

# Alabama Veterinarian

A Biannual Publication for ALVMA Members, Veterinary Students and Friends of the ALVMA  
Spring 2014 | Volume 25 | Number 1



**Conference for  
Food Animal  
Veterinarians  
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*Your seat is waiting*

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# PRACTICE ACQUISITION OPPORTUNITIES IN ALABAMA

PRACTICE BROKERAGE | VALUATIONS | FINANCING | BUSINESS EDUCATION | CONSULTING

*Presently there are some excellent acquisition opportunities in Alabama with buyers netting estimated incomes of \$75,000 to \$200,000.*

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## Biscuits & Gravy

After 10 years with a biscuit-loving-beast named Big Mo as their only mascot, the Montgomery Biscuits baseball team has added a real live micro-mini pot belly tea cup piglet as their newest mascot. The Biscuits went to the fans to find a name, and the "Name the Pig Contest" was an overwhelming success with over 4,100 entries in just nine days from a variety of ways to enter, including all social media platforms. The result of the contest "dubbed" the new animal mascot "Gravy."

Thanks to the Biscuits in cooperation with the Alabama Department of Agriculture and Industries it was decided a pig would be the appropriate companion. Poultry and livestock is an important part of Alabama, representing over 85 percent of the agriculture industry in the state. Four out of every ten residents in the state make their living in the agriculture industry. As part of the cooperative partnership, ALVMA's own Dr. Brad Fields has been named the "Official Veterinarian" for the Montgomery Biscuits.

Dr. Fields commented on the partnership by stating "Agriculture is such a vital component of Alabama, and this partnership allows us to highlight the importance of the industry, the importance of Veterinarian's to the animal health component, and bring some good hearted fun and fellowship with the Montgomery Biscuits fans". Dr. Fields' will be coordinating care with local providers, and continues to be an advocate for veterinary medicine through his position.

The Montgomery Biscuits, class AA affiliate of the Tampa Bay Rays, is a Minor League Baseball member of the Southern League.

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- Executive Director** Dr. Charles F. Franz
- Assistant Executive Director** Dr. Brad Fields
- Director of PR & Communications** Linda Tynan
- Director of Meetings & Membership** Roberta Norris
- Membership Coordinator & Accounting** Linda Cargile

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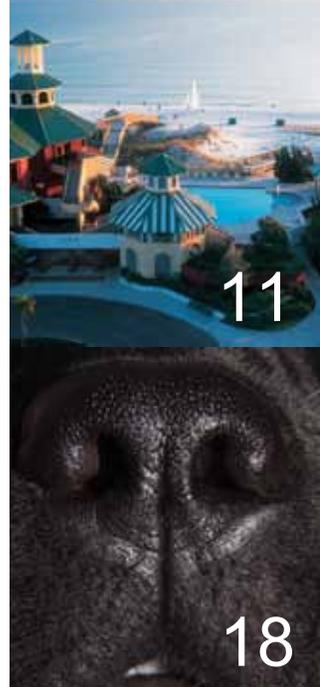
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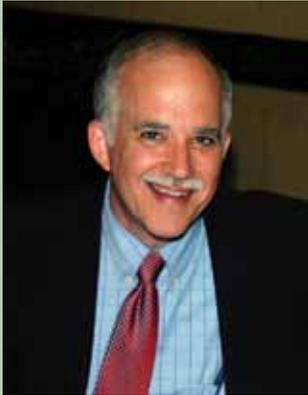


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2013 –14  
Alabama Veterinary Medical Association  
Executive Director Dr. Charles Franz

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## From the Executive Director

Fellow Alabama Veterinarians,

We are getting excited about the upcoming Emerald Coast Veterinary Conference, June 18-22, just around the corner. We hope you will make plans to join us for some excellent CE and fun in the sun. This is a great time to network, connect with old friends and make some new ones at one of the premier venues in the country, beautiful Sandestin. Look for conference details in this issue.

This special issue is mailing to all veterinarians in the state of Alabama, so if you are not a member of the ALVMA, I would like to take this opportunity to encourage you to join. The

ALVMA was founded in 1907, and is the oldest and largest professional association for veterinarians in the state. The ALVMA offers valuable member benefits for all veterinarians. We provide free webinars for members, send out regular eNewsletters to keep you informed of current news topics and events, and provide legislative updates. Membership in your professional organization offers networking and the opportunity to get involved in the association by serving on a committee, participating in our spay/neuter license plate program or getting involved in our student mentoring program.

Our association is working daily to promote the practice of veterinary medicine and raise awareness about your profession. During the past year we have raised public awareness by promoting the message of the importance of preventive and proactive pet health care through monthly press releases and public appearances at pet health events such as Our Oath in Action Day and Be Ready Day Disaster Preparedness Event. Our Public Health Committee has developed talking points and distributed brochures and posters for Dog Bite Prevention Week, World Rabies Day and most recently Pet Poison Prevention Month. Visit our website at [www.alvma.com](http://www.alvma.com) and be sure to like us on FaceBook and follow us on Twitter to see what we're up to.

Lots of exciting things are happening in veterinary medicine today. Recently in Alabama, Auburn University opened its 208,000-square-foot Wilford and Kate Bailey Small Animal Teaching Hospital and Tuskegee has broken ground for their new 150,000 square foot complex for small and large animals slated to be completed by the end of next year. Partners for Healthy Pets, now over 100 organizations strong, launched the first national public information campaign urging pet owners to schedule annual checkups. With national spots in broadcast, print and online media, this unprecedented campaign is off to a fantastic start. A tool kit has been developed for veterinarians with downloadable marketing materials and plans. We encourage you to get involved in this campaign. And best of all- it's free. Read more about this outstanding program in the following pages or visit [www.partnersforhealthypets.org](http://www.partnersforhealthypets.org).

We hope you enjoy your free issue of the *Alabama Veterinarian* and that you will consider becoming part of our veterinary community. For membership information please visit [www.alvma.com](http://www.alvma.com) or feel free to call our office any time at 334.395-0086. We encourage you to join us and take advantage of everything your professional organization has to offer.

Sincerely,

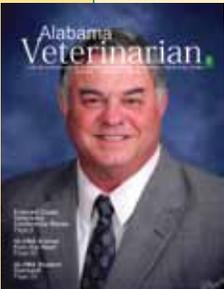
*Charles Franz*

Charles Franz, DVM  
Executive Director, Alabama VMA

# WHY SHOULD YOU BE A MEMBER OF THE ALVMA?

As a member of the ALVMA, you have unlimited opportunities to develop your professional and interpersonal skills through a variety of committees and leadership roles. ALVMA membership provides excellent networking opportunities with colleagues, and the opportunity to impact your community. Membership in a professional association often means additional trust in the eye of the public. There is a valuable image represented by association membership; it tells your clients you care about your profession and you are actively involved with fellow veterinarians.

## VALUABLE RESOURCES



The *Alabama Veterinarian* is just one example of resources you have access to as an ALVMA member. This publication is dedicated to keeping members informed on veterinary issues. Brought to you in full-color, this quality magazine brings the latest news and trends from around the state, along with feature articles about your fellow ALVMA members. You will also receive monthly eNewsletters with information on educational opportunities, legislative and regulatory updates, industry news and other current topics that are relative to veterinary medicine.

## COMMUNITY & SUPPORT

The ability and opportunities to network through professional associations is how one gets the highest value for dues paid. Recent studies have shown that individuals who participate in professional organizations are more successful in their business because they have access to invaluable resources their non-member counterparts do not, which means they are more knowledgeable about what is going on in their profession. The benefit of having someone who has “been there, done that” to call upon is one of the greatest benefits of membership. Through ALVMA membership, you have access to veterinarians with experience in all areas of veterinary medicine. The ALVMA also offers a mentoring program for young graduates, which often benefits the mentor as much as the graduate.



## PUBLIC RELATIONS VALUE

Members receive the benefit of the “Find-A-Member/Vet” search function on the ALVMA website where pet owners have the ability to search for an ALVMA member veterinarian by name, city, county or ZIP code. Members can participate in the Spay/Neuter License Plate program as their way of contributing to their community to help reduce the pet overpopulation problem in the state. The public relations staff sends out regular press releases and stories of interest to the public to encourage pet owners to make regular visits to their veterinarians. The public health committee also addresses public health concerns such as pet poisoning, dog bite prevention, ectoparasites and disease, and rabies.



## EDUCATION

Members save \$150 off the registration at the Emerald Coast Veterinary Conference held each year in Sandestin where you can stay on top of veterinary medicine education by meeting with your colleagues, attending cutting-edge CE sessions and you will have time in the afternoons to enjoy with family and friends. Members also receive reduced rates to regional meetings held across the state throughout the year to give members an additional resource for getting their required CE hours and updates on the profession. Members have access to free webinars for continuing education credit, and are actively involved with constituent associations which hold regular meetings at the local level where CE is offered free to attendees. To contact your local representative for more information on meetings in your area, visit the ALVMA website at [www.alvma.com](http://www.alvma.com).

**JOIN TODAY**  
[www.alvma.com](http://www.alvma.com)





2013 –14  
Alabama Veterinary Medical Association  
President Dr. Bill Bledsoe

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## A Letter from the President

Greetings once again from Camden, Alabama,

As I write this the sunshine is finally visible – Praise the Lord. I think we are all weary of the cold and rainy wintertime. The dogwoods and redbuds have begun to bloom and the turkeys are gobbling so maybe spring is really here.

The kitchen renovation at my house is finally winding down and Susan and I still like each other. My youngest daughter recently got engaged to a fine young man and I am happy for her. However, the realization that any dollars not taken in the wake of our kitchen renovation will be consumed by the locusts of a wedding is creeping into my consciousness. What can you do?

Our association continues to work in many areas with individuals lending their skills and efforts to our organization's various endeavors, which are too numerous to list here. One area that I am particularly proud of is our effort to attract and help students at Tuskegee and Auburn. Dr. Brad Fields has been on campus as a recurring ALVMA contact who is positive, friendly and helpful. We have also funded a financial counselor to advise veterinary students on all aspects of spending and debt. Feedback from students who have met with the counselor has been excellent. As we move forward, I hope more and more students will take advantage of these counseling opportunities early on during their time in veterinary school. You, as a member of the Alabama Veterinary Medical Association, are helping the next generation of veterinarians – and you probably didn't know it. Needless to say we have a place of service for any other members who are interested in helping us achieve our goals.

Make your reservation and registration for the convention in Sandestin early because it's going to be a very popular place to be.

Your humble and obedient servant,

*Bill Bledsoe*

William G Bledsoe, DVM  
President, ALVMA



# Partnering to Improve Pet Health

# Marketing Your Practice is as Easy as 1, 2, 3



[www.partnersforhealthypets.org](http://www.partnersforhealthypets.org)

## 1 Sign up for FREE

The Partners for Healthy Pets program offers practitioners all the tools to develop a consumer campaign for your practice that will be tied in with a national marketing campaign. Social media tools with prepared posts make it easy to put together regular messaging to your clients.



## 2 Use the Practice Resources Toolbox

The Partners for Healthy Pets' Practice Resources Toolbox contains a variety of tools and resources that can be used to help your healthcare team deliver the message of preventive healthcare in the most effective ways possible. Quick Start instructions make it easy for you to promote your business.



## 3 Build Strong Relationships with Your Clients

Regular communication will educate your clients and bring awareness to the importance of preventive health care which helps keep costs down for pet owners and helps to keep pets healthy and happy.



### Auburn 2014 White Coat Ceremony

Drs. Bill Bledsoe and Brad Fields attended the official AUCVM White Coat ceremony on Feb. 1, 2014. Dr. Bledsoe coated 46 Alabama veterinary students during the evening, and provided leadership and congratulatory remarks to the Class of 2015. A reception and social gathering was held immediately after the ceremony. Friends, family and associates of the honored students were well represented, indicated by the event being simulcast live in two other rooms and via an internet feed to accommodate everyone!



