

SUMMER 2019



SFVMA

**SAN FRANCISCO
VETERINARY MEDICAL
ASSOCIATION**

QUARTERLY NEWSLETTER

PRESIDENT'S STATEMENT

CORPORIZATION OF VETERINARY MEDICINE

The market town of Thirsk which is a two and a half hour train ride north of London (England) is a great attraction for fans of James Herriot. He is the fictional veterinarian based on the life of his creator, Dr. Alf Wight. The practice still exists today although in 2017 it was sold to Medivet, a chain of more than 260 veterinary practices backed by a London private-equity firm, Inflexion. Corporatization of veterinary medicine is not just happening in America; it is occurring in UK, Europe and Australia. The number of practices in USA ranges from 28000 to 32000 depending on the source according to 2017 AVMA report. It is estimated that corporations own about 10% of general practices and 40 to 50% of specialist practices.

The market for veterinary practice acquisition has typically involved 2 categories of buyers. At one stage it was either individuals purchasing their first practice or other owners looking to expand and then later it was large national chains. In recent years, a third player has entered the arena i.e. private equity firms.

WHAT IS PRIVATE EQUITY?

Capital is needed if you want to buy or expand a business. The most logical source is a loan which is debt financing. In the past the this was the most common source of outside capital. The loan could be a bank, family or friend. The money is loaned for a period of time and a set interest e.g. a 20-year loan at 7%. The source of the outside capital does not usually have ownership or management interest.

There can also be equity financing as opposed to debt financing. In this case, capital is used to purchase ownership. The simplest case is the veterinarian uses his own savings to buy the practice which makes them the owner. Equity financing could also be from a partner, family or friend who loans money but has a share in ownership and profit rather than interest and principal on a loan.

Private equity is capital from funds and investors who are looking to increase wealth by investing or buying companies. The money could be from individuals or institutional investors who are looking for

alternatives to stocks, bonds or real estate. They usually have a 5 to 7-year horizon with the goal of improving operations and increasing profit margins and then re-selling to a larger business.

Why is the veterinary market a target for private equity investment? A recent article in Forbes (financial magazine) describes “private equity firms drooling over the veterinary market”. Basically we are spending more money on pets. The business offers good returns and low risks. There is a lack of strategic buyers (us) and largely recession proof market. In the last recession, the veterinary practice management was down 1% whereas most other industries were down 10 to 50%. The veterinary market is seen as a cash business with a fragmented market (lots of small hospitals) with many owners looking to retire. The increasing debt of the new veterinarians mean that is harder for associates to purchase practices which is a gain for the private equity firms.

THE MAIN PLAYER IS MARS

Corporate-owned veterinary practices have been around for about 30 years. In the USA, for the longest time the biggest group buying veterinary hospitals was VCA (Veterinary Centers of America). Because it was a publicly traded company there was easily attainable information about acquisition and growth. VCA sold its 800 hospitals, (in the U.S. and Canada), its animal diagnostic imaging company (Antech) and its doggy day care and overnight camp franchise, Camp Bow Wow to Mars in 2017 for 9.1 billion dollars. Mars is the largest buyer in the market. It is a fourth-generation business and owned by the third richest family in America. They purchased Banfield in 2007, Blue Pearl in 2015, Pet Partners in 2016 and VCA in 2017. That transaction put more than 2,000 locations under a single owner.

The acquisition of VCA was first announced in January 2017 and Mars received Federal Trade Commission (FTC) approval in late August. The FTC required Mars to divest of 12 specialty or off-hours emergency animal hospitals out of its portfolio of more than 1,900 in the U.S. and Canada to avoid being in a monopoly position.

Mars is so much more than chocolate. Apart from Banfield Pet Hospital, Blue Pearl, Pet Partners, it also owns Iams, Nutro, Pedigree, Royal Canin and Whiskas, among several others. By acquiring VCA, Mars Petcare also became the owner of Antech Diagnostics, one of the largest veterinary laboratories in the U.S.; and Sound, a major purveyor of veterinary medical equipment. Banfield also has a teaching hospital in Mexico City associated with the National Autonomous University of Mexico (known as UNAM), and four locations in Puerto Rico.

