



**HIRE POWER
CONSULTING**
A Veteran Owned Company



HIRE POWER CONSULTING

VETERINARY NON-COMPETE

SOCIAL IMPACT REPORT

This PDF provides a summary of all 2022 social media engagement aimed at ending the use of Non-Competes in the veterinary industry

Non-Compete Petition Timeline

In March of 2022, Paul started an online petition to gain support for ending the non-compete. To date, it has been signed by nearly 6,000 people. Those signatures represent all the individual voices who believe veterinarians deserve better and the unethical use of non-competes should end.



It all started with a phone call...

from a distraught veterinarian. This young veterinarian was being punished and ignored for voicing her concerns. She was simply asking for the mentorship and opportunities she was promised. She knew she needed to get out. She wanted to find a new practice but quickly realized she was trapped by the non-compete she had signed without fully understanding it's impact on her future. She desperately looked for work outside of her non-compete radius but the only positions she found would require a daily commute of about 2 hours. Not wanting to miss even more time with her family, or uproot them completely, she decided to continue practicing in a toxic environment.

This was the moment Paul knew he had to do something. He negotiated a buy-out between her current and new employer, then waived his own fees so the new practice owner could afford to hire her and pay the buyout price. Her story had a happy ending and sparked the pursuit of justice that sent Paul on a mission to end the unethical use of non-competes in the veterinary industry.

How many veterinarians are struggling with the decision to either move their families, continue working in a toxic environment or just leaving veterinary medicine all together? We may never know but even if the answer is just one, that's one too many.

This is not a fight Paul can win alone. He needs the veterinary community to align behind this cause and make it known that they will no longer accept a non-compete. Stand up and tell your employers to end your non-competes. Sign the petition, comment and share Paul's posts on Linked-In and most importantly, let the world know that you support the end of the veterinary non-compete.

January 2022 - Hire Power announces it will no longer support employers who require non-competes.

March 2022
Petition starts

April 2022
Petition reaches 1,500 signatures

June 2022
Petition reaches 2,800 signatures

August 2022
Petition reaches 3,900 signatures

October 2022
Petition reaches 4,500 signatures

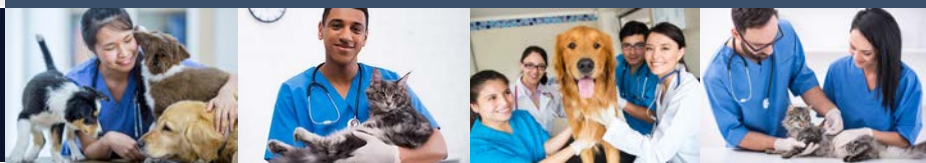
December 2022
Petition reaches 5,900 signatures

Over 5,900 Signatures!

That's over 5,900 voices currently being ignored by most of the major veterinary employers.

Sign the Petition here:

Change.org/EndTheVeterinaryNonCompete



SOCIAL IMPACT REPORT

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Paul Diaz

Our Founder & Principal Consultant

On Why Ending the Veterinary Non-Compete Became His Battle to Fight

As far as I'm concerned, veterinarians are some of the most incredible humans walking the Earth. Anyone who dedicates their life to the care of animals will always be a special person to me.

I started Hire Power Consulting three years ago after spending about two and a half years as the VP of DVM Recruiting for a corporate veterinary employer. My exit from that company was not something I wanted but it became one of the best things that ever happened to me. My best work comes at times when my back is against the wall. Faced with the reality of being unemployed, I immediately started reaching out to my network for a new job. At some point during my job search I was hit with an epiphany that immediately changed my course. Why would I want to work for another corporate employer when, without any exaggeration, I literally taught my last employer everything about recruiting. I was the very first person they ever hired who had actual recruiting experience. Our results were incredible but, in the end, new leadership came in and suddenly it wasn't enough. They took everything I gave and showed me the door. That's when I decided I didn't want to put my future in someone else's hands. I knew I could recruit veterinarians better than anyone else and that's how Hire Power started.

It didn't take long before the non-compete horror stories started to roll in. Non-competes were never even on my radar because I spent most of my career in California. I finally had enough after hearing a horrible story from a veterinarian which became the subject of my "Suffer In Silence" article. Her story compelled me to act. Her story, and the trauma she suffered triggered a part of me that had been embedded into my personality during my service in the US Marines. The Marine Corps has long history of fighting for those who cannot fight for themselves. As a Marine, I am obligated to continue that tradition.

On an even more personal level, the bond I have with my service dog, Stella, is one which words cannot accurately describe. She is my lifeline, the center of my world and my very best friend. The Human/Animal bond can be an incredibly powerful force and I'm fortunate enough to share that bond with her. As far as I'm concerned anyone who chooses a profession in which they may be responsible for her care, is somebody worth fighting for.

I feel the need to remind everyone that there are veterinarians out there who do not deserve this praise. The ones who sit atop of these major corporations, who can influence a positive change yet choose to do nothing, are clearly not to be admired. Veterinarians who now recruit other vets into organizations that require non-competes without articulating the potential career limiting damage the non-compete can do, are clearly not interested in the well-being of the candidate. Instead of demonstrating loyalty to your colleagues you choose loyalty to a company that will replace you the second a better option comes along. We all know who you are and we will all remember your names for what you failed to do.

Veterinarians deserve better. It's time to be loud and to be heard. Tell your employers, tell the recruiters, tell everyone you will NOT sign a non-compete!



<https://www.linkedin.com/in/pauldiaz123>



www.hirepower.com



paul.diaz@hirepower.com



(301)517-6436

HOW YOU CAN HELP END THE NON-COMPETE

Sign the Petition:

[Change.org/EndTheVeterinaryNonCompete](https://change.org/EndTheVeterinaryNonCompete)

Don't Sign a Non-Compete:

It's just that easy. Let potential employers know that you will not sign one upfront.

Engage Corporate Executives:

Let them know you want your non-compete ended. Organize and send the message as a united front.



Where Are Our Industry Leaders?

The inability of corporate executives to defend their own employment requirement is a slap in the face to those who work in their organizations. These executives earn the greatest share of the revenue generated by the veterinarians whose earning potential they restrict with a non-compete. Executives who are unable to defend a policy they enforce, which has detrimental impacts on their employee's opportunities, earning potential and mental health, are simply unfit to lead.