### Tuskegee 2013 White Coat Ceremony

Drs. Bill Bledsoe and Brad Fields attended the white coat ceremony at Tuskegee on Nov. 4, 2013. Dr. Bledsoe gave congratulatory remarks to the white coat recipients, and coated one Alabama student, Joseph Caldwell. Fellowship with students, friends, and family occurred after the ceremony.



### Dr. MK Heath Memorial Scholarship

Ms. Tiffany Peterson is the recipient of the MK Heath Memorial Scholarship award this year. The award goes to an Auburn University sophomore, junior, or senior veterinary medicine student based on scholarship and financial need. The baseline for scholastic consideration is a GPA of 3.0 or greater on a 4.0 scale. The financial need portion is based on the Free Application for Federal Student Aid information.



exception. Dr. Daniel Hernandez, a first time attendee from Vernon, Ala. was this year's unanimous winner. Winners are selected based on the best veterinary experience shared by the attendees, ranging from humorous to heart-warming.

The 24th annual Conference for Food Animal Veterinarians will be Feb. 13 – 15, 2015. Make your plans now to attend and bring your sweetheart, an out of the way location will be a great place to celebrate Valentines Day.



## 2014 Conference for Food Animal Veterinarians Recap

by Roberta Norris



Dr. Terry Slaten (left) presents the 2014 Downie Award to first-time attendee Dr. Daniel Hernandez.

The Alabama Veterinary Medical Association's 23rd annual Conference for Food Animal Veterinarians was held over the weekend of Feb. 7-9, 2014. The event is held each year at the 4-H Center in Columbiana, Ala. located on over 264 acres of lush woodlands overlooking Lay Lake in Shelby County. This year's conference offered CE sessions on topics ranging from cattle health, diseases, vaccinations and nutrition to Southeastern

forage management. A two-hour legal CE session on "Veterinary Professional Liability, managing the risk" was also offered to help veterinarians achieve their required topics for licensure.



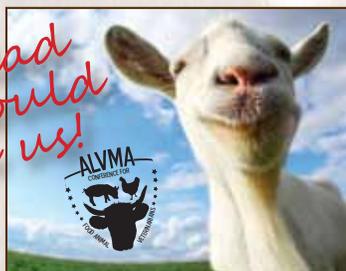
This year there were 62 attendees from seven different states. The conference had four exhibitors attending, Merial, Novartis, Principial Finance and DVMConsultants.

Saturday night the attendees enjoyed the usual steak dinner with all the fixins and then held the practice tips and Downie Awards portion of the program. Dr. Arvle Marshall handcrafts the unique and special award trophies for the meeting each year, and this year's award was no

## History of the ALVMA Food Animal Conference

Dr. James G. Floyd, Extension Veterinarian, established the Food Animal Conference in 1992 to provide continuing education focused on timely topics for veterinarians engaged in food animal practice. As Chair, Large Animal Affairs Committee for the ALVMA and Chair, State Diagnostic Lab Committee for the ALVMA, his vision was to bring together practitioners, industry, regulatory and academic veterinarians in an environment that was conducive to free exchange of ideas and issues important to food animal veterinary medicine. The meeting was envisioned as a forum for presentations by national and international authorities on food animal medicine and a venue for discussion of common issues, problems and potential solutions. Previously, the Alabama Academy of Veterinary Practice held a two-day annual meeting for large animal practitioners at the Auburn College of Veterinary Medicine with one day dedicated to equine practice and the other for all other farm animal species. The Food Animal Conference was initiated to supplement that meeting with one more in-depth focus on the beef, dairy, swine, and poultry industries' emerging common issues, including foreign animal diseases, consolidation of production facilities, environmental concerns, quality assurance and food safety to name just a few. Under Dr. Floyd's direction the program has been a resounding success from the beginning.

*So glad you could join us!*





The Environmental Building at the 4-H center. Photos courtesy of the 4-H Center.

Following Dr. Floyd's departure to become Department Head at North Carolina State University Dr. Dwight Wolfe became Chair of the ALVMA Food Animal Affairs Committee and Program Chairman for the conference. He continued in this role until Dr. Soren Rodning became Extension Veterinarian in 2006 who then became Chair of the ALVMA Food Animal Affairs Committee and Program Chairman. Dr. Rodning served in that role until he was deployed in Afghanistan during which time Dr. Dwight Wolfe resumed Program Chair for one year followed by Dr. Lew Strickland, as interim Extension Veterinarian until Dr. Rodning completed his tour of duty and resumed serving as Program Chair. The conference has been improved by Dr. Rodning since his assumption of that duty, and the alliance with the ALVMA has greatly enhanced its administration and quality.

The Alabama 4-H Center in Columbiana was chosen as the meeting site because of its central location combined with excellent housing, dining and the relaxed rural setting. Because of the comprehensive facilities at the 4-H Center, attendees could remain there during the entire meeting, allowing extra time to interact and socialize with veterinary colleagues, industry reps and speakers. At the time the conference began, the 4-H Center issued no keys to the hotel rooms and even today the cell phone coverage is spotty, minimizing distractions while enhancing the opportunities to concentrate on the meeting itself.

Allied industries including animal health and equipment companies quickly signed on as sponsors which lowered the meeting's cost. A meeting theme was usually established to allow for a common thread between presenters without restricting their ability to cover what they felt was needed in their realms of expertise. Although dairy, small ruminant, swine and poultry subjects were included, most of the subjects centered on beef cattle topics, thus reflecting the food animal focus of most Alabama practitioners. Practitioners from adjoining states began to attend as the conference established a reputation for good speakers

and collegial interactions. Initially the conference was co-sponsored by the Alabama Cooperative Extension System, Auburn University College of Veterinary Medicine, Auburn University College of Agriculture, and the Alabama Veterinary Medical Association. Over time the ALVMA has become sole sponsor of the conference which is supported by loyal industry partners.

The meeting format has always been with a kickoff on Friday afternoon and

concluding Sunday morning sessions followed by lunch, with all meals in between included in the registration. The unique venue allows ample time for networking and renewing acquaintances. Additionally, speakers include private practitioners from other regions of the country, veterinarians from industry, the Alabama Diagnostic Laboratory System, State and Federal Regulatory Veterinarians, as well as academic veterinarians and animal scientists. The conference has grown to approximately 20 hours of CE credit offered for full attendance. In addition to food animal sessions, topics also include practice business management, legal issues and investment strategies.

**“Taking part in the formation of the conference was one of my professional highlights.”**

**– Dr. Jim Floyd**

From the beginning of the conference, the Saturday night Happy Hour has included a “Downie Award” for the best story from rural practice. Over the years this has produced enough hilarious stories that our only regret should be that they were not recorded and syndicated. Jerry Clower would have nothing on some of them, including such famous stories as the Brahma heifer that rode to her death in the cab of a pickup truck, the sow underneath the porch, and the cow that delivered her own calf with a vet's calf jack. You had to be there. The origin of Downie Award was from the prize that was originally given: an “official” framed certificated inducting the winner into the “American College of Downer Cows.” Somewhat more valuable prizes included bull penis walking canes, and currently unique welded bovine statues custom made by Dr. Arvle Marshall. The Conference for Food Animal Veterinarians, as it is known today, continues to be a unique opportunity to enjoy one of the best food animal meetings in the Southeast U.S.

*Many thanks to Drs. Jim Floyd and Dwight Wolfe for their contributions to this story.*



# 2014 ECVC is waiting for you!



**Sandestin Golf & Beach Resort**  
**June 18-22, 2014**

Ready for you and your family to have a few days at the shore? Ready to get your required continuing education completed all at one time and still have time to go to the beach? Ready to fish, relax, see old friends or shop til you drop? Then this is the conference for you!

This year's Emerald Coast Veterinary Conference will be held June 18-22 at the beautiful Sandestin Golf and Beach resort in Miramar, Fla. The conference and exhibit hall will again be in the Baytowne Conference Center, with plenty of housing spaces nearby. You'll be only minutes away from restaurants, the beach or shopping.

We'll have 22 different highly rated speakers offering over 92 hours of CE to choose from. Topics such as endocrinology, feline medicine, theriogenology, backyard poultry, pain management, backyard small ruminants and soft-tissue surgery to name a few. You can get your pharmacy and legal requirements covered as well.

Add to that 10 hours of CE devoted to poultry and another 10 hours of CE for veterinary technicians and you've got it covered!

## Wednesday, June 18

**5:30 - 7 p.m.** – Opening kickoff in the exhibit hall. The entire family is welcome to tour the exhibit hall at this time. Light snacks and prizes for the kids will be offered.

## Thursday, June 19

**7 - 7:50 a.m.** – "Practice Makes Perfect" keynote speaker address. Tips and secrets from 32 years in the trenches. How to avoid boredom, burnout and bad habits while practicing the world's most fascinating profession. Get your morning off to a great start by spending an hour listening to the experiences from many years of being a veterinarian as told by **Dr. Kevin Fitzgerald**. Dr. Fitzgerald is best known for his 11 seasons as one of the veterinarians featured on Animal Planet's popular "Emergency Vets" and "E-Vet Interns". He has been a staff veterinarian at the busy VCA Alameda East Veterinary Hospital in Denver for nearly 30 years.

**1:10 - 2:30 p.m.** – ALVMA Awards luncheon – Enjoy lunch with your colleagues as we honor Alabama's best for 2014. Ticket required for lunch.

**2 p.m.** – Tennis – Meet up at the tennis courts for a friendly game of tennis.

**2 p.m.** – Bike Ride/Beer by the Pool – don't feel like hitting the greens? Join your family and friends at the Baytowne Marina Bike Outlet for a nice bike ride around the grounds of Sandestin and then have a beer by the pool, sponsored by the Industry Council.

**4 - 10 p.m.** – Mingle at the Marina – truly an event for all ages, kids get to play in the sand and have fun while the adults can mingle and enjoy a cold beverage. Dinner is served at 5:30 p.m. for the kids so that the adults can relax later in the evening. Entertainment this year will be provided by **Dr. Kevin Fitzgerald**. Don't miss it! Ticket required.

## Friday, June 20

**9 a.m.** – Spouses Meet and Greet breakfast – Open to all spouses or significant others of attendees, a chance to find old friends or make new ones. Ticket required.

**1:30 - 6 p.m.** – Golf – Grab a quick lunch and then join your buddies on the Links, one of the Southeast's finest courses. Competition and prizes – a great way to spend the afternoon. Fee required.

**2:30 p.m.** – Beach Volleyball – Extra energy after morning CE? Head to the beach for a fast and fun game or two of beach volleyball.

## Saturday, June 21

**6:30 a.m.** – Family Walk/5K Run event – Join us down at the Baytowne Marina for a wake-up run or walk. Events for the kids begin at 7 a.m. Children are free, adults \$5 – everyone receives a T-shirt.

**5 - 6:30 p.m.** – Alumni receptions – Join your classmates and colleagues for reunions of the vet schools of Auburn, Georgia, Mississippi State and Tuskegee.

## Sunday, June 22

**7 - 8 a.m.** – Fellowship breakfast – Join your colleagues for a time of inspiration and reflection. Ticket required.



*Photo courtesy of Sandestin Golf and Beach Resort.*



Photos courtesy of Sandestin Golf and Beach Resort.

