Target on pet medications

The Federal Trade Commission (FTC) conducted a one-day public workshop on Oct. 2 in Washington, DC, to examine several issues related to pet medications and veterinary prescriptions.

Why did the FTC initiate the workshop? H.R. 1406, the Fairness to Pet Owners Act of 2011, will not move in this Congress. However, had it been considered and approved, or if it were to move forward in a future congressional year, the FTC would be the responsible agency to oversee the law.

The workshop included three panel discussions, with each addressing a separate topic. A synopsis of each panel follows:

Distribution of Pet Medications

The panel addressed current industry distribution practices for pet medications, including vertical restrictions (sales policies) imposed by manufacturers and the emergence of a secondary distribution system, and how these practices affect consumer choice and price competition for over-the-counter and prescription pet medications. The panel also took a look at whether consumers can adequately verify the safety and efficacy of products purchased from non-veterinary retailers and pharmacies.

OVMA’s submitted comments to the FTC

1. Veterinarians are uniquely trained to provide the best professional guidance and education to pet owners when dispensing prescription products.
2. A number of veterinary manufacturers recognize this and have adopted policies to only sell their prescription products directly to a licensed veterinarian or through an authorized distributor. The OVMA supports their right to adopt such a policy.
3. The Association recognizes that retail pharmacies are filling and dispensing veterinary prescriptions and will continued to do so. However, the OVMA expects retail pharmacies to adhere to the regulatory laws of their licensing boards.
4. Regrettably, this is not always the case. The OVMA has documented specific examples where retail pharmacists have overstepped their scope of practice by changing dosages of drugs prescribed by veterinarians or dispensing an entirely different drug to the client -- all without consulting the attending veterinarian and getting his or her authorization.

Portability of Prescription Pet Medications

This panel covered the consumers’ ability to obtain written, portable copies of their pet medication prescriptions, and whether pending federal legislation, H.R. 1406, Fairness to Pet Owners Act, is necessary for the further development of a competitive marketplace. Panelists also discussed potential consumer savings opportunities that may result if legislation is passed, as well as the legislation’s potential impact on veterinary medicine.

OVMA’s submitted comments to the FTC

1. The Association encourages veterinarians to honor a client’s request to have a pet prescription filled at a retail pharmacy of the client’s choosing.
2. We believe this already is occurring, with natural market forces ensuring that consumers have access to such medications fairly and without the need of federal legislation.

(Continued on page 3)
**News**

**Media Coverage**

Following is recent media coverage arranged for (or assisted with) by the OVMA. OVMA President Dr. Sheri Morris of Willamette Valley Animal Hospital spoke to the *Oregonian* about her experiences in selling veterinary clinics for an article on what the current marketplace is for DVMs who want to sell their practices. Nikki Quennette of industry partner Simmons & Associates NW also commented on the state of the market for the same piece. (OVMA members Dr. David Barno of VCA Rock Creek Veterinary Hospital and Dr. Robert Ulbrich of Holistic Pet Veterinary Clinic as well as industry partner Mackenzie Martin of McCoy Foat Wealth Management also lended their thoughts to the piece.)

Members Dr. Rachel Austin of Irvington Veterinary Clinic and Dr. Bob Franklin of Oregon Veterinary Specialty Hospital were interviewed for a piece in the *Oregonian* about the AVMA’s recent policy statement on raw food diets.

The East Multnomah County edition of the *Oregonian* interviewed the veterinary clinics in their area for a piece on whether clinics have adopted paperless medical records systems. (About half have, half haven’t.)

The OVMA contributed data from a 2010 member survey that included a question on this issue, Dr. Lisa Yung of Frontier Veterinary Hospital spoke to the *Oregonian* about parasites, specifically giardia and coccidia, for a piece that also mentioned our State Fair exhibit which focused on parasite prevention and zoonotic diseases.

Members Dr. Terese DeManuelle of Allergy and Dermatology Veterinary Referral Center and Dr. Daryl Leu of Animal Dermatology Clinic discussed skin issues including fleas and allergies for an *Oregonian* Pet Talk article.

Dr. Cheryl Lopate of Wilsonville Veterinary Clinic shared her views on canine genetic analysis for a *Oregonian* Pet Talk article on the topic.

**Client Education Poster**

A client education poster is included in this newsletter. Reviewed by Dr. Rob Shimek of Hoffman Veterinary Clinic, the poster covers the topic of pet medications and the issues clients should be aware of when filling their pets’ prescriptions at online or retail pharmacies. This poster can be downloaded and printed for use as a handout from our Web site. Click on Resources | Client Education | Client Education Posters.

**Welcome New Industry Partner**

**Total Practice Solutions Group**, of which OVMA member Dr. Karl Salzsieder is a partner, has become a supporter of the OVMA through our Industry Partnership program. Find out more about TPSG at tpsgsales.com. We thank TPSG for its support!

**Renewing Industry Partners**

The following have renewed their support of the OVMA through our Industry Partnership program. Their support, along with that of our members, helps the OVMA participate in public outreach programs like the recently concluded Oregon State Fair, where we shared pet and animal information with thousands of Oregonians! Thank you to Architectural Werks, BnK Construction, Boehringer Ingelheim Vetmedica, Merial, and McCoy Foat CPAs/Wealth Management.

**CE Date Change**

The Practice Share Social Media Workshop has been moved from Sat., Nov. 10 to Sat., Nov. 3. It will be held from 8 am-4 pm at Sanford Brown College in Portland. The speakers are Eric Garcia and Nicole Cross. The workshop’s goal is for women in veterinary medicine to gain hands-on experience in a computer lab setting with various social media and web site tools. Approved for 6 CE credits in Oregon. Please RSVP to Mackenzie Martin at Mackenzie@mypracticeshare.com or call (206) 719-6923.
Lessons Learned from the Contact Lens Industry

The panel examined the impact of the Fairness to Contact Lens Consumers Act and the elimination of restricted distribution practices for contact lenses. This included discussion of the similarities and differences between the contact lens and pet medications industries, and the degree to which the contact lens “story” provides a reliable basis for predicting the potential consumer cost savings on pet medications that might result if vertical restrictions on distribution were eliminated.

OVMA’s submitted comments to the FTC on this topic

1. There are not similarities between the two Acts; this is an “apples to oranges” comparison.
2. Contact lenses are a single commodity and with a limited number of conditions that might require consideration.
3. There is a far greater breadth of conditions, illnesses and diseases in veterinary medicine that require treatment using one of the many hundreds of veterinary-specific drugs or the many hundreds of human drugs that are commonly prescribed by veterinarians.
4. The average pharmacist is not trained in veterinary pharmacology and is not likely to counsel veterinary clients on correct dosages, side effects, contraindications, and general drug interactions of pet medications.

OVMA Action

The Association provided the membership with pertinent information on the subject and encouraged them to share their perspectives with pertinent information on the subject and submitted comments to the FTC.

We have reviewed comments that were submitted electronically to the FTC, and we want to thank the following people for taking the time to respond: Drs. Steve Amsberry, Krissy Bussman, Laird Goodman, Jaime Houston, Kimberly Maun, Becky Marks, Tim McCarthy, Sheri Morris, Stephen Pappa, Carrie Shuler, Scott Shuler and Sandy Smalley; and Mr. John Maddigan (practice co-owner).

FTC talks with OVMA about pet prescriptions

Mr. Dan Gilman, the lead policy analyst for the FTC, scheduled a conference call with me in early September to discuss concerns with pet prescriptions and retail pharmacists. Five other Commission officials, including a staffer with the Bureau of Competition, participated in the hour-long discussion.

The federal agency heard that the OVMA has documented specific cases where retail pharmacists have overstepped their bounds and was interested in learning more. I shared with them the Association’s concerns with the issue, noted unfortunate experiences some Oregon veterinarians have had with retail pharmacists, and addressed our interaction with the Oregon Board of Pharmacy.

The FTC officials appeared to be alarmed with some of our findings. They also had several questions about how the profession is addressing such concerns:

1. They wanted to know if veterinary organizations nationally were following our lead in initiating discussion with boards of pharmacies. I informed them that the AVMA has sent a letter to boards of pharmacies in all 50 states, identifying concerns with the issue and encouraging them to contact the VMAs in their states. I also noted that a number of state VMAs have taken the initiative to contact their boards of pharmacies.
2. The FTC inquired whether veterinarians are having conversations with their clients about this issue. I assured them that this was a common practice in veterinary medicine, but that we can improve communication with clients, especially in light of what has been occurring with retail pharmacists.
3. They also wanted to know if veterinarians in Oregon have lodged formal complaints against offending pharmacists. I explained that to our knowledge only two veterinarians have formally brought a complaint to the Oregon Board of Pharmacy. I also noted that the time lapse between when a pharmacist improperly dispenses a veterinarian’s prescription or counsels a client and when the veterinarian discovers a problem can be a week, several weeks or longer and can be an impediment.

-- Glenn Kolb, Executive Director
Concerned that therapeutic pet diets with disease-related claims are increasingly being sold outside veterinary practices, the Food and Drug Administration (FDA) intends to bring therapeutic nutrition back under the direction and oversight of veterinarians.

To address its concerns, the FDA has released guidelines on how it plans to regulate compliance with federal requirements for the labeling and distribution of therapeutic diets.

Within the policy guide, the FDA makes the following recommendations for manufacturers of therapeutic dog and cat foods.

- The product should be made available to the public only through licensed veterinarians or through retail or internet sales to individuals purchasing the product under the direction of a veterinarian.
- The product should not be marketed as an alternative to approved new animal drugs.
- The manufacturer must be registered under section 415 of the Food, Drug and Cosmetic Act.
- The product’s labeling must comply with all food labeling requirements.
- The product should not include indications for a disease claim (e.g., obesity, renal failure) on the label.
- Distribution of labeling and promotional materials with any disease claims should be limited to veterinary professionals.
- Electronic resources that disseminate labeling information and promotional materials should be secured so that they are available only to veterinary professionals.
- The product must contain only ingredients that are generally recognized as safe approved food additives or feed ingredients.
- The label and labeling of the product is not false and misleading in other respects.