- Comment on the AVMA's Model Veterinary Practice Act and Principles of Veterinary Ethics by emailing mvpa@avma.org and pvme@avma.org. Let your advocates know that you support ending the non-compete
- Speak at your veterinary school and educate the next generation of veterinarians about non-competes. Empower them to refuse signing one.
- Any time an employer contacts you, make sure you ask if they require a non-compete as your first question. If they say anything other than, "No", tell them you're not interested.
- Take a prominent stand with your social media profiles. Make sure you clearly state "I will not sign a non-compete" so it's the first thing employers see.
- Support each other and rally around your veterinary colleagues. If you've had a bad experience with a non-compete, share your story. If your employer doesn't require one, make it know so others can reach out for opportunities.
- Most importantly, don't ever forget exactly how much power you have. There is not a single veterinary employer who can survive without you. The key is organization. Trust that there are others who think like you but if you all remain silent, you'll never find each other.

FEDERAL TRADE COMMISSION

N O N - C O M P E T E B A N



WHAT YOU NEED TO KNOW

The Federal Trade Commission proposed a new rule that would ban employers from imposing noncompetes on their workers, a widespread and often exploitative practice that suppresses wages, hampers innovation, and blocks entrepreneurs from starting new businesses. By stopping this practice, the agency estimates that the new proposed rule could increase wages by nearly \$300 billion per year and expand career opportunities for about 30 million Americans.

The FTC is seeking public comment on the proposed rule, which is based on a preliminary finding that noncompetes constitute an unfair method of competition and therefore violate Section 5 of the Federal Trade Commission Act.

“The freedom to change jobs is core to economic liberty and to a competitive, thriving economy,” said Chair Lina M. Khan. “Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions, and depriving businesses of a talent pool that they need to build and expand. By ending this practice, the FTC’s proposed rule would promote greater dynamism, innovation, and healthy competition.”

Companies use noncompetes for workers across industries and job levels, from hairstylists and warehouse workers to doctors and business executives. In many cases, employers use their outsized bargaining power to coerce workers into signing these contracts. Noncompetes harm competition in U.S. labor markets by blocking workers from pursuing better opportunities and by preventing employers from hiring the best available talent.

To comment on the FTC’s Proposed Rule to Ban Non-competes Nationwide, click here:

<https://www.ftc.gov/news-events/news/press-releases/2023/01/ftc-proposes-rule-ban-noncompete-clauses-which-hurt-workers-harm-competition>

Source: United States Federal Trade Commission, www.ftc.gov

The Most Powerful Post of 2022:



Paul Diaz • 1st

Founder and Principal Consultant at Hire Power Consulting US Marine Corps Veter...
1mo • 🌐

"You are pissing off the most powerful people in the industry."

An operations director for one of the largest veterinary employers in the country said this to me recently.

My immediate reaction was confusion. How was I pissing them off? I get supportive messages from veterinarians almost daily. My inbox is full of encouragement from veterinarians all over the country and even some from abroad.

That's when it hit me. He really believes these company executives hold the power. They generate ZERO revenue, they aren't there to hold a grieving pet parent, they don't comfort scared animals, not a single person who visits an animal hospital and pays for veterinary services does so because of the executives.

But what they can do is use a non-compete to control your ability to earn, to prevent you from taking opportunities, to force you into life altering decisions and to damage your mental health.

Refuse to sign non-competes. It's that simple. Organize and align behind this cause. If they won't support you, you all must support each other. Take back your industry.

[#endtheveterinarynoncompete](#)



Candi Sasser and 212 others

50 comments • [19 reposts](#)

This post was viewed over 18,000 times. The top 5 companies who viewed this are:

- #1- VCA Animal Hospitals
- #2- Banfield Pet Hospital
- #3- Thrive Pet Healthcare
- #4- NVA/NVA-Compassion First
- #5- Mission Veterinary Partners

And what do they all have in common? Yes, non-competes and silent executives. They will be remembered for doing nothing when they could have set the example and made a difference.

Approximately 95 engagements were directed at Mars Veterinary Health and its executives during 2022.

100% of these engagements were ignored.

The following images are a few examples of those engagements.



Paul Diaz Author

9mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Mars, **Mars Veterinary Health**, **Mars Petcare** Just re-tagging all your brands to make sure you didn't miss this one. Will you discuss why you require non-competes, how requiring a non-compete aligns with your 5 Principles, how non-competes demonstrate your "care for veterinarians", etc? As the largest employer of veterinarians with an obvious concern about the shortage it seems reasonable to expect you'd be willing to explain why restricting a veterinarians ability to earn and to practice is so important to your organization. You can email me at paul.diaz@yahoo.com.

Like · 3 · Reply · 1 Reply



Paul Diaz · 1st

6mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Dr. **Jennifer Welser, DVM, DACVO**- Have you considered how non-compete agreements exacerbate the veterinarian shortage, reduce access to care and negatively impact the well being and mental health of veterinarians?

You're asking if people want to contribute to the solution. I do. I cannot do this alone. Will you help? As a representative of the largest veterinary employers, you and your organization can positively influence the entire industry by simply ending a completely unnecessary restriction placed upon thousands of veterinarians.

Like · 10 · Reply · 14 Replies



Paul Diaz · 1st

2mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Doug Drew Your first point in this article mentions "rethinking ways to retain talent." Since your post is about "industry challenges", I feel it's safe to infer you mean retaining industry wide talent for the whole profession, not just retaining Mars talent.

The non-compete is a precursor to burnout. Requiring veterinarians to choose between staying in a toxic work environment or making a major life decision to simply change jobs is not an effective talent retention tool. I can go on about the reasons why non-competes negatively impact veterinarians and pet parents.

Since 100% of your executive peers have dodged these questions, I'm curious to see if you will follow or lead. Will you state your position on non-competes? Do you see non-competes as part of the future of veterinary medicine? Will you support ending the non-compete requirement?

I'm curious to know if Mars really wants to make this a "better world for pets" or just a better world for some pets.

Like · 4 · Reply · 2 Replies



Paul Diaz · 1st

7mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Jennifer Welser, this is an insightful and important post. Mental health and well-being needs to remain a top priority in vetmed. It seems as if most organizations are taking steps to treat/support symptoms and not enough emphasis is placed on identifying and eliminating common causes.