# 2014 Emerald Coast Veterinary Conference Schedule

## WEDNESDAY June 18, 2014

11 a.m. – GVMA Board Meeting; 1 p.m. – ALVMA Board Meeting; 4 p.m. – ALVMA Business Meeting; 4:30 - 5 p.m. – ALVMA & GVMA meet the candidates; 5:30-7 p.m. – OPENING KICKOFF IN EXHIBIT HALL

## THURSDAY June 19, 2014

6:30 - 7 a.m. – Coffee in the exhibit hall

7 - 7:50 a.m. – Azalea Ballroom (1 hr.) Dr. Kevin Fitzgerald's "Practice Makes Perfect" keynote address – tips and secrets from 32 years in the trenches and how to avoid boredom, burnout and bad habits while practicing the world's most fascinating profession.



7:50 - 9:20 a.m. – Breakfast in the exhibit hall

1 - 2:30 p.m. – ALVMA Awards Lunch; 2 p.m. Tennis; 2 p.m. - Family Bike Ride/Beer by the Pool to follow

4 - 10 p.m. – Mingle at the Marina; 4 - 6 p.m. – kids games and beach fun; 5:30 p.m. – kids dinner; 7 - 10 p.m. – adult dinner, drinks, band and dancing

MAGNOLIA D	AZALEA	AZALEA I	AZALEA III	JASMINE	
<b>9:20 – 11 a.m. (2 hrs)</b> Endocrinology David Bruyette, DVM, DACVIM  Canine and feline hypothyroidism	<b>9:20 – 11 a.m. (2 hrs)</b> Feline Medicine Deb Zoran, DVM, PhD, DACVIM  Feeding cats – nutrition from kittens to geris; Diarrhea in cats and kittens	 <b>9:20 – 11 a.m. (2 hrs)</b> Backyard Poultry Multiple speakers  9:20 Basic husbandry for backyard flocks – Dr. Joe Hess 9:50 Biosecurity – keep diseases out – Dr. Kelli Jones 10:20 NPIP participation for backyard flocks – Dr. Denise Brinson 10:40 Diagnostic workups for poultry disease – Dr. Joel Cline	<b>9:20 – 11 a.m. (2 hrs)</b> Theriogenology Margaret Root, DVM, PhD, DACT  Vaginal cytology– it's not just for heat anymore; Use of serum progesterone concentrations and vaginal cytology for breeding management	<b>9:20 – 11 a.m. (2 hrs)</b> USDA-National Veterinary Accreditation Program Modules Joanna S. Davis, DVM  Module 4 (1 hr): Preventing disease introduction and spread  Module 9 (1 hr): Interstate and international health certificates for Category 1 (small) animals	

11 - 11:20 a.m. – Break

<b>11:20 a.m. – 1 p.m. (2 hrs)</b> Diabetes mellitus in dogs and cats	<b>11:20 a.m. – 1 p.m. (2 hrs)</b> The Feline Pancreas Vomiting in cats – a case-based review	<b>11:20 a.m. – 1 p.m. (2 hrs)</b> Multiple speakers  11:20 Common diseases and disorders – Dr. Doug Anderson 11:50 Vaccines for administration in small-scale production – Dr. Karen Grogan 12:20 Therapeutics: What is allowed in poultry? - Dr. Chuck Hofacre	<b>11:20 a.m. – 1 p.m. (2 hrs)</b> Vaginitis update; Pros and cons of spay/ castration in dogs and cats	<b>11:20 a.m. – 1 p.m. (2 hrs)</b> Module 19 (1 hr): Animal health emergency response  Module 6 (1 hr): Exotic avian diseases	
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## FRIDAY June 20, 2014

6:30 - 7 a.m. – Coffee in the exhibit hall

8:40 - 10:10 a.m. – Breakfast in the exhibit hall

9 a.m. – Spouses Meet and Greet Breakfast

1:30 - 6 p.m. – Golf outing (18 holes on Links Golf Course)

2:30 p.m. – Beach Volleyball

MAGNOLIA D	AZALEA I	AZALEA II	AZALEA II	CAMELLIA II	
<b>7 – 8:40 a.m. (2 hrs)</b> Pain Management Lesley Smith, DVM, DACVA  Feline anesthesia and analgesia	<b>7 – 8:40 a.m. (2 hrs)</b> Ophthalmology B. Keith Collins, DVM, MS, DACVO  Management of corneal ulcers and penetrating wounds	 <b>7 – 8:40 a.m. (2 hrs)</b> Backyard Small Ruminants David Pugh, DVM, MS, DACVN, DACT  Parasite control; Vaccinations and management practices	<b>7 – 8:40 a.m. (2 hrs)</b> Theriogenology Margaret Root, DVM, PhD, DACT  Non-surgical sterilants: How close are we to a "spay" vaccine?; Control of prostate disease in dogs	<b>7 – 8:40 a.m. (2 hrs)</b> Toxicology Kevin Fitzgerald, DVM  Snakes, bees, spiders and ants – creepy things that bite our pets	
<b>10:10 – 11:50 a.m. (2 hrs)</b> Anesthetic troubleshooting and managing common anesthetic problems	<b>10:10 – 11:50 a.m. (2 hrs)</b> Selected non-ulcerative corneal diseases; Essential feline ophthalmology	<b>10:10 – 11:50 a.m. (2 hrs)</b> Reproductive management practices	<b>10:10 – 11:50 a.m. (2 hrs)</b> Neonatology: A case-based review (interactive – bring your computer)	<b>10:10 – 11:50 a.m. (2 hrs)</b> Top 10 emerging poisons; Marijuana	

11:50 a.m. - 12:10 p.m. - Break

<b>12:10 – 1 p.m. (1 hr)</b> Update on injectable anesthetics	<b>12:10 – 1 p.m. (1 hr)</b> Updates on uveitis and glaucoma	<b>12:10 – 1 p.m. (1 hr)</b> Feeding sheep and goats	<b>12:10 – 1 p.m. (1 hr)</b> Neonatology: A case-based review (interactive – bring your computer)	<b>12:10 – 1 p.m. (1 hr)</b> Rodenticides	
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# 2014 Emerald Coast Veterinary Conference Schedule

## SATURDAY June 21, 2014

6:30 & 7 a.m. – ECVV Adult Walk and 5k Run at 6:30 a.m. and the Fun Run for children at 7 a.m.

6:30 - 7 a.m. – Coffee in the exhibit hall

8:40 - 10:10 a.m. – Breakfast in the exhibit hall (exhibit hall closes at 10:10 a.m.)

5 - 6:30 p.m. – Alumni receptions (Auburn, Georgia, Mississippi State and Tuskegee)

MAGNOLIA D	AZALEA I	AZALEA II	AZALEA III	CAMELLIA II	JASMINE
<p><b>7 - 8:40 a.m. (2 hrs)</b> Cardiology John Bonagura, DVM, DACVIM</p> <p>Radiographic differential diagnosis of cardiopulmonary disorders</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Practice Management Fritz Wood, CPA, CFP</p> <p>State of the profession (1 hr); Improving compliance – your greatest opportunity (1 hr)</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Dentistry Barden Greenfield, DVM</p> <p>It's not a 'dental' anymore</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Nutrition Donna Raditic, DVM, CVA</p> <p>A joint effort – osteoarthritis and nutrition A joint effort – osteoarthritis and nutraceuticals</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Soft Tissue Surgery Michael Tillson, DVM</p> <p>Issues in abdominal surgery – GDV and prophylactic gastropexy; Ear surgery</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Veterinary Technicians Dr. Steve Jaffe</p>  <p>Vaccine boot camp Immunology review: Antibody anybody? Vaccine basics: What do all these letters and numbers really mean? (canine 'alphabet soup')</p>
<p><b>10:10 – 11:50 a.m. (2 hrs)</b> Management of acquired heart disease in the dog</p>	<p><b>10:10 – 11:50 a.m. (2 hrs)</b> The vital importance of client loyalty and retention (1 hr); Charging fair and reasonable professional fees (1 hr)</p>	<p><b>10:10 – 11:50 a.m. (2 hrs)</b> Flaps and extractions – doing it the right way</p>	<p><b>10:10 – 11:50 a.m. (2 hrs)</b> A joint effort – osteoarthritis and complimentary therapies; Cancer – nutritional therapies</p>	<p><b>10:10 – 11:50 a.m. (2 hrs)</b> Lower urinary procedures (cystotomy, urethrotomy, urethrostomy in the dog and cat)</p>	<p><b>10:10 – 11:50 a.m. (2 hrs)</b> Vaccine basics: What do all these letters and numbers really mean? (feline 'alphabet soup'); Infectious disease review (canine infectious diseases)</p>
<b>11:50 a.m. - 12:10 p.m. – Break</b>					
<p><b>12:10 – 1 p.m. (1 hr)</b> Management of acquired heart disease in the dog (conclusion)</p>	<p><b>12:10 – 1 p.m. (1 hr)</b> Passive income: Are you positioned to leverage and delegate?</p>	<p><b>12:10 – 1 p.m. (1 hr)</b> Forget "low T": What about 'low D' infusion of D in the practice boosts profits?</p>	<p><b>12:10 – 1 p.m. (1 hr)</b> Cancer – an integrative approach</p>	<p><b>12:10 – 1 p.m. (1 hr)</b> Wound reconstruction</p>	<p><b>12:10 – 1 p.m. (1 hr)</b> Infectious disease review (feline infectious diseases)</p>

## SUNDAY June 22, 2014

6:30 - 7 a.m. – Coffee in the hallway outside of classrooms

7 - 8 a.m. – Fellowship breakfast (Magnolia E)

MAGNOLIA A	MAGNOLIA B	MAGNOLIA C	MAGNOLIA D	MAGNOLIA F	JASMINE
<p><b>7 - 8:40 a.m. (2 hrs)</b> Cardiology John Bonagura, DVM, DACVIM</p> <p>Feline cardiovascular diseases</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Animal Behavior Lore Haug, DVM</p> <p>Getting started addressing a behavior problem</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Dentistry Barden Greenfield, DVM</p> <p>Treating feline gingivostomatitis; Feline tooth resorptions</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> LEAP (Legal Ethical and Professional CE) Linda Ellis, DVM</p>  <p>Veterinary professional liability – managing the risk</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Soft Tissue Surgery Michael Tillson, DVM</p> <p>Indications and techniques in GI surgery</p>	<p><b>7 - 8:40 a.m. (2 hrs)</b> Veterinary Technicians Dr. James Freeman</p>  <p>Rabies; Ticks of the Southeast</p>
<b>8:40 - 9 a.m. – Break</b>					
<p><b>9 - 10:40 a.m. (2 hrs)</b> Feline cardiovascular diseases (continued)</p>	<p><b>9 - 10:40 a.m. (2 hrs)</b> Pharmacological control of episodic anxiety and panic; Feline inappropriate elimination</p>	<p><b>9 - 10:40 a.m. (2 hrs)</b> Treating the discolored tooth; Treating the chipped (fractured) tooth</p>	<p><b>9 - 10:40 a.m. (2 hrs)</b> Heather Lindell, PharmD,BS, RPh, FSVHP,DICVP</p> <p>Pharmacy law and regulations</p>	<p><b>9 - 10:40 a.m. (2 hrs)</b> Are surgical staples or bipolar devices something you should consider?; Surgical management of laryngeal paralysis and other upper respiratory surgeries</p>	<p><b>9 - 10:40 a.m. (2 hrs)</b> Updates on heartworm disease; Romance at sea</p>
<b>10:40 - 10:50 a.m. – Break</b>					
<p><b>10:50 – 11:40 a.m. (1 hr)</b> Pericardial diseases in the cat and dog</p>	<p><b>10:50 – 11:40 a.m. (1 hr)</b> Battle zones –when dogs won't let us touch them</p>	<p><b>10:50 – 11:40 a.m. (1 hr)</b> Pain management for your dental patient</p>	<p><b>10:50 – 11:40 a.m. (1 hr)</b></p>	<p><b>10:50 – 11:40 a.m. (1 hr)</b> Tracheal collapse: Are tracheal stents the answer for your patient?</p>	<p><b>10:50 – 11:40 a.m. (1 hr)</b> Keeping veterinary technicians healthy Dr. Sandra Morales Foster</p>