Questions? Call us at (800) 235-3502 or e-mail us at contact@oregonvma.org.
Client education posters/handouts

Did you know? On our Web site is a library of client education posters that can be downloaded and printed for use as handouts. Visit oregonvma.org. Click on Resources | Client Education | Client Education Posters. An OVMA member login is needed to access this benefit of membership. If you do not know your member login, please contact us at contact@oregonvma.org or (800) 235-3502.

These informative posters have been designed for client education. Post these 8.5 x 11 one or two color posters in your waiting or exam rooms or print them out for use as handouts.

If you want to post these posters as PDF files on your Web site, please contact us for permission. Printed singles of these posters are also available to OVMA members at no charge. To order hard copy posters, e-mail our PR Director at raina.dey@oregonvma.org or use the form available on the Web site.

Available posters include (among others):
- Allergies & Skin Disorders in Pets
- Behavior Q&A: Cats
- Behavior Q&A: Dogs
- Calving Tips
- Canine Influenza
- Dental Care: Equine
- Dental Care: Pets
- Deworming Horses
- Disaster Preparedness Tips for Pet Owners
- Emergency Pet Care & First Aid
- Fish Disease
- Foaling Tips
- Halloween Hazards
- Heartworm Disease
- Holiday Tips for Pet Owners
- Household Hazards
- Introducing Your Pet to a Baby
- Lyme Disease
- Obesity in Exotic Pets
- Outdoor Hazards
- Overweight Pets
- Parvo
- Pet Health Insurance
- Pets and Parasites
- Pets Are For Life, Not Just For the Holidays
- Pets Need ID
- Poisonous Plants
- Rabies
- Summer Pet Care
- Toxic Algae & Dogs
- Toxoplasmosis and Pregnancy
- Trip Tips
- West Nile Virus
- Winter Equine Care
- Winter Pet Care

The OVMA Web site has a variety of resources and information for veterinarians, practice leaders and recent graduates. Visit our Web site at oregonvma.org to check it out.

Members-Only Content
Your user name will be your FirstnameLastname (all one word, case sensitive) and your password. If you forgot your password, click on the Forgot Password link on the Member Login page and instructions on how to reset your password will be sent to the e-mail address we have on file for you.

Members who need assistance logging into the OVMA Web site can also contact us by e-mail at contact@oregonvma.org or phone at 800-235-3502.

Are you receiving OVMA e-News?

Recently, e-News subscribers received timely notification by e-mail about the member survey on veterinary medications, WNV cases in the state, and more!

To keep you up-to-date, e-News is sent out by e-mail in between issues of the member newsletter.

Sign up to receive e-News bimonthly, with alerts as needed:
Call us at 800-235-3502, or go to: oregonvma.org/e-news
OVMA survey on pet medications

Since late April, the Oregon Veterinary Medical Association has had ongoing discussion with the Oregon Board of Pharmacy on the issue of pet prescriptions and the dispensing of products via an online outlet or brick and mortar pharmacy.

In order to obtain better information on what veterinary practices are experiencing across the state, the OVMA conducted a survey through Survey Monkey.

Approximately 22% of the 525 practices in Oregon responded to the survey, with an overview presented below.

First – the good news

Veterinary clients in Oregon – for the most part – have good access to obtain medications for their pets at their outlet of choice, whether that is a veterinary practice, an online business or a retail pharmacy. According to the practices that responded to the survey, a significant majority of them will, at the client’s request, write a prescription to be filled outside of the practice. In addition, most practices DO NOT charge a prescription fee for this service.

When a retail pharmacist has a concern about a prescription issued by a veterinarian, a majority will contact the veterinarian to discuss the issue. In some instances, veterinarians have established a good business relationship with a local pharmacist, and together they work hand-in-hand to meet the needs of the client and the best interests of the patient.

Second – the bad news

Regrettably, respondents to the survey have noted too many instances where retail pharmacies or online outlets have overstepped their bounds with regard to the health and safety of the veterinary patient. This has included changing the prescribed dose of a medication or switching to a different product – both without contacting the attending veterinarian and obtaining his or her authorization. Other times a pharmacy will dispense the properly prescribed product by the veterinarian, but the pharmacist will counsel the client to reduce the dosage – often in half, especially for thyroid medications or Phenobarbital to control seizures in an epileptic patient.

When this occurs, the retail pharmacist steps outside of his or her scope of practice, and the patient receives sub-therapeutic treatment for its condition. Retail pharmacists do not have the training or experience in veterinary pharmacology and are ill-equipped to counsel veterinary clients on the appropriate doses of medications, contraindications, side effects, and drug interactions.

It is important that retail pharmacists understand that cats and dogs are not little people. If a pharmacist has a concern about a drug prescribed by a veterinarian, it is paramount that he or she call the veterinarian and ask for clarification about the prescription. A pharmacist should only change a veterinarian’s prescription after having fully discussed the issue and obtaining the veterinarian’s authorization.

Survey questions and responses

1. Do you honor a client’s request to have a prescription filled outside of the veterinary practice?

   Yes – 95%
   No – 5%

   Note: While an overwhelming majority of practices meet a client’s request to have the prescriptions filled elsewhere, some practices have cited problems with online outlets and limit a prescription to a brick and mortar pharmacy.

2. Do you charge a fee when a client fills the prescriptions outside of the veterinary practice?

   Yes – 7%
   No – 93%

   Note: The policies of most veterinary practices do not assess a fee for writing a prescription to be filled outside of the clinic. A few practices indicated they had considered charging a fee but was concerned that it would not be accepted by the profession in general.

3. Have you experienced an instance where

(Continued)
a retail pharmacy or an online outlet changed a prescribed dosage or medication for your patient without your authorization?

Yes – 35%
No – 65%

4. Has a patient experienced an adverse event that can be related to a change in dosage or type of medication from your prescription as dispensed by an online outlet or a brick and mortar retail pharmacy?

Yes – 16.5%
No – 83.5%

5. Has a retail pharmacy or online outlet ever contacted you to discuss concerns with a prescribed dosage or type of medication for your client?

Yes – 57%
No – 43%

Case Examples

- Many respondents indicated they have encountered instances where retail pharmacists have changed a prescribed insulin product to a lesser expensive insulin, believing that the two products were interchangeable, when, in fact, they were not.

In one example, the patient suffered serious complications, i.e. diabetic ketoacidosis. In other instances, the patients received sub-therapeutic treatment for their diabetes until a recheck with their veterinarians caught the problem.

- A number of retail pharmacies lower the dosage of thyroid medications for companion animals without contacting the attending veterinarian. Evidently, the retail pharmacists are equating an animal’s ability to absorb and metabolize the medication in the same manner as a human. There are distinct differences.

- A veterinarian diagnosed an older dog with epilepsy and prescribed 15 mg of Phenobarbital twice daily. When the client arrived at the pharmacy to pick up the prescription, the pharmacist told her that the dosage was too high and that she should reduce it in half. With the sub-therapeutic treatment, the dog continued to suffer from seizures, until several weeks later when the veterinarian discovered the problem upon a recheck. The dog was euthanized.

- A veterinarian prescribed Itraconazole (Sporanox) to treat ringworm in a cat. However, the retail pharmacy did not carry Sporanox but dispensed a compounded product that is unreliable and poorly absorbed in cats. The client elected to continue using the compounded product, but experienced a treatment failure. The patient’s ringworm subsequently responded to Terbinafine.

- A practitioner was treating a patient with a collapsed trachea and issued a prescription for a cough suppressant. The R/X was written for Hyocodan tablets (Hydrocodone Bitartrate and Homatropine). The pharmacy did not carry this product and instead substituted a product with Hydrocodone and Acetaminophen without consulting the veterinarian.

Fortunately, the prescription was for a dog and NOT a cat. Acetaminophen generally is not recommended for treatment in dogs, as high dosages can cause irreversible liver damage. There are NO safe dosages for cats.

In a separate instance, a veterinary technician mentioned to a pharmacist that her senior dog had arthritis and asked what he would recommend to help relieve the animal’s discomfort and pain. The pharmacist suggested high doses of Tylenol (active ingredient – acetaminophen).

- A retail pharmacist dispensed Advantix (which is labeled for use ONLY in dogs) to a cat owner. Even if the product were approved for cats, the dispensed dosage would have been incorrect.

- A veterinarian prescribed Azithromycin 50 mg PO BID, but the retail pharmacist sent the client home with Azathioprine instead. After one week the cat had severe bone marrow suppression and ultimately died. The veterinarian believes this was an honest mistake.

- A veterinarian prescribed propylene glycol for a hyperkeratotic nose problem in a Labrador Retriever. The dog’s owner declined having the prescription filled when the retail pharmacist told her that the veterinarian had prescribed antifreeze which would kill the dog. (Ethylene glycol is in antifreeze, not propylene glycol). The veterinarian learned of this when she called the client for a progress report on the dog.

- A dog with an autoimmune disease was to be treated with the chemotherapy drug, Azathioprene. Instead, the retail pharmacist dispensed the antibiotic Azithromycin. The patient relapsed and had to be euthanized.

The same veterinarian was treating a patient for an autoimmune condition, and the dog was experiencing some hair loss. The client happened to be at a local pharmacy and mentioned the loss of hair to the pharmacist who suggested that she purchase Rogaine to treat the alopecia.

(Continued)
Minoxidil is the active ingredient in Rogaine and can cause cardiomyopathy in dogs – something the pharmacist did not know.

A veterinarian diagnosed atypical mycobacterium in a cat and prescribed a liquid antibiotic for the client to have filled at a nearby pharmacy. The dilution instructions by the retail pharmacist were significantly incorrect. As a result, the patient relapsed and was euthanized.

At the request of his client, a veterinarian called in a prescription to a local pharmacy. However, the pharmacist filled the prescription at 10 times the original dose. Several refills were called in to the pharmacy, and each time the medication that was dispensed was 10 times the correct dose. Because the medication was dispensed by a third party, the veterinarian never had an opportunity to see the prescription label and did not know the medication was being dispensed incorrectly. While the patient was on the incorrect dose, other medical and behavioral problems arose. The veterinarian conducted many tests on the patient before discovering it had received excessive doses of the drug. The owner incurred significant medical costs as a result.

Veterinarians have also had problems with some pharmacists who fax the practice a “refill authorization” but with incorrect or incomplete instructions. When the veterinarian “hand corrects” the authorization and returns the prescription by fax to the pharmacy, the pharmacist tends to NOT correct the label.