In 2018, Mars bought into both the UK market with the purchase of Linnaeus and one week later purchased into the European market with Anicura. England-based Linnaeus counts 1,400 staff, including 77 specialist veterinary surgeons, across 82 sites in urban areas across the U.K. Sweden's AniCura counts 4,000 veterinary professionals and 200 animal hospitals operating in Sweden, Norway, Denmark, Germany, Austria, Switzerland and The Netherlands. Last year Mars had made 17 pet related deals globally including China. According to its news release about Linnaeus, Mars Petcare today employs 50,000 veterinary professionals and cares for more than 10 million pets per year.

At a Banfield Pet Healthcare Industry Summit last year, Pamela Mars who is one of the heirs (4 sisters each received 8% stake in Mars when the father died in 2016) stated “We got into the business because we love pets”. “If you don't like us, bummer, you're stuck with us for a long time”.

HOME OF THE DAY

According to its news release about Linnaeus, Mars Petcare today employs some 50,000 veterinary professionals and cares for more than 10 million pets a year.

Who are the other players and what will they do with their investment?

However, in the last 4 years, there have been other players in town. I mean this literally. There is a new group called Curopet based here in San Francisco that is beginning to purchase practices with a slightly different model and more flexibility. An approach that is slightly different is that they are willing to be partners by financing associates to buy a portion of the practice.

There is constant change in the market but currently the companies that own the most practices are National Veterinary Associates started in 1996 and now owned by PE firms Ares Management and OMERS private equity with 500 hospitals. VetCor was also commenced in 1996 and now owned by Harvest Partners PE firm with 2732 hospitals. Other major players are Pathway Veterinary Alliance, Community Vet Clinics (publicly traded as PETQ), PetVet Care Centers, Southern Veterinary Partners (PE owned), Compassion First (PE), Veterinary Practice Partners (PE).

There are about 40 players in the market. Employee based MedVet Medical and Cancer Centers has only 24 locations mainly in Ohio but it is one of the biggest players in the higher-margin specialty hospital arena and is seen as a premium buy. It is assumed that in the next 5 to 6 years that the private equity backed consolidators will be at the end of the expected investment time and have to provide a return to investors. They may merge, sell to Mars or sell to outside buyers. Most people predict that in 6 to 10 years there will a mere handful of very large investment groups. There is also some

speculation that pet food manufacturers such as Nestle and Blue Buffalo may also enter into the veterinary practice market.

WHAT DOES ALL OF THIS MEAN FOR THE PROFESSION?

The truth is no one really knows and this just does not apply to the veterinarian. Software manufacturers, practice management companies, and other businesses that market to the animal health industries all want to know how it will affect their income and profit margins. Matthew Salois, PhD director of AVMA Veterinary Economics Division states that the profession is behind in the understanding of the corporate trend because it is happening faster than anyone anticipated. The division's creation was in 2011 and there is much greater understanding of independently owned veterinary hospitals since its inception. He states "the same cannot be said for corporate-owned practices". Corporate entities are way more protective of their financial data.

There are countless anecdotes about the problems with corporate-owned veterinary practices (I have recanted some of them in the past). However, there is no evidence that independent owned practices are better or worse in terms of remuneration and benefits or client services than corporate owned hospitals. There is some evidence that they function well enough because they are surviving and we still are seeing more investors. They are not driving clients to independent veterinary practices although we all know of cases where that may be happening.

There are going to be lot of changes in the ownership of the veterinary space but the hope is that we can continue to provide excellent and affordable veterinary care.

— Philip Watt, BVSc, MANZCVS, FANZCVS

UPCOMING MEETING

THURSDAY, JUNE 20, 2019

"Integrative Approach to Pain Management in Small Animal Medicine"

Dr. Ilana Strubel MA, DVMA, CVSMT, CCRT



Dr. Ilana Strubel is a 1995 graduate of the University of Illinois College of Veterinary Medicine and has been in general veterinary practice in the San Francisco Bay Area for the past 24 years with a special interest in Integrative Medicine.

In 2014 she founded **A Well Adjusted Pet, Veterinary Rehabilitation and Integrative Wellness Center**, located in Pacifica, CA .

Dr. Ilana Strubel is also a dedicated community volunteer and currently serves on the board of Paw Fund and is credited with being the founder of Veterinary Street Outreach Services (VET SOS) where she volunteered as Project Coordinator for 12 years. She has also served for many years on the board of Pets Are Wonderful Support (PAWS-SF) and is a co-founder of San Francisco Aid for Animals (SFAFA).