# 2014 Emerald Coast Veterinary Conference Schedule

## Poultry Program - Camellia I

### Friday, June 20 (8 a.m. - Noon)

*Moderator - Dr. Karen Burns Grogan*

- 8 a.m.** Necrotic enteritis and intestinal microflora (Chuck Hofacre)
- 8:30 a.m.** Research on necrotic enteritis, enzymes and other topics (Audrey McElroy)
- 9:15 a.m.** Solutions for necrotic enteritis in ABF broilers (Suzanne Dougherty)
- 9:30 a.m.** Break
- 10 a.m.** The cost of keeping MS positive flocks in production (Jim Shepard)
- 10:30 a.m.** Reovirus updates 2013-2014 (Holly Sellers)
- 11 a.m.** Deep South experiences with an autogenous vaccine for novel reovirus (Phil Stayer)
- 11:30 a.m.** Pest populations and campylobacter (Elizabeth Dale)
- 11:45 a.m.** Regulatory issues and AI response plan discussion (GA and AL state veterinarians, AVICs)

### Saturday, June 21 (8 a.m. - Noon)

*Moderator - Dr. John Glisson*

- 8 a.m.** Poly (acetyl, arginyl) glucosamine as a biofilm-reducing waterline treatment (Sarah Tilley)
- 8:15 a.m.** On farm evaluation of hatchery induced lameness in commercial broilers (Thomas J. Gaydos)
- 8:30 a.m.** An overview of breeder and broiler clinical problems not seen in the US (Nick Dorko)
- 9 a.m.** Nutritional and environmental contributors to pododermatitis in broilers (Joe Hess)
- 9:30 a.m.** Break
- 10 a.m.** Update from the National Poultry Improvement Plan (Denise Brinson)
- 10:15 a.m.** Dealing with Infectious bursal disease variants (Pettit Ewing)

- 10:30 a.m.** Evaluation and efficacy of Georgia 08 IBV vaccines (Steve McCarter)
- 10:45 a.m.** Evolution of infectious bronchitis viruses and novel approaches to vaccination (Haroldo Toro)
- 11:30 a.m.** Diagnostic case reports from Georgia (Doug Anderson)
- 11:45 a.m.** Why biosecurity talks are boring (Joel Cline)

### 2014 Poultry Program Speakers

- Dr. Chuck Hofacre** Professor, Director of Clinical Services, PDRC, University of Georgia
- Dr. Audrey McElroy** Professor, Animal and Poultry Sciences, Virginia Tech
- Dr. Suzanne Dougherty** Consultant, Pecking Around Consulting
- Mr. Jim Shepard** Senior Director of Live Operations, Wayne Farms
- Dr. Holly Sellers** Professor, PDRC, University of Georgia
- Dr. Phil Stayer** Corporate Veterinarian, Sanderson Farms
- Dr. Elizabeth Dale** MAM Candidate, PDRC, UGA
- Dr. Sarah Tilley** MAM Candidate, PDRC, UGA
- Dr. Thomas J. Gaydos** MAM Candidate, PDRC, UGA
- Dr. Nick Dorko** Global Head of Veterinary Services, Aviagen
- Dr. Joe Hess** Professor and Extension Scientist, Department of Poultry Science, Auburn University
- Dr. Denise Brinson** Senior Coordinator, NPIP
- Dr. Pettit Ewing** Director of Veterinary Services, Koch Foods
- Dr. Steve McCarter** Senior Veterinarian, Tyson Foods
- Dr. Haroldo Toro** Professor, Department of Pathobiology, College of Veterinary Medicine, Auburn University
- Dr. Doug Anderson** Veterinary Director South GA, Georgia Poultry Laboratory Network
- Dr. Joel Cline** Director, JB Taylor Veterinary Diagnostic Laboratory, Elba, AL

## Thanks To Our Conference Sponsors & Exhibitors

as of 4/27/14

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# REGISTRATION FORM

## 2014 Emerald Coast Veterinary Conference • June 18-22, 2014

Early Bird Deadline – May 15 • Pre-Registration Deadline – June 6 • Online registration available at [EmeraldCoastVC.com](http://EmeraldCoastVC.com)

### Attendee

Only **ONE** registrant per form (includes purchasing agent). Make copies as needed.

Name: \_\_\_\_\_  
 First Name for Badge: \_\_\_\_\_  
 Company/Practice: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_  
 ZIP Code: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
 Email: \_\_\_\_\_

#### Select the description that best fits you

- Practice Owner     Associate     Licensed Tech     Practice Manager  
 Retired     Other

#### How did you hear about this meeting?

- Brochure     Email     Newsletter     Postcard  
 Fax     Vendor Brochure     Referral     Other

### Registration

Veterinary Pricing: Member<sup>1</sup>/Non-Member

	Early Bird (May 15)	Pre-Registration (June 6)	On-Site <sup>2</sup>
<input type="checkbox"/> Full	\$450/\$600	\$500/\$650	\$550/\$700
<input type="checkbox"/> 2 Day	\$325/\$375	\$350/\$425	\$400/\$475

#### Circle the 2 days you will attend:

	Thurs-Fri	Fri-Sat	Sat-Sun	Thurs-Sat	Thurs-Sun	Fri-Sun
<input type="checkbox"/> Vet Tech/Staff/ Practice Managers <sup>3</sup>			\$270		\$320	\$365
<input type="checkbox"/> Recent Grad <sup>4</sup>			\$240		\$240	\$240
<input type="checkbox"/> Spouse/Guest <sup>5</sup>			\$60		\$60	\$60
Spouse/Guest Name: _____						
<input type="checkbox"/> Purchasing Agent <sup>6</sup>			\$20		\$20	\$20

### Proceedings

Proceedings are available on a flash/jump drive for your computer **OR** in printed booklets. Both contain notes from all conference tracks.

#### Select ONE (only one version available per attendee):

- Proceedings on flash/jump drive (FREE)     Printed Proceedings (\$45)

Availability of proceedings is not guaranteed after May 15.

### Continuing Ed

Please select the continuing education tracks you plan to attend on each day.

#### Thursday, June 19

- I plan to attend the morning keynote session  
 Backyard poultry     Endocrinology     Feline medicine     Theriogenology

#### Friday, June 20

- Sm. ruminants     Ophthalmology     Pain mgmt     Poultry  
 Theriogenology     Toxicology

#### Saturday, June 21

- Cardiology     Dentistry     Soft tissue surgery     Nutrition  
 Poultry     Practice mgmt     Vet Tech

#### Sunday, June 22

- LEAP CE     Behavior     Cardiology     Dentistry  
 Soft-tissue surgery     Pharmacy CE     Vet Tech

### Activities/Events

ECVC cannot guarantee space for any activities after June 14.

	Cost	Number	Total
Welcome Reception (Wed., 5:30–7 pm)	Free	[ ]	\$ _____
ALVMA Awards Luncheon (Thurs.)	\$35	[ ]	\$ _____
Mingle at the Marina (Thurs.)	\$40 adult	[ ]	\$ _____
	\$12 child	[ ]	\$ _____
Golf Outing (Fri.)	\$35	[ ]	\$ _____
Spouse Meet/Greet Breakfast (Fri.)	\$10	[ ]	\$ _____
Bike Ride (Fri.)	Free	[ ]	\$ _____
Volleyball (Fri.)	Free	[ ]	\$ _____
Alumni Meeting (Sat.)	Free	[ ]	\$ _____
<input type="checkbox"/> AU <input type="checkbox"/> UGA <input type="checkbox"/> Miss St. <input type="checkbox"/> TU			
Walk/Run (Sat.)	\$5 adult	[ ]	\$ _____
	\$0 child	[ ]	\$ _____
Fellowship Breakfast (Sun.)	\$25	[ ]	\$ _____

### Payment

Registration Subtotal \$ \_\_\_\_\_ Proceedings Subtotal \$ \_\_\_\_\_ Total Due \$ \_\_\_\_\_

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#### NOTES:

- Member pricing includes ALVMA/GVMA members and members of any other state VMA.
- Proceedings not guaranteed for on-site registrants.
- Veterinary technician/staff registration includes the technician track on 6/21 & 6/22. Practice Managers/staff registration includes practice management track on 6/21.
- Recent graduates are DVMs who graduated from veterinary college in 2013 or 2014.
- Spouse/guest badges are required for guests who wish to access to the exhibit hall, including the daily breakfast. No one will be allowed admission to the exhibit hall without a badge. Children under 16 are not permitted in the exhibit hall 6/19 – 6/22.
- Admission to exhibit hall only from 10:30 am to 12:30 pm 6/19–20. Does not include breakfast.

**CANCELLATION POLICY:** 80% refund if received by June 1, 2014. No refunds after this date.

**REGISTRATION INCLUDES:** one convention proceedings on flash drive, admission to the exhibit hall and all CE sessions on the selected day of attendance, breakfast and beverage breaks each registered day, and free special events that occur during your attendance.

Fax to: 678-309-3361 or Mail to: Emerald Coast Veterinary Conference, 233 Peachtree St., Suite 2205, Atlanta, GA 30303

# What's That Got to Do With the Price of Eggs in China?

A news article from your  
State Veterinarian Dr. Tony Frazier

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The quote may actually be more accurate referring to the price of tea in China rather than eggs, but that doesn't work well with what I want to write about. I am way too busy to sit and watch twenty-four hour a day news channels on TV, so I am not sure how much if any air time is given to subjects like avian influenza in China and other parts of the world. I do recall that back about 2004 and 2005, the old H5N1 (that is kind of like giving a specific flu virus a first and last name) avian influenza really got a lot of media coverage. Referred to by the media as bird flu, we were told regularly that it would be the apocalypse. I would figure that whole deal increased the number of "doomsday preppers" by quite a few. I suppose that after five or six more years passed and a third of the world population didn't die of a flu pandemic brought on by the H5N1 virus, the media decided "bird flu" didn't deserve so much of their time.

The fact that we are not being bombarded by news about the possibility of an avian influenza virus resulting in a significant decrease of the world's human population does not mean that we are no longer concerned about what highly pathogenic avian influenza could do to our poultry industry. The battles that are fought against avian influenza are, without question, better fought on foreign soil. Much of the highly pathogenic avian influenza viruses' impact has been in around the continent of Asia. However, the H7N3 Avian Influenza virus was found in Mexico in 2012. Outbreaks of that virus continued to devastate the poultry industry there through late 2013 and the rebuilding process will likely take a long time.

While the old H5N1 Avian Influenza virus continues to smolder across Asia, with heavy concentration in the Vietnam area, there is a new highly pathogenic avian influenza virus that is affecting China and neighboring countries. This virus is the H7N9 virus. Back in mid-January, South Korea reported an outbreak of a highly pathogenic virus, H5N8. (If the virus has a first name of H5 or H7 it is not good news for poultry.) Anyway, I just read that as the virus began to affect South Korea, the country destroyed about 6 percent of the country's

poultry population. In Asia, live bird markets are very common. At a live bird market you go by on the way home from work, pick out a live bird and take it home or you pick out the live bird and have it prepared at the market and you just take it home and drop it in the pot. These live bird markets have possibly perpetuated the presents of the influenza viruses in the poultry population.

Migratory birds are the reservoirs for these viruses. In several cases the outbreaks have been traced back to migratory birds. Many migratory birds cover hundreds or thousands of miles in some cases. The unfortunate thing about that is that husbandry practiced in many of the affected countries make the separation of domestic poultry from migratory birds.