Many practices have had clients not fill a prescription issued to be dispensed by a pharmacy, because the pharmacist explained to the client about human side effects with a particular drug. This has scared some clients from obtaining the necessary drug for their animal – even though the noted side effects do not occur in animal patients.

Over-the-counter products are also prescribed by veterinarians to treat patients with various conditions and illnesses. In one case, the veterinarian prescribed 10,000 units of Vitamin K for a dog. When the client went to pick up the product at her nearby pharmacy, she mentioned the dose to her pharmacist who said that high amount of Vitamin K would kill the dog. This simply is untrue.

Other Concerns

A number of respondents to the survey indicated that some retail pharmacists have changed dosages or changed medications even when the prescription noted “No Substitution.”

Many practices have had clients not fill a prescription issued to be dispensed by a pharmacy, because the pharmacist explained to the client about human side effects with a particular drug. This has scared some clients from obtaining the necessary drug for their animal – even though the noted side effects do not occur in animal patients.

It also is fairly common for both online outlets and brick and mortar pharmacies to switch a prescribed product for another product because they happen to be out of the prescribed product.
State Fair booth a success

Through our booth at the Oregon State Fair, we were able to reach out to thousands of Oregonians about the importance of parasite prevention and regular veterinary care (including fecal exams) for pets, equine and livestock.

The booth content was developed by the OVMA’s State Fair committee: Chair, Dr. Paul Jones (Woodburn Veterinary Clinic), Judy Tate CVT (Fremont Veterinary Clinic), Margaret McCart CVT, and Raina Dey, OVMA PR Director. A special thank you to Dr. Jones, Glenn Kolb, Jenny Page and the Urban family for their help in setting up and tearing down the booth.

Specimens such as fossilized poop, tapeworms, and roundworms helped fairgoers understand more about parasites.

Once again, members of the Cascade Chapter of Canine Companions for Independence puppy raisers brought their service dogs in training to the booth for socializing and education opportunities. A presentation on the main stage in our building brought a wider awareness of the work of this group to the public.

Many fairgoers entered our Pesky Parasites contest, which required entrants to answer 5 questions about parasites correctly to have a chance to win. Sharon Havey of Salem was the winner of the grand prize, a $50 credit to be used towards an exam/fecal exam at her veterinary clinic, Willamette Valley Animal Hospital in Keizer, where her kitties, Thing 1 and Thing 2 see Dr. Rachel Frank. Thank you also to Merial and Elanco for providing us with handouts and images of parasites for use in the display materials.

Volunteers are the reason this booth works. Fairgoers would often line up for the opportunity to “Ask a Vet” their pet or animal related question. As is usually the case, questions about fleas and itchy pets were the most-asked.

Thank you to the following members of the veterinary profession for giving of their time and expertise to staff the booth and promote the profession!

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<tr>
<th>HD Bauman DVM</th>
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<td>Linda Blythe DVM</td>
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<td>Bruce Mackey (Founders Financial)</td>
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<td>April Darby CVT CVPM</td>
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<td>Kari Moore CVT (3 shifts!)</td>
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CCI dogs

Photo courtesy of Heather Ohmart

Kari Moore CVT (and OSU CVM student)

Photo by Heather Hanacek

Thank you volunteers!
Veterinarians

PORTLAND METRO AREA

FT Experienced Veterinarian. Well-equipped, three doctor, SA practice. Located in Tigard, Oregon, we emphasize quality medicine and exceptional customer service for a high-end clientele. Digital X-ray, two ultrasound machines, surgical laser, therapeutic laser, digital dental X-ray, ventilator and much more. All applicants must have excellent communication skills and be team-oriented. Please e-mail cover letters and resumes to veterinarianwanted@gmail.com. Applicants can visit our website at sorrentoanimalhospital.com.

FT Veterinarian. VCA East Mill Plain Animal Hospital. We are an AHA accredited, busy, 4 doctor, small animal, avian and exotic practice located in Vancouver, Washington. Close to beaches, mountains, rivers, high mountain desert and Portland, Oregon. Position demands confidence, strong communication and people skills in addition to a desire to practice the highest quality medicine and work in a team driven environment. Apply online at vcajobs.com.

Holistic Veterinarian/Practice Opportunity. Employment opportunity at a holistic clinic near Portland, OR. High-quality, low-volume practice, great staff. Potential buy-out of the practice. Current owner available to assist with the transition and mentoring. Multi-modality: The practice currently offers homeopathy, nutrition, western herbs, chiropractic, acupuncture, TCM and osteopathy. Well-equipped clinic, includes class IV laser. The current practice generating over $600K. Contact Dr. Ulbrich at DoctorWho@gmail.com or (503) 888-1250.

MA/SA FT Veterinarian. Well-established 4 doctor MA practice 30 miles NW of Portland. We are a well-equipped facility with great staff within easy commuting distance of Portland or Beaverton area. Salary commensurate with experience. E-mail resume to midwayvethospital@yahoo.com or call (503) 397-6470 to apply in person.

PT Feline Veterinarian. Are you doing the work of your dreams? If your dream job is in feline practice, we offer a rare opportunity. You must bring skills that make us MORE and BETTER as a practice. Do your current clients trust you and co-workers enjoy working with you? We offer clients that love your work and respect each other and you get to work with cats all day! Confidential C.V. to dtrc@catcareprofessionals.com.

PT Veterinarian. The Pixie Project is seeking part-time (15 hr/week) veterinarian for new shelter clinic. Shelter medicine will include but is not limited to spay/neuter surgeries, dentals and basic diagnostic care. Located across from Oregon Convention Center on NE MLK Blvd. Interested applicants please email resume to: Info@pixieproject.org.

PT Veterinarian. SA practice in Beaverton. (Wednesday & Saturday shift currently, but likely could expand.) Prefer min of five years’ experience in the field and strong surgical skills. Good communication skills with clients/staff a must. We would strongly consider someone who is interested in purchasing the practice in the future. Our ideal candidate would be a great doctor who is interested in growing our practice into the future. Email resume to bestcarevet@frontier.com.

Veterinarian. Fast paced, progressive small animal practice in Beaverton, Oregon. Must be professional, have a positive attitude, have good client communication skills and be motivated to learn. Experience preferred but not necessary. The clinic is well equipped with a complete Abaxis lab, laser, ultrasound unit and two dental machines. Opportunities in intensive medicine and both soft tissue and orthopedic surgery.

WILLAMETTE VALLEY

Emergency/Critical Care Veterinarian. Emergency Veterinary Hospital/Animal Urgent Care in Eugene and Springfield. Our two well-staffed facilities support 55 referring hospitals. Departments include emergency medicine, internal medicine, critical care, and advanced dentistry. We offer a flexible schedule, production-based salary, and an excellent benefits package. Our ideal candidate comes with a high standard of care, excellent communication skills, and a desire to promote the well-being of our local veterinarians. Respond to Mark McConnell, BCMS, MRCVS at mmconnell@emergencyvethosp.com.

FT Associate/Potential Purchaser. Wanted for a three doctor small animal practice in the Eugene-Springfield area. We offer competitive salary, and great benefits and good working conditions. We are well-equipped and practice to the highest standards. Please submit resume with cover letter to OVMA, 1880 Lancaster Dr NE #118, Salem, OR 97305.

FT Veterinarian. MA 5 doctor practice located in the mid-Willamette Valley. Duties include small animals and small ruminants/camelids. Qualified veterinarian must be professional, have a positive attitude and good client communication. Experience preferred. Contact vethire12@gmail.com.

OREGON COAST

FT Associate. Vitality Pet Hospital is an AHA hospital in South Salem that treats only small animals. We do not do after hours emergencies. Our focus is on excellent medicine and compassionate care. Our staff to doctor ratio is 4:1 with well-trained, long-term team members. We have an excellent benefits package to offer and would be open to part- or full time options. Send resume/cover to 4580 Commercial St. SE Salem, OR 97302 or drsrouze@gmail.com.

SOUTHERN OREGON

FT Associate. Mixed animal practice in southern Oregon. Large animal work not required. Flexible schedule. Practice offers digital radiography, in-house blood analysis, ultrasound, and excellent staff. Experience preferred. To apply, or for more information, e-mail officemgr541@yahoo.com or call (541) 784-6985.

PT Veterinarian. Wanted in Rogue Valley. 1.5 days - 2.5 days per week. Small animal exclusive, no exotics or birds. No emergencies. Email resume to svilte@gmai.com.


OTHER STATES & CANADA


Classified Guidelines

NOTE: Changes to the classified ad policy have taken effect. See below for details.

Classified ads will appear in one issue of this newsletter and on the OVMA Web site for 2 months.

Ad placement and renewal deadlines are: January 15, March 15, May 15, July 15, September 15, and November 15.

Word limit: 75 words per ad, including contact information

Members: $25 per ad per issue
Non-Members: $125 per ad per issue
Relief Veterinarians: Members: $100 per year Non-members: $300 per year

How to submit your ad:
Submit your ad and payment online at https://oregonvma.org/submit-ad. You can also e-mail your ad to classifieds@oregonvma.org or fax it to the OVMA office at (503) 363-4218 and call us at (800) 235-3502 to pay by Visa or MasterCard.

Ads are not placed or renewed until payment is received.
Four work days per week plus large animal emergency call rotation. Base salary plus percentage of gross, paid holidays and vacation, license fees, CE budget. Contact Animal Clinic of Walla Walla, acww@pocketinet.com or 2089 Taumunsor Road, Walla Walla, WA 99362.

Veterinarian. The Pet Doctor is a SA and exotic practice located in Lakewood, WA. We are looking for another DVM to add to the mix. Our services include preventative measures such as vaccination and parasite control, as well as, canine reproduction, hospitalization, dental care, laboratory analysis, radiology, and naturopathic care. We have a well-experienced, outstanding staff. We offer competitive wages and benefits. Please email your resume to emily.cyr@ymail.com.

Veterinarians. Banfield is currently hiring experienced veterinarians to join our teams in Las Vegas, NV as well as for 2 NEW hospitals opening in Reno & Sparks in December. Excellent compensation, health benefits, CE, modern equipment, and flexible schedules. Relocation assistance may be available. Please contact Sharon DiChiara at Sharon.DiChiara@banfield.com. Visit us at the Banfield booth at Wild West Veterinary Conference in Reno, October 18-20.

