why be involved with the mvma?

aka “the MVMA is like interacting with cats”

I was having a conversation with a colleague when we were in Texas the other day—someone for whom I have a lot of respect. He lives in Michigan, but I don’t even know if he’s an MVMA member—he’s been living overseas and just returned to the states a few months ago, so I sort of assumed he wasn’t. The fact that I had the opportunity to serve our profession as the MVMA President came up, and he gave me a wry smile, and said something along the lines of “Good for you, but I have absolutely no interest in that.” The thought occurred to me that the next time we talked, I was going to inspire him with all the reasons why membership in our professional association—especially active membership—is so worthwhile. And then it occurred to me that the idea of being active in organized veterinary medicine is a lot like something most veterinarians can already relate to—interacting with cats!

Some see it as a thankless job—certainly without a lot of affection involved. In fact, sometimes you’re the recipient of a lot of undeserved hissing and claw strikes that come out of nowhere (and from several places at once). But usually, if you take a deep breath and stand back a bit, you realize that something else was going on with that kitty that had less to do with you and more to do with the cat (like the dog had the audacity to lay in her favorite resting place!). And you just happened to be the closest and most available target.

When the fur settles, you all realize you want the same thing—a little mutual respect and a few

continued on page 2
basic creature comforts that make life better for everyone. And ultimately, this is better achieved when everyone is calm and collected and can work together toward a common goal. And then that—truly—becomes its own reward.

Communication is not always easy. Sometimes you think that you're making yourself quite clear and communicating in a very straightforward manner . . . “This is your food bowl so this is where you should be eating from. Nowhere else.” Now you can keep insisting that you've conveyed the right message in the right way, but if the recipient isn’t ‘getting it’, then the communication isn’t working.

In the end, communication must be a two-way process. If your representative isn’t providing you with information, or you don’t read the newsletters that are mailed or the online versions that come via email, or if you’re surprised by info or actions that occurred a year or two ago—then you, too, have a responsibility to reach out and make sure that you’re asking “what’s going on” and to stay informed about what’s current in your organization that affects you. And if the information isn’t accessible to you, then tell your representative, officers, and/or MVMA staff, so adjustments can be made to get the information to you.

So I can keep putting each of my cats in front of their respective bowls, and the message I’m sending is pretty darn obvious—at least to me. “Eat this and eat only this.” But eventually I realize that my cats were, in fact, also communicating. Their message was approximately “If it’s available to me, it’s fair game.” This includes anything that’s behind an unlocked cupboard. So now we’re communicating. (We’re back to baby locks on the cabinets—sheesh!). Both parties must take responsibility for the communication—both in seeking the information and in assuring that it’s been received. You may not agree with the message 100% of the time (kitties still think the food in the cupboard should be theirs), but at least the message sent is the message received.

It’s hard to get everyone on the same page. You’ve heard the expression ‘like herding cats’? Well, in my opinion, that can be a piece of cake compared to getting 20+ intelligent, independent-minded professionals (your Board of Directors) to come to a consensus on a given topic. But—unlike with cats—the real energy and beauty comes from the discussions that ensure prior to the ultimate vote/decision. This is democracy in its true form: Expressing and acknowledging differences of opinion. In fact, I often learn the most from those who are approaching a subject from a different direction, or even those who simply disagree with me outright.

In truth, sometimes the prevailing opinion or consensus is different from my own, but the importance of addressing the welfare of the whole sometimes supersedes the welfare of the individual. In my house, there were initially two very strong-minded cats who thought their individual way was the only ‘right way.’ Now, however, with a little patience (and a lot of Feliway), they’ve come to realize that while they still matter a lot as individuals, the overall health of the household is much stronger when they present a unified position. Likewise, our position as veterinarians in Michigan is much healthier when our collective voice is unified.

So what will I tell my friend the next time we’re together? I’ll tell him that there are a lot of worthwhile and valuable things to do with one’s time, and choosing to participate in our MVMA is an extremely valuable one. It comes with responsibility—for staying informed, staying open, learning from others, making our voice heard when it matters. So reach out to your representative/director. Familiarize yourself with the website and newsletter. Take ownership of staying involved.

Additionally, it comes with rewards rarely experienced in other capacities—staying abreast of current concerns and activities affecting our profession and ourselves, impacting current and future generations of veterinarians, and, simply by using your voice, having a chance to definitively shape the state of veterinary medicine in Michigan. The only constant is change, and things are changing all the time in and around our profession. Some will choose to sit back and watch. As for me—and I hope you—we’ll stay involved and make our voices heard.
The 99th Michigan Legislature ended the first year of a two-year cycle on December 13, 2017. From a practical standpoint, the two-year cycle only means that introduced legislation carries over into the New Year and can be considered for passage in 2018. However, the MVMA successfully amended opioid legislation passed in 2017 and can now focus 2018 efforts on other legislative issues important to the veterinary profession. The article that follows describes the package of legislation passed to combat opioid addiction and the role the MVMA played in being part of the solution.

In an effort to halt what has become a national epidemic in recent years, the legislature took a first step in taking on the rise in the number of people addicted to opioid pain killers. Legislation signed by the Governor included requirements for physicians to check a patient’s medical history to ensure they are not getting excess medications, capping prescriptions for acute pain at seven days, parental consent for prescribing controlled opioid substances under certain circumstances, improved reporting requirements, and instruction to school students on opioid abuse prevention. While the MVMA was supportive in a comprehensive solution, we also were active in stopping additional veterinarian requirements and reporting that would not assist in solving opioid abuse.

In particular, the MVMA legislative team at Karoub Associates was successful after talking with the bill sponsor, committee chairs, and Legislative leadership in getting Senate Bill (SB) 166 amended to create a partial exemption for veterinarians. As introduced, SB 166 would require all licensed prescribers to obtain a report concerning a patient/client from the Department of Health and Human Services’ electronic system for monitoring Schedule 2 through 5 controlled substances, before prescribing or dispensing a controlled substance. Under the amended version signed by the Governor, the requirements would not apply under any of the following circumstances:

- If the dispensing occurs in a hospital or freestanding surgical outpatient facility and the controlled substance is administered to the patient in that hospital or facility.
- If the dispensing occurs in a veterinary hospital or clinic and the controlled substance is administered to the patient in that hospital or clinic.
- If the controlled substance is prescribed by a licensed prescriber who is a veterinarian and the controlled substance will be dispensed by a pharmacist.

Please note that SB 166 does not go into effect until June 1, 2018. The bills passed by the Legislature are House Bills 4403, 4406, 4407, and 4408 of 2017, and Senate Bills 47, 166, 167, 270, 273, and 274 of 2017. The full Legislation can be found at www.legislature.mi.gov. It is strongly encouraged that you read the new laws to determine their effect on your veterinary practice.

Lastly, Governor Snyder gave his annual and final State of the State address on Tuesday, January 23rd. Expect him to use the speech as a summary of what the administration has accomplished during his term as Governor and how the forward momentum will continue. While he may outline a few legislative priorities, don’t expect the legislature to act on much with this being an election year.

—Matt Breslin, MVMA’s Lobbyist
The future looks bright ...

Get ready to shine!

Thanks to our valued veterinary communities, we’ve grown by leaps and bounds. Our Auburn Hills, Ann Arbor, Grand Rapids and Southfield hospitals are thankful for our partnership with you in providing remarkable care for pets. Visit our website to learn more about local specialty/ER services and CE opportunities in your area.

Ann Arbor 734.971.8774
Auburn Hills 248.371.3713
Grand Rapids 616.284.5500
Macomb 586.307.3730
Southfield 248.354.6640

bluepearlvet.com

©2018 BluePearl Veterinary Partners. All rights reserved.

WORK WITH A DEDICATED HEALTHCARE BANKER WHO UNDERSTANDS YOUR BUSINESS.

As a veterinarian and business owner, you know it’s often the little things that make the biggest difference. That’s why you’re always looking for ways to improve your practice. PNC’s dedicated Healthcare Business Bankers can offer you guidance and cash flow tools to help you make your business better. Whether you’re managing payables and receivables, purchasing new equipment or expanding your services, talking to a banker who knows your practice is another small change that can make a big impact.

CALL A HEALTHCARE BUSINESS BANKER AT 877-566-1355
PNC.COM/HCPROFESSIONALS

Banking and Lending products and services, bank deposit products, and treasury management services, including, but not limited to, services for healthcare providers and payers, are provided by PNC Bank, National Association, a wholly owned subsidiary of PNC and Member FDIC. Lending and leasing products and services, including card services and merchant services, as well as certain other banking products and services, require credit approval. All loans and lines of credit are subject to credit approval and require automatic payment deduction from a PNC Bank business checking account. Origination and annual fees may apply. ©2017 The PNC Financial Services Group, Inc. All rights reserved. PNC Bank, National Association Member FDIC.
great lakes VETERINARY CONFERENCE
... don’t miss it!

Watch for details on our fun Social Events, too!

PRACTICE MANAGEMENT

Andy Roark, DVM, MS
International Speaker, Author, Media Personality
Sponsored by Boehringer Ingelheim

- How to be an exam room rock star
- Building client loyalty to grow your practice
- Bonding clients in person—and online
- How to drive change in your veterinary practice
- The Jedi Mind Trick: 10 techniques for getting colleagues, bosses, and staff to do what you want
- Diffusing the angry client

INTERNAL MEDICINE & CLINICAL PATHOLOGY

C. Guillermo Couto, DVM, DACVIM (IM & ON)
Couto Veterinary Consultants
Sponsored by IDEXX

- What is this CBC telling me? A simple approach to hematology
- Anemias: Not all of them are immune-mediated!
- Anemia case challenges
- Leukocytes: Does a normal count mean a normal patient?
- Fever of unknown origin: A practice approach
- Cytology for the practitioner

NEUROLOGY

Jared Galle, DVM, DACVIM (Neurology)
Dogwood Veterinary Referral Center

- Neuro exam: Neuro is easy. Neuro is fun.
- Neurolocalization: “X” marks the spot
- Seizure management: Status and maintenance at home
- Common spinal cord diseases: Pain to paralysis
- Intracranial diseases 101: Things I missed in vet school
- Nuts & bolts: Neuro tips for the general practitioner
In the summer of 2016, two owners of a limited liability company (“LLC”) sought my legal advice concerning a heated dispute they had with the third owner of the LLC over the operation of the business. Although their disagreements quickly erupted into multiple lawsuits, all of which are matters of public record, I will refer to the three owners of the LLC as Peter, Paul, and Linda rather than use their real names. I represented Peter and Paul.

Paul and Linda (Linda is an attorney) were married to each other. Linda had already filed for a divorce from Paul a few months before I came into the picture. Since Peter, Paul, and Linda were all equal owners of the LLC, it’s easy to understand that there would be some tension at the workplace. In this case, that tension was more like World War III. The three owners had reached a point where they could no longer peacefully operate the day-to-day business and it was taking an emotional toll on the owners and the employees, interfering in business relationships with vendors, and causing a financial hit on the business profits.

An operating agreement of a limited liability company is a document entered into between the owners (referred to as “members”) of an LLC. It is a written agreement describing the rights, responsibilities and privileges of the owners, including termination and removal of members from the business. In Michigan, LLCs are not required by law to have an operating agreement. It can, however, be a valuable tool directing the members and managers on what to do when things go wrong. Ideally, the details of the LLC’s governance should be worked out before commencing business and provided for in a carefully drafted operating agreement.