And speaking of husbandry practices, the way chickens are kept and tended in the very poor areas of these countries contribute to the number of cases of humans who have contracted the disease from the chickens. Often these people keep their chickens in the house with them. When a bird becomes sick, instead of wasting the meat, they will go ahead and slaughter and eat the chicken. That is the public health aspect of these avian influenza viruses. Since 2003, there have been somewhere around 700 cases of the H5N1 virus in humans. Of these cases in humans, about fifty percent have died. The H7N9 virus that was new in China back in March of 2013 has infected around 300 humans, with about one third of those who became ill eventually dying.

The Centers for Disease Control (CDC) tells us that looking back to the flu season of 1976-1977 through flu season 2006-2007, the estimated deaths caused by seasonal influenza have ranged from a low of 3,000 to a high of 49,000. The numbers associated with the avian influenza just mentioned seem relatively insignificant when compared to the number of people who die here in the U. S. each year from the flu. That is true, however, public health folks keep an eye on those viruses and watch for any sign of the virus not only being transmitted chicken to person, but for it to gain the ability

to become contagious from one person to the other. That could cause a very serious problem.

As I said earlier, we are very interested in these viruses staying outside our borders and being vigorously fought where they are located now. There is a group of poultry researchers who work at the Southeast Poultry Research Laboratory in Athens, Georgia. This group is led by Dr. David Suarez. (Dr. Suarez is a classmate of mine from veterinary school.) This group works to develop and make sure tools that test for highly pathogenic avian influenza and testing vaccines to assist foreign countries to deal with the outbreaks I have mentioned earlier. It is tremendously important that foreign countries are able to identify and respond to infected animals. USDA also often work closely in "boots on the ground" advisory capacity to foreign countries that are dealing with highly pathogenic influenza outbreaks. Here in Alabama, as well as across the United States, all meat chicken and turkey flocks are tested for avian influenza before going to slaughter.

It is important that we have a strong surveillance system as well as a response plan in place. We, along with our USDA and poultry industry partners, continually go over what we are doing to protect our borders from these diseases that continue to spread in other countries. The world is not nearly as big as it was when I was a kid. I used to think that the woods near our house went on for miles and miles. In reality it was only a few hundred yards wide. We live in a world where I can be in China today and back in Montgomery, Alabama tomorrow. We just need to make sure viruses that could cause us problems do not hitch a ride on somebody coming this way.

Now, to answer the question, "What's that got to do with the price of eggs in China?" To be honest, I am having a hard time finding the answer to that myself. So if anyone reading this has information on the poultry industry in China (I'm sure somebody sells eggs to McDonalds in Beijing) I would be interested to find out. Give me a call if you happen to know how the on-going avian influenza outbreak affects egg prices over there.

# MATTERS OF LAW

“Matters of Law” is provided courtesy of Fees & Burgess, P.C., of Huntsville, Alabama. Mr. Jeffrey Roth practices in the areas of employment law; commercial and contract law; general corporate law; business transactional and regulatory law; and governmental contracting. He is a frequent lecturer, and has published numerous materials and presented numerous programs on various aspects of business and employment law, including programs for the Alabama Veterinary Medical Association’s Annual Meeting. He is a member of the American Veterinary Medical Law Association, and his wife, Wilma, is a Veterinary Practice Manager in Huntsville, Alabama. Mr. Roth is admitted to practice law in the states of Alabama and Ohio, and is a member of the American, Federal, Alabama, and Huntsville Madison County Bar Associations. Mr. Roth holds a Juris Doctor from the University of Dayton, and a Bachelor of Science from the University of Cincinnati in business administration.

## Checklist for Disciplining, Terminating Employees Without Incurring Liability

Most veterinary practices, clinics or hospitals do not employ a large number of employees. As such, in most practices, there is seldom a full-time dedicated human resources specialist to deal with employee issues, including disciplining and terminating employees. However, following this checklist can certainly help minimize the liability for the practice, and provide sound guidelines for managing discipline and termination issues.

### 1. Have a Policy and Procedures Manual.

Such a manual does not have to be voluminous, or cover every aspect of the employment relationship or practice policies. However, it should address issues that arise frequently in dealing with employees, including reasons for discipline and/or termination. Clearly describe infractions which could lead to discipline and immediate termination. Employees need to know the rules of engagement, and written rules facilitate consistent and fair enforcement. However, the only thing worse than not having a policy and procedures manual, is having one, and not following it.

**2. Communicate with Employees.** Let employees know in their daily routines what is expected of them, correct behavior that is unacceptable, and monitor employee performance. If there are problems apparent in the workplace, address them promptly; do not let them fester.

**3. Maintain a Professional and Respectful Workplace.** Many employment claims, especially those related to harassment, arise from unprofessional workplace conduct or language. All employees from the practice owner and doctors, to part-time kennel workers or laborers, should be treated with the same dignity and respect. Sexual innuendos, coarse language, or other inappropriate behavior undermines professionalism and discipline. A good

example must be set by the practice owner and manager to maintain a professional and respectful workplace.

### 4. Be Honest in Employee Evaluations.

Employees should be evaluated at least yearly, and their positive contributions and shortcomings should be discussed. Many supervisors have the bad habit of being non-confrontational and “sugar coating” employee reviews because they are afraid to be critical. It is risky to terminate an employee for current poor performance in the face of a history of inaccurate, but glowing performance reviews. Employees cannot improve if they do not know where their performance does not meet expectations. Be straightforward and honest, but also diplomatic. Set or suggest tangible, measurable goals for employees, and stress continuous improvement.

**5. Document Performance.** In addition to annual reviews, also document policy and procedure noncompliance in writing using published disciplinary steps, if desired. Do not rely on “stale” or undocumented incidents of poor performance, as doing so may be interpreted as some pretext for illegal discrimination. In termination situations, or situations involving serious discipline, always have a witness to the proceedings to help document any issues communicated during such situations. Always be clear about the reason for any termination, because that reason must be consistent with any defense to an employee claim.

**6. Plan Disciplinary Actions.** Be thoughtful about how to communicate disciplinary issues to employees. Discipline should be done in private, and in a manner not to unduly embarrass an employee, or subject them to ridicule. Terminating an employee “on the spot” is seldom the best choice. Supervisors should reflect on the reason for

termination, and if termination is desired, communicate that to the employee in a way to minimize drama in the workplace. In addition, choose words carefully; how you say something is as important as what you say in the context of an employee termination.

**7. Be Careful Responding to Social Media.** These days, many employees often communicate using social media. Do not feel obligated to respond to unfair criticism or untrue statements published by employees, or former employees, regarding your business. To the extent that any employee criticism in social media is directed toward terms and conditions of employment and workplace conditions, such criticism may very well be protected by the National Labor Relations Act. Disciplining an employee for making such statements could be an unfair labor practice, and subject the practice to liability. In addition, prohibiting employees from discussing pay rates among themselves is also a violation of that Act.

**8. Do Not Retaliate.** In most states, the employment relationship is “at will,” meaning that the employer can terminate the relationship for any reason, or no reason, as long as it is not discriminatory or otherwise in violation of the law. However, there are many state and federal statutes that prohibit retaliation against employees who complain about terms and conditions of employment, including employment discrimination, workplace safety issues, pay issues, workmen’s compensation issues, and others. Before disciplining or terminating a complaining employee, be certain that his or her complaint is not related to some protected activity, or could be interpreted as a complaint of unfair or discriminatory treatment prohibited by law.

*continued on p. 25*



# BEING Nosey

By Linda Tynan

Dogs have been man's companion for thousands of years, assisting with herding, hunting and providing protection for their human friends. Dogs were the first animals to take up residence with people and the only animals found in human societies all over the world. Throughout the years, they have crept their way into our homes ... and into our hearts.

Aside from the most valuable role they serve, as our companions, we are learning that our canine friends have a lot more to offer than we ever realized. The role of the dog has expanded greatly over the years from "wardogs" used by the Greeks and Romans to therapy dogs used to treat PTSD in soldiers returning from war today. Dogs now play many important roles in our society and their value to us becomes more apparent with each new talent we discover.

Cave drawings show dogs hunting with men during the stone ages. The Greeks and Romans probably were the first users of dogs in warfare, sending formations of attack dogs with spiked armor into enemy lines. The British used two types of dogs to assist in exterminating the native population of Jamestown in 1610: Bloodhounds to hunt them down and Mastiffs to grab them. In early American history, Bloodhounds continued to serve troops for tracking. In Europe during World War I, an estimated 50,000 dogs were trained as sentries, scouts, ammunition carriers, messengers and casualty dogs. By World War II, the Germans had trained nearly 200,000 war dogs. The attack on Pearl Harbor triggered the use of dogs in the United States Air Force as sentry dogs in both Europe and the Pacific, and their service in the military continues today. Dogs have not only proven to be valuable in military service, but their ability to assist us has proven to be priceless in a growing number of specialty areas.





Auburn University's VaporWake® dogs working the 2009 Presidential Inauguration. Photo courtesy of Auburn University CVM.

## Service Dogs

As the role of dogs evolved in our society, police forces recognized the value of the German Shepherd, which is now the most popular breed sworn in as K-9 officers with their own identification and police badges; many outfitted with bulletproof vests. K-9 officers sniff out drugs, search for missing children and search for missing persons during natural disasters. Specific breeds seem to be more popular for military and police work, including the German Shepherd, Dutch Shepherd and Belgian Malinois. Breeds such as the Golden Retriever, Labrador Retriever and other sporting breed dogs have been used in support of the Transportation Security Administration mission and one of the DoD's newer canine capabilities, the Specialized Search Dog, trained to detect firearms, ammunition and explosives.

What makes the dog such an incredible asset to us? Only his nose knows! It's that incredible sense of smell. The part of the dog's brain devoted to smell is 44 times larger than that of a human. An example of this would be a situation where one cc (less than a drop) of blood is diluted into 20 Olympic sized swimming pools. The dog can smell with ease that there's blood in the pool. It has been shown that dogs can not only smell 100,000 times greater than humans, but they can actually smell the vapor

trail of a scent left behind up to a distance stretching several football fields. Auburn University's own VaporWake® program has taken this one step further. The program focuses on breeding and training Labrador Retrievers to sniff out the vapor wake or trail of an explosive device as it is being carried through a crowd. This type of detection has been very successful in large pedestrian crowds. Dogs trained in this manner are used in public places like airports and the Amtrak rail system, and could potentially prevent situations like the Boston Marathon bombing.

## Medical Dogs

Another incredible use of our best friend's nose is the ability to detect disease. Medical Alert Assistance Dogs are trained to help people with life threatening

health conditions. These dogs are able to detect odor changes in an individual that are associated with life-threatening conditions like acute diabetes. Some of the most common medical conditions that these dogs assist their handlers with are those that entail changes in blood sugar, changes in blood pressure, seizures, syncope (fainting), migraines and other debilitating conditions such as epilepsy.



Some skills that medical response dogs can be trained to perform include seeking out another individual when their handlers are experiencing a medical crisis, positioning their handlers in a manner that will keep them safe during a seizure, retrieving emergency medication, and even dialing 911 on phones equipped for use by service dogs.

Additionally, dogs have been trained to assist persons with psychiatric conditions such as bipolar disorder, post-traumatic stress disorder, autism, schizophrenia, and anxiety disorder. These dogs learn to recognize changes in their owner's behavior or environment that indicate paranoia, panic attacks, hallucinations, or potentially harmful repetitive actions, for example, and may remind them to take medication. The ability of these dogs to perform these tasks is based on their keen sense of smell and their innate ability to sense subtle changes in their owner's condition.

