



The COVID-19 crisis requires us to work together, find calm where we can, and most importantly, take care of each other. Our approach has been, and will continue to be, putting the safety and wellbeing of our associates first, doing our part to prevent the spread of the virus and caring for our communities. We remain focused on having our veterinary hospitals continue to safely look after the health of millions of pets.

Our Five Principles guide us to take actions today to set us up for the world we want tomorrow. We have been assessing the situation regarding COVID-19 and as a result we have adapted our hiring practices in order to ensure a mutual and safe recruitment process for all involved.

COVID 19 FAQ:

How is Banfield protecting their associates from COVID-19? At Banfield Pet Hospital, the health, safety, and wellbeing of our patients, our staff, and our community continues to be our number-one top priority amidst the COVID-19 pandemic. We continue to follow increased sanitation and cleaning guidance in our hospitals, practice social distancing, and we encourage associates to look at ways to limit their exposure to the public by leveraging drop-off appointments. Visit our COVID Resource center [here](#) for further information.

What is Banfield doing to support the community? We are proud to share that Mars Veterinary Health has made several donations:

- Seven mechanical ventilators to New York-Presbyterian Hospital from a local BluePearl hospital, and one ventilator to Cambridge Hospital in Boston
- 1,200 N-95 masks to New York-Presbyterian Hospital
- The Banfield Foundation announced a \$500,000 “COVID-19 Respond and Rebuild” grant program

Will any job openings be affected? We continue to hire for vacancies across our business and are still actively interviewing candidates for our open positions. However, Banfield has gone virtual, offering interviews via Skype and Microsoft Teams instead of in person.

What is the work from home policy right now? We are temporarily asking all Associates that can, work from home do so until further notice. This policy may shift as new guidelines and recommendations come out from government officials.

Will you postpone start dates for new associates? We have adjusted our onboarding in light of the current circumstances, your recruiter can discuss the necessary details.

Can I postpone my interview? If you need to postpone your interview, please reach out to your recruiter. We will coordinate a new interview time that works best for you.

How will the coronavirus situation affect my application? During this time, you may experience a slight delay in a response from us however your application will be fully considered, as usual.

Will my job be available if I am unable to get my veterinary license on time? We are exploring all options currently to help with the state license delays. Contact your local Recruiter for more detail.

If I'm applying for a hospital position and have a virtual interview, will I be able to still see the hospital? Yes, our virtual interviews provided a similar experience as if you were in the hospital in person.