

IndeVets

Non-Solicitation Policy

We don't solicit your doctors.

We understand the value that a great doctor brings. For this reason, we have clear internal policies that restrict soliciting doctors from our Partner Hospitals. Every Associate IndeVet is trained on this.

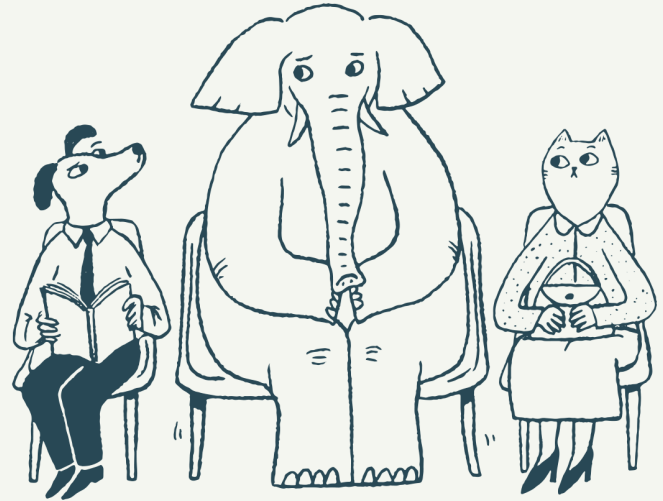
If we receive an unsolicited application from a doctor at a Partner Hospital, we take the following steps to ensure our non-solicitation policy is followed.

- First, we reach out to the applicant to find out how she or he heard about IndeVets and confirm she or he was not solicited.
- Next, we verify that the applicant is also applying to other practices. We will only interview the doctor if they are considering multiple positions.
- If the doctor was not solicited and is interviewing at multiple practices, we will conduct an interview with the candidate.

What if I want to hire an IndeVet full-time?

If you are interested in hiring an Associate IndeVet at your practice, follow these steps:

- Let us know! Inform the IndeVets Director of Business Development, who will confirm if the doctor is open to full-time employment offers. Please do not speak directly with the Associate IndeVet about your interest.
- Note that IndeVets charges a permanent hire fee for doctors hired by Partner Hospitals. See Exhibit C of your hospital agreement for complete details.



What happens if IndeVets does hire my Associate?

While it's uncommon, there are instances when IndeVets does hire a doctor from a Partner Hospital, after following our non-solicitation policy.

In these cases, IndeVets provides Partner Hospitals with

50% off
10 future shifts.

It's our way of ensuring you have access to great coverage during the transition period.