*continued on p. 20*

## What we would learn if dogs were our teachers:

1. Always run to greet loved ones when they come home.
2. Never pass the opportunity to go for a joy ride.
3. Recognize the ecstasy of fresh air and wind in your face.
4. Take naps. (I do that!)
5. Stretch before rising.
6. Run, romp and play daily.
7. Thrive on attention (I do that) and let people touch you.
8. Avoid biting when a simple growl will do.
9. On warm days, lie on your back in the grass. On hot days, drink lots of water and find the shade.
10. When you're happy, dance around and wag your entire body.
11. Enjoy long walks.
12. Be loyal.
13. Never pretend to be something you're not.
14. If what you want is buried, dig deep until you find it.
15. And, when someone is having a bad day, be silent, sit close by and nuzzle them gently.

We'd be better off, better people . . . if we acted more like dogs.

But wait – there's more! Studies are now showing us that dogs have the ability to detect cancer. The interesting part about this is that cancer definitely has a distinct smell. Oncologists have stated that humans can actually smell cancer in latter stages through the patient's breath. The breath samples contain molecules from inside the human body. The dogs actually smell the cells, gasses, vapors, and many different volatile organic compounds that are found within the breath condensate. Cancer, or the gas that cancer may give off, is only one of the many things within the breath. These bio-detection dogs are trained on breath, blood, saliva and tissue samples from cancer patients.

At the University of Pennsylvania SVM dogs are being trained to detect ovarian cancer. Dogs appear to be able to smell a specific odor in ovarian cancer tissue samples that forms on the tissue wall. Cancer cells actually undergo processes that change the way they metabolize nutrients and this produces different byproducts. Those byproducts are then in the tissues. This is where our canine noses go to work, they can smell those cancer byproducts. Tumors exude tiny amounts of alkanes and benzene derivatives not found in healthy tissue. Special training using samples from healthy and unhealthy specimens is required to teach dogs to recognize these specific odors. The dogs are rewarded when they identify the scent. In various studies dogs have been able to detect ovarian, bladder, lung, skin and breast cancer. What's more remarkable, that once trained, studies indicate that dogs are more than 97 percent correct with their diagnoses.



### Therapy Dogs

Everyone knows that the presence of a dog lightens your mood and makes you smile. Their enthusiasm (and all the tail wagging that goes along) not only lifts your spirits, but may actually make you healthier.

While the use of pets in medical settings dates back over 150 years, it wasn't until the 1970's that researchers began to uncover the basic foundation for that bond. An early study in 1980 found that patients who had suffered heart attacks and owned pets lived longer than those who didn't. Recently, studies have been focusing on the fact that interaction with animals can increase a person's level of the hormone oxytocin, the hormone that makes us feel happy and trusting.

The hidden benefit of this is that the body is actually more able to heal and grow new cells when in this state.

There has been an increasing trend in using therapy dogs (cats, and other animals, too) to provide comfort and affection and improve the general well-being of people in hospitals, nursing homes, mental institutions, retirement homes, schools and even prisons. In addition to providing companionship, researchers are now finding that the dogs are legitimately therapeutic.

A 12-minute visit with a therapy dog has been shown to reduce blood pressure and levels of stress hormones, and ease anxiety. Therapy dogs also improve the focus and memory of patients with Alzheimer's and encourages speech and simple physical activities among stroke victims and individuals with impaired mobility. Reading programs have now been developed using dogs. Children who are uncomfortable reading in front of their peers are at ease reading to the dogs. This program helps kids gain confidence and overcome their anxieties. K9 Comfort Dog teams were sent in to comfort the children at the Sandy Hook Elementary School almost immediately after the horrific shootings. Children were able to tell the dogs more about what happened than they could tell their parents.

For many years, guide dogs have served blind or visually impaired people giving them their mobility. Many organizations now test and provide accreditation to service and therapy dogs. These dogs must meet rigorous standards of temperament and obedience; they have to be accepting toward friendly strangers, sit and stay on command, be able to walk through a crowd with wheelchairs, and not startle easily. It takes several months to teach our canine friends their cues and responses to each of these specific situations, but once this is accomplished there is no measure to the value they can bring to us personally and as a society. They offer comfort, protection and companionship – but beyond that – there is no limit to what the future of science may bring, because the dog's nose knows more than we ever imagined!



A dog being trained to detect ovarian cancer at the Penn Working Dog Center. Photo courtesy of the University of Pennsylvania SVM.



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## Welcome New Members

Please welcome those who have joined the Association since October 2013

Drs:

Joy A. Baird	(Memphis, TN - AUB05)
Sarah E. Bussey	(Demopolis, AL - TEN13)
Christine Carswell	(Auburn, AL - ROS10)
Stephanie Grenest Clegg	(Pike Road, AL - OSU10)
Carman John Dabiero	(Auburn, AL - ROS13)
Jessica Dearmon	(Montgomery, AL - AUB09)
Joel Thomas Hayes	(New Market, AL - AUB09)
Clayton Dale Hilton	(Birmingham, AL - AUB97)
Dana Rene Holt	(Toney, AL - MIS11)
Kathleen Mullins	(Decatur, AL - MSU06)
Tara Riddick	(Summerdale, AL - MSU06)
Connor Elissa Sindel	(Hazel Green, AL - AUB13)
Jason Anthony Vargas	(Birmingham, AL - AUB12)
Jonathan Wesley Whitley	(Oneonta, AL - TUS13)

### Classified

DVM CONSULTANTS® facilitates practice ownership transitions in AL, MS, LA, AR & Metro Memphis. If you are an Owner seeking to sell a practice, or an Associate seeking to acquire one, contact us. We can help. For more information, visit [www.DVMconsultants.com](http://www.DVMconsultants.com) or call Winston Pirtle DVM 334.399.2059, Alethea "AJ" Gammage DVM 334.303.2727, or Ray C. Baas 504.957.5506.

Green Springs and Hoke Animal Clinics seeking part to full time small animal associate veterinarian. For more information, please contact Sherry Bartlett at 205-945-0092 or [greenspringsanim@yahoo.com](mailto:greenspringsanim@yahoo.com)

### Practices for Sale

Covington County, AL: Great practice to expand into large animals. 3,000sf facility on 1+ acre. New roof, new computers, geothermal unit and generator large enough for entire building, up-to-date equipment.

Other practice available: FL, ID, ME, MI, NV, NY, NC, OK, TX, VA, WV. PS BROKER, INC., 1.800.636.4740. [PSBROKER.COM](http://PSBROKER.COM)

### Equipment for Sale

Medical office x-ray equipment for sale. This includes the processor, the x-ray tube, x-ray table and x-ray cartridges. For more information, please call Dr. Larry Bolton at 256-574-3623 or email me at [drboltonstaff@scottsboro.org](mailto:drboltonstaff@scottsboro.org)



# ALVMA Spreading the Word

## ALVMA Promoting Preventive Health Care

The ALVMA continues to raise awareness about pet health care and the importance of preventive care. Press releases were distributed to media statewide and the Mediavets listserv on Pet Care During the Holidays, Cold Weather Dangers for Pets, Pet Dental Health Care Month, National Poison Prevention Month and Heartworm Prevention Month. Additional information is posted on the ALVMA website. The ALVMA Small Animal Affairs Committee is also encouraging participation in the Partners for Healthy Pets Program which has received national media coverage promoting annual wellness exams.

**HOUSEHOLD TOXINS**

**KEEP YOUR DOG & CAT SAFE**

**MEDICATIONS**  
TYLENOL<sup>TM</sup>, ASPIRIN, ADVIL<sup>TM</sup>, ALEVE<sup>TM</sup>, IVERMECTIN, PSEUDOPHED BETA BLOCKERS, CALCIUM CHANNEL BLOCKERS, DIGOXIN

**FOOD**  
CAFFEINE (TEA AND COFFEE), CHOCOLATE (THE DARKER THE MORE TOXIC), GRAPES AND RAISINS, ARTIFICIAL SWEETENER, MACADAMIA NUTS, ALCOHOL, YEAST DOUGH, UNBAKED BREAD

**CLEANING PRODUCTS AND OTHER POISONS**  
BLEACHES, DETERGENTS, DISINFECTANTS (DIRECT CONTACT AND FUMES), RAT AND MOUSE POISONS, ANTIFREEZE

**IMMEDIATE TREATMENT IS IMPORTANT:  
CONTACT YOUR VETERINARIAN FOR SPECIFIC RECOMMENDATIONS**

Adapted with information compiled by Dr. Suzanne Truesdell ALVMA, 2013  
Provided by the Alabama VMA Public Health Committee

awareness about pet poisonings, and to make pet owners aware of the many toxic food and household items that can be dangerous to pets. Educational topics such as poison prevention open the door for the opportunity to talk to clients about pet health. Many pet owners do not realize (or may need to be reminded) that household items such as antifreeze and acetaminophen are extremely dangerous to pets. Veterinarians have also seen numerous cases of xylitol poisoning (xylitol is found in many sugarless gums, candies and mints) and poisoning from human medications. These educational materials help bring awareness to the potential harm for pets caused by items lurking around the house and they initiate conversation about pet health in general. Watch for more campaigns like this on Dog Bite Awareness and Prevention in May; Flea, Tick, Parasites and Disease Transmissions in July, and World Rabies Day in September.

## The ALVMA Public Health Committee Expands its Messaging

The Public Health Committee sent brochures, refrigerator magnets and posters to local constituent associations for distribution to clients and also shared information with the ALVMA media vets listserv, in conjunction with the press release distributed by the ALVMA office. The campaign was intended to raise



Dr. Jeremiah Alexander of Pensacola Veterinary Medical Center in Jasper says one mistake people make is getting caught up in the last minute shopping frenzy when buying a pet for Christmas.



**the Atmore Advance**

**Vets: Keep animals warm**

Published 2:28pm Thursday, January 2, 2014

By Staff Report  
LATEST STORIES

The Alabama Veterinary Medical Association wants to remind pet owners to be prepared to protect their pets against the cold weather. As the cold weather sets in, we need to think about our pets and how they will be affected by the change in temperature. The society should always have an eye on the forecast to see an onset of heavy temperatures and can also encourage. Before it's too late to make sure our pets will be safe when the cold weather arrives.

Although some pets are accustomed to cold weather, veterinarians advise that you should bring outdoor pets indoors if the temperature drops below 20 degrees Fahrenheit.

Puppies, kittens, and short-haired pets should never be left outside in the temperature your below 40 degrees.

For pets with long hair, proper grooming is essential to help them maintain a coat of warmth in winter. Use coats. Pets who are heavily matted cannot shed. Wash them as soon.

If your pet must stay outdoors, be sure to provide shelter for your pet. A good "house" will have three enclosed parts, will be elevated off the ground, and will contain generous amounts of bedding such as straw or hay.

If cold weather begins to feel severe before a freeze and the night for your pet will seem up before and make sure before their sleeping that is the day.

Your pet will need access to fresh water that isn't frozen. Use heated water bowls and heaters if the weather is.

**WHNT 19 NEWS**

**Don't Forget to Protect Pets from the Deep Chill**

Published 10:56am, January 2, 2014 by Staff Report. Updated for 10:27am, January 2, 2014

Sub-freezing temperatures are already causing lives.

On a bright sunny morning outside Apollo Animal Hospital and Pet Haven's, you can see the breath of a dog barking, much like the breath of a human breathing in bone-chilling temperatures.

Veterinarians are putting out the message for people in North Alabama: don't forget pets in your plans of bundling up during sub-freezing weather.

Like us | Follow us | Pin with us





## AUCVM Open House a Great Success

The Auburn University College of Veterinary Medicine held an open house for the new teaching hospital on March 29, 2014. Dr. Fields and the ALVMA displayed a Companion Animal Mobile Equipment Trailer (CAMET) during the well-attended open house event held at the new Wilford and Kate Bailey Small Animal Teaching Hospital, which officially opened mid-March. Compared to the old Small Animal Teaching Hospital which was 33,000 square feet, the new facility is an amazing 208,000 square feet of state-of-the-art equipment and specialty departments, including cardiology, emergency/critical care, neurology/neurosurgery, oncology, radiology, orthopedics, internal medicine, physical therapy/rehabilitation, general surgery, ophthalmology, dermatology and theriogenology as well as a full service clinical pathology laboratory and pharmacy.



