**

Vet IQ staffing places you with a staffing manager that handles all your scheduled shifts. This frees you up from having to find clinics to work at and more time enjoying life. They handle getting you booked and basically all you must do is show up.

### **3. How soon do you get your schedule in advance?**

My staffing manager typically has 2-3 months of my schedule already made out for me in advance. Before this even occurs, we discuss dates I need off, so no shifts are scheduled those dates. Then, my schedule is made around my dates I need off. This helps decrease the usage of any PTO if possible.

### **4. What is all the talk about a "guaranteed salary"?**

Guaranteed salary means exactly what you think. You get paid your salary regardless. So, if a clinic cancels a shift and they are unable to fill this spot for you, your salary stays the same. The only time this doesn't occur is if you cancel a shift and do not pick up a shift elsewhere.

### **5. Are you paid by the hour?**

With VetIQ staffing you are paid by the shift. A shift meaning total hours in the day. So, this could range from 4, 8,10 or even 12-hour shifts. Your staffing manager would determine what shifts you see yourself working. Personally, I never work 12 hour shifts. They would calculate your salary based on the type of shifts worked and number of days/week you choose to work. I like working at least 4 days per week with 8-10 hour shifts. Now if I work a 4-hour shift at a clinic, I still get paid the same rate for their shift. This is in addition to my salary rate.

### **6. Do I have to work weekends?**

No! Doing relief is about doing what makes you happy. Personally, I am fine working an occasional Saturday if its only an 8-12pm shift. I will not work on Sundays. Your staffing manager will ask what days you see yourself working. If you do not want to work on weekends let them know.

### **7. Is surgery required?**

No! This is something you let your staffing manager know. If you see yourself doing surgery, let them know what you are comfortable doing. This way, they can let the clinics know.

### **8. Do they offer a sign on bonus?**

No sign on bonus is typically offered. You do gain a retention bonus of \$500 every 3 months for the year.

### **9. Do you get PTO?**

Yes. You do get PTO with VetIQ Staffing. You are eligible for 50 hours of PTO per year. You can utilize after 60 days of employment. You do need to give at least 30-day notice.

### **10. Do I sign a contract? Non-compete?**

You do sign a agreement with VetIQ, but you are not in a non-compete. You can always decide to leave it need be. You just have to give them a 30 day notice.

### **11. How far do you have to travel for work?**

They look at clinics close to your location but then you let them know how far you are willing to travel. I go up to ~ 35miles. There are some clinics I travel further for since I like working with them.

### **12. Do you get a travel stipend?**

I find it always beneficial to ask. It's not listed in their agreement but if you stress the importance for you, I feel your staffing manager may make it work. I recently started out not receiving one. Once I moved, and the locations were a little further, I started receiving one for each shift that was now a little further out my radius. They always want to try and find a way to make it work for you.

### **13. What happens if you do not like a clinic?**

This is a question I am asked a lot and I have personally been through this situation. VetIQ staffing makes it possible to where you do not have to be in a confrontational situation with the clinic. Your staffing manager will be able to handle the situation once you notify them about the occurrence. It is ok if a clinic does not sit well with you. You are there to help but sometimes that can be taken advantage of, which should not occur. For instance, I was placed at a clinic that only performed 15 min appointments. If another DVM's appointment came late, they would move over into my block. I would work through lunch. They wanted me to call labs back that other relief veterinarians performed exam on. This was not feasible for me, and my staffing manager handled the situation for me.