



Change Your Whole Outlook



**Work that challenges
your gifts.**



**Work that kindles
new ideas.**



**Work that excites
your heart.**

Discover what's possible when you take your veterinary specialty services mobile with MOVES.

Our Purpose

Helping veterinary specialists achieve career independence since 2018.



Our Approach



Quality of Life

MOVES specialists are free to set their own schedule. No on-call, weekend, or emergency coverage required.

MOVES is an **innovative** and **fast-growing** company, and we are excited to explore a new **mobile specialty** services market with **you**.

Excite your heart to journey beyond old limits.



Rewarding Compensation

All MOVES specialists receive competitive base salaries, top production shares, full benefits, and stock option incentives.



World Class Support

Receive top-flight marketing and operational support from leaders who actually listen and respond to your needs.

It's no secret that the landscape of veterinary specialty care is changing faster than ever before, often with negative impact on personal well being and overall quality of life.

MOVES was purpose-built to solve this problem by restoring flexibility and autonomy to the veterinary specialist vocation.

**Discover
our values »**



MAY YOUR WORK ASSUME
A PROPER SPACE IN YOUR
LIFE; INSTEAD OF OWN-
ING OR USING YOU, MAY IT
CHALLENGE AND REFINE YOU.

**Our values are the
demonstration of
our commitment to
quality of life.**



Kind Consideration

Our posture towards our partner hospitals should be that of a considerate guest; one who is invited back time after time because we communicate with kindness, show appreciation, don't overstay our welcome, and leave things in better shape than we found them. Toward our co-workers, we demonstrate consideration through supportive collegiality, engaging questions or requests kindly and with as much promptness as our balanced boundaries allow. Each customer and coworker is the hero of their own story and we are here to offer our experience, empathy, and kindness as a path to their success.

Balanced Boundaries



Constant availability is an unsustainable expectation that leads to fatigue, burn-out, and poor outcomes for everyone involved. At MOVES we give and receive permission to protect our well-being with reasonable boundaries, constructed using self-awareness, clear communication, and proficiency with technology. Within those boundaries, we will be available and responsive to our customers and co-workers, and we will have grace for one another when our availability meets someone else's boundary.

*MAY THIS NEW WORK BE
WORTHY OF THE ENERGY
OF YOUR HEART AND THE
LIGHT OF YOUR THOUGHT.*

Trustworthy Independence



As a company, our independence comes from diversity and inclusion; the alchemy of individual strengths combined to make us more authentic, more complete, and more sustainable. As individuals, MOVES affords us a great deal of flexibility and self-determination. In light of this freedom, we commit to meaningful engagement with one another and with our customers as a demonstration of our trustworthiness.





Rewarding Compensation



Stress-Free Salary

Skip negotiations. MOVES' philosophy around base salary is to ensure financial security for the specialist as you develop your new mobile practice. You tell us what you need in base pay, and as long as it doesn't push your production target out of reach, we'll support it.



Powerful Production

MOVES unique Business-to-Business model reduces overhead and enables us to pay industry-leading production percentages with annual escalators based on gross revenue. MOVES also offers production incentives to all technicians to keep you aligned as a team.



No Negative Accrual

We know it takes time to build a new practice, and you deserve to earn production as soon as you start generating it! MOVES calculates and pays production every other month (six times per year), and there is no negative accrual from one period to the next

Better benefits for you & your family.

The kids need their teeth cleaned. You need an annual physical. Let's make it easy, shall we? MOVES offers all full-time employees 100% employer-paid premiums for employee medical, vision, dental, life, and AD&D insurance, and 50% employer-paid premiums for your dependents. If you waive coverage because you participate in a partner's plan, you'll still receive the life and AD&D coverage as well as short- and long-term disability. MOVES partners with leading national carriers for all of our insurance benefits. Full-time employees are eligible to enroll in benefits, with coverage effective on the first of the month following your start date.




- « Life/AD&D Insurance
- « AVMA/PLIT Insurance
- « General Liability
- « Auto & Equipment

Safe Harbor 401(k) Retirement Planning



Max out your retirement savings! MOVES will match up to 4% against employee contributions of 5% or more.

Multiple Options for Paid Leave

-  Paid Sick Leave Accrual
-  Parental & Maternity Leave
-  Recreational Leave
-  Bereavement Leave
-  Long & Short Term Disability

Every specialist receives stock options you can exercise over time to grow your stake in the company.



Arrive in Style

Travel your market in a brand new vehicle through our company car program, which includes hybrid vehicles.



#internal-medicine

Hathaway Flocchi 8:00 AM
When I complete cases my clinics get an email that it is completed and the attached forms (I'm consult, US, endo report) are all hyperlinked in that email. When I first do a case at a clinic I tell them about the email and generally wait until they find it to make sure they understand the system. If I ever hear from a clinic that they didn't get it (this has happened twice) I tell them the time stamp that the case was completed and they go and look in their email and find it. So I think if you insist they learn to use the system it will save you time.