You are asking leaders to "come together" to create a culture of well-being. Will you do the same and support an initiative to end the veterinary non-compete? The non-compete is a CAUSE of stress and mental health health issues for many veterinarians. As far as I know, every **Mars Petcare/Mars** veterinary company requires veterinarians to sign them.

Please....please help influence your organization to demonstrate the leadership this industry needs by ending the non-compete for all veterinarians working at a Mars owned companies. It would send a clear message to all employers and others will follow, if not because it's the right thing to do, then because they won't want Mars to have an even bigger competitive advantage when it comes to hiring veterinarians. Either way, it's a win for veterinarians and that's who your post is supporting anyway, right?

[#endtheveterinarynoncompete](#)

Like · 4 · Reply



Paul Diaz · 1st

2mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Poul Weihrauch Did you or any of those senior leaders bring up non-competes and how requiring them is in direct conflict with the Mars Principle of mutuality? If not, would you consider having a conversation about it with me?

Like · 8 · Reply · 1 Reply



Paul Diaz · 1st

2mo ***

Founder and Principal Consultant at Hire Power Consulting US Marine C...

Patrick DuBois Maybe you can help me understand, how is this possible-

"At Mars we celebrate diversity, inclusion, self and career development, mental health and your wellbeing."

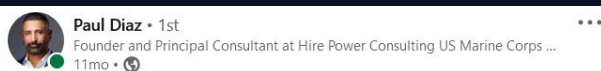
At a company that holds more veterinarian non-competes than any other organization in the world?

Like · 14 · Reply · 2 Replies

Approximately 150 engagements were directed at VCA Animal Hospitals and its executives.

100% of these engagements were ignored.

The following images are a few examples of those engagements.



I recently commented on the post below from Dr. Todd Lavender of [VCA Animal Hospitals](#) (see the post to read my comment). I truly do appreciate any and all efforts to improve the future of veterinary medicine. I just cannot overlook how critical it is for that future to exclude the non-compete requirement. The impacts of non-competes on veterinarians are all negative. How can you plan to build a positive future for these compassionate professionals without eliminating it? I look forward to his response and hope they'll engage me in a dialog about it.

If you'd like to support this initiative, I encourage you to sign and share this petition:

<https://lnkd.in/d5ehVQAJ>

Veterinary professionals deserve better. Help me fight for them!

[#endtheveterinarynoncompetes](#)



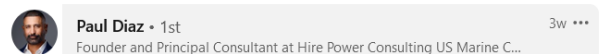
Sharing my perspective on why we at [VCA Animal Hospitals](#) are taking care of the future of veterinary medicine. We've got an opportunity and an obligation to do more. [Mars Veterinary Health](#) [#vcacares](#) [#abetterworldforpets](#)



Writing the VCA Story

Todd Lavender on LinkedIn • 2 min read

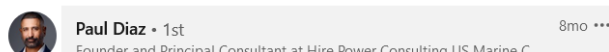
Our family of hometown animal hospitals – and the support offices making sure we stay u...



[VCA Animal Hospitals](#) - Can someone, anyone, from any [Mars Veterinary Health](#) company explain how you can promote making a "better world for pets" while requiring your veterinarians to sign non-competes which literally prevents them from treating pets? Seriously, am I the only one who sees how hypocritical this is? If you truly cared for the world's pets, you wouldn't restrict those whose sole purpose in life is to care for them.

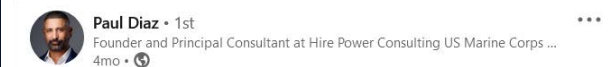
Let's be real. End the non-compete!

Like • 13 | Reply • 5 Replies



Does that future include the elimination of non-competes so veterinarians can be free to choose their own career path like every other employee?

Like • 5 | Reply • 7 Replies



[VCA Animal Hospitals](#), one of the largest veterinary employers in the United States, owned by [Mars Petcare](#), the largest veterinary employer in the world, would suffer "serious and irreparable damage" if a single veterinarian decided to work at another hospital in the same town. THINK ABOUT THAT.

Veterinarians, when you sign a non-compete you are giving up your right to choose who you work for. You give up your right to care for any animal that needs you. You will restrict your earning potential and can potentially force yourself into some life altering decisions that may also impact your families. Is that worth it? These companies CANNOT survive without you. You can improve your own work environment by demanding the end of the non-compete!

Over the next few days, I'll be commenting on different sections of this contract. Stay tuned.

[#endtheveterinarynoncompetes](#)

3. Non-Competition.

(a) The Employee agrees that the Hospital's business is local in scope and that VCA would suffer serious and irreparable damage, including loss of goodwill if, upon termination of the Employment Relationship, Employee competed with VCA by providing veterinary services for clients who currently are regular clients of the Hospital. It is understood that the restrictions contained in this Section are necessitated in part because of the time, effort, and resources required to develop VCA's

business, its continued development and maintenance of that business, and in the event that the Employment Relationship is terminated, the additional time and effort necessary to replace Employee.

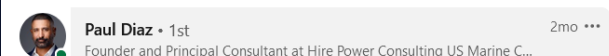
(b) Employee agrees that for a period of eighteen (18) months after Employee's separation, for any reason, of the Employment Relationship, Employee will not provide veterinary services for clients as an employee, contractor, owner or partner of any competing business located within a five (5) air-mile

radius of the Hospital's premises. Employee further understands and agrees that for a period of eighteen (18) months after Employee's separation for any reason, Employee will not develop, open, or create any competing business that provides veterinary services for clients within a five (5) air-mile radius of the Hospital's premises. For the purposes of this Restrictive Covenant Agreement,

it is agreed and understood that the term "competing business" is defined to mean any person or entity engaged in the business of operating small animal veterinary hospitals or clinics or providing same or substantially similar services to those performed by the Hospital.

De Ann Lowder Jones and 68 others

31 comments • 8 reposts



[Christine Priest](#) As a DVM responsible for recruiting veterinarians, do you believe the non-compete has any benefit to the veterinarian and would you recommend signing a contract containing a non-compete?

Like • 5 | Reply

Approximately 110 engagements were directed at Banfield Pet Hospitals and its executives.

100% of these engagements were ignored.

