



HEART + PAW TAKES INDUSTRY-LEADING STEP IN EMPLOYEE RELATIONS WITH REMOVAL OF NON-COMPETE CLAUSES FOR NON-OWNER DOCTORS

PHILADELPHIA, PA (June 7, 2024) – Heart + Paw, the revolutionary multi-service pet care company committed to elevating the standards of veterinary care, proudly announces a landmark decision to eliminate non-compete clauses from the employment agreements of their non-owner doctors. This strategic move underscores Heart + Paw's unwavering dedication to being a destination employer and fostering a positive work environment for veterinary professionals – the same dedication that has earned them Great Place to Work® certification three years in a row.

Heart + Paw's senior leadership team has carefully evaluated the impact of non-compete agreements on their doctors. Acknowledging a growing sentiment that these clauses can adversely affect a doctor's well-being, the company has decided to join a select few corporate practices in removing this restriction from their hiring process, and lifting clauses from current team members.

"Heart + Paw was founded with the vision of creating a place where veterinary care providers can practice medicine while being happy, healthy, and successful," said Dr. George Melillo, Founder and Chief Veterinary Officer of Heart + Paw. **"We believe that our doctors should be with us because they want to be, not because they feel restricted from practicing elsewhere in their community. This decision is a testament to our commitment to our team's well-being and professional fulfillment."**

The decision to eliminate non-compete clauses aligns with recent movements in the regulatory landscape, notably the Federal Trade Commission's (FTC) vote to issue a final rule banning non-compete arrangements for employees, independent contractors, and executives. While legal challenges may impact the implementation of this rule, Heart + Paw believes that taking proactive steps is the right course of action for their team.

"I am proud of where Heart + Paw stands and am also proud of how we engaged with our Operations team, co-owner veterinarians, and center leaders before finalizing and announcing this decision," added Dr. Melillo. **"Our collaborative approach ensures that our policies reflect the best interests of our team and the high standards of care we provide to our pet patients and their parents. I would be remiss to not also acknowledge the work of Paul Diaz, who has tirelessly advocated for the removal of non-compete clauses in the veterinary industry."**

Heart + Paw's dedication to reimagining pet care is evident in their thoughtfully designed locations and advanced technologies, solidifying their position as an innovative leader in the future of pet care. This latest move further establishes Heart + Paw as a forward-thinking employer in the veterinary industry, setting a new standard for employee relations and workplace satisfaction.

About Heart + Paw

Founded in 2018, Heart + Paw offers full-service veterinary centers that are reimagining pet care in every way, providing state-of-the-art care that today's pet parents expect. From routine wellness, dental care, radiology, and surgeries to grooming and daycare, all pets are treated with a low stress approach. Now operating in 28 locations across ten states, Heart + Paw care incorporates advanced technologies, top-of-the-line amenities, equipment selected based on years of practice and research, and a fresh philosophy for pets, pet parents and the veterinarian teams. Under the leadership of co-founder and Chief Veterinary Officer Dr. George Melillo, and Chief Executive Officer Dave Lasus, Heart + Paw leads the way by treating pets and pet parents like family in a way that no one ever has. In 2024, and for the third year in a row, Heart + Paw is recognized as a top employer – Certified™ by Great Place To Work®. To learn more, visit Heart + Paw online at heartandpaw.com, or follow Heart + Paw on [Instagram](#), [Facebook](#), and [LinkedIn](#).

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