Shirlee M. Bobryk, Esq.  
(Based on a true story.)
But, when people join forces to start a business, they are often more focused on the details concerning the actual operation of the business, like a veterinary practice, than they are about the particulars of how to operate the business entity they created when forming the limited liability company. As you will see, there is much more to be considered than simply filing the Articles of Organization when forming an LLC. And, not all operating agreements are one-size-fits-all. So, as easy as it may be to find a form operating agreement online, it may not be the best fit for you and the other owners of the business.

Unfortunately, Peter, Paul, and Linda had not taken the time to work out those details. There was no operating agreement anyone could turn to in determining who had the authority to manage an unruly owner or what happens in the event of a divorce. Consequently, in trying to resolve their ongoing battles, we had to rely upon the provisions of the Limited Liability Company Act which provides certain default rules. But, that Act does not address a plethora of issues about managing the LLC. As you are about to learn, bad things happen to an LLC and its owners in the absence of an operating agreement.

Since there was no operating agreement, it was not surprising that none of the three owners had an employment agreement or member agreement of any kind which protected their employment relationship with the LLC. Peter and Paul viewed Linda as the culprit of everything going wrong with the company. Accordingly, Peter and Paul notified Linda that she was fired and expelled as a member of the business.

Linda quickly responded by suing Peter, Paul, and the company in circuit court. She asked the court to appoint a receiver to manage the business until it could be dissolved under tight court supervision.

Remember, Linda had already sued Paul for a divorce. That divorce case became increasingly hostile with Linda’s termination from her employment and expulsion as a member of the LLC. Paul and Linda’s interest in the LLC was a marital asset. In general, marital property is equitably distributed in a final judgment of divorce. However, there is no requirement that property awards to each party be equal. Linda bore her teeth into Paul in the divorce case and fought mightily to get more than just the value of her ownership interest in the LLC. She wanted the value of her interest in the LLC as well as the full value of Paul’s interest in the company. Clearly, she was seeking revenge for being ousted from the LLC. In the absence of an operating agreement spelling out whether and how an owner is bought out in the event of a divorce, the division of Paul and Linda’s interest in the LLC was an issue that was subject to the creative arguments of their respective divorce attorneys.

Mediation is a common method used by the courts to settle disputes. It is a process that involves a mediator selected to assist the parties and their respective attorneys in resolving the issues. In legal proceedings, the mediator is a neutral attorney who does not represent any of the parties in the case.

Paul and Linda were ordered to go to mediation in their divorce case. Peter, Paul, and Linda were also ordered to go to mediation in the business case. The mediator’s fees are shared equally between the parties in each case. Mediation also involves the parties’ own attorneys. So, in addition to paying for their share of the mediator’s fees, each party is also responsible for paying their own attorneys’ fees. A primary issue in both cases was the value of each person’s interest in the LLC and whether the business would be dissolved. In the absence of an operating agreement, the mediators were grappling with trying to persuade the parties based on principles of fairness and equity. Despite enduring ten hours of mediation in the business case, the parties could not reach an agreement on how to resolve their disputes. Paul and Linda were also unsuccessful in settling their issues in the mediation of their divorce case. Both the business court and the divorce court ordered them to go to mediation again. Hoping that the parties would have more success with a different mediator, they selected a different mediator for each case. The second mediation sessions were unsuccessful. Each court ordered the parties to try again. The third mediation was also unsuccessful. Peter, Paul, and Linda spent thousands of dollars paying their attorneys and the mediators, but they were no closer to settling their disputes. Since mediation is “voluntary,” no one could be forced to accept any settlement proposal.

To add more fuel to the fire, the parties were also fighting about the lease for the property where the business was located. The LLC was located on property owned by Paul and Linda. The LLC regularly paid rent. But, as you may have guessed, there was no written lease agreement. So, Linda tried to evict the LLC from the property by filing a landlord-tenant case. Since landlord tenant cases are primarily handled by a district court, we were now battling the business issues in two separate courts. The divorce case was in family court.

Linda did not fare well in her efforts to return to work as an employee of the LLC. She was also unsuccessful in evicting the LLC from the leased property. Nevertheless, she tenaciously appealed every decision issued by the court that did not go in her favor. Those appeals went to the court of appeals.

As you have likely surmised, the legal battle was brutal. And, it was expensive.

“"The details of governance should be worked out before commencing business and provided for in a carefully drafted operating agreement . . . as easy as it may be to find a form operating agreement online, it may not be the best fit for you and the other owners of the business.”"
operating agreement include the following: members want to provide for specific reporting requirements, it must be provided for in the operating agreement.

DISTRIBUTIONS
What distributions are made, if any, to a member who withdraws from the LLC? The operating agreement should provide for any circumstances that could result in allocating distributions on any basis other than capital contributions. Are there any circumstances such as the passage of time or the accumulation of a certain amount that would entitle a member to receive an interim distribution? Are there any circumstances entitling a member to receive a distribution in some form other than cash?

TAXATION
One of the primary reasons many people choose an LLC as the type of entity to conduct business is to avoid the double-taxation problem of a C corporation. The operating agreement can provide how to allocate items of company income or gain. The tax provisions in the operating agreement should be carefully drafted by an expert in tax law.

MERGERS
Unless an operating agreement provides otherwise, the law provides that a merger requires the unanimous vote of the members. Unless the agreement is drafted to allow for less than the unanimous vote, a dissident member can block a merger, regardless of what the other members may think.

Dissolution
The Michigan Limited Liability Company Act requires unanimous consent to dissolve the LLC. The operating agreement, however, can provide for dissolution with a vote of less than all of the members entitled to vote. Unless the operating agreement provides the procedures for dissolving the business, no meeting of the members is required. The matter can be decided by a consent resolution signed by all the members.

Record Keeping & Accounting
On written request of a member, the managers of an LLC must provide a member a copy of the LLC’s most recent annual financial statement and tax returns. The law also provides a member the right to inspect the books and records of the LLC. If the members want to provide for specific reporting requirements, it must be provided for in the operating agreement.

The operating agreement is a vital document for the members of a limited liability company. A carefully drafted operating agreement that meets the unique needs of the business can help the members maneuver their way through disagreements on managing the business and hopefully avoid costly lawsuits. As Peter, Paul, and Linda learned, doing business as an LLC without having an effective operating agreement can cause foreseeable hostility between the members and the complete destruction of a business.

Shirlee M. Bobryk is a partner at White Schneider PC in Lansing. She represents a variety of health professionals, including veterinarians, in licensing cases, general business matters, and employment law. MVMA partners with White Schneider PC to assist our members. If a member has a legal question, they first contact MVMA at mvma@michvma.org or (517) 347-4730. If MVMA is unable to assist with the question, the member is referred to the law firm. Members receive free 15-minute telephone consultations as often as necessary. In addition, if a member decides to pursue legal action using the firm, they receive a 10% reduction on the attorneys’ customary billing rates.

Peter and Paul could not keep the doors of the business open. What had been a prosperous business eventually came to an end. A dozen people lost their jobs, including Peter and Paul. Paul and Linda got divorced. All the assets of the business were sold. Near the end of 2017, all the litigation finally ended.

What happened to Peter, Paul, and Linda could happen to anyone who is engaged in business without the proper governing documents. Sadly, this situation could have been avoided, or at least minimized, if the owners had entered into a well thought-out operating agreement early on in their business venture.

Although not required, this situation illustrates the importance of having an operating agreement whenever two or more form an LLC. The same is true when creating a corporation. The owners of a corporation (referred to as “shareholders”) should have bylaws (the equivalent of an operating agreement for an LLC). Even a single member LLC will quickly discover the need for an operating agreement. Many who do business with an LLC will expect or require an operating agreement describing the power and authority of the LLC and its members and managers.

The fundamental subjects that the owners of an LLC might want to address in an operating agreement include the following:

MANAGEMENT
Provisions to consider include whether management is delegated to the members or a non-member, any requirements for meeting with the manager(s), when a decision of the manager requires a vote of the members, managers’ responsibilities and duties, how managers are selected such as by an election, how managers are removed, and whether the LLC will indemnify a manager from any losses.

MEMBERSHIP
If the LLC is engaged in the practice of veterinary medicine, all the members must be licensed veterinarians. Membership issues to address in the operating agreement should include whether a unanimous vote of the
there’s something mysterious between us and our pets. It’s more than love and loyalty. Every year, scientists learn more about the effect pets have on our own physiology—including cardiovascular health, PTSD, allergies, depression, and more. The Pet Effect is real.

The Human Animal Bond Research Institute (HABRI) and Zoetis have teamed up on The Pet Effect initiative to raise public awareness of important research on the effects pets have on human health. They hope to make positive changes in the way pets are perceived by their owners, policymakers and human-health professionals.

According to The Pet Effect website, “Research shows that top performing practices put more stock in improving the bond between pet owners and their pets than they do in improving the bond between the practice and pet owners. We’ve also learned that pet owners would have a more favorable perception of their veterinarian if they displayed The Pet Effect materials in their practices.”

“As you know, pet owners often wait until something is wrong with their pet to visit your office. When pet owners understand that their pet’s health is intrinsically linked to their own, they may be more encouraged to bring their pets into your office for important regular checkups.”

The Pet Effect has developed tools for veterinary practices to use at no cost. Visit www.thepeteffect.org for more information.
ANIMAL MRI CENTER
Providing Affordable and Complete MRI Services.
Inpatient and Outpatient MRI for your patients

VETERINARY CARE
Specialists
248-684-0468
www.vcsmilford.com
205 Rowe Rd.,
Milford, MI 48380

Board Certified
Doctors
Exotic Pet Care

WE FOCUS
ON TOTAL PET CARE

WHEN IT'S TIME TO SELL YOUR
VETERINARY PRACTICE...

You have choices.
Trust Simmons to help you
determine the brightest exit strategy.

888.746.3717 | simmonsinc.com

Practice Sales · Practice Appraisals · Buyer Agency · Sale Facilitation · Exit

David McCormick, MS, CVA
Simmons Great Lakes
greatlakes@simmonsinc.com
Locally Owned  
locally operated

Oakland Veterinary Referral Services (OVRS) is one of the most comprehensive veterinary specialty facilities in the country. Our Veterinary Specialists are board-certified in their area of expertise, and they are supported by a highly trained staff of licensed veterinary technicians.

Our expert professionals, state-of-the-art technology and wide range of treatment options all contribute to excellent veterinary care. We are proud to have earned the confidence, trust and respect of thousands of local veterinarians and pet owners alike by offering exceptional care and outstanding services in a nurturing environment.

1400 South Telegraph Road | Bloomfield Hills, MI 48302
Ph: (866) 334-6877  Fax: (248) 334-3693  E-mail: info@ovrs.com  www.ovrs.com
Skin issues are some of the most common presenting complaints of pet owners. You may decide to take skin biopsies because of an unusual presentation of skin lesions, skin lesions that are failing to respond to appropriate treatment, or for histologic confirmation of expected disease. Accurate histopathologic interpretation of skin biopsies requires an individual with a strong familiarity of the organ. At the MSU VDL, pathologists with a dedicated interest in skin are available to meet your dermatopathology needs.