APPETIZERS

Phyllo Triangles with Spinach and Feta Cheese + Shrimp Tostadas with Avocado Salsa

SALAD

Shaved Kale Salad

MAIN COURSE

Maple Leaf Farm Roast Duck Breast

-OR-

Vegetarian Option

-OR-

Vegan Option

DESSERT

Tahitian Vanilla Creme Brûlée

AGENDA

6:30 pm **Hors d'oeuvre and No Host Bar**
7:15 pm **Dinner and Meeting**
8:00 pm **Program**

ALL MEETINGS AT THE CLIFF HOUSE

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THIS MEETING IS OPEN TO ALL DVMS

Non-members pay \$75
Annual membership \$230

RSVPs required individually via the SFVMA website by Friday, June 14, 2019: www.sfvma.net/rsvp

Remember: The Association pays for uneaten meals. If you have RSVP'd and will not be able to make it, we need you to send in your cancellation no later than Monday, June 17, 2019.

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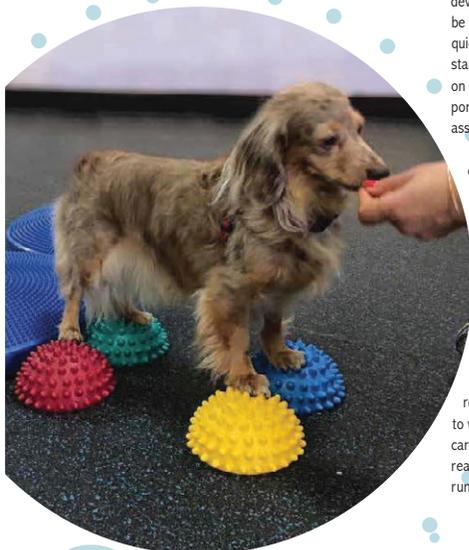
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- Anxiety / Emotional Health
- Sports Conditioning
- Canine Athlete's "Pre-hab"
- Maximizing Quality of Life



A Well Adjusted Pet at The Rex Center:

Dr. Strubel and A Well Adjusted Pet are located in the same building as The Rex Center. For Dr. Strubel's services, please make your appointment through our offices at **415-967-3861**

A Well Adjusted Pet Integrative Veterinary Practice offers:

- Animal Physical Rehabilitation Services
 - Custom Orthotics and Prosthetics
 - Holistic Wellness Care
- Acupuncture and Herbal Consultation
 - Chiropractic Care
 - Behavioral Consultation
- Nutrition Consultation and Weight Loss



Success Story:

Kira is a 14 year old senior dog who had been progressively losing the use of her rear legs. Eventually she could not walk or stand on her own without maximal assistance.

Due to degeneration of spinal nerve function and ongoing arthritis- Kira was not able to sense how best to place her paws as she moved, so she was walking on the tops of her feet, causing painful sores and limiting her ability to get around. After her initial rehab evaluation we fitted her with 'Toe-Ups', a device that helped Kira tell which way her feet should be placed before she put weight on them. Very quickly, she gained in confidence and was able to start taking steps with her feet in the correct position on her own as well as going up and down the back porch steps using her rear legs with much less assistance!

Once we fitted her with her 'Toe-Ups' and we eliminated the pain from her walks, she started fully bearing weight on both of her back legs and was quickly ready to advance in exercises that focused on improving her overall coordination and balance. Her treatment plan included targeted assisted swimming, underwater treadmill walking, and targeted home exercise to help her relearn how to deliberately place her legs when moving in different directions and to help her keep her balance. And as her coordination improved, Kira experienced a regaining of muscle mass and strength: she began to walk more normally, and no longer needed to be carried or pulled in a doggie wagon, her atrophied rear leg muscles became stronger and she began to run and trot to the park again!



Why Choose Rehabilitation?

- Maximize Mobility and Quality of Life
- Accelerate healing time
- Reduce pain
- Build muscle mass
- Facilitate weight loss
- Customized exercise programs

Benefits of Hydrotherapy:

Hydrotherapy in conjunction with veterinary treatment is an extremely effective method of rehabilitation for dogs. Studies have shown that with hydrotherapy, dogs recovering from surgery or injury heal up to 60% faster than with other therapeutic methods.