Relief Veterinarians

Beth Procasini, VMD, UPa 1989. Available for small animal relief work in the Portland area. Call (503) 310-4581 or email DoorKnockDoc@aol.com.

Tim Ramsey, DVM, UC Davis, 1978. Small animal medicine and surgery. Owned small animal practice for 22 years and relief veterinarian for 12 years. E-mail: ramvet@msn.com. Phone: (514) 729-2885.

Bill Baucom, DVM, TEN 1983. Recently returning to Oregon and greater Portland area from Tennessee. Available for relief/PT/FT employment in small animal practice. Proficient in internal medicine, soft tissue surgery, and most exotics. 28 years experience, most interested in client care and education. Adaptable to most clinical situations while providing the best veterinary care possible. Licensed in Oregon and Washington. Biography and references available upon request. Contact (901) 338-2332 or billyboyvet@mac.com.

Breanna Buxton, VMD, UPenn 2005. Returning to Oregon this summer from North Carolina! Willing to travel and always provides friendly, relaxed, compassionate care for your SA patients. Contact Dr. Buxton at (541) 554-3598. Email: blbuxton@yahoo.com

Carol Beck, DVM. Excellent SA relief work in Oregon and Washington. Easy commute to the Portland area. Please call my cell phone at (541) 908-3289 (Salem).


Cathy Carter, DVM. Experienced, compassionate, and dedicated to providing best quality care to your patients. Excellent SA medical and routine soft tissue surgery skills. Organized and thorough record keeping and client communication to provide continuity of care. Friendly and adaptable. Experienced in Avismark and Cornerstone. Licensed veterinary acupuncturist. Special interests: internal medicine, feline medicine, geriatrics, traditional Chinese medicine. References and resume upon request. Relief or PT. Please email cathycarter59@hotmail.com or call: (541) 760-4307.


Janette Wells, DVM, OKStateU, 2001. Available for SA relief or PT work in OR and WA. Compassionate, reliable, and professional. Genuinely cares about your clients, their pets, and your clinic. Works great with staff! PENN Hip certification. Call (541) 610-6280 or email: catdvm@hotmail.com.


Jonathan Perchick, DVM, KSU 2005. Licensed in Oregon and Washington. Providing reliable and efficient SA medical/surgical and emergency relief coverage in PDX Metro, Vancouver and surrounding areas, and Willamette Valley. Short notice okay. Resume upon request. Call (206) 818-4017 or e-mail me at jperchick@gmail.com.

Juliana Burke, DVM, 1996 Graduate of Oregon/ Washington State University. Available for large and small animal relief work in the mid Willamette Valley. Associate Veterinarian rural mixed animal practice for 9 years. Relief veterinarian since 2005. E-mail jmburke96@peoplepc.com or call (503) 606-2089.


Shelley Barlow, DVM. Providing excellent SA relief service in the Willamette Valley for more than five years. In SA practice 10 years prior to beginning relief service. At home in the exam room or surgery suite. Call (503) 831-0592.

Sheri Hensley, DVM. Licensed in OR, WA, ID, CA, VA. Travel to Boise, LaGrande, CA, other areas OK. Small animal moderate equine, enjoy clients and staff. 15 years of vet relief. Call (537) 537-8465 or email hensleyvets@yahoo.com.

Vanessa A. Hawkins, DVM. Do you want a relief veterinarian that gets along well with your staff and treats your clients with respect and compassion while practicing high quality medicine and surgery? If so, look no further. Skilled relief veterinarian with experience working in rural, suburban and metropolitan practices. Licensed in Oregon and Washington. Resume and references available upon request. Contact me at (503) 728-8128 or vhawkinsvet@yahoo.com.

Health Care Team

PORTLAND METRO AREA

FT CVT. Busy 7 doctor practice. Digital radiography, ultrasound, ventilator, and state-of-the-art anesthetic monitoring equipment. High quality medical and patient care. Must be a team player, possess great communication and technical skills and have a strong work ethic. Some Saturdays and occasional after hours emergency work is required. Apply at Wilsonville Veterinary Clinic, 9275 SW Barber St, Wilsonville. E-mail to: info@wilsonvilleveteryniclinic.com. Phone: (503) 682-3737.

CVT. Fast paced veterinary clinic. Must have two years work experience. Desire a team player with excellent communication and technical skills. Salary commensurate with experience. Please e-mail resume to info@alohadogandcat.com, or fax to (503) 649-5961.

CVT. Position providing extraordinary client and patient interaction available at SW Portland veterinary rehabilitation center. Position is ideal for a compassionate, career-oriented communicator. Detail-oriented team environment focused on empathy, service, and adaptability. The clinic is open M-F, including evenings and some weekends. FT position with benefits and training provided. This is a physically active position. Please fax cover letter and resume to (503) 546-4973 or send an e-mail to BOTVRC@me.com

Experienced Receptionist. Needed for 2 doctor clinic. Computer skills are necessary. Tasks include working as a doctor’s assistant, filling prescriptions, vaccination knowledge, handling medical records, filing and other veterinary related procedures. Evenings and Saturdays required. Benefits include medical and vacation for FT employees and pet discounts. Wages DOE. Please drop off, email or fax a cover letter and references.

Address Changes

To ensure prompt delivery of your OVMA newsletter and other mailings, as well as an accurate listing in the directory, please notify the OVMA office at (800) 235-3502 or at contact@oregonvma.org when your address or other contact information (telephone, fax or e-mail) changes. Thank you.

Advertising Inserts

The OVMA accepts advertising inserts for this newsletter, which is published bimonthly.

Your 8.5” x 11” ad may be single or double-sided, color or black and white, and must be flat, not folded.

1,250 copies of your advertisement and the applicable payment must be received by the deadline for each issue.

The deadlines are: January 15, March 15, May 15, July 15, September 15, and November 15.

Discount for insertion in all 6 issues; contact us for details. Copy service available (black/ white only, $70 single sided, $140 double-sided).

Insertion Fee: $350 per issue
resumes. No phone calls please. Sunset Animal Clinic, Email: sunset@sunsetanimal.com Fax: (503) 690-6424.

FT Technician/Assistant. Feline-only practice looking to add F/T technician/assistant. Applicants should have at least 1 year experience in a veterinary setting; great cat handling skills and enjoy the client education aspect of this field. Saturday hours will be required. Benefits included. E-mail cover letter and resume to laurat@catcareprofessionals.com.

FT/PT Positions. Positions available for friendly, outgoing people with at least one year of veterinary experience. We are looking for people with a strong interest in emergency medicine. Must be able to work in a fast paced and changing environment. Good with animals and people. We are open nights, weekends, and holidays, so an open schedule during those times is a requirement. Please apply by resume to TanasbourneVetER@gmail.com or fax (503) 629-5800.

Practice Manager. Newberg Veterinary Hospital is seeking a full-time, experienced individual. We are a busy, 5-doctor mixed-animal practice. We offer state-of-the-art medical services in a state-of-the-art facility. Daily responsibilities include, but are not limited to: Personnel Management, Scheduling/Conducting Employee Appraisals, Scheduling/Coordinating Staff Meetings and Functions, Staffing and Productivity, Financial Management, Marketing and Growth, Policies and Procedures. Competitive salary/full benefit package. Contact Dr. Mark Weber at markweber.nvh@gmail.com.

PT Front Office Staff. Do you have an upbeat, outgoing personality, positive attitude and a friendly phone voice? We may have the perfect position for you. Duties include extensive client interaction and education, answering telephones, documentation of client interactions, data entry and collection of payments. Previous veterinary experience a plus, work schedule includes some evenings and Saturdays. Salary begins at $9.50 and is commensurate with experience. Submit your resume to joylvgvet@yahoo.com or fax to (503) 636-2967.

PT/FT Licensed Veterinary Technician. Able to perform all duties of a licensed technician. Must be team player, self-motivated, detail oriented, reliable and friendly. Work hand in hand with doctors, managers and staff members to effectively run a productive and positive clinic that best serves both pet and owner. Maintain professional and friendly atmosphere. Wages competitive for area location, Anchorage Bowl. 1 DVM SA practice + home. $486K in sales in 2011. Price $550K. Contact Dr. Michael Kovsky (IBA) (425) 681-8842.

Surgical Technician. VCA Northwest Veterinary Specialists. Previous surgery experience a plus. Right candidate possesses strong anesthetic skills, excellent communication/ client service skills, ongoing desire to learn in a specialty hospital environment. Surgery department open 7 days: require a technician who can work four 10+ hours, including weekend day. VCA offers competitive wages, health insurance, paid vacation/ sick time, paid CE, uniform allowance, 401k benefits. Offers competitive wages, health insurance, paid vacation and holidays. Please send your cover letter and resume to: jim@animalhealthassociates.org.

Technician, South Salem mixed practice has opening for a veterinarian technician. Successful applicant should be team-oriented and possess strong communication skills and excellent work ethic. Full time hours available, with no weekends. Please email resume and cover letter to acvetclinic.com at comcast.net, or by mail or in person at 5498 Commercial St. SE, Salem, OR 97306.

Technician or Assistant. Are you an energetic, motivated “people person”? If you are, you just might be the perfect fit for our practice looking for a full-time, licensed veterinary technician. We are a fast-paced, 1½ doctor practice that prides itself on teamwork and a warm, caring approach toward our clients and patients. If you are experienced in working with very little supervision, enjoy people and pets and are looking for a challenge, send your resume to: abiquaanimalclinic.com.

central oregon

Licensed Technician. Bend Veterinary Specialists is looking for a CVT to join our practice. Experience is required. Position is with the internal medicine service, assisting with anesthesia, endoscopy, ultrasound, critical care and procedures. Applicant must be a team player. E-mail resume to: sadougherty@bendbroadband.com.

southern oregon

Technician. Well-established, growing 2 doctor veterinary hospital is seeking fulltime employment for technician. Experience is a must. Licensed technician preferred, all applicants welcome to apply. Applicant must be self-motivated, directed, and be able to perform and assist in procedures including dentals, surgery, blood draws, radiographs, etc. Salary commensurate with experience, licensing, and abilities. Come join our team! Please fax resume and cover letter to: (541) 772-5617 or e-mail them to mah@medfordanimalhospital.com.

equipment for sale

Equipment for Sale

Equipment for Sale. Suburban SS dog runs (8) at 3 x 6 + (1) 4 x 6 w/ flooring, a $20,000 value for $5,000. Double K dog dryer w/ stand $150. Portable surgical lamp $100. Surgery instrument table $75. Articulated dog skeleton $400. Anatomical models (K-9 knee, teeth, heart, feline teeth) $25 each. Call Jeff Roberg, DVM at (503) 682-6000 or (971) 832-8001.