**MAKING THE MOST OUT OF YOUR SKIN BIOPSIES**

Please indicate on the MSU VDL sample submission form that the case is for dermatopathology review. When submitting your cases, keep in mind that the more you provide to your pathologist, the more the pathologist can provide to you. The following are general guidelines for receiving the most accurate diagnosis/interpretation of your dermatologic submissions:

- A thorough clinical history is essential. This includes information such as the location of the lesion or distribution of the lesions, description of the lesions (crusts, papules, edema, erythema, etc.), duration, current and past treatment, and responses to treatment.
- Tell us what your primary differentials are, and what you are expecting to obtain from the biopsy specimen(s).
- Please indicate clearly where the biopsies were taken on the animal.
- Well-developed, non-chronic lesions will often contain the most diagnostic information. Avoid sampling the center of ulcerated regions.
- For punch biopsies, 6–8mm punches are preferred unless 4mm is your only option.
- Submitting three to four punches for histopathologic review is preferred, unless the lesion is very localized.
- Taking an ellipse of the skin rather than a punch biopsy may be helpful in cases with a sharp line of demarcation between affected and non-affected areas, cases of alopecia, or cases of suspected vasculitis.
- If labeling of the specimens is necessary, placing them in separate jars or separate cassettes is recommended. While tongue depressors may be used to prevent folding of thin specimens, they are not recommended for labeling as specimens often fall off in transit.
Most skin biopsies can be taken with just local anesthetic. Do not prep the skin, as crusts or fragile pustules are critical for some diagnoses (see Figure 1). If the crust falls off during sampling, place the crust in the formalin and indicate that on the submission form. If you must clip the hair, do not touch the clipper blade to the skin surface.

Photographs of the animal and affected areas (see Figure 2a) are welcomed and much appreciated, as they provide correlation between histopathologic changes (Figure 2b) with clinical findings. Hard copies of photos can be attached to the submission form. Digital images can be submitted to dermpath@cvm.msu.edu.

**TISSUE PROCESSING**

Submitted formalin fixed punch biopsies (Figure 3a) are bisected in the direction of the hair growth (Figure 3b), processed, and completely embedded on edge in paraffin blocks.

Five (5) micrometer sections of the embedded tissues are then placed on glass slides and routinely stained with hematoxylin and eosin before arriving to your pathologist for examination.

**SPECIAL STAINS**

While, in general, culture is more sensitive at detecting infectious agents, the MSU VDL offers a number of special histochemical stains to aid the pathologist in detecting suspected microorganisms (see Figure 4). This testing will be performed at the pathologist’s discretion at no additional charge to your clients.

**IMMUNOHISTOCHEMISTRY & PCRS**

Challenging cases may demand testing beyond histochemical staining and light microscopy. The MSU VDL has an unrivaled array of immunohistochemical markers as well as pathologists with the expertise to decide appropriate additional testing and interpretation.

**Figure 2a.** This 12-month old dog had generalized scaling since she was a puppy (Photograph courtesy of Dr. Vandre Clear, Animal Skin Ear & Allergy Clinic of St. Louis, MO).

**Figure 2b.** The histologic lesions, including suprabasilar keratinocyte ballooning degeneration and lysis, variably sized and irregular keratohyalin granules, and compact and laminated orthokeratosis, in conjunction with the provided clinical history are consistent with epidermolytic ichthyosis, a congenital keratinization disorder.

**Figure 3a.** Formalin fixed punch biopsies.

**Figure 3b.** Punch biopsies bisected in the direction of hair growth, and placed in a tissue cassette on edge to be processed.
of such testing. For example, in cutaneous lymphoma (Figure 5a), immunohistochemical markers (Figure 5b) can be used to phenotype the lymphoma (T- vs. B-cell) for treatment purposes or, alternatively, immunohistochemistry and PCR for antigen receptor rearrangement (PARR) may be recommended by your pathologist in order to confirm that there is a neoplastic population in the specimen in early or inflamed cutaneous lymphomas. This testing is available at the MSU VDL and can be performed on the formalin-fixed biopsy specimens submitted for histopathologic examination for an additional fee.

**CULTURE & SENSITIVITY**

If an infectious process is suspected, you may want to take an additional skin punch for macerated tissue culture at the same time as your biopsies for histologic examination. This will avoid an additional potentially stressful procedure for your patients and the inconvenience of an additional trip to the veterinarian for your clients. The MSU VDL has a full service bacteriology section. For our laboratory, if multiple cultures are warranted (aerobic, anaerobic, mycobacterial, and fungal), one (1) 5mm punch is a sufficient amount of tissue for bacterial cultures; however, submitting an additional skin punch for fungal culture will yield the best results. Tissue can be submitted at the same time as your biopsies. If mailed to the laboratory in the same container as formalin fixed tissue, fresh tissue for culture should be double packaged separate from the formalin container to prevent sterilization of the fresh tissue by formalin fumes and submitted with ice packs to keep the tissue cool. Please indicate on the form if you would like cultures to proceed immediately or if you would like us to hold the fresh tissue until we know if biopsy indicates culture.

**SECOND OPINIONS & COLLABORATION**

Besides receiving a detailed microscopic description and interpretation of your submitted specimens, an advantage of submission of your skin biopsies to the MSU VDL surgical pathology service is our bimonthly dermatology/dermatopathology round sessions. Any challenging or unique cases will be discussed with a group of dermatologists.

**Figure 4.** Fungal hyphae and spores stain bright magenta with Periodic acid-Schiff stain.

**Figure 5a.** Inflamed T-cell lymphoma. Mixed population of inflammatory cells and neoplastic lymphocytes.

**Figure 5b.** Neoplastic lymphocytes show strong perimembranous or cytoplasmic brown labeling for CD3, consistent with T-cells.
Stray Animals and Your Clients: What You Need to Know

Commonly in veterinary practice, clients will bring a stray animal in for medical care. Lost or stray animals can be tricky for both the client and the veterinarian. While there is little that is legally required of veterinarians when handling stray animals, the following are some best practices that can assist you in dealing with strays or lost pets at your clinic.

- Human safety is a priority. When handling stray animals, whose temperament and health is unknown, be cautious and mindful of diseases like rabies, which are transmitted through animal bites. If the client or someone in the veterinary clinic is bitten, report it to your local health department. Animal bites are required to be reported within 24 hours. Visit http://www.michigan.gov/rabies for more information on rabies.
- Veterinarians can check the animal for identification. This includes a collar with tags, tattoos, or microchips. It is important to not only check strays for microchips, but your client’s animals at their annual check-up, to ensure the chip is still in place and working. Because chips can move, or be interfered with, when you scan animals for microchips, use proper technique. The American Veterinary Medical Association has information on their “Microchipping of Animals” webpage on appropriate scanning techniques.
- If the animal has owner information, the veterinarian or client can attempt to contact the owner directly.
- If identification is not found, the animal should be reported to animal control or local law enforcement. When people find stray dogs, they are legally required to report the found dog to local animal control or local law enforcement within 48 hours. Local ordinances might have a shorter reporting time.
- If an animal is critically injured, clients should be cautioned that there may be treatment expenses or that the animal may have to be humanely euthanized.
- If the client who found the animal believes the animal to be abused or neglected, it’s recommended to contact local animal control or law enforcement. These agencies have tools to better assist with the animal’s situation or to address the concern.

Veterinarians play a crucial role in providing medical care for homeless pets and reuniting animals with their owners. With the help of veterinarians, our communities are a much better place for animals.
We know how busy you are and that every second of your day counts. You need practical information from real experts—and the MVMA is here to help!

The Young Professional Task Force and Membership Committee have created two discussion boards to help address your questions in both Practice Management and Personal & Professional Finance. You can access the forums by visiting the website at MichVMA.org and scrolling down to the bottom, or by typing https://michvma.org/forums into your browser. You may view forum topics and discussions without subscribing to the forum. However, to participate you must click on the “Subscribe to Forum” link on the right side of the page. You will be directed to login using your MVMA login information. Please feel free to post questions or content related to the topic of the forum only. You can reply to a topic that has been posted by using the green reply button.

If you need your login information, please contact the MVMA office at 517/347-4710 or mvma@michvma.org.

**MVMA IS NOW ON INSTAGRAM**

**Take Full Advantage of Social Media from MVMA!**

rank up your clinic’s social media! Share, retweet, or repost any of the content the MVMA posts on Facebook, Twitter, or Instagram on your clinic’s social media! All information on these sites is for our members to help in sharing news, and can also be shared with clients. If you have not done so already, like us on Facebook www.facebook.com/ilovemyvet and follow us on Twitter @MichiganVMA and Instagram @michiganvma.

By following the MVMA through these outlets, you will be able to stay current on happenings in Michigan and on the national veterinary medical scene.

**CHECK OUT MVMA’S NEW SECRET FACEBOOK GROUP, TOO**

In addition to all our traditional social media channels, MVMA’s Young Professionals Task Force created a secret Facebook group called “The Michigan Veterinarian.” The group has approximately 350 members and is a space for the Michigan veterinary community to discuss concerns related to cases, practice, work/life balance, and more. Individuals share both personal and professional challenges to obtain input from others. If you’d like to join the group, email us at mvma@michvma.org and we will send you an invitation to join. Because it’s a “secret” group, if you search for it on Facebook, you will not be able to find it.

**In Memoriam**

**Lawrence B. Watson, DVM,** died on September 6, 2017 at the age of 101. He graduated from MSU CVM in 1943 and was a life member of MVMA. Dr. Watson owned a mixed animal practice in Colon, Michigan for 51 years. He resided in Lakeland, Florida at the time of his passing.

The MVMA extends its sympathy to the friends and families of departed members. In memory of deceased members, the MVMA contributes $50 to the Michigan Animal Health Foundation. Friends of deceased members may send memorial contributions to the Foundation. When contributions reach $500, the member’s name is entered on a memorial plaque displayed in the MVMA office. The MVMA staff thanks those thoughtful members who take time to notify the office and send obituaries of our recently deceased members.
THE MICHIGAN ANIMAL HEALTH FOUNDATION was created to provide assistance for educational and scientific studies designed to benefit the health and welfare of companion animals, livestock, and wildlife. For over 30 years, MAHF has made a difference in the lives of animals.

For more information, please contact the MAHF at (517) 347-4710 | www.MichAnimalHealthFoundation.org

Michigan's Avian & Exotic Mammal Specialist
Rabbits • Ferrets • Rodents • Birds • Reptiles • Aquatic Pets

Tracey K. Ritzman, DVM
Diplomate, ABVP - Avian & Exotic Companion Mammal Practice

Dr. Ritzman welcomes new patients and referral patients. She is the only dual board-certified specialist for avian and exotic mammals in Michigan.

Ready to BUY or SELL a veterinary practice? I can help!

CONSULTATIONS, PRACTICE VALUATIONS, REASONABLE FEE.

- Former practitioner and owner of five SE Michigan practices, including Westborn Animal Hospital in Dearborn
- MSU Class of 1966
- Over 20 years of selling veterinary practices only

Call me today!
(248) 891-3934 | fzzydeck@aol.com | www.vpsg.com

THE MICHIGAN VETERINARIAN · SPRING 2018 | 17
Steps to Achieving Your Financial Goals

Achieving your financial goals can seem like quite a daunting task. There are so many decisions to make during this process which include:

- How much money do you need to retire?
- Do you pay off debt first, then invest later?
- Do you need life insurance?

To help with these decisions, incorporate these ten simple guidelines into your financial planning.

**HAVE A FINANCIAL PLAN**
Achieving your financial goals is easier when you have a formal financial plan. This plan should be in writing and include the following: retirement planning, planning for college costs for children, budgeting decisions, consideration of life and disability insurance coverage, legal aspects of the plan (i.e., wills and trusts), debt repayment decisions.

