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Veterinary Relief Work Agreement

This agreement ("Agreement") is made on the ____ of _____, 20____ between **Denmark Veterinary Relief Services, PLLC** (hereinafter referred to "DVRS") whose business address is 809 Creekside Cres, Chesapeake, Virginia 23320 and _____ (Clinic owner/Authorized representative) for _____, a veterinary clinic (hereinafter referred to as "Clinic") whose business address is _____. DVRS agrees to provide relief veterinary services for the Clinic on the mutually agreed date(s) and shift(s) laid out in "**Article IV – Schedule**". This agreement may be extended by mutual written or verbal agreement by both parties.

Article I

Veterinarian Status and Relationship with Clinic

1. DVRS will provide a Virginia – licensed veterinarian (hereinafter referred to as "Veterinarian") in good standing with the Virginia Board of Veterinary Medicine. The Veterinarian is engaged in the practice of veterinary medicine as a relief veterinarian. Veterinarian does business under the name of Denmark Veterinary Relief Services, PLLC.
2. Veterinarian works solely as an independent contractor and nothing in this Agreement shall be construed as creating the relationship of employer and employee between Clinic and Veterinarian. Veterinarian is not an employee for state and federal tax purposes.
3. DVRS has the right to provide veterinary services elsewhere without restriction.
4. Veterinarian shall practice veterinary medicine compliant with the laws and professional standards set forth by the Virginia Board of Veterinary Medicine and shall conduct themselves in accordance with the values and ethics of the veterinary profession.
5. DVRS will deem all of the Clinic's information regarding business, financial, technical and proprietary information and information regarding patients and their owners as confidential information. Forms, handouts and other documents may not be removed or copied without permission from the Clinic.

Article II

Veterinarian Responsibilities and Requirements

1. Veterinarian will perform medical duties necessary in the examination, diagnosis, treatment and care of patients at the clinic during their stay. Veterinarian retains the right to diagnose, treat and prescribe in accordance with their own professional judgment. The manner, method and means of performing the duties contracted for shall remain within the sole discretion of Veterinarian. Exotic animals, critical care cases after immediate stabilization and specific cases deemed to best benefit from specialist consultation (e.g., orthopedic, neurologic, oncologic) may be referred.
2. Veterinarian may perform the duties contracted for using the supplies and tools normally provided for on the Clinic's premises. Veterinarian may use their own supplies and tools when deemed necessary.
3. DVRS will provide Veterinarian with professional liability insurance and license defense insurance.
4. DVRS is responsible for all business expenses for Veterinarian.
5. DVRS is responsible for the payment of all federal and state income taxes on earnings.

Article III

Clinic Responsibilities and Requirements

1. Given the nature of the profession of veterinary medicine as a profession providing medical services to pets, Clinic will provide a safe, well-equipped working environment on Clinic's premises.
2. Veterinarian may utilize Clinic's staff, drugs, and equipment.
3. Clinic agrees to arrange for coverage of any after – hours emergencies.
4. Clinic will not provide any benefits usually reserved for its employees, including workers' compensation, medical insurance, disability insurance and pension plans.
5. Clinic agrees to file a 1099 – MISC form and provide a copy to DVRS.

Article IV
Schedule/Compensation/Fees

Date(s)	Shift Hours	Agreed Hourly Rate

1. For the provision of relief veterinary services by DVRS for Clinic, Clinic agrees to pay DVRS an amount determined by DVRS and mutually agreed upon by both parties. The amount of fees charged for services may change from time to time, and DVRS shall provide a new fee schedule as fees change. Terms of compensation are specified above.
2. An invoice for hours worked will be provided to the Clinic by DVRS. If more than one shift is worked during the week, the invoice will be provided at the conclusion of the week. **Clinic agrees to pay DVRS within 14 days from date of invoice.** Checks should be made out to Denmark Veterinary Relief Services, PLLC. Any payments not received after the invoice due date shall incur a **2% late fee per week** until the balance due is paid in full.
3. Clinic shall be responsible for any and all costs associated with collection attempts of unpaid balances.

Article V
Schedule/Compensation/Fees

1. This agreement may be terminated automatically if any of the following occur:
 - a. Both parties mutually agree due to differences of personality, practice style or dissatisfaction resulting from substandard performance by either party or malpractice or unethical conduct by either party.
 - b. Clinic fails to remit payment as agreed herein.
 - c. Veterinarian becomes disabled and is unable to fulfill the requirements of Article II.
2. Because scheduling short – term coverage requires blocking out availability, both parties agree to the following tiered cancellation policy:
 - a. Cancellations more than 30 days prior to shift: No fee or penalty.
 - b. Cancellations 14 to 30 days prior to shift: 50% of the total agreed shift rate.
 - c. Cancellations less than 14 days prior to shift: 100% of the total agreed shift rate.

Article VI
Restrictive Covenant and Non – Compete Limits

1. In accordance with Virginia common law, any restrictive covenants must be narrowly tailored. No broad non – compete restrictions shall apply to the right of DVRS to perform general relief work for other regional facilities.

Article VII
Governing Law & Sign – off

1. This Agreement is governed by, and construed in accordance with, the laws of the Commonwealth of Virginia. This contract is not valid without signatures and dates from both parties.

Denmark Veterinary Relief Services, PLLC. **Clinic**

Nicole L. Denmark, DVM Date
Employer ID (EIN): 42-3763352
VA Veterinary License: 0301206361
DEA License: To be provided on an as needed basis

Clinic owner/representative Date