Konica QX70. Good for parts! FREE. Contact Dr. Harper at (503) 263-3366.

Practices for Sale or Lease

New listing. Outdoor haven, sportsman’s dream location, Anchorage Bowl. 1 DVM SA practice + home, 2011 gross $340K, up 6% in 2012. Work three quarter time, take home $100K with no house payment. Price: $780,000 for practice & real estate. Call Simmons Northwest at (208) 664-3100 (LAK05).

Newberg Veterinary Hospital is seeking a CVT with experience for 4 doctor mixed practice in Willamette Valley that values technicians. Work ethic, customer service, patient care, computer skills, fluency with blood draws, catheters, radiographs, anesthesia monitoring and lab work important. Schedule may include Saturdays. Clinic hours M-F 8-5:30 pm; Sat 8 am-1:00 pm, closed Sundays. Email resume and cover letter to kyle@silvercreekanimalclinic.com or fax to (503) 873-6959, www.silvercreekanimalclinic.com.

CVT. Animal Health Associates, an AAHA-accredited practice in South Eugene, has an opening for a Certified Veterinary Technician. Qualified applicants will have at least two years experience. We are a paper-less practice (Cornerstone), with digital radiography and ultrasound. We offer competitive wages, health and dental insurance and paid vacation and holidays. Please send your cover letter and resume to: jim@animalhealthassociates.org.

Technician, South Salem mixed practice has opening for a veterinarian technician. Successful applicant should be team-oriented and possess strong communication skills and excellent work ethic. Full time hours available, with no weekends. Please email resume and cover letter to acvetclinic.com at comcast.net, or by mail or in person at 5498 Commercial St. SE, Salem, OR 97306.

Want to start a practice in the bustling Beaverton area? Here’s a ready-to-go location with veterinary build-out complete, for a very low start-up price! We have a 2,000 square foot space in an attractive busy mall location. Asking price is far below cost of building out from the ground up. We have bank business loans at all-time lows, this is the perfect time to start your own clinic! Send queries to: markbvet@frontier.com.

Southern Oregon. Small animal clinic with living quarters available. Ideal for single vet or couple. Good opportunity to start an emergency clinic or just continue general practice. Contact tired@terragon.com.
THE OPPORTUNITY

An in-practice survey tool to help enhance preventive healthcare

The Opportunity is an exclusive online practice tool from Partners for Healthy Pets that is designed to uncover gaps between what practices communicate and what pet owners understand. By participating in this program, you remind your clients and team that your practice is the best advocate and source for preventive pet healthcare. The result: improved client satisfaction, enhanced practice strength, and, most important, healthier, happier pets!

Your Association’s Support
The Oregon Veterinary Medical Association is an associate member of Partners for Healthy Pets. With support from the OVMA’s Clinical Practice Committee, we will present the membership with a look at the various “tools” over the next six months. These resources have been developed with the veterinary practice in mind and are accessible to you at no cost.

Big opportunity to improve preventive pet healthcare
As a veterinary professional, you are keenly aware of the importance of preventive pet healthcare and you consistently share this with pet owners. But are they responding to your advice and making routine checkups a priority?

With The Opportunity survey tool, your veterinary practice can discover how your clients feel about preventive healthcare and compare their viewpoints with those of your healthcare team. You can use these insights to refine and enhance specific practice areas and services, and, with the help of Partners for Healthy Pets, put practical solutions to work.

It’s as easy as 1-2-3 to kick off the Opportunity Tool in your practice
Follow a few simple steps and you’ll have The Opportunity survey tool under way in your practice in no time!

Step 1: Visit the Resources Toolbox to register for The Opportunity survey tool and receive a username and password. Review background materials, including the Overview, Best Practices, and FAQs PDFdocuments.

Step 2: Invite your team to take the practice survey. Explain how the program works, the importance of your team’s role in it, and the benefit to your practice.

Step 3: Distribute the pet owner survey invitations to clients. Customize the invitation for your clients and give one to each pet owner at the end of a preventive care visit. Ask clients to go online (as directed in the invitation) to complete an anonymous survey about preventive healthcare.

Resources available from Partners for Healthy Pets are free!

Go to www.partnersforhealthypets.org, open the Resources Toolbox, and start using these powerful tools today!
This survey was conducted by the OVMA to allow its members to evaluate their compensation and benefit policies compared to those of other OVMA members. In spring 2012, we asked 384 practice owners who are OVMA members to respond to this survey. We received 100 responses, a 26% response rate.

Practice owners were asked to answer questions regarding the compensation and benefits offered to their associates and the practice team (practice managers, technicians, assistants and front office staff). Owners were asked to exclude their own compensation. Survey questionnaires gathered through the survey Web site.

The survey examined several areas (type of practice, years in practice, location, etc.) and evaluated them against compensation offered to associate veterinarians and the practice team. The survey also covered benefits, including: PTO/vacation/sick time, CE and licensure benefits, medical coverage, retirement plans and profit sharing/bonus plans. Details of benefits offered are covered in the full reports, available from the OVMA Web site.

In the compensation categories, we’ve reported median figures. The median is the mid-point of all responses (50th percentile). A generally accepted way of analyzing compensation data, the advantage of using the median is that the results are not influenced by extreme (high or low) responses, whereas the average (mean) would be.

The full statewide report as well as reports for six geographic regions of the state (Portland Metro, Willamette Valley, Oregon Coast, Southern Oregon, Eastern Oregon, and Central Oregon) are available on our Web site at oregonvma.org. Click Resources | Practice Management | Human Resources, or by entering the following link: http://oregonvma.org/resources/compensation-benefits-survey-2012. An OVMA member login and password is required to access the reports, which are a members-only benefit.

Following is selected compensation data from the statewide report.

### Table 1: Type of Medicine

<table>
<thead>
<tr>
<th>Type of Practice</th>
<th>Compensation Range</th>
<th>Experience</th>
<th>Hours/Week</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>$70,000-$256,000</td>
<td>8</td>
<td>40</td>
<td>30-55</td>
<td>82</td>
</tr>
<tr>
<td>Companion</td>
<td>$70,604-$256,000</td>
<td>5</td>
<td>40</td>
<td>32-55</td>
<td>29</td>
</tr>
<tr>
<td>Mixed</td>
<td>$66,977-$256,000</td>
<td>4</td>
<td>42.5</td>
<td>40-45</td>
<td>2</td>
</tr>
<tr>
<td>Food/farm</td>
<td>$61,900-$63,800</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
</tbody>
</table>

### Table 2: Experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience</th>
<th>Hours/Week</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1 to 5</td>
<td>$65,988-$44,000</td>
<td>2</td>
<td>40</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>6 to 10</td>
<td>$75,000-$40,000</td>
<td>7</td>
<td>40</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>11 to 15</td>
<td>$78,824-$56,619</td>
<td>13</td>
<td>40</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>16 to 20</td>
<td>$73,500-$44,000</td>
<td>18</td>
<td>40</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>21 to 25</td>
<td>$67,749-$51,438</td>
<td>23.5</td>
<td>38</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>31+</td>
<td>$90,226-$72,000</td>
<td>37</td>
<td>46.5</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

### Table 3: Anticipated Raise

Where a raise was anticipated, the median amount was 4%.

### Table 4: Compensation Based on Percentage of Service Revenue (No Base Salary)

The percentage of service-based production used to calculate compensation where the associate receives no base salary.

<table>
<thead>
<tr>
<th>Medicine</th>
<th>Percentage</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>22%</td>
<td>20-26%</td>
<td>22</td>
</tr>
<tr>
<td>Companion</td>
<td>22%</td>
<td>20-26%</td>
<td>18</td>
</tr>
<tr>
<td>Mixed</td>
<td>20.5%</td>
<td>20-22%</td>
<td>4</td>
</tr>
<tr>
<td>Equine</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>Food/farm</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
</tbody>
</table>

### Table 5: Compensation Based on Percentage of Inventory Revenue (No Base Salary)

The percentage of inventory-based production used to calculate compensation where the associate receives no base salary.

<table>
<thead>
<tr>
<th>Medicine</th>
<th>Percentage</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>20%</td>
<td>15-26%</td>
<td>21</td>
</tr>
<tr>
<td>Companion</td>
<td>20%</td>
<td>15-26%</td>
<td>18</td>
</tr>
<tr>
<td>Mixed</td>
<td>21%</td>
<td>20-22%</td>
<td>3</td>
</tr>
<tr>
<td>Equine</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>Food/farm</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
</tbody>
</table>

### Table 6: Compensation Based on Percentage of Service Revenue (In Addition to Base Salary)

The percentage of service based production used to calculate compensation where the associate receives a base salary.

<table>
<thead>
<tr>
<th>Medicine</th>
<th>Percentage</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>21%</td>
<td>18-25%</td>
<td>29</td>
</tr>
<tr>
<td>Companion</td>
<td>21%</td>
<td>18-24%</td>
<td>14</td>
</tr>
<tr>
<td>Mixed</td>
<td>21%</td>
<td>20-25%</td>
<td>14</td>
</tr>
<tr>
<td>Equine</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>Food/farm</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
</tbody>
</table>

### Table 7: Compensation Based on Percentage of Inventory Revenue (In Addition to Base Salary)

The percentage of inventory-based production used to calculate compensation where the associate receives a base salary.