Faith Buckley 8:01 AM
I would also teach them to use their clinic portal to find completed cases. They are always there and then they do not have to search through emails

Sarah Dowling 8:12 AM
Yeah I agree with @Faith Buckley while it is very nice of you guys to send them an email I think the best approach is for them to learn the portal so they know how to access the records at any time. I worry that sending them an email will give your clinics an excuse to not learn how to use our portal system.

Vincent Ziglioli 8:34 AM
I have one more question to get a general consensus. I have a bunch of emergency ultrasounds I fit in same day in between scheduled but I never charge an emergency fee cause I think that is reserved for scopes. Is that how everyone else is doing it?

Hathaway Flocchi 9:26 AM
For ER US, if I can fit it in without messing up my day I don't charge an ER fee. If I add it at the end of the day or it makes me late I charge 250 ER. For scopes I have the same general philosophy, if I can get it in without disruption (rare but happens) there is no ER fee but otherwise it's 500 ER fee. *(edited)*

Amanda Hayden 2:45 PM
We have our first scheduled bone marrow engraftment using Antech?

Kristin Schafgans 6:40 PM
Sorry if silly question, but when you crystallize EDTA and I can't find

Dynamic Discussion

Your MOVES colleagues around the country are always available for collaboration and support, whether you need help with a case, short notice equipment swaps, or just someone to share a laugh.

Full-Time Technicians

MOVES will hire a dedicated technician to travel your market with you each day in order to maximize efficiency and minimize the burden on our partner hospitals. Technicians enjoy the same premier benefits as specialists, and even have an opportunity to earn production bonuses.

Deep Networks

What does it take to hit the ground running? MOVES will set you up for success with customizable equipment packages through our preferred vendors and connect you with our massive network of partner hospitals, including every major corporate hospital group in the nation.





World Class Support. No Micromanagement.

Experienced Leaders

Our leadership team brings decades of business, finance, marketing, and veterinary industry experience to the table so you can focus on your patients.

Brilliant Back Office

Our clinical teams enjoy the full support of our accounting, human resources, and operations departments so you can focus on your patients without distraction.

Magical Marketing

Our HQ Marketing department can move mountains, and their dedication will get your practice up and running faster than you imagined possible.



Easy scheduling & case management on the myMOVES app.



"I didn't realize the impact of compassion fatigue or how burned out I really was until I joined MOVES. I'm a better doctor, mom, wife, and friend thanks to the work-life balance."

Nicole Wyatt, DVM, DACVIM (Cardiology)
Chicago, IL



"It almost seemed too good to be true that everybody was so friendly and so happy and so welcoming, but it resonates across the entire company."

Haley Orr, RVT, FFCP
Denver, CO



"I'm grateful to work for a company where I can spend time with my kids when they have a day off."

Jen Swiderski, DVM, MS, DACVS (SA)
Colorado Springs, CO



"I can't imagine building my practice without the constant feedback and support from HQ, giving me permission to nurture balanced boundaries."

Lydia Soydan, DVM, DACVIM (Cardiology)
Madison, WI



"Thank you for exceeding my expectations. MOVES is the best company to work for as a veterinarian."