- It helps decrease inflammation and improves circulation.
- Muscle conditioning in water is not only an effective way of building up cardiovascular strength and endurance, but it can also be fun!
- Hydrotherapy treatment is conducted using a warm water resistance pool or Aqua PAWS Underwater Treadmill, located at The Rex Center in Pacifica.



A Well Adjusted Pet

Ilana Strubel, MA, DVM, CVSMT, CCRT

Physical Rehabilitation
Holistic & Integrative Medicine



Contact Us:

415-967-3861

info@awelladjustedpet.com

Find us online:

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Custom Braces and Mobility Devices:

Custom Orthotics (Braces) are a truly viable and highly functional alternative to surgery. Orthotics and Prosthetics are especially useful for helping with chronic, ongoing conditions such as arthritis, traumatic injury, post-operative support, cruciate ligament injuries and other tendon or ligament injuries. From custom-made boots that protect paws to braces or splints that provide support or even prosthetic limbs or wheelchairs, the variety of options is ever increasing.



FELV/FIV TESTING AT SF ACC & SF SPCA

San Francisco Animal Care and Control (SFACC) and the San Francisco SPCA (SF SPCA) recently changed their protocols regarding retroviral testing. The following describes the issues considered in the decision for the change.

Best practices for viral testing cats in shelters has been evolving over time to reflect the practicality of testing given the inherent problems with the screening test in obtaining meaningful results. Historically, all kittens and cats in our care were tested for FeLV/FIV using an in-house ELISA test; however, research has shown that less than 2.5% of the North American feline population test positive for either FeLV or FIV. This low seroprevalence also affects the positive predictive value of our retroviral tests (i.e. if the prevalence of a disease is low, then the accuracy of the test decreases and more false-positive results may occur).

The additional handling required for testing is inherently stressful to the cats and creates a high demand for staff. Added stress for shelter cats, and the delay in time to processing increases length of stay, which leads to more cases of shelter acquired illness and/or behavior concerns.

FIV tests can detect antibodies passed in colostrum from an infected or vaccinated mother, which can be mistaken for infection in kittens under 6 months of age. These kittens may test negative on a subsequent test 60 days later. Adult cats may test negative for FIV if tested within the incubation period, which is highly variable

(weeks to months). Because cats in our care leave the shelter within 2-3 weeks (with kittens staying for significantly less time), a single negative test in shelter is not a meaningful result.

FeLV testing results are difficult to interpret given the various stages and different forms of infection (progressive vs. regressive) and are therefore only accurate for a given moment in time. Repeat testing would be recommended for both patients testing positive or negative which is impractical in the shelter setting.

For the above reasons, SFACC & SF SPCA policy moving forward will be to test only at-risk cats including cats with obvious fight wounds, cats that are intact at time of impound, and cats that show signs of illness while in shelter. We will *discontinue* testing for cats under 6 months of age and healthy adult cats.

We will provide information on request to all adopters on the pros and cons of testing and encouraging them to discuss FeLV/FIV with their veterinarian regardless of age, previous test results, or lifestyle.

We are hopeful that in making these changes, we can move cats through the shelter more efficiently and focus our limited resources on those animals requiring additional care.

Thank you for your support. Please contact us if you have additional questions regarding this change.

Shari O'Neill
Chief Shelter Veterinarian
shari.oneill@sfgov.org

Elizabeth Roberts
Director Shelter Medicine
evroberts@sfspca.org

RABIES CLINICS

SUNDAY, JUNE 9 , 2019

10am – 1pm

\$6 per Vaccine!

(Dogs Only / Cash Only)



The SFVMA sponsors Rabies Clinics on four Sundays each year. Rabies clinics are held at **Animal Care and Control (ACC), 1200 15th Street** (at Harrison), in the “Get Acquainted” Room.

THANKS TO OUR VOLUNTEERS!

Thank you to all the volunteers that continually make these clinics a success! *Volunteers are still needed for the upcoming 2019 Rabies Clinics. Sign up today!*

Please email sfvmavp@gmail.com with your information to sign up for a clinic. Rabies clinics will be held at Animal Care and Control (ACC), 1200 15th Street (at Harrison) from 10am–1pm.

Please contact **Anna DeVincenzi** if you have any questions or would like to volunteer: sfvmavp@gmail.com



SPONSOR A FUTURE MEETING

In order to continue to contract with the Cliff House as our meeting venue, support our charitable and scholarship funds, and generally maintain the organization (with keeping dues payments reasonable), the Board will continue to seek sponsorships that help to cover the costs of our programs.