The following images are a few examples of those engagements.


Paul Diaz • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
9mo •

Brian Garish Can you please comment on how this people first culture can co-exist with a Corporation first policy such as Banfield's veterinary non-compete requirement? I simply do not see how a corporate culture can be celebrated as "People First" when the main people responsible for the success and profitability of the corporation are required to sign a non-compete which restricts their ability to earn, to practice and to choose their own career paths. It's damaging to their lives. Please help me understand, otherwise this feels like a big hypocrisy.

Brian Garish • 2nd
9mo • [Follow](#)

The voice of our Associates leads the future of our organization.

Our approach has been guided by Mars' purpose-driven efforts—ar [...see more](#)



A Purpose-Driven Culture Built on Putting People First
triplepundit.com • 6 min read

21 3 comments

Paul Diaz • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C...
8mo •

Molly McAllister, DVM, MPH Would you be open to a discussion on how Banfield Pet Hospital's non-compete requirement can co-exist with this philosophy of creating a "better world for pets and the people (including the veterinary teams) that love them"

Like • 4 | Reply

Paul Diaz • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C...
3mo •

Molly McAllister, DVM, MPH Was there any discussion about non-competes and their impact on veterinarian mental health and the vet shortage? Surely a group focused on "making the world a better place" spent at least some time talking about this topic, right?

Like • 3 | Reply • 3 Replies

Paul Diaz • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C...
4mo •

Molly McAllister, DVM, MPH This is an inspirational post. From what I know, your work has been incredibly impactful. You mention the availability of opportunities as one of the most important things you've learned. You also mention how satisfying it is to be in leadership. As a leader, do you feel it's your obligation to pave the way for others to realize all the opportunities available to them? I do, and if you agree with me, do you see how maintaining a corporate policy requiring veterinarians to sign a non-compete prevents them from exploring the opportunities available to them?

If someone as influential as you would join me in this fight to end the veterinary non-compete, the industry would begin to change for the better.

Will you be the leader this industry needs by being one of the first to stand up and say, "Non-competes are wrong and veterinarians deserve the right to explore all opportunities", just like you and I can?

Like • 4 | Reply

Paul Diaz • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C...
1mo •

Jeffery Ellison will you comment on the irony of receiving an award for a mental health wellness program while also having a corporate policy requiring non-competes which do nothing but DAMAGE veterinarian's mental health? Do you see the hypocrisy in this? It's as if you intentionally implement a requirement to damage mental health and then develop a program to treat the symptoms. The worst part is, you're "proud" of it (your words, not mine).

Have you ever considered that eliminating mental health stressors could have an even greater overall impact than simply treating/addressing the symptoms?

There will come a time that all veterinarians become just as vocal as me, if not more so. When it comes down to a choice between generating revenue and non-competes, we all know which one you'll choose.

It's time we have a real conversation about this. What do you say?

To the influential organizations and people tagged, please help raise awareness. Veterinarians deserve better!


WorkLife, Emily Brill, Dr. Jill López, Isaiah Douglass, MBA, CFP®, CEPA, AVMA (American Veterinary Medical Association), Veterinary Business Management Association, Today's Veterinary Business, Veterinary Practice News, PR Newswire, dvm360®

Like • 2 | Reply

Approximately 65 engagements were directed at BluePearl Specialty + Emergency Hospitals and its execs.

100% of these engagements were ignored.

The following images are a few examples of those engagements.

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
10mo • 🗨️


Reposting this one to see if we can get a comment from any representative of [BluePearl Specialty + Emergency Pet Hospital](#).

Over 5,000 views and according to the stats, many of those are from BluePearl and other [Mars/Mars Petcare](#) companies.

All I'm trying to understand is why you need to prevent veterinarians working for you from being veterinarians for anyone else?

Let's talk about it!

[#endthenoncompete](#)

 **Paul Diaz** • 1st
11mo • 🗨️


Specialty/ER Veterinarians and vet students, I've got a doozy for you! This is one of the most aggressive non-competes I've seen, and we're just getting started.

...see more

(d) Non-Competition Professional covenants that Professional will not, directly or indirectly, during Professional's employment with Hospital and during the two (2) year period of time after the termination of Professional's employment with Hospital (the "Restricted Period"), and anywhere within a fifteen (15) mile radius of any current or future location within the Philadelphia Metropolitan Statistical Area (as defined by the United States Office of Management and Budget) out of which Hospital (or its Affiliate) is conducting business (collectively, the "Market Area"), either (i) have any ownership interest (whether as proprietor, partner, member, stockholder or otherwise) in any entity or enterprise engaging in the Business, or any portion of the Business, other than in BluePearl or any of its Affiliates, or (ii) act as an agent, employee, officer, director, manager, contractor, broker or distributor for, or adviser, landlord, lender, or consultant to, any Person that is engaged, or which Professional reasonably knows is undertaking to become engaged, in the Business or any portion of the Business. In addition, while employed by Hospital, and as part of the duty of loyalty to Hospital owed as an employee, Professional agrees that Professional will not, directly or indirectly, engage in the practice of veterinary medicine except on behalf of BluePearl, Hospital or any other Affiliate, or take any affirmative act to establish or acquire a competitive Hospital in the Market Area, unless BluePearl or Hospital first provides its written consent, which may be withheld in BluePearl's or Hospital's complete discretion. Notwithstanding the foregoing, while employed by Hospital, Professional may service as a relief veterinarian for general veterinarian practices (that do not offer after-hour emergency services or specialty services) as long as such employment is not greater than three consecutive days per month at any one practice, does not exceed ten (10) days consecutive weeks, and so long as such relief services do not interfere with Professional's full-time employment with Hospital. The term "Person," as used in this Agreement, means any individual, corporation, partnership, limited liability company, estate, trust, association, governmental agency, or any other entity.


🗨️ 1

1 comment

 **Paul Diaz** Author
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
8mo • 🗨️

[BluePearl Specialty + Emergency Pet Hospital](#) Any comment?

Like | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
7mo • 🗨️

I'll commit to continuing this effort to end the veterinary non-compete. A completely unethical contractual clause that contributes to mental health concerns for many veterinarians.


A clause your organization enforces across all of its veterinary companies.

Will you join me in the effort to end the non-compete?

