



# The 2016 Associate Veterinarian Sunshine List: The Secret to Making Six Figures

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For a long time, it's been widely accepted that if a veterinarian wanted to earn a high level of compensation, practice ownership was the way to go. The introduction of the Associate Veterinarian Sunshine List two years ago proved that there are other ways to accomplishing this goal.

While practice ownership has the potential to provide a high income, some veterinarians may prefer not to take on the added risks and responsibilities that come with this role. However, even if a veterinarian does not wish to become a practice owner, they can still reap significant financial rewards as an associate veterinarian.

The so-called "Sunshine List" is a document released by the provincial government each year which discloses the total compensation of public employees earning \$100,000 or more per year. This article does not list the actual names of high earning associates; rather, it explores their demographics and suggests strategies for associates who want to grow their income.

The 2016 Ontario Survey of Compensation and Benefits for Associate Veterinarians serves as the basis for this investigation. For the purpose of this article, only those associates who indicated that they were employed full-time (working a minimum of 1,000 hours annually) were included in our analysis. This produced a sample of 410 respondents.

Of these 410 full-time associate veterinarians, 16.4 per cent earned over \$100,000. Within this group, the median annual compensation was \$108,000.

**Table 1.** Median annual compensation and hours worked for full-time associate veterinarians, stratified by those earning greater than, or equal to \$100,000 in annual compensation and those earning less than \$100,000 annual compensation.

	Median Annual Compensation	Median Hours Worked	Responses
Associates Earning <\$100,000 Annual Compensation	\$80,000	1,872	342
Associates Earning ≥\$100,000 Annual Compensation	\$108,000	1,996	67

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