If you are interested in sponsoring a future meeting, please contact **Philip Watt**: sfvmapresident@gmail.com



LATEST NEWS FROM SFAfA

So far this year we have provided over \$150,000 (GIA's and hospital matches) to help save over 85 pets. Please remember that our fiscal year ends June 30 and any unused GIA funds will be returned to the general fund to be distributed in next year's GIA program. Let us know before June 15 if you will have any difficulties meeting that deadline for a specific case; we may be able to earmark fund for you.

The Tauber Fund, which runs on a calendar year cycle, is still well funded. If you think you may have a case that will qualify please contact us.



SFAfA
SAN FRANCISCO AID for ANIMALS

This past year has been very busy. In addition the GIA and Tauber programs we established a Fire Fund that we mobilized during the Camp Fire and partnered with veterinary hospitals and the Butte County Humane Society to provide financial assistance to pets in need and their families. We also established a new fund (Dr. Phil Durfee fund) that provides a \$1,000 grant to the first SFAFA hospital that exhausts their GIA funds and needs additional help. This year the recipient was Bay Area Bird Hospital.

CHARITABLE DONATIONS

The SFVMA Board will consider charitable grants to organizations that support the care and welfare of animals in our community and promote the veterinary profession.

Please contact **Keely Commins** for details on requests for donations: sfvmatreasurer@gmail.com



Our Bow-Wow film was a great success. Thank you to everyone, individuals and hospitals, for your support. Your continued support allows us to help more pets.

Our In Memoriam Program is growing and we hope you will join. For a small contribution to SFAFA we send out a card to your client letting them know that we received a donation from you in their pet's memory. Our participating hospitals are very happy with the responses they received from their clients. A great way to help SFAFA and to honor your clients.

More information on all programs is available on the **"For Providers"** page at sfafa.org or by emailing requests@sfafa.org.

SFVMA SCHOLARSHIPS

Veterinary Students

If you know a good candidate for 2020, please encourage them to apply! Applications are accepted from **October to December annually** as determined by the college.

We will offer a scholarship at **Western University** next year.

REQUIREMENTS

- Current enrollment in the vet med program
- Current or former employment by an SFVMA member
- Letter of recommendation from the same

CONTACT

Tim McPheron
Director of Development
College of Veterinary Medicine
tmcpheron@westernu.edu

RVT Students

To support and encourage RVTs in San Francisco, the SFVMA has established a scholarship program for students enrolled in an accredited RVT program. We will award \$1,000 to two candidates who are currently or have previously worked in the practice of an SFVMA member, and have a stated desire to return to SF after graduation.

Submissions should include a personal statement from the student, a letter of recommendation from the veterinarian, and proof of enrollment at an accredited RVT program. The deadline for applications is **May 1 annually**.

Questions should be sent to **Phil Watt** at sfvmapresident@gmail.com.



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Veterinary Street Outreach Services (VET SOS) is recruiting volunteers— DVMs and veterinary assistant/technicians — for its monthly mobile clinics serving the companion animals of homeless San Franciscans. Visit www.vetsos.org for more information, including upcoming clinic dates. Support the human-animal bond in this vulnerable population and work with outstanding volunteers from all over the Bay Area!

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Email: vetsos@sfccc.org



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Flare: Diagnosis and management of uveitis

Dr. Albert Mughannam, May 14, 2018

Cataracts: Diagnosis and Treatment

Dr. Cynthia Cook, Aug 28, 2018

Pigmented Ocular Masses,

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We've offered preventive care coverage for more than 20 years. Because, like you, we know that regularly scheduled veterinary care is the best way to help healthy pets stay healthy.

2 Experience counts.

Thanks to more than 35 years of experience protecting dogs, cats, birds and exotic pets, there's nothing we haven't seen.

3 We started the pet insurance industry in the U.S.

As the first and only underwriter for Veterinary Pet Insurance®, we were proud to be part of the pioneering vision that brought pet health insurance to the U.S. in 1982.

4 We pay more claims.

We pay more than 1.2 million claims every year—that's an average of more than 3,300 claims every single day.

5 We insure more pets.

Nearly 650,000 pet parents trust us to protect their pets' health. In fact, many of our members have insured multiple pets with us over the decades.



Ashley Mengwasser and Rosie, protected by Nationwide® since 2013

Contact Your Local Representative for Information:

Sharon Burns, R.V.T.