[#endtheveterinarynoncompete](#)

[VCA Animal Hospitals](#), [Banfield Pet Hospital](#), [BluePearl Specialty + Emergency Pet Hospital](#), [Antech Diagnostics](#),

Like • 🗨️ 3 | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
11mo • 🗨️

The image below is a snapshot of the stats from just one of my posts calling for the end of the veterinary non-compete.

In an earlier post, I made a claim stating that I was confident many representatives from corporate employers who still have non-competes have seen my posts but have not made a single comment to defend their non-compete requirements.

Now I can factually share that those company representatives have in fact seen my posts and are simply choosing to stay silent on the topic.

I will continue to ask them to engage me in this dialog. I truly do want to understand why they think it's necessary and how it helps the industry.

If anyone from [VCA Animal Hospitals](#), [Banfield Pet Hospital](#), [IDEXX](#), [Zoetis Inc.](#), [BluePearl Specialty + Emergency Pet Hospital](#), [National Veterinary Associates](#), [PetVet Care Centers](#), [Pathway Vet Alliance](#) or any other major corporate veterinary employer is willing to discuss this with me, I'm all ears!

paul.diaz@hirepower.com

Approximately 80 engagements were directed at National Veterinary Associates and its executives.

100% of these engagements were ignored.

The following images are a few examples of those engagements.



Paul Diaz • 1st

Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
10mo • 3

The image below is the 'acknowledgment section' of an employment contract from [NVA Compassion-First](#). It's the lead in before you get to the non-compete terms.

Based on what I can find online, [NVA Compassion-First](#) has annual revenues of over \$500 MILLION, yet, section 4.1.d in this employment contract states they will be "Irreparably harmed" if this veterinarian were to "provide services" to any animal that wasn't a NVA client.

This is the exact same clause I found in a contract from [Mission Veterinary Partners](#). They never commented.

BUT it doesn't stop there! Look at section e. I have NEVER seen this statement in an employment contract. They are asking the veterinarian to acknowledge that he/she has the means to support their family without having to provide veterinary services for anyone other than NVA. THIS IS ABSOLUTELY DISGUSTING AND SHAMEFUL. If your family situation changes, they are ok with you earning extra money driving Uber, but not by working in the profession you dedicated your life to. I can only imagine how damaging this can be to a new grad.

I would appreciate comments or any dialog with someone from NVA who can articulate how a single veterinarian is going to do irreparable harm to your company AND why it is necessary for you to prevent a veterinarian from earning additional income to support their family. Very simple questions.

VETERINARIANS....Please stop signing these one-sided contracts.

[#endtheveterinarynoncompete](#)

4. [Covenant Not to Compete.](#)

4.1 [Veterinarian's Acknowledgment.](#) Veterinarian agrees and acknowledges that in order to assure the Company that it will retain its value and that of the Business as a going concern, it is necessary that Veterinarian undertake not to utilize Veterinarian's special knowledge of the Business and Veterinarian's relationships with customers and suppliers to compete with the Company. Veterinarian further acknowledges that:

(a) the Company is and will be engaged in the Business during the Employment Period and thereafter;

(b) Veterinarian will occupy a position of trust and confidence with the Company and, during the Employment Period, Veterinarian will become familiar with the Company's trade secrets and with other proprietary and Confidential Information concerning the Company and the Business;

(c) the agreements and covenants contained in this [Section 4](#) are essential to protect the Company and the goodwill of the Business;

(d) [Veterinarian's employment with the Company has special, unique and extraordinary value to the Company and the Company would be irreparably damaged if Veterinarian were to provide services to any person or entity in violation of the provisions of this Agreement; and](#)

(e) [Veterinarian has means to support Veterinarian and Veterinarian's dependents other than by engaging in the Business, or a business similar to the Business, and the provisions of this Section 4 will not impair such ability.](#)



38

16 comments



Paul Diaz • Author

Founder and Principal Consultant at Hire Power Consulting US Marine C...
9mo • 3

[NVA Compassion-First](#) Any comment?

Like | Reply



Paul Diaz • 1st

Founder and Principal Consultant at Hire Power Consulting US Marine C...
6mo • 3

Hello [Stephen Henderson, DVM](#) Congratulations on your new role! As a DVM mentoring the next generation of veterinarians, can you share your position on non-competes and would you advise this next generation to sign them or avoid them?

Also, thank you for your service. I don't regularly come across other veterans in this industry so I make it a point to show my appreciation when I do. Meeting a Mustang in this industry is even more rare. US Enlisted folks always gave a bit of extra respect to our Mustangs.

Like | Reply



Paul Diaz • Author

Founder and Principal Consultant at Hire Power Consulting US Marine C...
4mo • 3

[Stephen Henderson, DVM](#), Any comment? As someone who "Encourages, educates, uplifts, and propels young veterinarians into successful careers; advocates for mental wellbeing in the veterinary medical community" I would think you'd support ending the non-compete especially since it's known to have negative impacts on mental health. I look forward to hearing your thoughts and hope you'll help advocate to end this practice.

Like | Reply



Paul Diaz • 1st

Founder and Principal Consultant at Hire Power Consulting US Marine C...
1mo • 3

[Sandra Faeh Butler](#) as a mentor to the next generation of veterinarians, do you recommend they start their careers with an employer who requires a non-compete?

Like | Reply



Paul Diaz • 1st

Founder and Principal Consultant at Hire Power Consulting US Marine C...
1mo • 3


[NVA Compassion-First](#), [SAGE Veterinary Centers](#), [Ethos Veterinary Health](#)- When discussing these new goals for the future did anyone bring up the topic of ending non-competes? Is this something your organization is planning to do as part of your contribution to the wellbeing of veterinarians and the profession as a whole?

Like | Reply

Approximately 55 engagements were directed at Mission Veterinary Partners and its executives.

100% of these engagements were ignored.

The following images are a few examples of those engagements.

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
10mo • 🗨️


Reposting this one to see if we can get a comment from anyone at [Mission Veterinary Partners](#).

Can you please explain why a veterinarian cannot work in their own home town after working for you and how one single veterinarian is going to do irreparable damage to your company by being a veterinarian for another employer?

All I'm trying to understand is why you need to prevent veterinarians working for you from being veterinarians for anyone else?

Let's talk about it!