You should review and monitor your financial plan on an annual basis for any updates or changes.

**CREATE A BUDGET**
One of the most important aspects of a financial plan is the budgeting process. Creating a formal budget is a great tool in building wealth and assisting with tracking your everyday expenses and savings.

If a line item is over budget, you can then make necessary changes to control spending. This in the long run will contribute to increased savings.

**“PAY YOURSELF FIRST” TO INCREASE SAVINGS**
Studies show that individuals that adhere to the concept of “paying yourself first” tend to save more money. This concept is related to the budgeting process. When an individual establishes a budget, the first priority is to set aside money in a savings plan before any other line item in the budget. Savings, retirement and non-retirement should be in the category of necessary expenses that must be paid every month just like your mortgage or utilities.

**INVEST MONEY AS EARLY AS POSSIBLE**
Sooner is always better than later when it comes to planning for your retirement. Investing earlier in your life allows you to take advantage of the concept of compounding interest for a longer period of time.

Here is an example that illustrates the value of compounding interest: A 25-year-old saves $10,000 every year for 40 years will retire with about $1,200,000, assuming a 5% rate of return. A 35-year-old who saves $10,000 every year for 30 years will retire with about $660,000. The 35-year-old will have to save about twice as much as the 25-year-old to have the same amount of retirement funds at age 65.

**TAKE ADVANTAGE OF RETIREMENT SAVINGS ACCOUNTS**
The government gives you tax breaks for investing in special retirement savings accounts. Funds can be invested before taxes for individuals who expect to pay a lower income tax in the future. Or an individual can invest in a Roth IRA account with after tax dollars where contributions and earnings can be taken out tax-free during retirement. The two most popular are a 401(k) and an IRA.

Investors can open an individual retirement account (IRA) in either a Roth or traditional version. IRA accounts allow contributions of up to $5,500 per year ($6,500 if you are 50 or older). A 401(k) plan allows workers to save up to $18,500 per year (up to $24,500 if you are 50 or older).

**PREPARE A WILL OR LIVING TRUST**
This is a subject most people don’t want to think about but it’s smart to consider what will happen to your estate at your passing. A will and trust ensures that your belongings go to the people you choose. A will is a written document that allows you to distribute your property as you wish upon your death.

A trust is just a different way to transfer your property upon your death. The trust differs from a will in that you manage your estate while you are living; a will manages your estate when you pass.

**HAVE ADEQUATE LIFE AND DISABILITY INSURANCE**
Every individual should ensure they have adequate life and disability insurance coverage if an unforeseen or catastrophic event happens. Most long-term disability policies pay a percentage of your salary, usually 50–60%. Regarding life insurance, a good rule of thumb is to have at least 4 times an individual’s annual salary for life insurance coverage.

**MANAGE YOUR DEBT LOAD**
One of the biggest challenges in reaching your financial goals is managing and reducing your debt load. High interest credit card and other installment debt can be a drain on your finances and make it more difficult to save and invest money.

A good rule of thumb is the following for managing and reducing your debt load: Monthly mortgage payment should not exceed 25% of monthly pretax income. Total monthly installment payments (which includes the monthly mortgage payment) should not exceed 40% of monthly pretax income.

The general rule is to pay off expensive debts (which are the high interest credit card and other high interest installment debt) as soon as you can. This will in turn free up more money to invest in the long run.

**CREATE AN EMERGENCY RESERVE**
In conjunction with investing and reducing your debt load, your financial plan should include establishing a reserve for emergencies. The general rule of thumb is that working individuals have at least six months’ worth of monthly expenses in cash. Build this cash cushion so you can weather any unexpected events that occur in your life.

**HIRE A PROFESSIONAL TO ASSIST YOU IN ACHIEVING YOUR FINANCIAL GOALS**
There are a number of decisions to make as you navigate through your financial plan. This is especially true when it comes to complicated money matters like investments and taxes. A professional (financial advisor/CPA) can guide you in establishing and reviewing your financial plan on a regular basis.

—Jim Dedyne, CPA and principal, Maner Costerisan
Why the Change in Recommended Age of Sterilization of Cats?

In June of 2017, the AVMA formally endorsed the consensus document put forth by the Veterinary Task Force on Feline Sterilization for Age of Spay and Neuter Surgery, which recommends cats not intended for breeding be gonadectomized by five months of age. This joined endorsements from other veterinary medical and cat breeding associations including the American Association of Feline Practitioners, Association of Shelter Veterinarians, American Animal Hospital Association, Winn Foundation, Catalyst Council, Cat Fancier’s Association and The International Cat Association.

Feline Fix by Five (FFF) is a campaign promoted by the Marian’s Dream Foundation to share this recommendation that has garnered such broad support. FFF was born out of awareness that cats can be reproducively active by 4 to 5 months of age, yet most veterinarians recommend spay/neuter of cats at 6 months of age or older. The result of this mismatch between age at which cats can become pregnant and the recommended age of sterilization is demonstrated any time one walks into a local animal shelter.

Animal shelters are generally overrun with kittens, the vast majority of which are the result of unplanned and unexpected pregnancies of young cats. A survey conducted in the State of Massachusetts revealed surprising results. While many people believe that pet overpopulation is the result of pets that are left intact for their entire life, the opposite is true. Cats that were eventually spayed accounted for 87% of all litters born.1

Cat owners who are unsure of when to have their cat sterilized or simply wait until 6 months of age or later are faced with the dilemma of what to do with an unexpected litter of kittens. Too often those kittens are relinquished to local shelters and too often those kittens are euthanized. The problem was not that the owners refused to spay or neuter their pet; it was that they didn’t have it done in time.

Esther Mechler of the Marian’s Dream Foundation, who initiated the FFF campaign, has stated that “the number of births prevented—simply by changing the recommended age for spay/neuter of cats from 6 months to between 4 and 5 months—could reduce the numbers of shelter intakes enough to balance the number of potential adopters with available cats and kittens. We could end the overpopulation of cats by this one simple change.”2

As a profession, we need to recognize that there is, at present, no scientifically sound basis for waiting until 6 months of age or older to sterilize cats and no contraindications for spay/neuter at 4 to 5 months of age. Anesthetic concerns about juvenile surgery voiced in the 1960s and ‘70s are no longer valid. There are many anesthetic drugs and protocols in use today that are safe in cats as young as 6 weeks of age.

Old fears that castration of juvenile male cats would predispose to urinary obstruction were disproven in the 1990s.3 There are numerous known health benefits for spay/neuter in cats, in addition to the population management benefits, and there is “no evidence to suggest that pediatric gonadectomy by 5 months of age is linked to any increased risk of disease.”4

A survey conducted in 2000 of veterinarians who were, at that time, spaying and neutering cats under 5 months of age, confirmed that the surgeries were easier, faster, and had fewer complications than spay/neuter of cats at 6 months of age or older.5

So, what should the practicing veterinarian do to make this change? Simply add one more appointment to your standard kitten wellness protocols. Make no changes in current vaccination and parasite control recommendations except add an appointment for spay/neuter 2–3 weeks after the last kitten vaccination. Owner compliance will be increased, surgeries will be easier, and in time, local shelters will not be overrun with kittens.

For more information on Feline Fix by Five go to http://www.felinefixbyfive.org/endorsements/. For more information on the AVMA’s position on spay neuter go to http://www.avma.org/spayneuter.

—Philip A. Busby, DVM, MS, DACVS

---

1. Manning MM & Rowan AN, Companion animal demographics and sterilization status: Results from a survey in four Massachusetts towns. Anthrozoos 5 (3).

---

MVMA’S POSITION STATEMENT ON SPAY AND NEUTER AGE

The MVMA believes that the age for performing ovariohysterectomies or gonadectomies in dogs and cats should be determined by the veterinarian and the pet owner, taking into consideration the health and development of the individual animal, as well as the need to stem the overpopulation problem in these species. Where the number of unwanted animals is the primary concern, the MVMA supports the concept of early (prepubertal, 8 to 16 weeks of age) spay/neuter in dogs and cats.
Michigan Veterinary Conference

This year’s Michigan Veterinary Conference attracted over 1,400 attendees. In addition to the outstanding educational program and newly designed exhibit area, attendees were treated to a variety of receptions, social events, and CE venues.

Attendees also took care of themselves and others at the conference by participating in yoga classes and guided meditations, adding notes to the Gratitude Board, and coloring on large coloring boards.

Watch for information on the 2019 Michigan Veterinary Conference. You won’t want to miss it!

PLATINUM
• CareCredit
• Zoetis

GOLD
• Boehringer Ingelheim Animal Health
• CEVA Animal Health
• Dechra Veterinary Products
• Dr. Jill Tibbels Mannisto Memorial Endowment
• IDEXX
• Merck Animal Health
• MSU Veterinary Diagnostic Laboratory
• MSU Veterinary Medical Center

SILVER
• Aratana Therapeutics
• Kinetic Vet
• MSU-CVM Dept. of Large Animal Clinical Sciences

BRONZE
• Animal Neurology, Rehab & ER Center
• Animal Surgical Center of Michigan
• Hospital Network Healthcare Services
• Oakland Veterinary Referral Services
Your clients depend on you to help guide them throughout their pets’ lives—as well as at the end of it. Paws & Remember offers your clients several options to cope with their loss and remember their companions in a way that is meaningful to them. Franchises are still available, so contact us today at franchise@pawsandremember.com or 1-800-342-5676 to learn more about joining our trusted network.
Protect your livelihood with all the right coverage through AVMA PLIT. We are the most trusted source of professional, business and personal coverage for every stage of your career.

our expertise is your strength

Workers’ Compensation • Business Property & Liability • Employment Practices Liability • Umbrella Liability • Flood • Commercial Auto • Data Breach • Professional Liability • Veterinary License Defense • Professional Extension (Animal Bailee) • Embryo & Semen Storage Coverage • Safety & Risk Management Resources • Personal Auto • Homeowners • Renters • Personal Excess (Umbrella) Liability

AVMA | PLIT®
Protecting you through it all

For a coverage comparison of your entire insurance portfolio to the PLIT program, call 800-228-PLIT (7548) or visit avmaplit.com.

Animal Neurology & MRI Center
NEUROLOGY • NEUROSURGERY • IMAGING • REHAB • 24/7 EMERGENCY

Three board-certified neurologists caring for your pets 24/7.

Michael Wolf, DVM
Diplomate ACVIM (Neurology), CCRT

Adam Moeser, DVM
Diplomate ACVIM (Neurology)

Trevor Moore, DVM
Diplomate ACVIM (Neurology)

24/7 Case Consultations
248-960-7200
1120 Welch Road
Commerce, Michigan
animalneurology.com

Animal Rehab & Fitness Center
UNDERWATER TREADMILLS • THERAPY • WEIGHT LOSS • CONDITIONING

The well-being & health of your pet is our primary concern. We help. We heal. We rehabilitate.

Animal ER Center
EMERGENCY CARE FOR DOGS • CATS • EXOTICS • POCKET PETS

We are here when you need us most.

