



VEG

NERD catalog

NEW ER DOCTOR PROGRAM





meet VEG

Veterinary Emergency Group (VEG) is a rapidly growing group of emergency-only hospitals with locations nationwide and a single mission: helping people and their pets when they need it most. VEG is open 24/7 and is equipped to care for both domestic and exotic patients. From accidental wounds to trauma to vomiting to complex surgeries, VEG handles challenging cases day and night, and seamlessly gives pet parents the peace of mind they deserve. We keep things completely transparent, from our fully open and immersive environment to our focus on the customer. Emergency is all we do, so we do it best!

the VEG difference

A better experience for people and their pets.



Call & speak to a doctor

Call VEG and a doctor will always answer your medical questions.



See a doctor right away

Patients see a doctor immediately—even before filling out paperwork.



Stay together with your pet

Owners can stay with their pets through all stages of treatment.

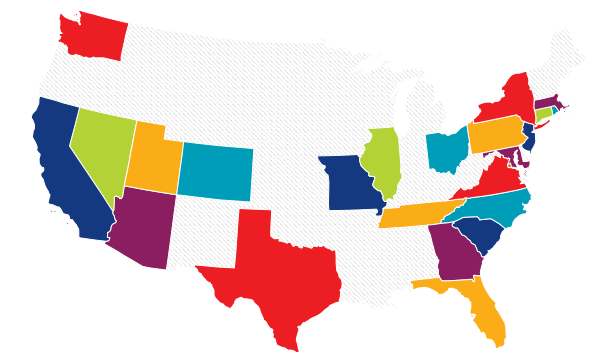


We keep your pet comfy

We sit on the floor with pets, or wherever they're most comfortable.

hospitals nationwide—same expert level of care

We're growing, adding new VEG hospitals every month! Soon, VEG will be in every state and beyond, so you're sure to find the ER location that's right for you. Each hospital is open 24/7, even on holidays, to handle all types of emergencies and urgent care cases. Opportunities are everywhere for new ER doctors to get started on an exciting, fulfilling career. Visit [VEG.com/locations](https://www.veg.com/locations) to find the hospital nearest you.



NEW ER DOCTOR PROGRAM

Our New ER Doctor Program (NERD) is designed to prepare recent DVM grads and practicing non-emergency veterinarians for a career as highly skilled, confident VEG ER doctors. Doctors in the program engage in an immersive training experience: they receive practical training while working alongside skilled doctors and attending weekly rounds. Through exposure to a wide variety of cases, doctors in the NERD program discover the unique rewards of customer-focused ER. New ER doctors receive over 160 hours of RACE-approved CE and individualized mentorship throughout the program. They emerge from the program feeling confident to take on any case that walks through the door. We host the program four times throughout the year, with new classes starting in January, April, July, and October.

Program structure

- Average of three to four 12-hour clinical shifts per week
- Log your surgeries and procedures to evaluate and maximize learning
- Two trips for hands-on CE in surgery, exotics, critical care, ultrasound, and endoscopy
- Weekly NERD class including topic rounds, exotics cases, journal club, leadership development, and Q & A.
- Daily mentorship on the floor from senior doctors and 1:1 mentorship via check-ins and goal-setting with your Medical Director

Program Goals

- You'll graduate the program with the foundation you need for a lifelong career at VEG
- You'll grow professionally and personally through our formal, individualized approach to mentorship
- You'll develop a passion for ER and have a deeper meaning around life-saving veterinary heroics

pillars of the program

Once you're in the NERD program, amazing things lie ahead that make it an incredibly enriching experience. Take a look!



no non-competes

VEG believes everyone should have the freedom to choose where they work.



hands-on clinical training

Get firsthand experience in surgery, endoscopy, and more.



long-term career growth

A clear path to Associate Doctor and beyond awaits NERD graduates!



attend weekly NERD classes

Explore topic rounds and case management, and develop leadership & medical skills.



emergency surgeries

Receive practical training while working alongside skilled doctors.



RACE-approved CE

Complete over 160 hours of RACE-approved CE in just 6 months!



98%

No requirements or contracts to stay, yet 98% of our program graduates choose to stay on with VEG as Associate Doctors!