Based on the number of smiles and the level of excitement during the morning, the CVM Open House was a resounding success. About 3,500 people were in attendance, which is an outstanding number under any weather conditions. Tours of the brand new hospital were the highlight of the morning, which paired with other events such as a petting zoo, canine parade of breeds, face painting stations, and teddy bear surgery made for a wonderfully fun and exciting day of family fun! The ALVMA discussed emergency preparedness for family pets and livestock at the event, and provided brochures and information detailing the steps necessary to develop the necessary emergency kits and plan.

### ALVMA 2014 Pet Event Promotional Calendar

Public Awareness initiatives on these topics will be promoted during the 2014 calendar year in conjunction with the AVMA's pet event calendar. Additional topics may be added as appropriate.

#### January

Walk Your Pet Month

#### February

National Pet Dental Health Month

#### March

Poison Prevention Awareness Month

#### April

National Heartworm Awareness Month

World Veterinary Day - Last Saturday in April

#### May

National Dog Bite Prevention Week

National Hurricane Preparedness Week

#### June

Pet Safety in the Summer Heat

#### July

ALVMA Awards Recognition

#### August

National Immunization Awareness Month

#### September

National Disaster Preparedness Month

World Rabies Day - September 28

#### October

National Pet Obesity Awareness Day

National Veterinary Technician Week

Get Ready Day

Our Oath in Action Day

#### November

National Pet Diabetes Month

#### December

Pet Safety Through the Holidays

### TLAER Program at AUCVM a Great Opportunity for Large Animal Veterinarians

The ALVMA proudly sponsored a Technical Large Animal Emergency Rescue (TLAER) course with Auburn University's College of Veterinary Medicine, which was held on Jan. 11, 2014. Over 250 veterinarians, veterinary students, emergency responders and first responders from across the southern region, attended this unique training course. This comprehensive course involves the practical considerations, behavioral understanding, specialty equipment, techniques, methodologies and tactics behind the safe extrication of a live large animal from entrapments (trailer wrecks, ditches, mud, barn fires) in local emergencies and disaster areas. The course was coordinated by a joint effort and support between student organizations at the college, including equine and bovine clubs. For additional information and upcoming course offerings, visit <http://tlaer.org/>.



# Alabama Veterinary Medical Foundation License Plate Program Report

## Spay/Neuter License Plate Program

The ALVMA and the ALVMA Foundation introduced the spay/neuter license plate in 2007, in an effort to develop a program to help low-income families with costs involved with spaying and neutering their pets. After



an advertising campaign and enough tag pre-sales, the ALVMF initiated the Spay/Neuter License Plate Program in 2009. Through the program, proceeds from statewide tag sales offset the cost of spay/neuter surgeries performed at participating hospitals throughout the state of Alabama. From 2009 - March 31, 2014, 16,502 tags have been sold or renewed; 9,924 surgeries have been performed; and \$568,101 has been paid to ALVMA veterinarians in the state. Currently, there are 63 veterinary hospitals participating in this program. A co-pay of \$10 per cat or \$20 per dog must be paid by the Medicaid recipient, but the remaining balance is paid to veterinarians through a grant supported by the license plate sales. There is a limit of two animals per household per year. Clinics must apply for permit numbers prior to surgeries, and will receive reimbursement from the Foundation by check the last week of each month.

## How to participate

### Enroll in the program

To participate, all veterinarians in the hospital must be members of the ALVMA or have applied for membership. The hospital must be located in Alabama. Once enrolled, surgeries are pre-approved at the ALVMF office by email, fax or phone. Reports from the hospital consisting of surgical forms, copies of Medicaid cards, photo ID, Program Report Forms and reimbursement amounts must be submitted to the ALVMF office on a monthly basis and then payment is disbursed to your clinic.

### Encourage tag sales

Our only sources of funding for this program come from the sale of these license plates and the newly implemented donation check-off on the Alabama income tax return. Flyers to distribute at your clinic promote the license plate program are available for free which we will send upon your request.

The ALVMF invites you to join us in this program designed to help the less fortunate and their pets! You will open the door to new client potential while supporting a worthy program. By spaying and neutering these pets, we will help reduce the needless deaths of dogs and cats across our state due to overpopulation. Visit [www.alvma.com](http://www.alvma.com) for enrollment information and forms or call 334-395-0086.

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## The Alabama Veterinary Medical Foundation How Can You Help?

The Alabama Veterinary Medical Foundation was formed on December 16, 2003 to assist veterinary students and technicians by providing scholarships and endowments, to develop animal welfare programs and support programs that contribute to the wellbeing of animals and enhance the human-animal bond, and to provide peer assistance for colleagues in crisis. The Foundation has been actively seeking contributors to meet the needs of the requests under which it was established.

There are several ways you can take advantage of tax incentives while assisting with the Foundation's efforts.

**GIFTS OF CASH AND MARKETABLE SECURITIES:** Obviously the Foundation is glad to accept cash and checks. But, did you know you can make gifts to the Foundation of appreciated stocks, bonds and mutual fund shares without incurring any capital gains taxes on such a gift, and the amount of the income tax charitable deduction is equal to the appreciated value of those assets.

**GIFT OF REMAINDER INTEREST IN HOME OR FARM:** In appropriate circumstances, single or married couples may see the advantages of not burdening their children with the worries of selling a home after their deaths or possibly creating family conflict or disharmony. The gift of the family home to the Foundation while retaining the right to live there for life is a perfect solution to this family dilemma. The couple (or individual) obtains an immediate income tax charitable deduction; continues to live in their residence as they always have; and removes this valuable asset from their estate upon death. Of course, if the Foundation is so inclined (which it probably would be), any of the children can purchase the family home from the Foundation possibly utilizing other inherited monies.

**CHARITABLE REMAINDER TRUST:** In appropriate circumstances, the use of a charitable remainder trust and gifts of appreciated publicly-

traded stock or land has numerous benefits with few disadvantages. The deferral of a capital gains tax upon the sale of the stock or land by the charitable remainder trust, a current income tax charitable deduction by the donor upon his or her gift of appreciated publicly-traded stock or land to the charitable remainder trust, and the retention of an income stream for life by the donor (and by his/her spouse if so desired) are all excellent benefits obtained upon the use of charitable remainder trust. Upon the death of the donor, the assets in the charitable remainder trust would pass to the Foundation estate tax free!

**GIFT OF LIFE INSURANCE:** One of the more simple ways to benefit the Foundation is to designate it as the beneficiary of a life insurance policy. Upon the insured's death, the death proceeds are paid to the Foundation and qualify for an estate tax charitable deduction.

**BEQUEST UNDER A WILL:** The Foundation is glad to accept bequests under a will (or revocable living trust). They are very common and take affect after an individual passes away. These bequests may be changed at any time prior to death as long as the donor is mentally competent to make the change. Bequests or devises to the Foundation may designate a specific asset, a fixed sum, or a portion of the donor's estate, and are fully deductible for estate tax purposes.

Many of the above charitable planning techniques are simple and basic and will assist the Foundation in accomplishing its mission-all while saving the donor taxes. Please consider the Foundation not only in your year end charitable giving, but also during this upcoming year. You contributions are greatly appreciated!

*The preceding information was provided courtesy of Louis B. Feld, esq. and James J. Coomes, Esq., of Feld, Hyde, Wertheimer, Bryant and Stone, P.C., 2000 SouthBridge Parkway, Suite 500-Birmingham, Alabama 35209. (205)-802-7575*

# Foundation Report Spring 2014: “LET US IN “

The Alabama Veterinary Medical Foundation will be starting our outreach initiative this spring. Our own Becki Vance will be asking for a moment of your time to get your input on some important issues. We will be concentrating in the Jefferson County area first. The purpose of this visit is NOT to solicit donations for the foundation. We are asking for your input on issues that affect veterinary medicine, your business and your community. Your answers will help the foundation and the association become more relevant in meeting your needs as a member and as part of our community. We can only be as good as you help us to be! So please donate a moment of your time and give Becki some honest feedback. We are grateful for your input.

Other news from the foundation: We are sad to see Mrs. Kathleen Standifer rotate off the foundation board after many, many years of service. Mrs. Standifer had served as our treasurer and has been a pillar of our foundation since our inception. Her great depth of knowledge of and love for our profession is unparalleled among people and we will not be able to replace her. No words can express our gratitude for her service to our foundation and our profession in general.

We have also lost two of our members to geographic relocation - Dr. Nora Grant has moved to Texas and Dr. Lawrence Garcia has moved to Florida. We wish them well in their new positions.

We are excited to announce our newest board member, Dr. Jason Vargas of Birmingham. Dr. Vargas is a 2012 graduate of AUCVM and brings much energy and enthusiasm to our board. We are also proud to announce that Dr. Anna Tipton is our new foundation treasurer.

We are always looking for interested individuals to help serve this board so if you know anyone in your community either a DVM, LVT or interested client, please tell them about us. We look forward to serving you!

Respectfully submitted,

Barbara Monaghan

## MATTERS OF LAW

*continued from p. 17*

**9. Be Fair.** Being fair means being consistent. Make every attempt to treat similarly situated employees the same with respect to discipline and termination. Treating employees differently under different circumstances can lead to discrimination claims. Favoritism, including nepotism, undermines workplace morale and productivity. Consider both sides of each situation, as well as mitigating factors, when considering discipline.

**10. Know Your Rights.** Title VII of this Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, sex (including sexual harassment), national origin, and religion, has a threshold of 15 employees. The threshold for discrimination under the Age Discrimination in Employment Act is 20 employees. If confronted with a claim, if your practice employs less than the requisite number of people, the person making the claim has no legal basis for that claim. Consult your attorney for definitions of full-time employees, and the methodology for considering part-time employees in counting these numbers.

Keep this checklist handy when disciplining or terminating employees, and help minimize the potential risk to your practice of unlawful discrimination, and other costly employment claims.

### Get your spay/neuter license tag today!



Support the efforts of the Alabama Veterinary Medical Foundation. Portions of your tag fee are tax deductible and provide funding to aid Medicaid recipients with the cost of spay/neuter surgeries provided by ALVMA veterinarians participating in the program. You may also check off the box on your income tax return and support this program.

## ALVMF 2013 DONATIONS

Gifts given January 1, 2013 through December 31, 2013

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(\$25-\$99)

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Jefferson County  
Veterinary Association  
The Ark (Nina Beal)

# ALVMA Committee Reports

## Committees at work for the membership

### **Awards Committee**

Chair: Dr. William M. Allen

Committee members were Drs. Arthur Moore, Charles Ashwander, Larry Chasteen and Tom Williamson.

The Awards committee met in January by telephone conference and by unanimous vote selected a Veterinarian of the Year, a Layperson of the Year and four veterinarians to receive Service Awards. The Executive board unanimously supported the Layperson of the year as required by our Bylaws. These were no nominees this year for Distinguished Service Award or Special Service Awards.

### **Conference Committee**

Chair: Dr. John Hammons

Our summer meeting – now known as the Emerald Coast Veterinary Conference – has really begun to attract attendees across the nation. The partnership with the Georgia Veterinary Medical Association has allowed the ALVMA to obtain more nationally known speakers on a multitude of topics.

This year is predicted to be our largest conference ever and the exhibition area will be larger. After many requests from attendees, new topics will be offered in backyard poultry and small ruminants. Other topics will be practice management, varied small animal subjects, and legal and pharmacological lectures and veterinary technician courses.