We are three centers, one place combining leading-edge diagnostics, experience in treatment and compassionate care.
2017 Animal Welfare Conference

The Michigan Veterinarian held an Animal Welfare Conference on November 20, 2017. The conference featured a wide variety of speakers and focused on how veterinarians work together with producers and others for humane treatment of animals at every stage of life. Presentations included:

- Welfare of Southeast Asia Working Equids (Carla Carleton, DVM, MS, DACT, DACAW)
- Using Veterinary Acupuncture to Promote Wellness (Melissa Owings, DVM)
- Decreasing Stress in Beef Calves (Derek Haley, MSc, PhD)
- Welfare of Beef Cow-Calf Herds (Lana Kaiser, MD, DVM and Cathy Anderson, DVM)
- Backyard Chickens (Tim England, DVM)
- Animal Abuse Investigations (Mary Manspeaker, DVM)

Samantha Hanna from “Pooches with a Purpose” also did a canine Schutzhund demonstration. MVMA thanks Dr. Lana Kaiser and the Animal Welfare Committee for all their hard work on the conference.

Equine Practice Committee Fall Meeting

On October 25–26, twenty-five veterinarians and family members met at the Park Place Hotel in Traverse City. The meeting was put together by the Equine Practice Committee of the MVMA, Boehringer Ingelheim, and Midwest Veterinary Supply. Topics included:

- PPID Research (Dr. Steve Grubbs)
- Rethinking Biosecurity, Problems Arising from Breeding Shed, Treatment of Infectious Disease, Interstate/International Shipment of Horses, and The Value of Titers in Assessing Whether to Vaccinate (Dr. Bob Stenhorn)
- Social Media (Bridjet Mausolf and Amy Navitskis)
- Lessons Learned in Practice, Transfusions and Reactions, Inexpensive Wi-Fi Endoscopes, Treatment of Canker of the Hoof, and Enteral Fluid Therapy (Dr. Scott Hancock)
- Round Table Discussions on Vaccinology/Diagnostics and Titers, PPID/EMS Diagnostics, and Care of Older Horses

In addition to the great CE, there was a tour of Old Mission Peninsula that included historic spots and several wineries. The stop at the Old Mission Lighthouse was at the 45th latitude, half way to the North Pole. The group visited the Black Star Farms Old Mission, Bowers Harbor Vineyards, and Chateau Chantal winery to sample many of the delicious wines. All of the wines were made from local grapes grown in the area.

The Equine Practice Committee hopes that this will be an annual event. Besides providing a great educational forum, it allowed veterinarians to get to know one another socially in a fun environment. While spending time among colleagues, it became clear we are all in this for the betterment of the horse and human.

—Kenneth Gertsen, DVM, MS
FT associate veterinarian: Companion Animal Hospital, located in southern Genesee County, is seeking a well-rounded, FT associate veterinarian for our busy, well-established small animal practice. Founded over 20 years ago, we are currently a full-service 5-doctor/10-LVT team offering a complement of medicine, laser surgery, dental, laser therapy, and an array of diagnostics, including digital radiology, ultrasound, EKG, blood pressure, IOP, in-house lab, and more in a beautiful 7,000 SF purpose-built building. We are looking for a team-oriented candidate and more in a beautiful 7,000 SF purpose-built building also offers a separate play area for children, if the need for daycare arises. Please email with questions: drzubke@hotmail.com.

Great opportunity to grow as a veterinarian and be a part of our family atmosphere. We are looking for veterinarians to practice in our Belleville location, as well as our beautiful 12,600 SF facility in Westland. We are looking for one FT or PT veterinarian to join our practice. New graduates are welcome. We are true animal lovers and are heavily involved in all species of rescue. Wonderful support staff and great clientele.

We are interested in a dedicated, caring veterinarian who wants to help promote our clinic values of great communication, strong client relationships, and exceptional veterinary care. If you would like to be part of a true family atmosphere and join our team, please give us a call at 734/326-7297, or email stephenn50@comcast.net.

Animal Hospital Maple Orchard is currently seeking a personable, energetic and passionate associate veterinarian to join our team! We are in need of a FT doctor, 4 days/week. We are currently a small animal practice that has 2 doctors at our location and we are continuing to grow. We have a culture of providing top of the line service and exceptional care to our patients. Animal Hospital Maple Orchard started in the 1980s as a small animal clinic and continued to grow in size as the need arose within the community. Our clinic is fully equipped with ultrasound, digital radiology, EMR, and laser therapy. We have a large surgical load because of one of our doctors is certified in fracture and TPO orthopedic surgery. Our ideal candidate would have a strong interest and skill set in surgery. Animal Hospital Maple Orchard is in close proximity to our practice at SRSVH.com.

Seeking FT veterinarian to join our well-equipped AAHA-accredited practice in East Tawas, MI. New graduates welcome to apply. Seeking a veterinarian to become a long-term member of our veterinary team. Competitive salary, CE, and benefits. Check out our practice at SRSVH.com. Please email résumés to kingiam1@yahoo.com.

AAHA-accredited small animal hospital in Birmingham, MI is seeking a personable, compassionate veterinarian to join our practice. We are well-equipped, have long-term staff, and excellent benefits including medical, dental, optical, CE, professional dues, and license. Please send résumé to t.blaskir@hotmail.com, or fax to 248/644-6123. See our website GasowVet.com.

PT small animal vet needed in Hartland, MI. 16–20 hrs/ wk, no evenings/weekends, unless desired. Basic surgical/dental skills a must. Well equipped, well-staffed clinic on 30 min apt. schedule. Future buy-in opportunity. dgrannon@areecreekvet.com.

Pet Vet Family Pet Care Center in Kalamazoo is looking for a veterinarian to join our talented team. We can be flexible on FT or PT for the right individual. We have a great staff with long-term loyal clients. We have been serving the community for over 35 years and offer a full cycle of services for small animals from wellness, diagnostics, dentistry, surgeries, boarding/grooming, and animal behavior program. The clinic and staff are well respected by our clients and the community. We are located in between Detroit and Chicago and minutes from beautiful Lake Michigan. Being a college town, Kalamazoo is known for its entertainment, arts, and diversity. Areas of skill we are looking for include surgery/dental/ultrasound/diagnostics. Exotics and specialties are a definite plus. New grads welcome to apply. We have multiple associates with various levels of experience and expertise who can provide mentorship and share experience. Our team of associates collaborate with each other and discuss cases daily, as well as during scheduled formalized meetings that occur twice per month. It is our collaboration and expertise that helps make our clinic the place to go for veterinary care. In exchange for your focus on client education and communication, and your commitment to providing the best medical care available to our patients, our benefits include clinic-match retirement plan, continuing education allowance, licensing and professional dues, PTO plan, employee discounts and options for various self-funded insurance programs. To learn more about our clinic, visit us at www.petvetkalamazoo.net. We are also on Facebook, or you can drop by and say hello and meet the staff if you are in the area! Please contact Gwen at glunger@petvetkalamazoo.net or call 269/382-6200 to discuss this exciting opportunity!

Animal Health Associates in Mount Pleasant, MI is seeking a FT mixed animal practitioner to join our staff. We are a fast-paced, 4-doctor mixed animal clinic, about 70% small animal and 30% large animal. We provide routine services, surgical services, and 24-hour emergency services to our clients. Our clinic is equipped with digital x-ray, digital dental x-ray, ultrasound, and an in-house lab. Competitive salary and benefits. Please email inquiries and résumés to stephenm50@comcast.net.

Associate veterinarian needed for a growing small animal practice in the Lansing area. PT position available, possibly leading to FT if interested. We have great clients, wonderful support staff, IDEXX blood machines, IDEXX digital x-ray, Avimark software, and a comfortable, casual, country environment to work in. Contact Cheryl DeSilva, DVM at 517/694-7599, or send résumé to csanimalclinic@att.net.
to Royal Oak and we have had associate veterinarians well within a team environment. We are able to offer staff communication skills, and be able to work and compassionate patient care. Our ideal candidate will compliment and contribute to our practice’s special interests. Together we have fun, work hard, love the patients, and serve the clients in a friendly family atmosphere. If you feel you’re the right fit please email rachel@hahvet.com.

Vetarian needed for a small animal clinic in western Oakand County, Generous pay and benefits package. FT and/or PT. Some evenings and weekends required. Please email a résumé and salary requirements to mvngreader@aol.com.

FT or PT associate veterinarian for a small animal clinic located in Livingston County. Please send résumé to vet.care.dvm@gmail.com.

Busy, well-established small animal practice in Marquette, MI seeking FT veterinarian who is hardworking, dedicated, and experienced and wants to embrace everything the beautiful Upper Peninsula offers. Live where you want to vacation. Integrated hospital with in-house lab, digital radiography, orthopedic surgery, and ultrasonography. Competitive salary/benefits. Practice started in 1993 and loyal client base. Mentoring if you need it as we enjoy doing so. Marquette has been recognized as one of the most desirable places to live in the USA. Come see the culture, and the wonderful people have to offer. Contact us at drtim@drtims.com.

Wanted: Enthusiastic, motivated PT/FT veterinarian for our growing, small animal and exotic practice located in Jackson! Work in our beautiful, clean, state-of-the-art building with both regular and dental x-ray, ultrasound, in-house lab, dental wet table, isolation room, and much more! We pride ourselves in a family-like work environment with extremely hardworking and dedicated support staff. Comprehensive package includes personal/family health insurance, retirement/savings IRA, paid time off, paid professional license fees, AVMA/VMMA/JAVA yearly dues, and no after-hour emergency! Great attitude and communication skills a must. If interested in joining our team, send résumés to info@countrygardenvet.com.

Looking for a change? Love surgery? Committed to ending pet overpopulation? We want you! Seeking experienced surgeon, confident, caring veterinarian for high-quality, high-volume spay and neuter clinic based on the gold standard Humane Alliance Model (HumaneAlliance.org). PT/VT available. Very competitive salary and benefits. Contact Renee at All About Animals, 586/879-1745, fax 586/767-2139, or renee@allaboutanimalsrescue.org.

FT or PT veterinarian needed to join a progressive, 2-doctor companion animal hospital in Lapeer. Candidate must have a confident, positive attitude with clients and hospital team, as well as possess a strong regard for animal welfare. Seeking an associate who enjoys practicing high-quality medicine, working with LVTs, loves to educate, is a team player, and values all team members. We utilize digital radiographs, surgical laser, therapy laser, and in-house IDEXX laboratory including Sedive urine analyzer and integrated Cornerstone software with electronic records. Must enjoy surgery and share our standards, which do not include cosmetic surgery. Experience in ultrasound or orthopedic surgery a definite plus. No emergency coverage required. Benefits include health insurance, paid time off, CE, and professional license and membership fees. The right doctor will become part of our work family as well as our hospital. Please submit cover letter and résumé to hospital@att.net.

Want to enjoy where you practice? The Grayling Hospital for Animals is looking for a FT or PT small animal DVM to join our team. We are a progressive, family-oriented clinic with up-to-date equipment and amazing support staff. Veterinarians are very willing to hire a new grad. Grayling is also home to many outdoor activities such as fishing, hunting, and snow sports. Send résumés to info@graylingvet.com or fax 989/348-1542.

Excellent opportunity for new grad or experienced veterinarian, FT or PT. Wanted for associate position with mixed animal experience or ability in well-established privately owned veterinary clinic in beautiful
Five & Two Pet Clinic is looking for a veterinarian who can work 9 AM–5 PM four weekdays per week. We focus on building relationship with clients through providing quality care. We value people and strive to make no compromise in the name of business. We have a great clientele built on trust, which makes the communication process much easier. Our appointment time per client is 30–50 min. to decrease stress and take the time to explain the options. We provide customized care based on each pet’s need and respect client’s wishes. We give estimates and offer practical diagnostic/treatment options. Our staff is very dedicated and well trained. We stay organized and use electronic records only. Ideal candidate would be someone who has a similar purpose in practicing medicine. Must be comfortable with routine surgeries and medicine cases. Preferred personality: flexible, open-minded, nice, caring, organized, good with details. Interest in management would be a big plus. This is a unique opportunity to practice veterinary medicine in a happy environment and have a rewarding career. We work to live, not live to work. Info @52petclinic.com.