[#endtheveterinarynoncompete](#)

 **Paul Diaz** • 1st
11mo • Edited • 🗨️


Here's a section of the non-compete agreement from [Mission Veterinary Partners](#).

...see more

d. the Team Member's employment with Company has special, unique and extraordinary value to Company and **Company would be irreparably damaged** if the Team Member were to provide services to any person or entity in violation of the provisions of this Agreement; and


e. **there are sufficient employment opportunities available that will not require the Team Member to engage in the Business in the Territory.**

1 comment

 **Paul Diaz** **Author**
Founder and Principal Consultant at Hire Power Consulting US Marine C...
8mo • 🗨️

[Mission Veterinary Partners](#) Still waiting for your comment.

Like | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine Corps ...
7mo • 🗨️

The screenshot below is an email response from a hiring manager at [Mission Veterinary Partners](#) to a DVM job seeker who told them she would not consider their position unless they eliminated the non-compete clause from her contract.

A few points to note:

1. The author of this email clearly states that they will allow her to work without a non-compete for 12 months to "try it out" and that if she wants to go elsewhere she is "free to move on."

*I interpret this to mean that after the 12 months, the non-compete will be in effect and she will LOSE the freedom to simply "move on."

2. The very next sentence, "And beyond that year, if you hate us, we don't want to keep someone who is unhappy anyway."

*If this true, why does [Mission Veterinary Partners](#) have a non-compete at all. Very misleading statement especially since the author talks about their non-compete in the following sentences. This is clearly untrue.

3. Next sentence, "Our non-competes differ from other groups that preclude you from working anywhere in the Country."

*I have never seen a nationwide non-compete in the veterinary industry. Another misleading statement unless someone can show me one.

4. "If you're looking to work in California, I know our non-competes are different there."

*That's because non-competes are illegal in California. This is so misleading and dishonest.

[Mission Veterinary Partners](#)...In your own words, you have made it known that you are fully aware of the freedom taken from veterinarians who sign non-competes. If you don't need them for 12 months, or at all in California, why do you need them?

Will you end your non-compete or at the very least engage me in a dialog to explain why you need it. Help us all understand.

I'm tagging several executive leaders for awareness. I hope at least one will reach out to me.

[Perry Kirby](#), [Courtney Kennedy](#), [Molly McVay](#), [Dan Markwalder](#), [Michael Aubrey](#), [Matthew Davis](#), [Julia Kellogg](#), [Dr John Talmadge](#)

Approximately 75 engagements were directed at Thrive Pet Healthcare and its executives.

100% of these engagements were ignored.


The following images are a few examples of those engagements.

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 9mo ***

This is an incredible benefit and I'm sure many in your organization are thankful for it. If ensuring your team members "thrive in life" is as important as you say it is, can you explain why you still require veterinarians to sign a non-compete agreement? Will you back your own words and end your non-compete so these veterinarian can truly thrive without the restrictions of a non-compete? I'll continue to check back for your response!


[Paul Diaz](#)

Like | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 8mo ***


[Thrive Pet Healthcare](#) Does your "shaping the future of pet healthcare" include non-compete agreements?

Like | 2 | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 8mo ***

[Thrive Pet Healthcare](#) Any comment on your stance regarding non-competes?


Like | Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 5mo ***

[Bob Murtaugh, DVM, MS](#) More veterinary schools will definitely help in about 7+ years but treating veterinarians like their human health counterparts will help today. As someone running for AVMA President, would you advocate for ending the veterinary non-compete? Doing so would enable veterinarians across the country to have a primary employer while working extra shifts at hospitals that need them just like human health doctors. It would also increase their earning potential which would entice others to join the profession, and it would eliminate a known stressor that leads to mental health issues. Eliminating the non-compete has nothing but positive impacts on the individual veterinarian. Will you advocate for it and make this a call to action for the AVMA if you were to be elected?


[Isaiah Douglass, MBA, CFP®, CEPA, Kent Kruse, DVM](#)

Like | 14 | Reply | 11 Replies

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 4mo ***

[Bob Murtaugh, DVM, MS](#) Have you considered that those very same goals can be achieved by eliminating the non-compete?


Like | 11 | Reply | 2 Replies

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 4mo ***

[Bob Murtaugh, DVM, MS](#) - This is the second post of yours on this topic, that I have seen. The first post about a week ago has several comments and perspectives on this issue. I raised the point about non-competes being another cause. I'm looking forward to hearing your thoughts. I find it interesting that you reference the increasing number of vets seeking relief roles. Yes, those jobs come with incredible flexibility for the doctor but you know what else you generally DON'T get with a relief job, a non-compete.

You made it clear, in the past, that you were a supporter of non-competes. Has your opinion changed now? It would be great to have you as an ally working with me to help eliminate non-competes in this industry.

Like | 6 | Reply | 4 Replies

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 1mo ***

[Becky Ash, Thrive Pet Healthcare](#) - There are at least 50 Thrive hospitals in CA where non-competes are illegal, yet your company requires them in every other state that doesn't have a law against them. If a veterinarian stopped by and asked why they'd have to sign one in their home state seeing as how you seem to operate successfully in CA without non-competes, how would you answer that?

[Bob Murtaugh, DVM, MS](#) - Feel free to help out with this question!

Like | 5 | Reply | 1 Reply

 **Paul Diaz** • 1st
Founder and Principal Consultant at Hire Power Consulting US Marine C... 1mo ***

Kathleen F. This appears to be an absolutely impactful role, congratulations! Would you be open to having a discussion with me about the mental health issues that can be caused by a non-compete and its impact on a veterinarian's overall well-being? I'm looking forward to learning what you share with mentees about non-competes.

Like | 1 | Reply

Supportive Comments

We've received thousands of supportive comments on social media and privately in direct messages. Since we can't fit them all here are just a few of our favorites!



David Glattstein • 2nd

President & Co-Founder at Veterinary Emergency Group

1mo (edited) ***

Thank you Paul. Appreciate you and all the great work you're doing for the entire industry. A few years back I didn't expect we'd ever be able to get rid of non-competes and now I believe we will. Much of that is thanks to you. Keep up the good fight. We will too [Paul Diaz](#)

Like · 🗨️ 9 · Reply



Oren Ofer (He/Him) • 2nd

Diagnostic Imaging/Radiology Resident at Ontario Veterinary College, ...