Claims or Policy Questions:

(562) 315-3777

(866) 838-4874



Nationwide®
is on your side

Coverage for your **world's best pet parent** side.

CLASSIFIED ADS

Larkspur Landing Vet Hospital Looking for Rockstar Vet

Larkspur Landing Veterinary Hospital is looking for part or full time veterinarian. We are located in Marin County, right across the golden gate bridge from San Francisco. We are a fun, face paced small animal day-time practice. We offer tailored personalized progressive medicine and surgery. Our hospital is fully equipped and our clients are great, including multiple rockstars. Thus we are looking for a highly skilled veterinarian with great people and medical skills to join our busy boutique practice. We offer matching 401K, Trupanion Pet insurance, \$110-150K per year for a four day work week. We are also looking for relief veterinarians to perform routine spay, neuter and dental procedures Mondays and Tuesdays for \$800 per day.

Please send resume to pressdogs@me.com

Volunteer Vet Techs Needed at PAWS (Pets Are Wonderful Support)

PAWS mission is to preserve, support and nurture the human-animal bond for those most vulnerable in our community, low-income San Francisco residents who are seniors (over 60 years old) and/or persons living with a disability, with pet food and vet care, among its services.

Volunteer Vet Techs assist one of our licensed Volunteer Veterinarians with exams and nail trims at our Ask The Vet consultations. Our vet exam room is located in the PAWS building in the Mission neighborhood of San Francisco.

Volunteer Vet Techs do not need to be licensed vet techs, but must have a minimum of one year experience working in a veterinary environment, and feel comfortable performing animal restraint and animal handling tasks within a limited clinic environment.

Please contact Program Coordinator, Volunteer Services,
Walter Campbell for more information and to apply to volunteer:

wcampbell@shanti.org

415-830-7026

CLASSIFIED ADS

Time to Move North?

Petaluma Veterinary Hospital in beautiful Sonoma County is seeking a veterinarian to join our team. As an AAHA-Accredited hospital we practice high-quality veterinary medicine in a family oriented, friendly environment. We have all the amenities: computerized record keeping, digital radiography, digital dentistry, ultrasound, Idexx in house labs and more. We offer highly competitive Pro-Sal (salary + production bonus) compensation (130-150K) and a great benefits package including health, dental and liability insurance, IRA match, CE allowance, paid association fees and pet care discounts. We are closed Sundays with no after-hours emergencies. A California Veterinary License and 2+ years of experience are required. See our website www.petvethosp.com for our great client testimonials.

Please contact Dr. Angie Smith at drsmith@petvethosp.com or call (707) 217-3151.



When It Comes To **Managing Money**, Many Of Us Face **Challenging Issues**.

- *How will I pay for my children's education?*
- *How will I protect my family if I cannot work anymore?*
- *Should I accelerate mortgage payments or increase my savings?*
- *How can I afford to care for my parents if they need my help?*

▶ To make the best possible decisions, it's vital to have a comprehensive view of your financial picture.

We can help.



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REGISTER NOW

AMERICAN ASSOCIATION OF FELINE PRACTITIONERS



5th WORLD FELINE VETERINARY CONFERENCE

Complex DISEASE MANAGEMENT

Exploring Feline Comorbidities

The interaction and processes between two or more distinct diseases can be challenging and yet, practices experience this frequently. This will be a truly unique meeting that encourages you to think differently about treating feline comorbidities. Veterinary professionals will acquire knowledge about two or more different diseases or conditions that exist together and what to do if treatments appear to conflict.