Weekend small-animal veterinarian position available in beautiful Cheboygan, MI. We are a Great Lake community with easy access to incredible recreational and educational opportunities! General business hours are Monday–Friday, closed on Saturdays and Sundays. Limited emergency on-call duties on weekdays, weekends, and holidays are shared with four other local clinics. Our team is focused on providing excellent personalized care, compassionate attention to our clients’ and patients’ needs, and seeks quality over quantity in our encounters with them. Michigan License and current DEA registration required. Compensation $100K plus bonuses. Please contact dvmpractice@gmail.com.

Deepwoods Veterinary Services, located in beautiful Ontonagon County, MI, is looking for a FT veterinarian. We are a busy and growing companion animal practice. Our team works hard to create bonds with clients and community. We need a team member who is innovative and eager to participate in practice growth. Our hospital is also near numerous waterfalls, national parks, rivers, and Lake Superior. If you like outdoor recreation (in all four seasons), you will love this area of Michigan’s Upper Peninsula. We offer: 1 support DVM, 4 support staff members including 2 LVTs, 2 exam rooms, spacious surgical suite and treatment area, Inravet software, IDEXX reference laboratory services, in-house Abaxis hematological and chemistry analyzers, Vetpro 1000 high speed dental unit, TonoVet, ultrasound, digital radiology, Doppler BP, competitive salary, paid continuing education and vacation, possible relocation assistance, flexible work schedule, potential for advancement. Contact algriffin2005@gmail.com.

Associate veterinarian needed for a growing clinic in Newport, MI (north of Monroe). We are a high-quality, patient/client-focused practice with excellent support staff. Contact Dennis at Ark Animal Clinic, 734/770-1120, and email your résumé to dpgogach@aol.com.

Traverse City Area! Seeking FT or PT associate veterinarian to join our amazing team. We operate 2 rapidly growing small animal hospitals. We cherish our established, loyal client base and have a dedicated support staff. Our services include avian/exotics, diagnostic ultrasound, digital and dental radiography, laser therapy, and canine rehabilitation. Contact: Kimberly Morrison, Suttons Bay Animal Hospital/Elk Rapids Animal Hospital, PO Box 948, Elk Rapids, MI 49629, kim.morrison@elkrapsanimalhospital.com, missi.campbell@suttonsabayanimalhospital.com.

We are a multi-doctor, small animal hospital located in Grand Rapids, MI, looking for a FT or PT experienced associate veterinarian to join our AAHA-accredited facility. We are equipped with a full in-house lab and imaging abilities (digital radiography, digital dental radiography, ultrasound, and endoscopy). We routinely work up and treat many challenging medical, surgery, and dental cases. We also offer rehabilitation, a double-board-certified exotics specialist, training and behavior consultation, and a large staff of licensed and non-licensed technicians. We strive to provide caring, competent, and cutting-edge care. We enjoy frequent referrals from nearby clinics. Check out our website at CHFA.net. Pay commensurate with skills and experience, excellent benefit package. Mail or email résumé to Cascade Hospital for Animals, 6730 Cascade Rd, SE, Grand Rapids, MI 49546; email theret@chfa.net.

Five S Two Pet Clinic is looking for a veterinarian who can work 9 AM–5 PM four weekdays per week. We focus on building relationship with clients through providing quality care. We value people and strive to make no compromise in the name of business. We have a great clientele built on trust, which makes the work schedule at the Animal Emergency Hospital is typically about 35–40 hrs/wk making for an excellent work-life balance. We have a generous salary and benefits. We take our medicine seriously but take client relationships even more seriously. Having fun while working hard is our mantra. Check us out and see if we are a fit for you. For further details please contact Dr. Stephen Comer, 3260 Plainfield, NE Grand Rapids, MI 49525; 616/381-3962; email gobigred@westmichigaanet.com.

Whittmore, MI. Live and work in beautiful northeast MI surrounded by great hiking, biking, lakes, and nature. We are a cross-species, mixed animal practice addressing the needs of pets, equine, and food animals through routine preventative care, surgical intervention, and after-hours emergency care. We are detail-oriented and our mission is to provide quality medicine, exceptional customer service, and a work environment where the staff can thrive. Experience preferred, but would consider new graduates. Competitive wages. Contact dhtom-farmnpet@hotmail.com.

Deepwoods Veterinary Services, located in beautiful Ontonagon County, MI, is looking for a FT veterinarian. We are a busy and growing companion animal practice. Our team works hard to create bonds with clients and community. We need a team member who is innovative and eager to participate in practice growth. Our hospital is also near numerous waterfalls, national parks, rivers, and Lake Superior. If you like outdoor recreation (in all four seasons), you will love this area of Michigan’s Upper Peninsula. We offer: 1 support DVM, 4 support staff members including 2 LVTs, 2 exam rooms, spacious surgical suite and treatment area, Inravet software, IDEXX reference laboratory services, in-house Abaxis hematological and chemistry analyzers, Vetpro 1000 high speed dental unit, TonoVet, ultrasound, digital radiology, Doppler BP, competitive salary, paid continuing education and vacation, possible relocation assistance, flexible work schedule, potential for advancement. Contact algriffin2005@gmail.com.

Five & Two Pet Clinic is looking for a veterinarian who can work 9 AM–5 PM four weekdays per week. We focus on building relationship with clients through providing quality care. We value people and strive to make no compromise in the name of business. We have a great clientele built on trust, which makes the work schedule at the Animal Emergency Hospital is typically about 35–40 hrs/wk making for an excellent work-life balance. We have a generous salary and benefits. We take our medicine seriously but take client relationships even more seriously. Having fun while working hard is our mantra. Check us out and see if we are a fit for you. For further details please contact Dr. Stephen Comer, 3260 Plainfield, NE Grand Rapids, MI 49525; 616/381-3962; email gobigred@westmichigaanet.com.

Associate veterinarian needed for a growing clinic in Newport, MI (north of Monroe). We are a high-quality, patient/client-focused practice with excellent support staff. Contact Dennis at Ark Animal Clinic, 734/770-1120, and email your résumé to dpgogach@aol.com.

Traverse City Area! Seeking FT or PT associate veterinarian to join our amazing team. We operate 2 rapidly growing small animal hospitals. We cherish our established, loyal client base and have a dedicated support staff. Our services include avian/exotics, diagnostic ultrasound, digital and dental radiography, laser therapy, and canine rehabilitation. Contact: Kimberly Morrison, Suttons Bay Animal Hospital/Elk Rapids Animal Hospital, PO Box 948, Elk Rapids, MI 49629, kim.morrison@elkrapsanimalhospital.com, missi.campbell@suttonsabayanimalhospital.com.

We are a multi-doctor, small animal hospital located in Grand Rapids, MI, looking for a FT or PT experienced associate veterinarian to join our AAHA-accredited facility. We are equipped with a full in-house lab and imaging abilities (digital radiography, digital dental radiography, ultrasound, and endoscopy). We routinely work up and treat many challenging medical, surgery, and dental cases. We also offer rehabilitation, a double-board-certified exotics specialist, training and behavior consultation, and a large staff of licensed and non-licensed technicians. We strive to provide caring, competent, and cutting-edge care. We enjoy frequent referrals from nearby clinics. Check out our website at CHFA.net. Pay commensurate with skills and experience, excellent benefit package. Mail or email résumé to Cascade Hospital for Animals, 6730 Cascade Rd, SE, Grand Rapids, MI 49546; email theret@chfa.net.

FT or PT associate veterinarian needed to join our team in a rapidly growing small animal practice in the Dexter-Pinckney area. We are a full-service clinic with excellent support staff. We offer in-house labs and digital x-rays. Our equipment includes high-speed dental equipment, digital x-ray, digital dental x-ray, and ultrasound. Competitive compensation package. Please email Laurie at ter9607lau@chartermi.net.

Veterinarian needed for a busy, well-established small animal clinic in Oakland County. Generous
salary and benefits. Please send résumé to georgia@milfordveterinaryclinic.com.

South Shore Animal Hospital in Houghton Lake is seeking a FT companion animal veterinarian. Our well-established 2-doctor hospital has been in operation for over 30 years and our loyal clients have come to expect quality medicine. We are equipped with digital radiographs, digital dental radiographs, state-of-the-art anesthesia and surgical monitoring equipment. We offer a great schedule with 3-day weekends every other week, simple IRA, paid dues, paid CE, and signing bonus. Enjoy practicing in a beautiful four season setting. Please email ssh.houghtonlake@gmail.com, or fax to 989/386-7399.

You will love this job! Kitty’s Doctor, an exclusively feline clinic in Grosse Pointe Woods, is looking for a PT veterinarian who loves cats and working with awesome clients and staff. Send résumé to kitty@kittysdoctor.com.

Associate veterinarian needed for busy, small animal and exotic practice in Clio, MI. We are looking to add the right doctor to our well-managed practice. We hire positive, energetic people who love to learn. Mentoring will be made available to you. We work hard to provide excellent service for our clients and excellent care for our patients. This FT position includes a generous salary and benefit package that can be customized to fit your needs. Experienced and new grads welcome to apply. Partnership potential for the right individual. Contact Aubrey Pettry by fax 810/687-2324, or email animalhospital3474@yahoo.com.

FT veterinarian wanted in a busy 90% companion animal clinic located in southeast MI. Cornerstone software and in-house IDEXX laboratory. Equipped with pulse oximetry, blood pressure monitor, IV pumps, ultrasound, surgical laser, rigid and flexible endoscopy, and digital radiography. Interest in orthopedic or endoscopic surgery a plus. Practice believes in promoting continuing education and supplying excellent patient care with client satisfaction. Seeking a dedicated and compassionate individual to become a long-term member of our team. New or recent grads welcome, as well as experienced veterinarians. Competitive salary and benefits package available. Tecumseh Veterinary Hospital, Inc., 5990 S. Occidental Hwy, Tecumseh, MI 49286. Tel 517/423-2911, or email tecumsehvet@gmail.com.

VETERINARY TECHNICIANS WANTED

Pet Vet Family Pet Care Center in Kalamazoo has an exciting opportunity for an LVT to join our talented team. We have a great staff with long-term clients, serving the community for over 25 years. We offer a full cycle of services for small animals from wellness, diagnostics, dental, surgery, boarding and grooming, and a full animal behavior program. We have 4½ DVMs and an amazing support team. Our LVTs enjoy a collaborative environment with each other and the veterinarians to implement procedures that provide the best medical care for our patients. Responsibilities of our technicians include assisting the veterinarians in exam rooms, monitoring anesthesia, surgery prep and recovery, patient hospitalization, blood draws, IV placements, lab work, digital radiographs, and directing the workflow of our amazing and talented assistant team. In exchange for your technical knowledge and commitment, we offer a competitive compensation and benefit package that includes clinic-match retirement plan, employee discount, uniform allowance, CE opportunities, PTO plan and opportunity to be part of a fun-loving, talented, and amazing team that focuses on delivering patient and client satisfaction. If you want to learn more about this exciting opportunity, please respond to glunger@petvetkalamazoo.net or call 269/382-6200 and ask for Gwen. Feel free to visit our website at www.petvetkalamazoo.net, or, if in the area, stop by and see us M-F, 9 AM-5 PM.

