

Banfield Referral Program Policy



The program

At Banfield, we **Dream big** to fulfill our purpose: A BETTER WORLD FOR PETS. It's part of our **Do good** culture, where our Associates are the heart of our business. That's why we reward Associates who influence other veterinary professionals to join our hospital teams and **Be here** for our clients and their pets.

Program guidelines: Banfield Associates & Veterinarian students with accepted offers

Network, engage, and influence external veterinary talent to consider Banfield! When your referral is engaged (open to being contacted by a recruiter) and has consented to having their information shared with Banfield, the referring Associate can submit the referral's information through the **Banfield Referral Program form**, and a Recruiter will reach out to referred candidate.

During the recruitment process, Talent Acquisition will confirm which Banfield Associate(s) influenced the candidate. Referral eligibility is determined 30 days after the new hire's start date.

How bonuses are determined:

- If the referred candidate **names** the referring Associate as the reason they are joining Banfield and is hired into an eligible role, the Associate may qualify for the applicable **referral bonus**.
- If the referred candidate **does not name** the referring Associate as an influencing factor, then the Associate will not be considered for the bonus.
- If **multiple Banfield Associates are identified** as influencing factors and the candidate is hired into an eligible role, **the referral bonus may be split** among eligible Associates.

Payment & eligibility: Banfield Associates & Veterinarian students with accepted offers

Bonus amounts are subject to change based on location, position, or seasonal promotion. Standard payout amounts are:

- Full-time Veterinarian: \$25,000
- Full-time Credentialed Veterinary Technician: \$10,000
- Part-time Veterinarian: \$12,500
- Part-time Credentialed Veterinary Technician: \$5,000

Enhanced \$35,000 bonuses may be available when referring a full-time Veterinarian in select high-need markets, currently: *LA/Inland Empire, Arizona East, Cleveland/Pittsburgh, San Antonio, DFW South, San Antonio, Houston North, DFW North, DFW Central, Austin, Houston Gulf, South Carolina, NJ-Lower NY, East Bay, NC West, VA Central, VA North, Coastal Atlantic, Intermountain, Cincinnati, Chicago North, Chicago South, SF Bay, Albuquerque, FL Northeast.* (Offer ends December 31st, 2026. Referred Veterinarian must be hired and in role by March 31, 2027.)

- Bonuses are paid to referring party (parties) 30 days after the new hire's start date, pending eligibility approval, and subject to applicable taxes and withholdings. Note that this payment is earned upon payment, is a discretionary bonus, and does not impact overtime or productivity pay.
- The referring Associate must be active at the time of payment.
- Locum/Relief hires are not eligible; however, Locum conversions to full-time or part-time roles qualify.
- Referrals remain eligible for six months from submission through offer acceptance.
- Referred candidates must be licensed or credentialed in the state of hire at time of hire.

Banfield Referral Program Policy, cont.

Program guidelines: Student Ambassadors

Active Student Ambassadors can refer new graduate Veterinarians by submitting their information through the **Banfield Referral Program form**.

International Student Ambassadors may refer candidates to U.S. or Puerto Rico hospitals. The candidate must identify the Ambassador as an influencing factor during the interview process to qualify.

Payment & eligibility: Student Ambassadors

Bonus amounts are subject to change based on location, position, or seasonal promotion. Standard bonus amounts are:

- Full-time Veterinarian: \$2,500 (**without** signed offer to join Banfield or not active at the time of payment)
- Full-time Veterinarian: \$25,000 (**with** signed offer to join Banfield post-graduation)
- Part-time Veterinarian: \$12,500 (**with** signed offer to join Banfield post-graduation)

Enhanced \$35,000 bonuses may be available when referring a full-time Veterinarian in select high-need markets: LA/Inland Empire, Arizona East, Cleveland/Pittsburgh, San Antonio, DFW South, San Antonio, Houston North, DFW North, DFW Central, Austin, Houston Gulf, South Carolina, NJ-Lower NY, East Bay, NC West, VA Central, VA North, Coastal Atlantic, Intermountain, Cincinnati, Chicago North, Chicago South, SF Bay, Albuquerque, FL Northeast. (Offer ends December 31st, 2026. Referred Veterinarian must be hired and in role by March 31, 2027.) **(If offer is signed to join Banfield post-graduation.)**

- Bonuses are paid 30 days after the new hire's start date, pending eligibility verification and taxes.
- Student Ambassador referrals are eligible up to the time of graduation.
- Candidates must be licensed to practice in their state or Puerto Rico.

Exclusions

The following referrals, candidates, and Associates are not eligible for referral bonuses under this program:

Experienced Credentialed Vet Tech & Veterinarian referral exclusions:

- Transfers within any Mars brand (including relief/locum & contractors)
- Current full-time or part-time Banfield Associates
- Hiring managers, Talent Acquisition Associates, and others involved in the hiring decision for the referred candidate
- Candidates sourced while working a Banfield-sponsored event booth
- Credentialed Veterinary Technicians not hired into a hospital-based role (e.g., virtual care, CTS role, etc.)

Locum conversion referral exclusions:

- Hiring managers

New grad Credentialed Vet Tech & Veterinarian exclusions:

- Hiring managers or anyone involved in the candidate's hiring decision

Former Associate exclusions:

Former Associates are eligible only if they have been separated from Banfield for at least six (6) months before referral

Banfield reserves the right and discretion to construe, interpret, modify, and amend or terminate the program at any time. Nothing in this plan is intended to be or should be construed as a contract of employment.

Effective: August 31, 2026. Prior policy versions are no longer valid.

Referrals submitted prior to this date are subject to the same terms and conditions.

Dream big. Do good. Be here.

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