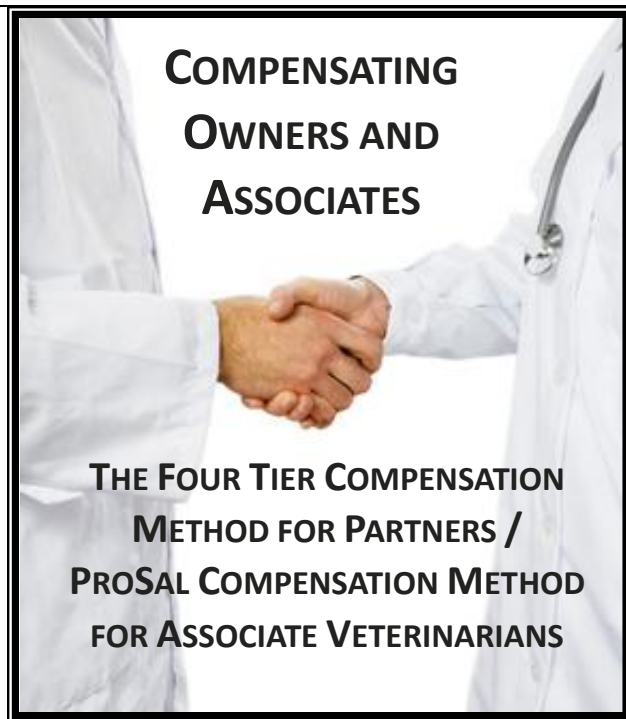




*Have questions about
Partner or Associate
Veterinarian
Compensation?*

*VMC, Inc. is excited to
make available to
you, our NEWEST
service package —*



For use with Microsoft Excel:

Easy to follow instructions and formulas with clearly explained details in providing a fair compensation package...whether for veterinarian partners, corporate shareholders or associate veterinarians. The worksheets and formulas included in this package give you what you need for determining fair compensation.

Features include:

- Tiered and ProSal Compensation Methodology
- Annual Total Compensation: complete instructions, worksheets, and example
- Three Tier, Four Tier, and ProSal Compensation: complete instructions, worksheets and examples

ORDER FORM

	Quantity	Price	Total
Compensating Owners and Associates		\$395.00	

Name: _____

Practice Name: _____

Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Phone: (____) _____ Fax: (____) _____ Email: _____

CREDIT CARD PAYMENTS: Visa MasterCard American Express

Account Number: _____ Expires: _____

Authorized Signature: _____ Security Code: _____

Print Authorized Name: _____

Make checks payables to: VMC, Inc.

You may turn in your completed order form at the end of the seminar or mail it to:

VMC, Inc. ■ 30792 Southview Drive, Suite 200 ■ Evergreen, CO 80439

Orders may also be faxed to 303-670-3899 or placed through our website at www.vmc-inc.com

COMPENSATING OWNERS AND ASSOCIATES TIERED AND PROSAL COMPENSATION METHODS

This package contains tools that will help you implement Three/Four Tier and ProSal methods of compensation for veterinarian partners, corporate shareholders and associate veterinarians.

Three and Four Tier Compensation Worksheets:

These Excel® worksheets are used to calculate annual compensation for partners based on the Four Tier Compensation Formula.

Requires Microsoft Excel® 2007 or later.

Four Tier Compensation Worksheet

Click Ctrl + Shift + P to set number of partners.