We are searching for a FT LVT in Fenont. We offer competitive wages, some benefits, and a great schedule, including no evening hours. We are a well-established 2-doctor small animal practice that has been in business for over 70 years. If you love caring for animals and educating their owners, please contact me at vetfriends@aol.com, or call 810/629-1564.

LVT needed for a small animal clinic in western Oakland County. FT and/or PT. Some evenings and weekends required. Please email a résumé and salary requirements to mvcgreader@aol.com.

Looking for dynamic people to fill positions as LV’s, CVTs, and assistants. Full-service practice that is fun and rewarding. We work to keep our staff engaged and progressing in their chosen profession. Contact Rebecca at becca.havenanimal@gmail.com.

Small animal practice seeking outgoing LVT for FT position to help promote human-animal bond! New graduates encouraged to apply! Send résumé to careteteam@ludingtonanimalhospital.com or Animal Hospital of Ludington, 310 S. Washington Ave., Ludington, MI 49431.

Ann Arbor-based, small animal, integrative house-call practice is looking for a FT LVT or technician to join our thriving practice. With in-home appointments we are able to take our time and make connections with our clients and patients by using positive and gentle approaches to pet care. The qualified candidate will have a minimum of 3 years’ experience and knowledge /interest in holistic and/or hospice medicine is a plus. Please send cover letter and résumé to mt@fourpawsvetwellness.com.

Busy multi-doctor veterinary hospital in Lansing seeking a veterinary technician who is licensed in the state of Michigan. Previous on-the-job training desirable. FT hours with rotating weekends. Applicant must be outgoing, friendly, and a hard worker. Email résumé to nz@milleranimalclinic.com, or drop off résumé to 6515 W. Saginaw Hwy, Lansing, MI 48917.

Busy multi-doctor veterinary hospital in Lansing seeking a veterinary technician who is licensed in the state of Michigan. Previous on-the-job training desirable. FT hours with rotating weekends. Applicant must be outgoing, friendly, and a hard worker. Email résumé to nz@milleranimalclinic.com, or drop off résumé to 6515 W. Saginaw Hwy, Lansing, MI 48917.

Traverse City area. Seeking FT or PT licensed technician or veterinary assistant. Positive attitude a must! We operate 2 rapidly growing small animal hospitals. Our progressive clinics offer avian/exotics, diagnostic ultrasound, digital and dental radiography, low-level laser therapy, and physical rehabilitation. Contact: Kimberly Morrison, Suttons Bay Animal Hospital/Elk Rapids Animal Hospital, PO Box 948, Elk Rapids, MI 49629, kim.morrison@elkrapidsanimalhospital.com, missi.campbell@suttonsbayanimalhospital.com.

We are currently seeking a FT veterinary technician for our emergency hospital in Maumee, OH. The position consists of nights, weekends, and holiday shifts. Our facility is equipped with digital x-ray, ultrasound, EKG, endoscopy (flexible and rigid), and IDEXX laboratory equipment. Candidates must have excellent communication skills with both clients and staff, be able to perform a variety of surgical procedures, and have experience with diagnostics. The shifts currently consist of working independently with support staff, so the ability to adapt and work well within a team setting or individually is important. An experienced technician is preferred, but new graduates will be considered. We offer a competitive compensation package including 401(k), paid time off, allowance for CE, and package for health insurance, dental and vision. Annual salary ranges from $13–$19K depending on credentialing and experience. If you have any inquiries or would like to apply, send your résumé to Jess.Voto@gmail.com.

Grand Traverse Veterinary Hospital in Traverse City seeks FT or PT LVT and/or veterinary assistant. Full lab, digital radios, ultrasound. No evenings, excellent compensation and benefits, 3-doctor practice. Contact Dr. Jane Alexander, janeak8@hotmail.com, 231/946-3770, 3805 Veterans Drive, Traverse City, MI 49684.

PT LVT or assisted needed at Humane Society of Livingston County for Wednesday surgeries and Sunday vaccine clinics from 7:30 am–5 PM Wednesdays; 11:30 AM–4 PM Sundays; pay based on experience/license. Email résumé with cover letter vet@humane-livingston.org.

LVT needed at a busy, well-established, small animal clinic in Oakland County. Generous salary and benefits. Please send a résumé to georgia@milfordveterinaryclinic.com.

Busy, family-oriented 8-doctor veterinary practice in Rochester, with board-certified veterinary dentists, seeking FT licensed veterinary technician to become a member of our established team. Excellent compensation package including signing bonus, CE compensation, 401(k), uniform allowance, personal pet care, and paid vacation. Please send résumé to customerservice@goodisonvet.com.

PRACTICES & EQUIPMENT FOR SALE

Price reduced! Small-animal practice in upscale north-west Detroit suburbs grossing $661K. Well-equipped with IDEXX lab and CR digital x-ray. Practice price $390K. Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 800/380-6872, or kurt@tpsgsales.com.

Small-animal practice south of Traverse City grossing $720K. Practice is offered at $435K, real estate offered at $175K. Area has abundant recreation activities. Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 800/380-6872, or kurt@tpsgsales.com.

Under contract! Small-animal practice in Detroit. Practice is well-equipped and facility is well maintained. Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 800/380-6872, or kurt@tpsgsales.com.

When buying or selling a veterinary practice, rely on the expertise of Total Practice Solutions Group. See display ad this issue. Even if you plan to sell your practice yourself, contact Dr. Kurt Liljeberg for a free consultation. We are happy to help. 800/380-6872 or kurt@tpsgsales.com.

Selling your practice? Need a valuation or seller’s support through the sale? Total seller support with Peak Practice Transitions, Contact Bob Eberline, CPA 888/477-PEAK (7325), roberte@peaktransitions.com.

Well-established, growing small animal practice in a great location in western Oakland County. Beautiful clinic is well equipped and recently remodeled and
enlarged. The practice grossed almost $800K in 2017. Build a great future as your own boss. Practice and real estate offered at a reasonable price. For information contact Dr. Fred Zydeck by phone or text at 248/891-3934, or email fzydeck@aol.com.

Gogebic County, MI. This profitable SA practice has established itself as the gold standard in healthcare. Providing quality, compassionate care, and a staff with integrity. The x1,400 SF facility includes 2 exam rooms, updated equipment. M13. PS Broker, 800/636-4740, PSBroker.com, info@psbroker.com. 

Clinic for sale in the Thumb of Michigan. 1,000 SF plus basement and garage. Ceramic tile floor, Intravet software, isoflurane, 300 ma x-ray, autotank, incubator, dental ultrasonic cleaner, and more. Contact Dr. R.C. Lindberg at 899/635-3250.

For sale: Solo SA practice (5% equine) located in Jackson, MI. For information contact Dr Robert Sray, 517/822-9409 or Northwestvet@sbcglobal.net. 


Work where you will enjoy building relationships with clients and staff. This single-doctor practice located in Oakland County has great potential for growth. We have a great clientele in an upscale neighborhood in Oakland County. I have truly enjoyed working and building this practice the way I believed how people should be treated. I would like to sell this practice to a caring individual who can take care of our clients and staff. kimchari0824@gmail.com.

relief veterinarians

Norman Bayne, DVM, MS, 248/506-1104. MSU 81. SA relief work in southeast MI. Will travel. Friendly, excellent client communications skills. norman@baynevet.com.

Cari Bedore, DVM, 810/965-8350. MSU 99. SA relief and/or PT 1 hour from Flint. Enjoy working in a positive team environment doing medicine and surgery.

Kirsten Begin, DVM, 616/446-3154. MSU 09. SA relief in Grand Rapids and surrounding areas. Will travel. Friendly, excellent client communication. References. Completed rotating and surgical internships. kbegin46@gmail.com.

Lisa Benisek, DVM, 517/887-0255. MSU 88. Small animal relief or PT in Lansing area. lisabenisek@dvm.com.

Sharisse Berk, DVM, 248/851-0739. MSU 95. Available for SA relief or PT work in southeast MI.


Tama Cathers, DVM, MS, 269/203-6800. NCSU 96. SA relief in SE Michigan/Kalamazoo area. Friendly, experienced, reliable. tatherst@gmail.com.

Courtney Chapin, DVM, 616/901-5660. MSU 02. Available for Grand Rapids area. 6 years’ experience in SA general practice, 3 years in emergency medicine; both routine and emergency surgery. Willing to travel. cortneychapin@hotmail.com.


Catherine Collins, DVM, 517/880-0528. (MSU 06). SA relief work in the Lansing area, willing to travel further for the right circumstances. Friendly, efficient, strong communication skills. References and résumé available. PressPawsPLC@gmail.com.

Kenneth Corino, DVM, 248/217-5235. MSU 94. SA relief work. SE Michigan, medicine and surgery. corinovmd@aol.com.

Nichole Corner, DVM, 616/634-9777. MSU 99. SA relief work in Grand Rapids/Kalamazoo area. Excellent client communication skills. References available. haveslake@charter.net.

Bryan Cornwall, DVM, MBA, 248/227-0562. MSU 88. SA medicine and general surgery in SE Michigan; practice owner for 24 years. Great with clients and staff. bcornwallvmd@gmail.com.


Susan Drapek, DVM, CVA, 517/663-0428. MSU 90. Available within two hours of Lansing. Relief experience since 1997. Small-animal medicine, surgery, and acupuncture. smdrapekvm@dgbglobal.net.

Marj Field, DVM, 734/658-4774. MSU 90. SA/exotic emergency relief work in SE Michigan. Excellent client service, comfortable surgeon, high ACT, and able to multitask. Extended travel can be negotiated. marj.field@jme.com.

Lisa Harris, DVM, 616/204-2670. MSU 89. Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotics. Friendly, good communicator. drlhiber@gmail.com.

Margaret Sudekum, DVM, 616/676-2720. MSU 89. Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills. msdvm@sdvm.us.

Andrea Switch, DVM, 248/302-2255. MSU 84. Available for PT or relief work. SA medicine and surgery in SE Michigan. Willing to travel. a_swift_dvm@yahoo.com.

Susan Drapek, DVM, 517/663-0428. MSU 90. Available within two hours of Lansing. Relief experience since 1997. Small-animal medicine, surgery, and acupuncture. smdrapekvm@dgbglobal.net.

Amy Peck, DVM, 231/557-4423. MSU 97. Available for relief in west MI/Grand Rapids/Lakeshore area. SA medicine. Excellent communication skills, experienced and reliable. apeckvmd@gmail.com.


Alan Sibinic, DVM, 734/922-3713, 231/547-6212. MSU 75. Relief or part-time anywhere in MI. Flexible, wide-variety practice experience. 5+ years relief work. References. SA/EQ/PA.

Margaret Sudekum, DVM, 616/676-2720 MSU 89. Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills. msdvm@sdvm.us.


Andrea Switch, DVM, 248/302-2255. MSU 84. Available for PT or relief work. SA medicine and surgery in SE Michigan. Willing to travel. a_swift_dvm@yahoo.com.

Linda Vanassche, DVM, 517/896-9086. MSU 90. SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1½ hours from Lansing. Excellent written/verbal communication and record keeping. dmomma789@aol.com.


Jennifer Zablotny, DVM, 517/896-9146. MSU 97. Experienced SA relief for southeast and mid-MI. References available. drzablotny@gmail.com.
Dear MVMA Member,

Did you know statistics show that a person who joins an association makes an average of $10,000 more per year than one who does not? A recent article published in JAVMA also found that membership in a veterinary medical association is positively correlated with less mental illness and suicidal ideation.