9mo ***

We've never met but I have to say, your daily posting and dedication to end the veterinary non-compete is admirable! As a direct result of your efforts, here is my commitment to not signing a contract that includes a non-compete. If you're gonna try and hire this soon-to-be radiologist, there better not be a non-compete in the contract!

Like · 🗨️ 7 · Reply · 3 Replies



Dr. Shannon Gregoire • 2nd

Innovator | Podcaster | Veterinarian | Trail Blazer

11mo ***

This is fantastic Paul! I think abolishing non-competes will help the mental health status of our profession improve greatly

Like · 🗨️ 2 · Reply · 1 Reply



Jana Korsch-Dismukes • 2nd

Veterinary at Steel City Emergency Vets

1w ***

You are currently my hero, Paul.

Like · 🗨️ 1 · Reply · 1 Reply



Adriana Jimison • 2nd

2nd Year Veterinary Medical Student

9mo • 🗨️

+ Follow

Do not ever think that you have to sign a non compete !!! Thank you [Paul Diaz](#) for informing and advocating !!



Paul Diaz • 1st

9mo • 🗨️

I'm excited and honored that the [Veterinary Information Network](#) published my article on non-compete agreements to their members.

...see more



How a noncompete harmed a veterinarian

[news.vin.com](#) • 1 min read

🗨️ 2

2 comments



Jarrod Lazarus • 2nd

Veterinarian at N/A

9mo ***

Mr. Diaz, I'm so proud of you for taking up this cause. I never have and never will sign a non-compete. You are a good man.

Like · Reply · 1 Reply



Dr. Jill López (She/Her) • 1st

Influencer & Content Marketing for 🐾 Brands | Founder & CEO @ Vet Candy 🐾 |...

1mo • 🗨️

And that's why Paul Diaz is the Jack Reacher of Vet Med!

I am so proud to know you, [Paul Diaz](#), and thank you for sticking up for vets and vet techs!



Paul Diaz • 1st

1mo • 🗨️

"You are pissing off the most powerful people in the industry."

An operations director for one of the largest veterinary employers in ...see more

🗨️ Paul Diaz and 6 others

3 comments



Brandon Viens • 1st

Veterinary Recruitment Specialist at Community Brands

1y ***

This is perfection! Great advice from an amazing guy! Always looking out for the people, that's what makes you one of the most trusted in the business.

Like · 🗨️ 1 · Reply · 1 Reply



Mike Maran, CMA, CSCA • 2nd

Business Success Coach & Founder at Momentum Veterinary Advisors

3mo • Edited • 🗨️

+ Follow

Another 🗨️ by [Paul Diaz](#). The justifications for veterinary non-competes are, at a minimum, shameful and, more accurately, abusive.

[#endtheveterinarynoncompete](#)



Paul Diaz • 1st

3mo • 🗨️

Let's break down one of the common excuses from those who require their veterinarians to sign a non-compete:

...see more

🗨️ Paul Diaz and 1 other

1 comment



Dani Rabwin (She/Her) • 2nd

Veterinarian/ Mentor/ Founder and CEO, Ready, Vet, Go

10mo ***

Thanks for sharing this important story Paul. You clearly care about veterinarians. We are lucky to have your voice!

Like · 🗨️ 1 · Reply · 1 Reply

Supportive Comments Cont.



Kalien Ramirez (She/Her) • 2nd
Veterinary Death Doula/ Veterinary Equality Activist, Coach & Trainer/O...

4mo ...

Paul I love your boldness at calling out those that do not have the courage to answer or evolve because they only care about profits. Not people and especially not animals. I lost one of the best ortho surgeons desperately needed in the area I was in because of a VCA non-compete. It killed the practice & worst of all animals went without care because of the costs of traveling so far to get the care they needed. Please let me know how I can help. I have a loud mouth, lots of connections & I absolutely hate non-compete clauses.

Like · 3 | Reply · 1 Reply



Jeanne Stroda • 2nd
Realtor at Latter Blum Realtors

3w ...

Thank you Paul for what you are doing! Never give up!

Like · 3 | Reply



Eli Fuentes (She/Her) • 2nd
Clinical therapist| Youth Mental Health Advocate | Alcohol and Drug Co...

1mo ...

Thank you for advocating for those who can't advocate for themselves **Paul Diaz**!

Like · 4 | Reply · 1 Reply



Adam Galusha (He/Him) • 2nd
Lead Mentor, A&E Factory Service

2w ...

Love that your message is being heard!! The veterinary community NEEDS you right now.

Like · 1 | Reply



Daniel Davidson (He/Him) • 2nd
Veterinarian
1mo •

Paul,
Thanks for advocacy against the non-compete.
Doctor/patient/client relationships are incredibly important.



Paul Diaz • 1st
1mo •

"You are pissing off the most powerful people in the industry."

An operations director for one of the largest veterinary employers ir ...see more



1 comment



Timothy J. Ireland VMD (He/Him) • 2nd
Owner Medical Director at Newtown Veterinary Hospital

8mo ...

I have removed mine too!
Thanks Paul for your unwavering commitment to this cause.

Like · 6 | Reply · 1 Reply



Alex Soriano • 2nd
CEO & Co-Founder at KwikVet

3mo (edited) ...

Paul, thanks for leading this industry-defining fight! The doors are always open for you to take a leadership position with **KwikVet - Pet Care On-Demand**. We thrive on freedom for veterinary professionals, allowing any veterinarian in the country to be her/his own boss in any free time they may have from working with any other employer of their choice. We pay each professional as much as they feel it is fair for each client (all easily set in our app), treat professionals as if our whole business depended on them (because it does) and would never even think of restricting their freedom to exercise the profession all of us love (because freedom means vets come back to the company that truly cares for their interests the best). To us, this whole thing is more about carrots (and love ❤️), than about ineffective sticks that only serve to ruin the lives of so many hard working professionals.

Like · 2 | Reply · 1 Reply



Ira Gordon (He/Him) • 2nd
Deeply curious introvert. Veterinarian, Oncologist, Scientist, and Entrepr...

1mo ...

The juxtaposition is painfully obvious yet frequently ignored or denied. Thanks for championing this message Paul. You are truly one of my heroes!