Enter Data for the Practice:

1. Total Stock Value	\$1,000,000
2. Practice Gross Revenue	\$2,000,000
3. Practice Net Profit	\$600,000

Enter Partners' Data:

	Partner 1	Partner 2	Partner 3
4. Partner's Name	60%	20%	20%
5. Percentage of shares owned	10%	10%	10%
6. Percentage paid on Return On Investment	22%	22%	22%
7. Percentage paid on doctor's production	\$90,000	\$50,000	\$400,000
8. Doctor's total production	0%	3%	0%
9. Percentage of gross paid for management			
Tier 1: Production	\$19,800	\$77,000	\$88,000
Tier 2: Return on Investment	\$60,000.00	\$30,000.00	\$10,000.00
Tier 3: Division of Net Profit	\$4,600.00	\$25,200.00	\$28,800.00
Choose Basis of Division:			
<input type="checkbox"/> Book Ownership			
<input checked="" type="checkbox"/> Percentage of Production *			
	* 11%	* 42%	* 48%
Tier 4: Management Fee	\$0	\$20,000	\$0
Total Compensation	\$86,400	\$152,200	\$126,800

ProSal Compensation Worksheet: Dr. Brand New

Enter Veterinarian's Name: Dr. Brand New

Enter Guaranteed Annual Base Salary: \$52,000 Enter % to be Paid on Production: 19.50%

Choose the Month/Year Payments Begin: January 2010

Compensation Summary as of December 31, 2010*

Choose Other Effective Date to View: December 31, 2010

Total Prdcl Payments Paid To Date	\$ 44,304.89	Additional Amount Not Included in O.R.	\$ -
Additional Amount Paid to Guar. Base	\$ 2,166.67	Total All Compensation	\$ 46,471.56
Total Guaranteed Base Paid To Date	\$ 46,471.56	Total Compensation as a % of Production	25.43%
Amount Over/Under(Guar. Base To Date)	\$ (5,528.84)	End of Year Payment =	\$ 5,528.84

Enter Veterinarian's production for the 12(12) month in the table below:

Payments for the Month of:	PREVIOUS Month's Production	First Payment Amount	Second Payment Amount
January	\$ -	\$2,166.67	\$0.00
February	\$ 20,000.00	\$2,166.67	\$1,953.33
March	\$ 27,000.00	\$2,166.67	\$3,195.83
April	\$ 15,653.00	\$2,166.67	\$891.67
May	\$ 49,532.00	\$2,166.67	\$6,868.97
June	\$ 26,700.00	\$2,166.67	\$3,539.83
July	\$ 19,574.00	\$2,166.67	\$1,995.26
August	\$ 12,000.00	\$2,166.67	\$273.83
September	\$ 12,000.00	\$2,166.67	\$173.33
October	\$ -	\$2,166.67	\$0.00
November	\$ -	\$2,166.67	\$0.00
December	\$ -	\$2,166.67	\$0.00

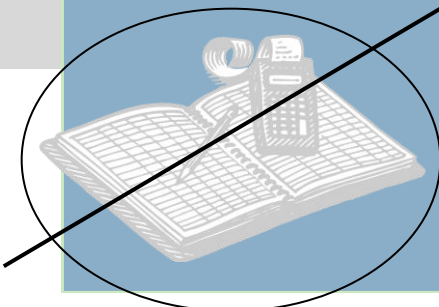
Enter any additional compensation below. Select "Yes" if amount is included in guaranteed base salary or "No" if amount is to be added to guaranteed base.

Description	Date	Amount	Apply to Base?
2nd payment - new doctor	1/31/2010	2,166.67	Yes

ProSal Compensation Worksheet:

This Excel® worksheet is used to calculate ProSal payments for associate veterinarians based on the ProSal compensation method developed by VMC, Inc.

Requires Microsoft Excel® 1997 or later.



The ProSal and Tiered Compensation Formulas Explained:

Contained within the Compensation binder, and included CD, are descriptions of how the Three/Four Tier and ProSal Compensation systems work and how to implement them within your practice.

Annual Total Compensation Statement:

An Annual Total Compensation Statement can be used in conjunction with the Four Tier and ProSal Compensation formulas in order to determine all costs associated with an individual's employment. Enter employees' data in the Excel workbook, included on the CD, and create a customized compensation statement that can be printed and presented to the employee.



VETERINARY
MANAGEMENT
CONSULTATION