Distinguished Speakers

Dawn Boothe, DVM, MS, PhD, DACVIM, DACVCP
Christopher Byers, DVM, DACVECC, DACVIM (SAIM), CVJ
Ed Carlson, CVT, VTS (Nutrition)
Dennis Chew, DVM, DACVIM
Julie Churchill, DVM, PhD, DACVN
Elizabeth Colleran, DVM, MS, DABVP (Feline)
Audrey Cook, BVMS, MRCVS, MSc Vet Ed, DACVIM, DECVIM, DABVP (Feline)
Linda Ellis, DVM
Amy Farcas, DVM, MS, DACVN
Audra Fenimore, DVM, MS, DACVIM
Deborah S. Greco, DVM, PhD, DACVIM (SAIM)
Kristen Hagler, BS, RVT, VTS, CCRP, CVPP, OACM, CBW
Jolie Kirpensteijn, DVM, PhD, DACVS, DECVS
Barbara Kitchell, DVM, PhD, DACVIM (SAIM & Oncology)
Michael Lappin, DVM, PhD, DACVIM
Ronald Li, DVM, MVetMed, PhD, DACVECC
Susan Little, DVM, DABVP (Feline)
Bianca N. Lourenço, DVM, MSc, DACVIM (SAIM)
Stanley Marks, BVSc, PhD, DACVIM (SAIM & Oncology), DACVN
Ragen McGowen, PhD
Catherine Outerbridge, DVM, DACVD, DACVIM (SAIM)
Rachel Poulin, RVT, VTS (SAIM)
Cassan Pulaski, DVM, MPH
Jessica Quimby, DVM, PhD, DACVIM
Ilona Rodan, DVM, DABVP (Feline)
Adam Rudinsky, DVM, MS, PhD, DACVIM (SAIM)
Margie Scherk, DVM, DABVP (Feline)
Scott Simpson
Andrew Sparkes, BVetMed, PhD, DECVIM, MANZCVS, MRCVS
Joshua Stern, DVM, PhD, DACVIM (Cardiology)
Melissa Tompkins, BS, CVPM
Jan Woods
Ann Wortinger, BIS, LVT, VTS (ECC, SAIM, Nutrition)
Bonnie Wright, DVM, DACVAA, cVA, CVPP, CCRP

Conference Education

Pre-conference Day Sessions: topics such as hypertension, effects of emotional well-being, constipation, localizing feline dyspnea, update on IMHA, hypotension, & acute pancreatitis

Complex Disease Management: topics such as why comorbidities are the norm, positive retroviral status with comorbidities, triaditis with concurrent disease & conditions, diabetic cushingoid cat, IBD in the diabetic cat, hyperthyroidism & CKD, cardio-renal syndrome, CKD & chronic enteropathy, cardiomyopathy & thromboembolic disease, heart disease & respiratory disease, nutritional triage for concurrent diseases, integrating pharma & non-pharma, peri-operative cat with renal disease, senior cat nutrition when comorbidities exist, changing the way we use NSAIDs with comorbidities, anesthesia for HCM & other diseases, changing therapy for antimicrobial risk when comorbidities exist, lymphoma & heart disease, GI lymphoma and diabetes, OA pain with renal or cardiac diseases, renal lymphoma in the azotemic cat, skin disease when corticosteroids are contraindicated, & more

Technician/Nurse Track: topics such as fluid therapy, hepatic lipidosis, feeding tube management & complications, nutritional management of vomiting & diarrhea, physical rehab, diabetes, refeeding syndrome, & more

Practice Management Track: topics such as work-life balance, risk management, implementing feline-friendly techniques, does Cat Friendly Practice® impact your team's risk of injury, team building, & more

Luncheon Sessions: topics such as retrovirus updates, maintaining muscle mass on renal diets, chronic viral URI, heartworm, hypertension, CKD, & more

*Speakers and sessions subject to change.

October 31 – November 3, 2019
Hilton San Francisco Union Square • San Francisco, CA
www.catvets.com/education



Help keep dogs and cats in their homes, and in your practice, by recognizing behavior problems and referring clients to me for additional help. My goal is to alleviate the emotional suffering of pets and the

people who love them. I provide house call appointments in the greater Bay Area to establish behavior diagnoses and design **Behavior Treatment Plans** which include management, behavior modification, medication if appropriate, and a year of email support. I look forward to helping your patients and clients!



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A Veterinary Consulting Service

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Balboa Pet Hospital, in beautiful San Francisco, California, provides comprehensive veterinary care services, including: emergency, preventive, diagnostic, surgical and dental services, as well as pet acupuncture and boarding. We are looking for a full-time experienced associate veterinarian to join our small animal (and some exotics) practice. Our team is well-established and supported by experienced RVTs and VAs. We are a generous sized hospital that has been in practice with current owner since 1966 and AAHA accredited for 30+ years. Quality of life is a priority to all of us. We are located just a few blocks from Ocean Beach & Golden Gate Park. You can see the bison in the park during your lunch break! We have a friendly staff and a fun working atmosphere.

Our appointment hours are 8-6 Monday-Friday & 8-5 Saturdays.