MVMA has the answers you need and is here to support you. As a member, you can call or email us anytime and we’ll help. We can solve your problems so you have more time and less stress in your life!

With Continuing Medical Education now mandatory in Michigan, MVMA offers a wide variety of in-person educational programs and a CE portal that has over 1,000 courses—approximately 50 of which are free! We can help you take care of your CME needs, and our portal is a great place to keep track of your courses.

You are the future of veterinary medicine. And we are here to make your life easier. Don’t forget to renew your membership!

Warmly,

Karlene Belyea
MVMA Chief Executive Officer

---

**Potential Savings**

- High End: $13,000
- Low End: $11,000

**Annual Dues: $280**

**Less Than 77¢ Per Day!**

---

**Individual Member Benefits**

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Discounts</td>
<td>Anual</td>
</tr>
<tr>
<td>Michigan Veterinary Conference</td>
<td>$150</td>
</tr>
<tr>
<td>Small Animal Series Conferences</td>
<td>$50–$300</td>
</tr>
<tr>
<td>Summer Conference</td>
<td>$110</td>
</tr>
<tr>
<td>MVMA Animal Welfare Conference</td>
<td>$20</td>
</tr>
<tr>
<td>MVMA/MSU-CVM Wet Labs</td>
<td>$100–$200</td>
</tr>
<tr>
<td>MVMA/MSU-CVM Professional Competencies Certification</td>
<td>$100</td>
</tr>
<tr>
<td>The Michigan Veterinarian, official magazine of MVMA</td>
<td>$75</td>
</tr>
<tr>
<td>Free E-Newsletter &amp; Urgent Issues Broadcasts</td>
<td>$175</td>
</tr>
<tr>
<td>Access to MVMA’s CE Portal with 550+ free courses</td>
<td>$500+</td>
</tr>
<tr>
<td>Free legal services (15-minute consultations)</td>
<td>$50+</td>
</tr>
<tr>
<td>Free financial advice (15-minute consultations)</td>
<td>$50+</td>
</tr>
<tr>
<td>MVMA online directory</td>
<td>$75</td>
</tr>
<tr>
<td>Free Relif Vet ads</td>
<td>$50–$200</td>
</tr>
<tr>
<td>Discounted x-ray badges</td>
<td>$25–$500+</td>
</tr>
<tr>
<td>Discounts on classified ads</td>
<td>$30–$200</td>
</tr>
<tr>
<td>Discounted human resource/payroll service</td>
<td>$50–$500+</td>
</tr>
<tr>
<td>Discounted office supplies</td>
<td>$50–$500+</td>
</tr>
<tr>
<td>Discounted office equipment</td>
<td>$50–$500+</td>
</tr>
<tr>
<td>Discounted Dish network service</td>
<td>$195</td>
</tr>
<tr>
<td>Discounted ADT security systems</td>
<td>$1,200+</td>
</tr>
<tr>
<td>Discounted Hertz car rentals</td>
<td>$10–$100+</td>
</tr>
<tr>
<td>Discounted credit card processing</td>
<td>$50–$500+</td>
</tr>
<tr>
<td>Discounted business consultation services</td>
<td>$50–$250+</td>
</tr>
<tr>
<td>Discounted phone, Internet, data services</td>
<td>$50–$250+</td>
</tr>
<tr>
<td>Discounted Spectrum surgical instruments</td>
<td>$50–$500+</td>
</tr>
<tr>
<td>Discounted Lands End business attire</td>
<td>$50–$250+</td>
</tr>
<tr>
<td>Discounted practice management webinars</td>
<td>$10–$120+</td>
</tr>
<tr>
<td>Discounted burial &amp; cremation services (5%)</td>
<td>$50+</td>
</tr>
<tr>
<td>Discounted MSU Federal Credit Union products</td>
<td>$50+</td>
</tr>
<tr>
<td>Discounted FedEx express and ground shipping</td>
<td>$50+</td>
</tr>
<tr>
<td>Discounted Hotels (60,000+ hotels worldwide)</td>
<td>$50–$200+</td>
</tr>
<tr>
<td>Discounted EarthLink Internet/data/voice/IT services</td>
<td>$100+</td>
</tr>
<tr>
<td>Discounted cloud file storage (10%)</td>
<td>$50+</td>
</tr>
<tr>
<td>Discounted identity protection (15%)</td>
<td>$100–$200+</td>
</tr>
<tr>
<td>Discounted online accounting services</td>
<td>$100–$500+</td>
</tr>
<tr>
<td>Discounted Legal Consents for Veterinary Practice (15%)</td>
<td>$25+</td>
</tr>
<tr>
<td>Discounts, prescriptions, dental, and vision</td>
<td>$500+</td>
</tr>
<tr>
<td>Discounted UPS software</td>
<td>$5–$25+</td>
</tr>
<tr>
<td>Discounted background checks</td>
<td>$15–$50+</td>
</tr>
<tr>
<td>Free Client Satisfaction Surveys</td>
<td>$500+</td>
</tr>
<tr>
<td>Free “Cost of Compassion” brochures</td>
<td>$35–$75</td>
</tr>
<tr>
<td>Free “Pet Health Insurance” brochures</td>
<td>$35–$75</td>
</tr>
<tr>
<td>Free “Learn Before You Leap” brochures</td>
<td>$35–$75</td>
</tr>
<tr>
<td>Free Rabies Protocol Charts</td>
<td>$10</td>
</tr>
<tr>
<td>Long-term care insurance discount (1 person)</td>
<td>approx. $150</td>
</tr>
<tr>
<td>Disability insurance (15% discount)</td>
<td>approx. $175</td>
</tr>
<tr>
<td>Auto and homeowners insurance (10% discount)</td>
<td>$50–$200</td>
</tr>
<tr>
<td>Veterinary Career Network</td>
<td>$25–$200+</td>
</tr>
<tr>
<td>Model Animal Hospital Personnel Policies Manual</td>
<td>$1,200+</td>
</tr>
<tr>
<td>Michigan Law for Veterinary Professionals</td>
<td>$100</td>
</tr>
<tr>
<td>Legislative representation</td>
<td>Priceless</td>
</tr>
<tr>
<td>Client referral services</td>
<td>Priceless</td>
</tr>
<tr>
<td>MVMA “Members Only” access on the website</td>
<td>Priceless</td>
</tr>
<tr>
<td>Complaint resolution before legal or licensure action is initiated</td>
<td>Priceless</td>
</tr>
<tr>
<td><strong>Total Savings</strong></td>
<td>$6,785–12,130</td>
</tr>
</tbody>
</table>
Due to the number of requests for CE announcements, The Michigan Veterinarian limits listings to CE programs in Michigan.

Great Lakes Veterinary Conference
- August 12–14, 2018
  Grand Hotel, Mackinac Island

Michigan Veterinary Conference
- January 25–27, 2019
  Lansing Center & Radisson Hotel, Lansing

MVMA Small Animal Seminars
- Geriatrics (Steve Thompson, DVM, DACVP Canine & Feline)
  March 7, 2018
- Anesthesia & Pain Management
  (Tammy Grubb, DVM, PhD, MS, BA, DACVAA)
  April 4, 2018
- Veterinary Forensics (Melinda Merck, DVM)
  September 12, 2018
- Rehabilitation & Pain Management
  (Tara Edwards, DVM, DACVS, CCRT, CVPP, cVMA)
  October 10, 2018
- Practice Management (Wendy Hauser, DVM)
  November 7, 2018
- Surgery
  (Gary Thompson, DVM, DABVP Canine & Feline)
  December 12, 2018
- Renal & Urinary
  (Joe Bartges, DVM, PhD, DACVim, DACVN)
  March 13, 2019
- Nutrition
  (Craig Datz, DVM, MS, DABVP, DACVN)
  April 10, 2019

MVMA Board of Directors
- March 14, 2018 @ 10:30 AM–3:00 PM
  University Club, Fireplace Room, Lansing
- August 14, 2018 @ NOON–3:00 PM
  Grand Hotel, Mackinac Island
- September 26, 2018 @ 10:30 AM–3:00 PM
  University Club, Ballroom, Lansing
  In conjunction with the Annual Meeting.
- December 12, 2018 @ 10:30 AM–3:00 PM
  University Club, Fireplace Room, Lansing

MVMA Committees
- Animal Welfare (Dr. Marcie Barber, Chair)
  March 8, 2018 @ 10:00 AM
  June 28, 2018 @ 10:00 AM
  September 20, 2018 @ 10:00 AM
- Executive (Dr. Lori Penman, Chair)
  August 1, 2018 @ NOON
  September 12, 2018 @ NOON
  November 28, 2018 @ NOON
- Legislative Advisory (Dr. Cathy Anderson, Chair)
  March 28, 2018 @ 1:30 PM
  June 13, 2018 @ 1:30 PM
  September 5, 2018 @ 1:30 PM
  November 27, 2018 @ 1:30 PM
- Public Health (Dr. Joe Kline, Chair)
  March 28, 2018 @ 1:30 PM
  June 13, 2018 @ 1:30 PM
  September 5, 2018 @ 1:30 PM
  December 19, 2018 @ 1:30 PM

Meetings held in the MVMA office unless noted.

Saginaw Valley VMA
- 4th Wednesday of each month, February–May and September–October, with occasional additional meetings @ 7:00 PM / The Brewery, Frankenmuth
Contact the secretary at muktuk@me.com.

Western Michigan VMA
- Veterinarian CE Seminars
  3rd Thursday of each month, January–May and September–November in Grand Rapids on various topics. In addition, there will be a second meeting each month, usually the 1st Tuesday or Wednesday, February–May and October–December.
Contact Margaret Sudakum, DVM, to be added to the email list. (616) 676-2720 or margaret.sudakum@wmvma.org.

SEMVMA
- Veterinarians
  - Feline Medicine (Margie Scherk, DVM)
    February 28, 2018
  - Dermatology (Doug DeBoer, DVM)
    March 28, 2018

- Veterinary Technicians
  - Feline Medicine (Margie Scherk, DVM)
    February 28, 2018
  - Anesthesia Mistakes (Heidi Reuss-Lamky, LVT)
    March 28, 2018

Contact Barb Locricchio at (248) 651-6332 or admin@semvma.com.

Due to the number of requests for CE announcements, The Michigan Veterinarian limits listings to CE programs in Michigan.
## IMPORTANT PHONE NUMBERS

<table>
<thead>
<tr>
<th>Agency/Department</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>MI Board of Veterinary Medicine</td>
<td>(517) 335-0918</td>
</tr>
<tr>
<td>MI Board of Pharmacy</td>
<td>(517) 373-1731</td>
</tr>
<tr>
<td>DEA: Detroit office</td>
<td>(313) 234-4000</td>
</tr>
<tr>
<td>DEA: toll-free</td>
<td>(800) 230-6844</td>
</tr>
<tr>
<td>MDARD State Veterinarian</td>
<td>(800) 292-3939</td>
</tr>
<tr>
<td>MI Dept. of Health &amp; Human Services</td>
<td>(517) 335-8165</td>
</tr>
<tr>
<td>State of MI Health Certificates</td>
<td>(517) 284-5767</td>
</tr>
<tr>
<td>USDA, APHIS, VS–Accreditation &amp; International Health Certificates</td>
<td>(517) 337-4700</td>
</tr>
</tbody>
</table>