



ProSal Compensation Consultation

ProSal is the most common compensation method for associate veterinarians, but unfortunately, it is also many times the most misunderstood and misapplied.

With this new service you will receive **personalized consultation with Mark Opperman, CVPM**, the “father” of ProSal, to make sure you implement ProSal correctly in your practice. You will also receive his new book on **Compensating Owners and Associates** (\$395 value) along with all of the necessary excel worksheets and documents necessary to implement ProSal.



Provided by:
Mark Opperman, CVPM

ProSal Compensation Consultation: *ONLY \$995*

Includes:

- **Initial consultation with Mark Opperman, CVPM** (*up to one hour*) to discuss ProSal and understand your practice’s needs.
- **Determination of your associate’s compensation package** (*for up to three doctors*). You will be asked to complete a total compensation statement on each doctor, submit their production income for the past year and benefits provided.
- **Mark Opperman, CVPM will review the information you submit and propose a compensation package** that will consist of a guaranteed base, percentage and benefit package that will be fair to both the associate and the practice.
- **2nd Phone consultation** (*up to one hour*) – A second phone call will be scheduled with the practice owner/manager to discuss the compensation package and how to implement ProSal correctly in your practice. You will also receive a “credit for work done” document to complete and review with your associate veterinarian(s).
- **Optional 3rd consultation call with your associate(s)** (*up to one hour*) – If you wish, Mark will speak with your associate(s) to review the compensation package being offered and make sure everyone understands how ProSal works, answer any questions and insure that you get this method of compensation started on the right foot.

Contact us today to get started: (303) 674-8169