Benefits include: Competitive salary and Medical, Dental, Vision, Vacation and Sick time, CE, DEA License, CVMA, SFVMA, & AAHA memberships.

**** Part-time applicants also welcome to apply ****

Sound like a good fit? Check out our website at balboapethospital.com and email your resume to: ldelrosso@balboapet.com or alice@balboapet.com

Health Sciences Assistant Professor Wanted

The Department of Medicine and Epidemiology in the School of Veterinary Medicine at the University of California, Davis is recruiting for a Health Sciences Assistant Professor of Community Practice.

Veterinarian with competence and advanced clinical skills in small animal primary care. Board certification or eligibility in a relevant specialty such as American Board of Veterinary Practitioners is preferred but not required. Clinical experience and competence in small animal primary care medicine, preventative care, general dentistry and general surgery are required. A demonstrated aptitude/experience in the principles of veterinary practice management is preferred. A demonstrated aptitude/experience with teaching, particularly clinical instruction is required. USDA accreditation will be required within one year of hire. Excellent interpersonal and communication skills and a demonstrated ability to work with others in a collegial team atmosphere are required. A minimum of 5 years of experience in veterinary primary care practice is required and greater than 8 years is preferred. A valid license to practice veterinary medicine in California is required before employment (California Business and Professions Code Section 4846-4857). Individuals not eligible for a full California license can obtain a University License (California Business and Professions Code Section 4848.1).

The position includes a 90% clinical commitment to the Community Practice Service of the Veterinary Medical Teaching Hospital (VMTH). A complete position description is available on-line at: <https://recruit.ucdavis.edu/apply/JPF02682>

To receive fullest consideration, applications must be received by April 30, 2019, position open until filled. Interested applicants should submit 1) a letter of intent outlining interest in the position, overall related qualifications and experience and career goals; 2) curriculum vitae; 3) a statement summarizing clinical teaching philosophy; 4) a statement summarizing experience and professional contributions in the area of equity and diversity; and 5) the names and addresses of professional references from three veterinary colleagues and one staff colleague. Application materials must be submitted by using the University's online submission program, <https://recruit.ucdavis.edu/JPF02682>

The University of California is and affirmative action/equal opportunity employer. UC Davis is a smoke and tobacco free campus. UC Davis supports family friendly recruitments: <http://academicaffairs.ucdavis.edu/programs/work-life/index.html>

**Want to do something that saves lives,
feels good and helps your community?
Then volunteer to help animals when
disasters strike in California!**



Thousands of animals need care during and after disasters. Some 63% of California households have pets, including an estimated 10 million pet cats, nine million dogs, and one million horses.

Other pets, farm animals, and wildlife also need assistance during and after disasters like earthquakes, floods, and wildfires.

Veterinary professionals are vital to animals during disasters. The mission of the California Veterinary Medical Reserve Corps (CAVMRC) is to provide veterinary professionals with the training and credentialing necessary to support animal health and public health.

Deployment is always voluntary. Volunteers get involved at whatever level works for them – assistants are needed as well as leaders, part-time responders are as welcome as those who can help out for a week or two, plus there are ongoing roles in areas such as planning and disaster response. Volunteer participation can be a matter of life or death for rescued animals and means the world to the owners of those animals.

BENEFITS OF JOINING THE CAVMRC

The CAVMRC provides veterinary professionals:

- Credentialing necessary to support animal health and public health emergency response.
- Continuing education and training opportunities that allow you to strengthen your skills to better serve your practice, your community and our state.
- Networking and information sharing opportunities with veterinary team members across the state.

WHO CAN JOIN THE CAVMRC?

You don't need any prior disaster response experience or training to join the CAVMRC. The entire veterinary practice team is welcome, including:

- Veterinarians
- Registered veterinary technicians
- Veterinary assistants, office managers and all support staff members
- Students in veterinary medical programs
- Retired veterinary professionals with a current license

PROGRAM AFFILIATION

The CVMA registered the CAVMRC as a unit of the Medical Reserve Corps under the California Emergency Medical Services Agency and works in cooperation with local, statewide, and national agencies. The CVMA has played an important role in preparing for and responding to disasters in California since 1994 and builds on this experience with this new affiliation.

For more information visit the CAVMRC website:

cvma.net/resources/disaster-response-program-2/california-veterinary-medical-reserve-corps-cavmrc/