



Fetchers Compensation and Benefits Policy

At Fetchers, we want to invest in your growth with us! We hope you succeed! We hope you have a great experience! It will be challenging at times, but it will be worth it!

Team Mission - "To provide the most rewarding work environment which fosters a growth of professional, honest, and humble work ethic through mentorship and servant leadership.

Team Vision - We employ both people experienced in animal care and inexperienced animal lovers looking for an honorable and viable career in animal care. We help develop a custom plan for each individual that will lay out what is needed to achieve their career goals. We provide mentorship and tools in order for driven individuals to always be able to grow as Fetchers grows in order to reach the team's fullest potential.

Compensation - Starting pay for an inexperienced dog handler is higher than any other kennel in Fargo Moorhead. If your performance and growth meets or exceeds expectations, we will guarantee a substantial raise each year. Often between \$.50-1.50/hour/year.

-Dog Handler pay range is between \$11-\$15/hr

-Compensation for other positions is based on your performance and your career goals. If you have a compensation goal in mind, we will work with you to build a path to achieve it!

- Once hired we will go over more confidential information regarding our Merit Increase Program

Retirement program and matching - After 1 year of employment, we match up to 3% of your wage based on what you put into your retirement accounts. Our retirement companies portfolios have made over 15% return on investments and are flexible to your needs and can roll over from previous employment or after employment.

Paid Time Off - You will accrue paid time off beginning after your 90 day training in period is over. This can be used for any time off you need (illness, vacation, etc).

Paid Maternity / Paternity leave - After 1 year of employment, you are eligible for 1 week paid maternity or paternity leave. For each year employed you are eligible for paid leave up to 6 weeks. Some advanced PTO allowed as well.

Childcare reimbursement benefit - We support working parents! If you have a child under 2 years old we will pay a monthly benefit of \$150 to you.

Health Insurance partial reimbursement - With the rising cost of healthcare we offer \$150/mo if you find this health sharing ministry helpful.

Premiums are \$349-400/month depending on plan choice for individuals



Performance based bonus incentives - At Fetchers, we want to reward driven individuals and a driven team. We will incentivise business growth metrics such as number of dogs, showing up on time, no dog injuries, etc. This is on top of your wage and the bonus is put into a pool and divided out by the number of hours you worked for that pay period.

Long term employment bonus incentives - No matter what position you are in, we want to thank loyalty. If you have been a member of the Fetchers team for 3+ years, you will get a loyalty bonus payment based on the business performance 3 years prior when you first started making an impact in the business. Thank you for your loyalty!

Discounted animal care - We allow you to bring your dog/s to daycare for free so long as they are obedient, do not distract you from your work, and able to be treated as professionally as we would treat client dogs. This can be a real benefit for their health and wellbeing. Boarding rates are reduced for employees.

Ongoing training in animal care and behavioral education - Owner, Jack Lelwica has been professionally training dogs since 2010 and has been one of many resources Fetchers has to speak about dog behavior, social pack handling, and more. We also have Jeff Gellman, Solid K9 Training from Rhode Island come yearly to run a dog training seminar free to employees. This helps us learn balanced dog handling techniques that are industry standard, kind, and effective. Shannon Neisen, is a licensed vet tech and has been paramount in teaching about animal care, medication administration, and proper handling during bathing procedures. We are always looking for more ways to grow and improve our knowledge of animal care and you will be a part of the education along the way!