Like · 6 | Reply · 3 Replies



Simon Starkey BVSc, PhD, MBA, D.ABVP • 2nd
Director, Veterinary Services & NY State Laboratory Animal Wel...

11mo ...

Paul Diaz I applaud you for your strong support of employed veterinarians and your unabashed disdain for non-competes. I see this as quite a brave stance for a recruiter because you need both employers and employees for your business to be successful. But your stance is clearly one built on ethics and propriety - character assets you undoubtedly honed in the Marines. Thank you sir.

Like · 1 | Reply



Omar A. Lopez • 2nd
Employment Attorney | 973.908.8638 | omar@thelopezfirm.com
3d •

+ Follow

Glad there are people like **Paul Diaz** out there advocating for employee rights.



Paul Diaz • 1st
1mo •

"You are pissing off the most powerful people in the industry."

An operations director for one of the largest veterinary employers ir ...see more



1 comment



Ellen Wullbrandt • 2nd
Manager of University Relations at EverVet Partners

1mo ...

You, my friend, are one of the best leaders out there. Thank you for all that you do!

Like · 2 | Reply · 1 Reply



The following employers will not require you to sign a non-compete.

B

Bay Beach Veterinary Hospital

Website: www.baybeachvets.com

Phone: (757)340-3913

Location: Virginia Beach, VA

B

Better Vet Mobile Vet Care

Website: www.bettervet.com

Phone: (888)788-1165

Location: Multiple

C

Colonial Animal Hospital

Website: www.colonialblvdanimalhospital.com

Phone: (239)541-0726

Location: Fort Myers, FL

E

EasyVet

Website: www.easyvet.com

Phone: (844)327-9838

Location: Multiple

E

Eclipse Specialty & Emergency Pet Care

Website: www.eclipsevetcare.com

Phone: (862)404-0991

Location: Whippany, NJ

F

Frisco Emergency Pet Care

Website: www.friscoemergencypetcare.com

Phone: (469)287-6767

Location: Frisco, TX

Galaxy Vets

Website: www.galaxyvets.com
Phone: (512)560-5107
Location: Multiple

G

Healing Hands Small Animal ER Hosp.

Website: www.healinghandsveter.com
Phone: (208)543-7150
Location: Twin Falls, ID

H

Modern Animal

Website: www.modernanimal.com
Phone: (855)228-7066
Location: Multiple

M

Newtown Vet Hospital

Website: www.newtownvet.com
Phone: (215) 968-3895
Location: Newtown, PA

N

Olympic Veterinary Cardiology

Website: www.olympicvetcardio.com
Phone: (425)409-1545
Location: Snohomish, WA

O

Orting Animal Hospital

Website: <https://ortinganimalhospital.com/>
Phone: (253)449-1580
Location: Orting, WA

O

Partner Veterinary ER & Specialty Hosp.

Website: www.partnervesc.com
Phone: (804)206-9122
Location: Richmond, VA

P





R

Rarebreed Veterinary Partners

Website: www.rarebreedvet.com

Phone: (844)432-7610

Location: Multiple

R

Road Runner Vet ER & Specialty Hosp.

Website: www.roadrunnerveter.com

Phone: (505)384-6420

Location: Albuquerque, NM

S

Spay Neuter Illinois Pets (SNIP) Society

Website: www.snipsociety.org

Phone: (815)630-4411

Location: Joliet, IL

S

Steel City Emergency Vets

Website: www.steelcityemergencyvets.com

Phone: (205)413-8989

Location: Hoover, AL

V

Veterinary Emergency Group

Website: www.veterinaryemergencygroup.com

Phone: (914)949-8779

Location: Multiple

Articles, Podcasts & More!

Articles to Read

<https://www.linkedin.com/pulse/end-veterinary-non-compete-agreement-paul-diaz/>

<https://www.linkedin.com/pulse/suffer-silence-how-non-compete-damaged-veterinarian-paul-diaz/>

<https://news.vin.com/default.aspx?pid=210&catId=14426&Id=10839731>

<https://todaysveterinarybusiness.com/non-competes-are-outdated/>

<https://www.myvetcandy.com/living-blog/2022/12/27/the-paul-diaz-era-begins-now>

<https://www.veterinarystudygroups.com/posts/2022/03/01/best-practices-for-modern-veterinary-recruitment>

Podcasts to Listen to

<https://vetcandyirl.podbean.com/e/talking-about-first-jobs-with-paul-diaz/>

<https://www.veterinariansuccesspodcast.com/episode/143-paul-diaz-improving-veterinary-medicine-by-eliminating-non-competes>

<https://www.spreaker.com/user/avma/194-paul-diaz-2>

<https://veterinaryinnovationpodcast.com/episodes/veterinary-recruitment/>

https://recruitcrm.io/blogs/recruit-crm-recruitment-entrepreneur-series-paul-diaz/?utm_source=linkedin&utm_medium=free&utm_campaign=global&utm_term=blog&utm_content=episode+1

<https://podcasts.apple.com/us/podcast/is-it-time-to-end-veterinary-non-compete-clauses-paul/id1181698161?i=1000589211267>

Non-Compete Petition

<https://www.change.org/p/veterinarians-end-the-veterinary-non-compete-requirement>

Connect with Paul

Email Him - paul.diaz@hirepower.com

Need help with the recruiting strategy for your hospital? Hate negotiating with employers for the pay and benefits you deserve? Looking for some guidance on finding the right employment fit? Paul can help with all this and more!

Follow Him - www.linkedin.com/in/pauldiaz123

Follow Paul to stay up to date on his advocacy against with non-competes, no holds barred corporate engagement, and special appearances of his best friend and partner in crime... uh, we mean partner in service, Stella!

Chat With Him - [u/I_am_Paul_Diaz](https://www.reddit.com/user/I_am_Paul_Diaz)

You can see more of Paul's engagement on Reddit. Of course he's not using a anonymous screen name!

Visit the Website - www.hirepower.com

Learn more about Paul and his recruiting company Hire Power

Follow Hire Power Consulting on LinkedIn

Follow Hire Power Consulting on LinkedIn for updates and job opportunities.

Join Hire Power - [@TeamHirePower](https://www.instagram.com/TeamHirePower)

Follow Hire Power Consulting on Instagram.