<table>
<thead>
<tr>
<th>Medicine</th>
<th>Percentage</th>
<th>Range</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>20%</td>
<td>15-21%</td>
<td>21</td>
</tr>
<tr>
<td>Companion</td>
<td>20%</td>
<td>15-21%</td>
<td>12</td>
</tr>
<tr>
<td>Mixed</td>
<td>21%</td>
<td>20-21%</td>
<td>9</td>
</tr>
<tr>
<td>Equine</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
<tr>
<td>Food/farm</td>
<td>No data</td>
<td>No data</td>
<td>No data</td>
</tr>
</tbody>
</table>
### Table 1: Type of Medicine (All Technicians)
This table includes data for technicians regardless of certification status.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>$21.00 $19.00-$23.60</td>
<td>33 40 3</td>
</tr>
<tr>
<td>26 to 30</td>
<td>$22.00 $15.75-$23.90</td>
<td>30 34 5</td>
</tr>
<tr>
<td>21 to 25</td>
<td>$18.00 $13.00-$25.75</td>
<td>20 38 21</td>
</tr>
<tr>
<td>16 to 20</td>
<td>$17.28 $11.65-$39.00</td>
<td>13.5 38 34</td>
</tr>
<tr>
<td>11 to 15</td>
<td>$16.13 $10.00-$20.00</td>
<td>8.5 36 52</td>
</tr>
</tbody>
</table>

### Table 2: Experience
This table includes data for all practice managers, regardless of certification status.

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 to 25</td>
<td>$18.00 $12.33-$21.75</td>
<td>21.5 34 10</td>
</tr>
<tr>
<td>16 to 20</td>
<td>$17.38 $11.00-$39.00</td>
<td>17 36.5 9</td>
</tr>
<tr>
<td>11 to 15</td>
<td>$16.63 $10.00-$20.00</td>
<td>16 35.5 42</td>
</tr>
<tr>
<td>6 to 10</td>
<td>$15.00 $9.00-$18.63</td>
<td>15 36 8</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>$13.50 $7.90-$14.50</td>
<td>13.5 36 60</td>
</tr>
</tbody>
</table>

### Table 3: CVPM
This table includes data for certified practice managers.

<table>
<thead>
<tr>
<th>Type of Medicine</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food/farm</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>Companion</td>
<td>$22.36 $20.25-$23.32</td>
<td>8 43 3</td>
</tr>
<tr>
<td>All</td>
<td>$22.36 $20.25-$23.32</td>
<td>8 43 3</td>
</tr>
</tbody>
</table>

### Table 4: Anticipated Raise (CVT)
This table includes data for technicians who are not certified.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>21 to 25</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>16 to 20</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>11 to 15</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>6 to 10</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>No data.</td>
<td>No data.</td>
</tr>
</tbody>
</table>

### Table 5: Experience (CVT)
This table includes data for technicians who are certified.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>$21.00 $19.00-$23.60</td>
<td>33 40 3</td>
</tr>
<tr>
<td>26 to 30</td>
<td>$22.25 $17.70-$23.90</td>
<td>30 32 4</td>
</tr>
<tr>
<td>21 to 25</td>
<td>$21.00 $16.50-$22.50</td>
<td>24 35 9</td>
</tr>
</tbody>
</table>

### Table 6: Anticipated Raise (CVT)
Where a raise was anticipated, the median amount was 3%.

### Table 7: Type of Medicine (Non-CVT)
This table includes data for technicians who are not certified.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>21 to 25</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>16 to 20</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>11 to 15</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>6 to 10</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>No data.</td>
<td>No data.</td>
</tr>
</tbody>
</table>

### Table 8: Experience (Non-CVT)
This table includes data for technicians who are not certified.

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 to 25</td>
<td>$24.63 $18.00-$31.25</td>
<td>21.5 34 2</td>
</tr>
<tr>
<td>16 to 20</td>
<td>$21.00 $14.00-$40.00</td>
<td>19 36 9</td>
</tr>
<tr>
<td>11 to 15</td>
<td>$19.23 $11.54-$54.00</td>
<td>8.5 40 28</td>
</tr>
<tr>
<td>6 to 10</td>
<td>$16.00 $9.00-$16.00</td>
<td>6 36 52</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>$14.00 $7.90-$14.50</td>
<td>5 36 52</td>
</tr>
</tbody>
</table>

### Table 9: Anticipated Raise (Non-CVT)
Where a raise was anticipated, the median amount was 4%.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>21 to 25</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>16 to 20</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>11 to 15</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>6 to 10</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>No data.</td>
<td>No data.</td>
</tr>
</tbody>
</table>

### Table 10: Type of Medicine
This table includes data for certified practice managers.

<table>
<thead>
<tr>
<th>Type of Medicine</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food/farm</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>Companion</td>
<td>$19.23 $11.00-$20.00</td>
<td>8.5 40 28</td>
</tr>
<tr>
<td>All</td>
<td>$19.23 $11.00-$20.00</td>
<td>8.5 40 28</td>
</tr>
</tbody>
</table>

### Table 11: Experience
Compensation is shown as an hourly rate. Unless otherwise noted, data shown is the median of all responses.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>21 to 25</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>16 to 20</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>11 to 15</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>6 to 10</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>No data.</td>
<td>No data.</td>
</tr>
</tbody>
</table>

### Table 12: Anticipated Raise
Where a raise was anticipated, the median amount was 4%.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Compensation Range</th>
<th>Experience Hours/Week Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>31+</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>26 to 30</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>21 to 25</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>16 to 20</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>11 to 15</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>6 to 10</td>
<td>No data.</td>
<td>No data.</td>
</tr>
<tr>
<td>&lt;1 to 5</td>
<td>No data.</td>
<td>No data.</td>
</tr>
</tbody>
</table>

Full Reports Available on Web Site
The full statewide report as well as reports for six geographic regions of the state are available on our Web site at oregonvma.org. Click Resources | Practice Management | Human Resources, or by entering the following link: http://oregonvma.org/resources/compensation-benefits-survey-2012. An OVMA member login and password is required to access the reports, which are a members-only benefit.
Preventing harm to pets

The advice “An ounce of prevention is worth a pound of cure” was coined by Benjamin Franklin in the mid-1700s to explain the need for fire prevention. But the phrase has been extrapolated to include general foundations of health professions.

In Portland, Dr. Jason Nicholas has taken the message to heart, with his focus on animal health care through his business: The Preventive Vet - Protect Your Pet. Protect Your Pocketbook.

While at Dove Lewis Emergency Animal Hospital, Dr. Nicholas started to further develop ideas he had earlier in his veterinary career about helping people avoid the injuries, poisonings, and illnesses that he had been treating in practice.

Dr. Nicholas has appeared on local television stations and been the focus on many newspaper articles on pet health. Now he is looking to expand his pet safety messages beyond the internet and social media realms to the publishing world with two pet safety books.

“Starting Off on the Right Paw” is the working title for the pet safety awareness and tip books that he has written. One book targets cat owners, the other dog owners.

What is covered in the books

- Awareness about the wide variety of foods and other substances around your home that can be devastating to your pet’s health
- Information and advice about the factors that affect your pet’s risk of developing certain diseases or suffering certain emergency conditions
- Information you need to be aware of when travelling with your pet
- Simple steps you can take to prevent the vast majority of pet poisonings
- Information and advice to prevent digestive upset in pets
- Awareness and prevention tips for common holiday pet emergencies
- Simple steps you can take around the house to prevent urinary problems in cats

You can learn more on Dr. Nicholas’ Web site: www.thepreventivevet.com

Get a Free Credit Card Processing Terminal ($400 value)
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“As a practice manager, I have really appreciated our 15 year relationship with RCSC. Their entire staff is friendly, helpful and, amazingly they always remember the details of our account. Whether we are having a problem, need a question answered or are looking to upgrade our terminals, they are quick and efficient with results. No frustrating, unanswered messages or having to repeat multiple times what the call is about. I am so confident this is the best deal, I won't even take calls from other processing competitors.”

Nancy Bell
Green Mountain Animal Hospital

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*Terms and Conditions apply. Please call for details. RCSC is a member of the Electronic Transactions Association.
We Need Your Support.

It’s simple. It’s easy. And at most it costs you an envelope and a stamp.

◆ Donate to VOTE PAC (Veterinarians Organized to Elect) and you get a 100% tax credit against your Oregon income taxes on the amount you contribute. This is valid up to $100 per couple who file a joint return and $50 for an individual return.

◆ Use it or lose it. Contribute to VOTE PAC and help direct one of the two amounts above to your profession. Either that or allow the state to keep your taxes. (Talk to your accountant about the benefit).

◆ This dollar-for-dollar tax credit (not a deduction) is exclusive to Oregon and is taken on Form 40, Oregon Individual Income Tax Return (line 37 in 2010). (Credit applies to only one PAC donation and does not apply to federal taxes).

Please Support Our Profession

◆ Every Oregonian who will owe state income taxes can take advantage of this one-time opportunity. This includes the entire veterinary practice team, allied industry representatives -- and even their families and friends. Please help us better help and represent you!

◆ Your voluntary contribution helps to maximize the ability of the OVMA's legislative advocates (Lara Smith and Dave Barrows) to function at their fullest potential -- to protect and preserve the profession's legislative, and, at times, regulatory interests.

VOTE PAC

Oregon Veterinary Medical Association

(See Other Side)
Recent Successes

Your support helps. More than you might realize.
Thank you very much.

◆ Successfully changed Oregon’s lien law relating to companion animals left at veterinary practices and clients who don’t pay their bills. The shorter timeframe is more humane for your patients and is better for your pocketbook.

◆ The OVMA got the ball rolling on protecting your personal information from being accessed through the Oregon Veterinary Medical Examining Board. Our complaint to the OVMEB and Attorney General’s Office led to then Gov. Ted Kulongoski initiating legislation to secure your information, absent of reasonable cause.

◆ Introduced legislation (adopted) to exempt veterinary practices from cumbersome and onerous requirements of having to report the use of pesticides (i.e., flea products) on patients.

◆ Instrumental in making new rules on radiography in veterinary practices more practical and less restrictive than the original proposed rulemaking.

◆ Introduced legislation (adopted) that gives the OVMEB the discretion to impose a civil penalty of up to $5,000 per violation against an individual for practicing veterinary medicine without a license. The OVMEB is one of a handful of licensing boards nationally with this authority.

◆ OVMA’s advocacy, with your support, has helped to save the aggregate number of veterinary practices in Oregon more than $29 million since 1989. This equates to $4,210 a year for the average clinic.