Kurt Michelotti, DVM, DACVS (SA)
Harrisburg, PA

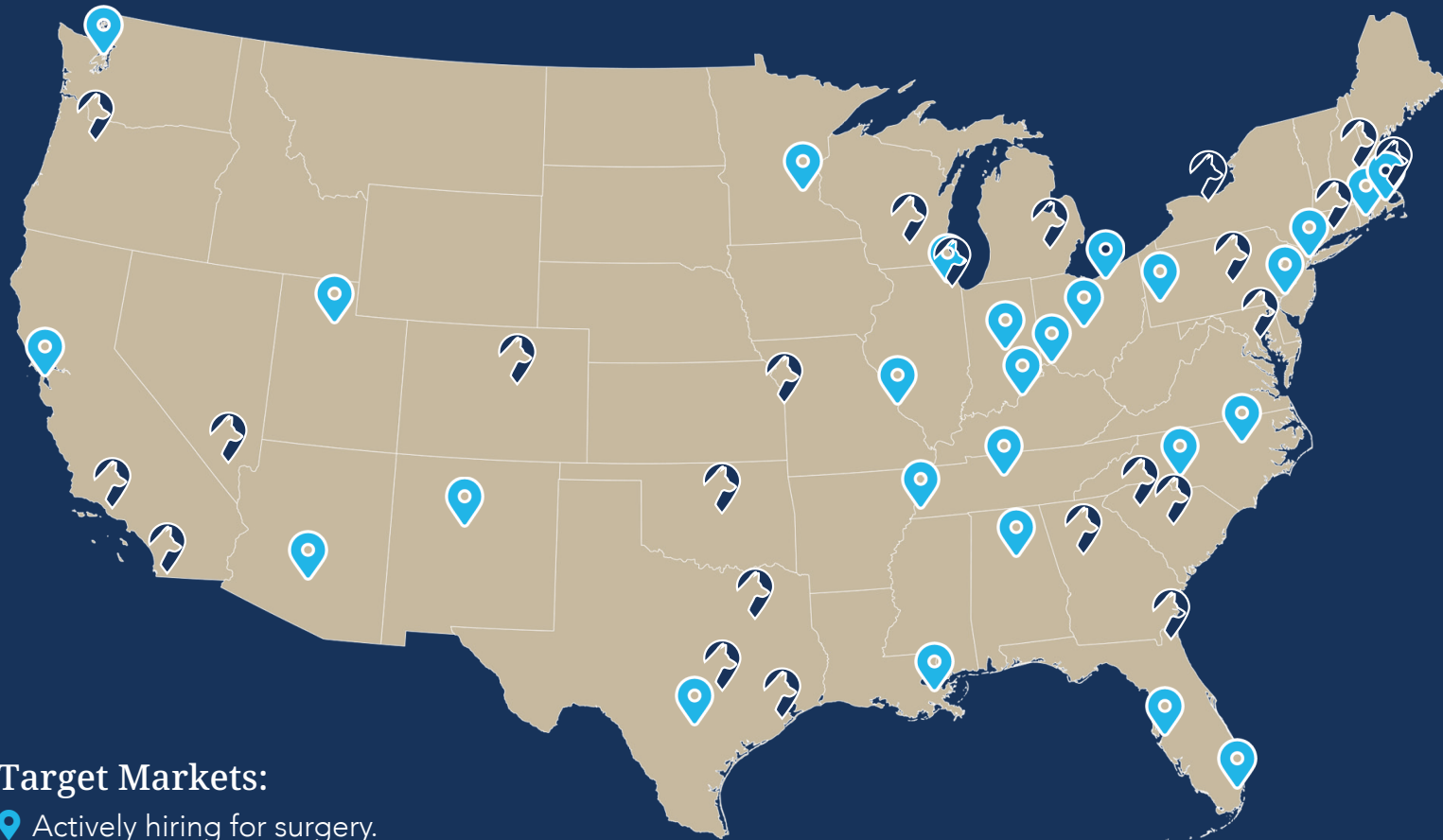
Active Markets:

Open positions as indicated. Locations are not limited to the below cities.

- | | | | | |
|--|--|--|----------------------|------------|
| | | | Atlanta, GA | |
| | | | Austin, TX | |
| | | | | Boston, MA |
| | | | Chicago, IL | |
| | | | Colorado Springs, CO | |
| | | | Columbia, SC | |
| | | | Dallas, TX | |

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Target Markets:

Actively hiring for surgery.

- | | | | |
|-----------------|------------------|-------------------|--------------------|
| Albuquerque, NM | Grand Rapids, MI | New York, NY | Salt Lake City, UT |
| Boston, MA | Indianapolis, IN | Oklahoma City, OK | San Antonio, TX |
| Charlotte, NC | Jacksonville, FL | Orlando, FL | San Diego, CA |
| Chicago, IL | Louisville, KY | Philadelphia, PA | San Francisco, CA |
| Cincinnati, OH | Memphis, KY | Phoenix, AZ | San Jose, CA |
| Cleveland, OH | Miami, FL | Pittsburgh, PA | Seattle, WA |
| Columbus, OH | Minneapolis, MN | Providence, RI | Tampa, FL |
| Detroit, MI | Nashville, TN | Raleigh, NC | Tucson, AZ |
| Fresno, CA | New Orleans, LA | Sacramento, CA | Virginia Beach, VA |

Current MOVES Market=

= Sx = IM = Cardio

- | | | |
|------------------|-------------------|----------------|
| Denver, CO | Jacksonville, FL | San Diego, CA |
| Greenville, SC | Kansas City, MO | Stamford, CT |
| Harrisburg, PA | Las Vegas, NV | Washington, DC |
| Jacksonville, FL | Los Angeles, CA | |
| Detroit, MI | Madison, WI | |
| Greenville, SC | Oklahoma City, OK | |
| Houston, TX | Portland, OR | |



Visit us at an upcoming event:

ACVIMFORUM
2025

Gold Sponsor | Booth #418



A mobile specialty practice with MOVES allows you to achieve your professional aspirations without sacrificing your personal interests, and we are very excited to invite new specialists to join.

Visit vetmoves.com/careers/ or scan the QR code at left on any device to learn more.