NERD TIMELINE

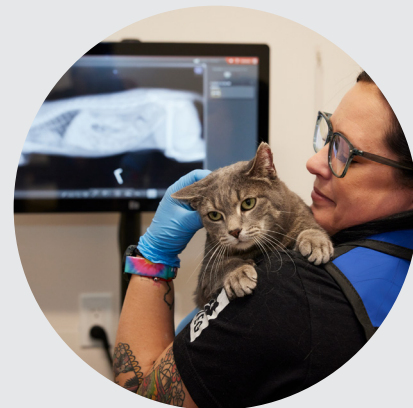
your path to unparalleled learning opportunities from the industry leader

Our fast-paced, 6-month timeline is designed to keep you learning both clinically and didactically, supplemented with hands-on training labs. Each step of the way, you'll receive mentorship and feedback to ensure you get the most out of the program.



months 1 – 2

You'll start off by taking simple cases and moving on to more complex cases and disease processes. We instill a better understanding of the hospital's culture and workflow. As your confidence and skills increase, **you can be the primary doctor on more complex and critical cases** (DKAs, UOs, GDVs, etc.)



month 4

Opportunity to run the show with your senior doctor in the background for guidance. You should be mostly independent at this point: directing the team & owning client communication, while still talking through treatment plans with the senior doctor. A mid-point exam takes place to identify where we can help support you for the remainder of the program!



graduation

Your final is a case presentation that you have seen and managed on the floor! **Congrats, you're a VEG ER doctor!**



orientation

Week 1 is orientation, which includes overviews of the program and curriculum, and an introduction to topics such as **Approach to a Case, History-Taking/Medical Records, and Workflow in the Busy VEG ER.**



month 3

A mid-program review is where you'll receive **feedback from the senior doctors and support staff** at your hospital. This is an opportunity to identify areas of improvement to work on for the last few months of the program.



month 5-6

During this time, your senior doctor will be present, however you should be acting independently for the most part. You may even have the opportunity to **be the leaders on a paired practice shift** with a fellow NERD without a senior doctor!



*Paired practicing shifts: when two NERDs perform a shift together without another doctor.



MENTORSHIP

expert guidance and support

In training programs, mentorship is often promised but not delivered. In the NERD program, you receive mentorship on a daily, weekly, and monthly basis. You will work alongside another ER doctor on every shift - improving your confidence and approach to every case throughout the program. You will have the ability to ask the senior doctor you are working with about diagnostics, treatment plans, and client communication questions.

Mentors by your side:

DAILY Clinical mentorship on-shift from an associate doctor

WEEKLY Written feedback on your approach to a case and topics you are learning in class; office hours with Director of New ER Doctor Education

MONTHLY Growth-focused goal-setting meetings with your Medical Director

TRAINING

hands-on comprehensive experience

The New ER Doctor program is an investment in your learning and development as an emergency doctor. Over the course of the program, NERDs are taught by 8 criticalists, 5 exotics specialists, 5 surgeons, 3 cardiologists, 3 sonographers, an ophthalmologist, a radiologist, an anesthesiologist, and many of our very own VEG doctors and medical directors. From hands-on skills training to weekly didactic learning, program participants earn over 160 RACE-approved CE hours in just 6 months – this takes most doctors 10 years to accomplish!

VEG will provide you with extensive CE that includes the following courses, labs, and topics:

- Small Animal Emergency Surgery
- Small Animal Critical Care Lab
- Basics of Abdominal Ultrasound
- Abdominal, Thoracic, and Cardiac Point-of-Care Ultrasound
- Flexible GI Endoscopy
- Exotic Companion Animals in the ER
- RECOVER ALS and BLS Rescuer CPR Certification
- Radiology Rounds
- Journal Club
- Weekly Case Review, covers topics such as:
 - > Fluid Therapy Plans
 - > Approach to Cardiac and Non-cardiac Respiratory Distress
 - > Approach to Trauma and Wounds
 - > Emergency Exotics Cases
 - > GI Disease and the Acute Abdomen

CULTURE AND BENEFITS

VEG fosters a community of caring, partnership, and fun

Through continued accountability and learning, VEG models the way to empower people, provides equitable treatment, and creates an inclusive environment. We value togetherness and openness, with each other and our customers and their pets. We find a way to say YES to our customers and it makes us feel like superheroes, but it doesn't end there. The way we support our employees is not normal either! We say YES with incredible opportunities like continuous learning on the job, role-specific equity ownership, unlimited emergency CE, unparalleled career pathing, and health and wellness programs. At VEG, we care for the total you.spending time together at CE, everything we do brings us closer together not just as working professionals, but as family.

NERD benefits from day 1

- Generous Compensation + benefits: Minimum annual salary of \$140K + bonuses, and health benefits from day one.
- Continuing Education: 160+ hours of RACE-approved CE during your 6 month program; unlimited CE as an Associate Doctor afterwards
- Long-Term Career Growth: We look to promote from within and help our VEGgies expand their roles
- Equity Ownership: We want our VEGgies to share in our growth and success
- No Non-Competes: Everyone should be free to choose where they work
- Student Loan Repayment (after your 1st year with VEG)
- \$350 Scrub Allowance
- Free exams and 50% off VEG Treatments
- Pet Bereavement Leave
- Student loan repayment based on tenure up to \$5,250 per year





VEG.COM     