VOTE PAC Contribution Form

Name ____________________________________________ CONTRIBUTION LEVELS

Address ____________________________________________

City/Zip/State ____________________________________________

CONTRIBUTION LEVELS

☐ Single Taxpayer ($50)

☐ Filing Jointly ($100)

☐ Practice Owner - Level 1 ($1,000)

☐ Practice Owner - Level 2 ($500)

☐ Practice Owner - Level 3 ($250)

PLEASE SEND CHECKS TO: VOTE PAC, 1201 S.W. 12th Ave., Suite 200, Portland, OR 97205

(Corporate checks are acceptable, but cannot be designated as an ordinary business deduction)

Credit Cards Also Accepted (send these to OVMA or fax to (503) 363-4218)

Visa or Master Card (circle) #___________________________Exp. Date _________ Zip ___________

3-digit Code ___________ Signature ____________________________________ (for credit card use)

(Contributions must be received no later than December 31, 2012)
Pet Medications

Issues to Consider When Purchasing Online or at a Retail Pharmacy

Are you considering purchasing your pet’s medications from an Internet or mail-order company, or having its prescriptions filled at a retail pharmacy? Before you purchase medications from a source other than your veterinarian, you may want to consider these issues:

Knowledge of Appropriate Medications for Pets—Your veterinarian has received extensive training in animal medications and is best qualified to prescribe the appropriate form of medication at the appropriate dosage. Not all medications are safe for pets. For instance, Tylenol (in any form) should never be given to pets, as it can prove fatal. Similarly, some types of insulin are not appropriate for certain diabetic pets. If a pharmacist suggests a substitution in medication from what is prescribed by your veterinarian, you should confirm this substitution with your veterinarian before administering the medication to your pet.

Dosage—Even though human medication can be used in pets, the dosage is often necessarily different. Human pharmacists are trained in human pharmacology, not veterinary pharmacology, so they may not be aware of these important differences. An example of this is thyroid medication. Dogs require a much higher dose than would be appropriate in humans. Human pharmacists who are not aware of this may try to lower the prescribed amount. This change would result in an unfavorable response to treatment by the pet. If a pharmacist suggests any change in dosage or frequency of administration of a medication, be sure to confirm this change with your veterinarian before administering the medication to your pet.

Care of Medications—To preserve their effectiveness, certain medications must be kept in a controlled environment. You can be assured that medications obtained from your veterinarian have been shipped and stored properly. In most cases, the veterinary drug manufacturer will stand behind its medication should an adverse event occur, something that may not be guaranteed if the medication is purchased from a source other than your veterinarian.

Safety—Medication should not be given to your pet until it is determined to be safe—and necessary. For example, dogs with an active heartworm infection should not be given preventive heartworm medication as it can lead to a fatal reaction. Screening for the infection prior to starting the preventive is a necessity. Retail (human) pharmacies are not equipped to do this screening.

Cats and Dogs Are Different—And so are their medications. Medications specifically designed for cats or dogs are not interchangeable. For instance, canine flea medications can be fatal if given to cats. Your veterinarian will ensure that the medications you receive are species-appropriate.

Monitoring—Certain medications require monitoring and follow-up care, dosage adjustments, or continued lab tests or examinations. For that reason, and due to the unfortunate possibility of an adverse reaction, it is important to have a relationship established with your veterinarian, so that appropriate and timely care can be given.
2013 OVMA Membership Directory & Resource Guide

Now accepting orders for printed copies of the OVMA directory.
Order a printed copy for yourself or for your clinic staff.

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Clinic ____________________________
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☐ Credit Card: ☐ Visa ☐ MasterCard ☐ American Express
No. ________________________________
Billing Zip Code __________________________ Exp. ______
3 or 4 Digit Card Verification Number ____________
Signature ______________________________________

How to Order:
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Salem, OR 97305
Fax: (503) 363-4218
Phone: (503) 399-0311 or (800) 235-3502

Directory Also Available on OVMA Web Site
As it was in 2012, the 2013 OVMA Membership Directory & Resource Guide will also be available (in February 2013) for OVMA members to download at no charge from our Web site at: oregonvma.org/membership-directory-resource-guide

If you would like a printed copy shipped to you upon publication, please submit this order form along with payment.

2013 OVMA Membership Directory & Resource Guide

The OVMA’s directory and resource guide includes contact information for Oregon veterinarians (members and non-members) and numerous resources, including: lists of state and national organizations, member referral practitioners, member practice interests, as well as contact information for state and national government agencies—all in one convenient place!

Printed Copy Cost: $45
(includes shipping)

Order Deadline: December 31, 2012
Anticipated Ship Date: February 2013
Insure the Life of Your Business

by Brian Schneider

When it comes to providing valuable peace-of-mind and protection, life insurance is a critical part of your financial plan. Whether it be for final expenses, estate taxes, charity, or simply to ensure your family’s lifestyle will continue uninterrupted, having the proper amount type of coverage is simply the right thing to do for the people you care about.

Often overlooked, however, are the advantages and protection that life insurance can offer a business. Veterinarians and managers who run a practice often face questions about how their business would be affected by an untimely death. What would happen if the practice lost an owner or important staff member? How would the business continue to be able to operate and serve the community? What types of employee benefits will best help the staff? Life insurance may be the answer... consider the following methods of using life insurance in business:

Group Benefits
Offering life insurance as a group benefit for your staff is a popular employee benefit. It is generally far less expensive to purchase life insurance through an employer than on the private market. It is also much easier for people to qualify, which may allow employees the ability to secure coverage where it may not have been possible before. Life insurance can be offered on what is called a “voluntary basis” where the employees pay for their own coverage. The practice may also choose to contribute a portion of the cost or pay the entire premium if it so chooses. Offering the right benefits can help attract and retain more valuable employees.

“Key Person”
When a practice relies heavily on the expertise of a single person, having “Key Person” coverage in place can be very beneficial. For example, a practice that relies on the skills and experience of a specific Veterinarian would be impacted greatly by his or her untimely loss. Having life insurance in force on that person would enable the practice to continue. It would have money to seek out a replacement for that person and would allow itself a financial cushion during the transition.

Buy-Sell Agreements
When a practice is owned by two or more Veterinarians, there is often some form of agreement for the surviving owners to purchase the shares from the deceased owner’s estate. By having life insurance in force on each owner, they could use the benefits to purchase (or “redeem”) those shares. Otherwise, the surviving owners would be forced to look elsewhere for the funds to do so (i.e., loans, savings, continued
Insure the Life of Your Business
continued from page 1

etc.). Life insurance allows the owners to fund the buy-sell agreement for pennies on the dollar, reducing the potential burden for the surviving partners. Your practice is, of course, unique. These approaches may or may not be applicable to your situation, and there is certainly no “one size fits all” approach to insurance planning. It is recommended that you review your needs on a regular basis, and be aware of how changes in your practice may require a fresh look at your insurance coverage. Work with an independent agent who can objectively compare multiple options, and don’t be afraid to ask questions. After all, the life of your business may be at stake!

Valley Insurance Professionals is an independent life and health insurance agency, authorized to represent the AVMA GHLIT. In addition to being the authorized representatives to the OSU College of Veterinary Medicine, we are able to help practicing veterinarians with the needs of their family or business. There is never any obligation, sales pressure or additional cost for our services. For help with life, health, disability, long term care insurance or Medicare solutions, contact us today. And enjoy LIFE...we’ve got the rest covered! Contact Brian Schneider at (503) 480-0499, brian@valleyinsurancepro.com or valleyinsurancepro.com.
Rules of thumb often do not reflect the real value of something that is changing hands. For example, the using published rule of thumb like “national sales of veterinary practice” being 76% of the past year gross revenues” or “four times net income” appears to be an easy way to get a fair market value. However, as any owner knows, no two practices are alike and therefore should have different fair market values.

The Internal Revenue Service has determined that value of a business is comprised of two primary elements – tangible and intangible assets. Tangible assets (physical items) are equipment, furnishings, fixtures, leasehold improvement, client records, websites, products for sale and supplies. Intangible assets (the going concern) are location, parking, accessibility, quality of patients, market identity, office systems, quality of staff, practice revenues, types of revenues, and discretionary net income). Let’s examine two practices in the same general area of a city.

<table>
<thead>
<tr>
<th></th>
<th>PRACTICE A</th>
<th>PRACTICE B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross Revenues</td>
<td>$600,000</td>
<td>$680,000</td>
</tr>
<tr>
<td>New, updated Equipment</td>
<td>Older, functioning</td>
<td></td>
</tr>
<tr>
<td>Exam Rooms</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Facility sq. footage</td>
<td>2,500</td>
<td>1,200</td>
</tr>
<tr>
<td>Free standing facility</td>
<td>Facility</td>
<td>Leased space - suburb</td>
</tr>
<tr>
<td>Long term Lease</td>
<td>1 year left; no options</td>
<td></td>
</tr>
<tr>
<td>Software updated program</td>
<td>Technology</td>
<td>Older Version</td>
</tr>
<tr>
<td>Licensed assistants</td>
<td>Staff</td>
<td>On job trained</td>
</tr>
<tr>
<td>10 per month New Clients</td>
<td>3 per month</td>
<td></td>
</tr>
<tr>
<td>$233,600 Owner's Income</td>
<td>$186,000</td>
<td></td>
</tr>
</tbody>
</table>

The rule of thumb “for national sales of veterinary practice” is 76% of the past year gross revenues. Which practice should have a higher value for sale? Should the sale price for one be greater than 76% of the past years gross?

Rules of thumb do not take any differences into consideration, but only look at the average final sale price. Each of the above factors can increase or decrease the value of the price a knowledgably purchaser is willing to pay. A formula based solely on annual collections would value “Practice B” greater than “Practice A”. To a buyer, “Practice A” is a higher quality practice and a better value. The evaluation of professional practices is as much art as science.

Dr. Kovksy assists veterinarians in purchasing or selling veterinary medical practices and real estate; practice evaluations, negotiation or facilitation services; financing alternatives; and career structuring. Contact Dr. Kovksy at drkovsky@me.com or (425) 681-8842.
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- Communication aids to help you connect with your clients about their pets’ care
- Technical FAQs from veterinarians like you

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Don’t Miss This Workshop!
Have you ever looked around your Veterinary practice and thought it might be time for a change? Is your office cluttered and in need of organization? Or do you need help making sense of your legal and financial matters? Perhaps you’ve realized it’s time for a facelift with a remodel or possible move? Are you a Student or an Associate Veterinarian looking ahead at building or buying your own practice? Then you might be wondering where to begin and who to talk to. This event will answer those questions in a fun and informative, afternoon roundtable workshop with industry professionals leading the way!

From Dream to Reality, Start Here!
Spend time with experienced professionals as they provide an overview of the process required to develop, grow, build or remodel your practice.

Our professionals include:
- Financial Advisor
- CPA
- Lender
- Practice Broker
- Architect
- General Contractor
- Attorney

All experienced in the Veterinary Industry

Save the Date!
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Please Contact Us For More Information Or To RSVP
Heather Hippenstiel, BnK Construction, Inc. at 503.557.0866
E-Mail: Heather@bnkconstruction.com
DAY with the EXPERTS
A Workshop for Veterinary Professionals Seeking to Build Better Practices

AGENDA

Monday, October 22nd, 2012
3 p.m. – 7 p.m.

3:00 p.m.
Registration & Welcome, Bill Ludwig & Mackenzie Martin
BnK Construction, Inc. & McCoy Foat & Company

3:30-7:00 p.m.
Roundtable Sessions with the Experts as Follows:

Table 1.
Tax, Insurance & Legal Matters
Mackenzie Martin & Mark Foat, McCoy Foat & Company
“Business Transition Strategies, Insurance & Tax Planning”
&
Jill Laney, Cosgrave Vergeer Kester, LLP Attorneys at Law
“Entity Formation & Operations, & Strategies to Maximize Business & Personal Protection”

(Break & Switch)

Table 2.
Practice Brokerage & Financing
Nikki Quenette, Simmons Northwest
“Assuring a Successful Transition – Whether Buying or Selling”
&
John Campbell, Wells Fargo Practice Finance
“Lending in Today’s Economy”

(Break & Switch)

Table 3.
Architectural & Construction Planning
Rick Shandy & Steve Close, BnK Construction, Inc.
“Guide to Construction Budgeting & Planning”
&
Jeff Clark, Architectural Werks, Inc.
“The Path to Your Future Begins With a Single Step”

Questions & Closing Remarks...then join us for drinks and networking
next door at the Lucky Lab Brew Pub!

Dove Lewis Emergency Animal Hospital
1945 NW Pettygrove
Portland, OR 97209
Please call us for information on the following:

- Mutual Funds
- Retirement Plans
- AVMA Group Insurance
- Life Insurance
- Disability Income Insurance
- Annuities
- Health Insurance

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Better Test = Better Mastitis Management.

Save time and help your clients improve herd health with a faster, more accurate mastitis test.

The OSU Veterinary Diagnostic Laboratory has a new Bovine Mastitis PCR Panel that offers significant advantages over traditional testing methods, including quick turnaround and superior accuracy. In addition, the test works with any kind of milk sample, eliminating the need for special handling and refrigeration.

Submit 5-10 ml of fresh, frozen, preserved or bulk tank milk in a sealed leak-proof container.

The new Bovine Mastitis PCR Panel is available only through the OSU Veterinary Diagnostic Laboratory.

Questions?
Phone: 541-737-3261 or Email: vet.diagnostic@oregonstate.edu or visit vetmed.oregonstate.edu/bovine-mastitis-pcr-panel
Practice Share Fall 2012 Social Media Workshop

DATE CHANGE: Sat. Nov. 10th rescheduled to Sat. Nov. 3rd

8am-4pm Saturday November 3rd, 2012
Location: Sanford Brown College  600 SW 10th Avenue, Suite 400 Portland, OR97205
This event is also approved for 6 CE Credits

Come join us for an interactive workshop with national speaker Eric Garcia and Nicole Cross!

Mr. Garcia has had various schooling focusing on his passion for communicating and understanding information technology and web marketing. Mr. Garcia started his veterinary career at Veterinary Medical Clinic, a nine doctor and thirty employee practice, in 2004. There he quickly moved up to join the management team as an IT Administrator supporting his clinic’s technological and administrative needs. In 2005, he became the new Vice President of Pets Vets and You where he worked as a web consultant managing the companies website design accounts. He quickly noticed there was an ever-growing need for an understanding of information technology and web marketing among veterinary professionals. Mr. Garcia has been speaking to veterinarians nationally and internationally (United States, Canada, and the Netherlands) about the importance of IT Administration and Web Marketing in a veterinary practice for several years. His speaking engagements include NAVC and AAHA. Find out more at www.simplydonetechsolutions.com

Nicole Cross is the social media specialist for VPI Pet Insurance Co. (VPI), the nation’s oldest and largest provider of pet health insurance. She joined the company in May 2011 with a Bachelor of Arts degree in Communications, PR from California State University, Fullerton. Prior to joining VPI, Nicole worked for a boutique public relations agency where she assisted with the development and execution of strategic public relations and social media campaigns. When she isn’t posting, tweeting or pinning, Nicole enjoys hanging out in Southern California with two rambunctious Labrador retrievers, Sammy and Bailey.

Topic: Communicating to a New Generation of Clients, Web Technology & Public Relations

Web technology has always been there to help us communicate with clients but not always do we use it to its full capacity. Our new generation of clients relies on web technology to communicate with others as a way of life. In this session we will learn how to properly communicate vital information to our new generation of clients. By using your website, text messages, email, social media, and pet portals you can change the way you communicate with your clients and become an effective communicator. It’s time to master the art of public relations in your practice by making yourself known using web technology. Public relations for your practice can sometimes be a hassle and often cost you a fortune. In this session you will learn how to make your practice known in the community by using web technology such as Twitter, Facebook, Search Engine Optimization, Blogs, You Tube, E-mail Marketing, & more! Light breakfast and lunch provided.

Contact Mackenzie Martin for more information—206-719-6923 or Mackenzie@mypracticeshare.com
www.mypracticeshare.com ~ “Supporting Women in Veterinary Medicine”

About the Organizers

Jan Miller—Joined Mackenzie and Practice Share in 2009. Day job—veterinary practice management consultant with Veterinary Best Practice in Hillsboro, OR. Home is run by Quincy (the smartest Labradoodle in the world) and cats Keiesha and Scooter.

Event Sponsor
VPI and Dr. Cori Gross
VPI offers the highest value, lowest cost dog insurance, cat insurance and bird and exotic pet insurance policies, all delivered with a customer-first philosophy. Nine out of 10 veterinarians recommend VPI Pet Insurance as their preferred pet health insurance provider, according to a study conducted by ACI Research.

Practice Share’s mission is to grow women in veterinary medicine to be happy and successful in their chosen career path as owners or associates. The group is committed to maintaining a low cost environment for all members. This is not possible without the continued support of our sponsors. Please consider them as you have a need for their services.
Practice Share Fall 2012 Social Media Workshop
Registration Form

Please return your registration form and $50 registration fee as soon as possible. Registration checks should be made to “Practice Share, LLC” and mailed to Attn: Mackenzie Martin at 1800 Blankenship Rd, Suite 430 West Linn, OR 97068. We expect these events to fill quickly. Space is limited to 20. Please return your registration no later than October 15th!

Name: _____________________________________  Practice Name: ________________________________________

Best Contact # ____________________________  Email: _______________________________________________

Clinic Web Address: ________________________________________________________________________________

Which event will you be attending: Portland (Nov. 3rd)_____

How long in practice?: _______ How long have you owned your practice? (if applicable) ________________

Please check all of the following that you utilize in your practice:

Facebook ____ Twitter ___ Blogging ___ YouTube ___ Web videos ___ Website ___ Texting Clients ___ Email ___

How would you describe your computer/internet ability/experience:  Beginner __ Intermediate __ Advanced ___

Do you have a laptop you could bring if needed: Yes ___ No ___ Do you have multiple practice lap tops you could bring if needed? Yes ____ (How many ____ ) No ____

What is the #1 take away you hope to gain from this event: ____________________________________________

________________________________________________________________________________________________

Contact Mackenzie Martin for more information—206-719-6923 or Mackenzie@mypracticeshare.com
www.mypracticeshare.com

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Live Your Dream In Alaska

This *practice purchase opportunity* meets the priority of access to endless outdoor recreation and living a fun-filled lifestyle. You can combine that with having great compensation and profitability.

- Very attractive, 1 veterinarian, small animal practice in a desirable Anchorage Bowl area.
- Less than 30 minutes to shopping, dining & entertainment in downtown Anchorage.
- 2011 Gross $342K working ¾ time.
- Currently new clients are accepted via referral only.
- Great opportunity for growth if desired.
- The real estate includes a practice and a 4800 sq.ft. home.

**Price for practice and real estate**

$780,000

**Work ¾ time**

take home $100K

& have no house payment.

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**FOR DETAILS PLEASE CONTACT**

**Nikki Quenette, CPA, CMA | Dave Gerber, DVM, AVA**

**Simmons & Associates Northwest | 208-664-3100**

**www.simmonsinc.com | northwest@simmonsinc.com**
Since our first days when Drs. Marc Papageorges and Michele Menard began operating VDIC from their apartment, we have continued to grow and evolve. It has been an exciting ride, and we appreciate that you have been there with us.

In 2009, VDIC joined forces with IDEXX resulting in IDEXX Telemedicine Consultants, an expansion of VDIC’s image interpretation service. Now, we not only maintain our local touch, but we remain a leader in radiology interpretation services across the country and the world.

With that, we are pleased to announce that we moved to a new 7,000 square foot facility in a new building in Clackamas on September 24, 2012:

**IDEXX Telemedicine Consultants**

9200 SE Sunnybrook Blvd, Suite 460
Clackamas, Oregon 97015

Our local radiology interpretation practice with Jennifer Hanson, Shelly Salwel, Kathy Beck, and John Feleciano along with our extended radiology group will continue to provide radiology interpretation service both from this new building and remotely.

Our in-house ultrasound service is now conveniently located at Cascade Veterinary Referral Center Monday through Friday and at the Emergency Veterinary Center of Tualatin on Saturdays.

Our mobile ultrasound service is on the road for you five days a week. We can usually get you an appointment the same day and almost always within 24 hours.

Our I-131 service has been transitioned. With our building move we unfortunately can no longer provide this service. We have transitioned this part of our practice to Dr. Franklin at Oregon Veterinary Specialty Hospital. He does a wonderful job there taking care of your hyperthyroid patients!

Our Cytopathology practice is moving! VDIC cytopathology is moving into and becoming part of our local IDEXX Lab here in Portland.

Our local phone number is staying the same

*Please give us a call if you have any questions or would like to schedule an appointment!*

503-722-8077