The keynote presentation and the “Mingle at the Marina” will be presented by Dr. Kevin Fitzgerald. There will be plenty of afternoon activities available for the family, such as golfing, swimming, bike rides, deep sea fishing and shopping at the outlet malls.

Come on Down to Sandestin Golf and Beach Resort, Miramar Beach, Florida – June 18-22, 2014.

### **Legislative Committee**

Chair: Dr. Ken McMillan

A report of the activities and discussions of the Spay-Neuter Task Force and Legislative Committee was presented to the Executive Board at the winter meeting in Columbiana. Additional discussion by the Executive Board was followed by an ALVMA Executive Board decision to oppose any changes to the Practice Act at this time due to the ongoing administrative hearing being conducted by the Alabama State Board of Veterinary Medical Examiners (ASBVME) concerning Dr. William Weber. There continues to be broad support for the key points the committee developed and presented at the fall 2013 Executive Board meeting. The committee will review this issue again after the 2014 Legislative session.

Progress has also been made with regard to the Prescription Drug Monitoring Program (PDMP) which currently requires veterinarians who

use and dispense control substances to report their use to the Alabama Department of Public Health. Compliance with the current system is burdensome and, in the opinion of most, does not provide useful information. Dr. Bledsoe appointed a task force including Drs. Jerome Williams, Kirk Holland and me to explore ways the system could be changed. The ASBVME has appointed a committee of Drs. Robert E. Martin (Chair), Patrick N. Trotter and Dr. T.C. Branch to work with the ALVMA in considering changes to the PDMP. We hope to be able to develop a workable system that is simple, easy to administer, transparent and can provide relevant data to the program. Any thoughts or comments can be directed to me or any of the persons listed above.

### **CVM- Liasion Committee**

Chair: Dr. Mark Russell

Overview: Interacts with Auburn to serve as a conduit of information to and from the AUCVM.

Dr. Russell serves on the Auburn Hospital Board. Through this board he interacts with the department heads and administration throughout the college.

There are no other committee members with this responsibility, but comments or concerns regarding AUCVM and its relationship to practitioners and the public are welcomed anytime.

### **Public Health / Rabies Committee**

Chair: Dr. Jim Wright

Dates of meetings: One meeting in January

2013/2014 Goals/objectives: Expand education efforts to include pet poisoning in March and ectoparasites and disease in July in addition to dog bite prevention in May and rabies in September.

Main topics of discussion: Best approaches for distribution of material.

Action items: Develop talking points and poster for companion animal poisoning and for ectoparasites and disease.

### **Public Relations Committee**

Chair: Dr. Jeremiah Alexander

2013/2014 Goals/objectives: To educate the public about veterinary care while positively promoting the veterinary profession

Action items: Distribute monthly press releases to media statewide, support ALVMA public health committee initiatives, seek out stories of members doing community service work

Overview: Press releases have been distributed in support of Cold Weather Dangers for Pets, Pet Dental Health Care Month, National Poison Prevention Month and Heartworm Prevention Month. These releases

# Veterinary Leadership Conference 2014

Harmony Glenn, DVM

In January most people migrate south to the fun and sun of the beach. Thanks to the generosity of the Alabama Veterinary Medical Association I migrated to Chicago Illinois! Yes that is right, I was able to bask in the delight of the new fallen snow as the Emerging Leader representing Alabama at the Veterinary Leadership Conference. The conference took place at the Westin Hotel on Michigan Avenue from January 9th through the 12th. All puns aside, Chicago was a lively city and the Westin was a nice home away from home, but none of those things compared to the knowledge and the skills I gained throughout the conference.

The VLC began with an Emerging Leader Networking Event on the night of the 9th. This event gave me the chance to mingle with colleagues from all across the U.S. and Canada. Selection criteria for Emerging Leaders included restriction to those that had graduated within the past 10 years. By restricting the nominations to recent graduates it afforded me the opportunity to gain perspective from practitioners who still remembered where I am coming from and what struggles they had experienced to get where they were. The job descriptions for each person I interacted with varied from private practice owner to management positions in large corporations, but our objectives were the same, to advance our involvement in organized veterinary medicine.

After the initial networking social the following days involved five didactic and interactive lectures designed to advance the Emerging Leader Delegates' Leadership Skills. Those lectures were taught by Dr. Betsy Charles and Dr. Karen Cornell. The goal of these lectures was to inspire us as leaders to gain an understanding of personal leadership in order to more effectively lead others. This process included personality assessment

utilizing the Myers-Briggs Type Indicator which directed me to understand whether I was an introvert or an extrovert. It also helped me to see the reasons behind the way I interpret interactions with others as well as some of the "whys" of how they responded to my actions. Overall the lectures revealed to me that a saying I have heard before is really true, "You show people how to treat you." I realized that through my actions the potential of others could be cultivated and increased to provide a successful service to pets and owners.

In addition to the lectures attended I also had the opportunity to see up close and personal how organized veterinary medicine functioned. I attended the House of Delegates District Caucuses in which I witnessed where the grass roots decisions were discussed and made in order to tie the local levels of the AVMA to the larger organization. The Plenary Session involved the meeting of all of the districts in order to decide some of the AVMA's future policies such as continuing to accredit foreign schools.

I greatly appreciated the chance to attend this meeting. I would like to thank the ALVMA for affording me the opportunity, the AVMA and Zoetis for their assistance with my attendance, and my boss Dr. Ben Cashion for realizing that this was a once in a lifetime experience and giving me time off to attend. I look forward to participating in the AVMA and the ALVMA in the future. The decisions that are being made now will affect my long term career. If I choose not to participate in those decisions then it is as if I choose not to take charge of the future of my profession. I would highly encourage anyone to attend the VLC conference in 2015, if for nothing else you will see a lot of snow!

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## Committee Reports continued

coincide with the pet event calendar created for the ALVMA which is in conjunction with the AVMA pet awareness calendar. Public relations efforts continue to be exercised through social media and the ALVMA website.

### **Small Animal Affairs Committee**

Chair: Dr. Mary Battistella

Overview: The committee is promoting and supporting the Partners for Healthy Pets Program and encouraging ALVMA members to participate. The program involves a national campaign which promotes annual pet wellness exams.

### **Veterinary Emergency Management Committee**

Chairs: Drs. Libby Todd, Brad Fields

Dr. Fields is incorporating disaster preparedness programs into senior student rotation – four classes so far, which allows new graduates to incorporate preparedness and response into their own practices. ALVMA's CAMET trailers were utilized in two Oath in Action Days at Auburn & Tuskegee events in the fall of 2013. A Tactical Large Animal Emergency Response (TLAER) Course was held on Jan. 11 in Auburn, AL, supported by the ALVMA, and was attended by more than 250 veterinarians, students, and first responders. Dr. Fields is exploring a funding opportunity from AKC Foundation to obtain additional disaster sheltering assets for Alabama.

## In Memoriam

**Charles W. Crowe, DVM**, 64, of Jemison passed away Sunday, April 13, 2014. Dr. Crowe was an ALVMA member and served on the Wellness Committee. "It's hard to provide a 'brief' description of a man like Charles Crowe. To so many of us he was someone you could count on, a good friend, a caring veterinarian, professional horseman, AQHA judge, and willing supporter of anything to do with AQHA / horses / livestock. But he was also a loving husband, father and grandfather... His passing will be felt by so many for a long time and he will stay in in our hearts and memories forever." - ALQHA

Services were held Friday, April 18, at Cedar Grove Methodist Church with Rev. Jeff Carroll officiating. The interment followed in Midway Memorial Gardens, Jemison, Ala.

The Crowe family has requested that in lieu of flowers, please honor Charles by providing a donation to the Dr. Charles Crowe Scholarship Fund. Donations should be sent to the Alabama Quarter Horse Association: 665 Wetumpka Street, Prattville, Alabama 36067. The Crowe family will receive notification of donations made on his memory from ALQHA.

# Nominating Committee Report

The nominating committee of the Alabama VMA has announced its recommendations for candidates for the 2014-2015 Executive Board. Voting will be done strictly through mailed ballots. Please make sure these ballots are returned to the Association office by June 3rd. If you did not receive your ballot please contact the Association office. Dr. John Hammonds automatically advances to president and the recommendations include:

## **President-Elect - Dr. T.C. Branch—Birmingham, AL**

Dr. Branch received his Doctor of Veterinary Medicine Degree from Tuskegee University School of Veterinary Medicine in 1981. Upon graduation he returned to his hometown of Birmingham and joined The Red Mountain Animal Clinic and the Emergency Animal Clinic. In 1984 he opened Oporto Animal Clinic and continues to be a member of the Emergency and Specialty Animal Center.

In 1981 Dr. Branch married Gwendolyn, and they have one son, Thomas. They enjoy travel, music, and gardening.

He is a member of the American Veterinary Medical Association, the Alabama Veterinary Medical Association and is an Accredited Hospital Member of AAHA. Dr Branch is also a member of the Jefferson County Veterinary Medical Association where he currently serves as the corresponding secretary.

Dr Branch received a special award from the ALVMA in 2009 for his efforts in promoting the "spay neuter tag" and received a service award in 2010. He currently is on the board of Hand In Paw; an animal assisted therapy organization located in Birmingham, is involved in mentoring programs in the Jefferson County and Birmingham City school systems, and a host of volunteer organizations.

## **Vice-President – Dr. Harold E. Pate, Jr. – Hayneville, AL**

Dr. Pate received his Doctor of Veterinary Medicine degree from Auburn University in 1979. After graduation, he practiced two years in Birmingham and two years in Pell City before returning home to Lowndes County. In 1988, he opened Pate Animal Clinic in Hayneville, AL, where he began his solo mixed practice.

In addition to his practice, Dr. Pate served 23 years as Public Health Officer with the Alabama Air National Guard, and retired as a Lt. Colonel. For the past 24 years, Dr. Pate has been Staff Veterinarian for the Montgomery Zoo, which exhibits over 600 exotic animals. He also finds time to own and raise registered Charolais cattle. Dr. Pate is an owning member of Animal Emergency Clinic in Montgomery, AL.

He and his wife Mary have five children: Trent, Brandon, Hunter, Gray and Mary Claiborne. In his spare time, he enjoys coaching youth baseball and softball, playing golf and attending Auburn football games.

Dr. Pate serves on the Board of the Lowndes County Cattleman's Association and the Lowndes County Farmer's Federation. He is a deacon in the Lowndesboro Baptist Church. Dr. Pate has served as ALVMA Board Representative for the West ALVMA for the past four years.

## **Treasurer – Dr. H. Winston Pirtle, Sr. – Montgomery, AL**

Dr. Pirtle received his Doctor of Veterinary Medicine degree from Auburn University in 1967, the same year he activated his membership in the Alabama Veterinary Medical Association and the American Veterinary Medical Association. In 1999 he was admitted into the Alabama State Bar after obtaining a law degree from Jones School of Law in Montgomery.

Following his graduation from the Auburn College of Veterinary Medicine, Dr. Pirtle spent thirty-seven years owning various farm operations including a dairy farm, a cow/beef cattle farm; and a hay production farm as well as owning and operating *Snowdown Veterinary Hospital*, a general practice hospital south of Montgomery. In June of 2005 Dr. Pirtle sold the hospital and now serves as a relief veterinarian throughout Alabama.

Dr. Pirtle was the recipient of the 2008 Alabama VMA Distinguished Service Award. He served two terms as president of the Alabama Veterinary Medical Association, the first in 1985 and the second in 2004. In 1988 he was honored as the Veterinarian of the Year by the Association during its annual meeting. Dr. Pirtle has also been a member of the Alabama Board of Veterinary Medical Examiners and he served as president of the American Association of Veterinary State Boards from 1995-1997. In the fall of 2010 Dr. Pirtle was appointed as Alternate Delegate to the AVMA for the balance of Dr. Jan Strother's term after she was elected AVMA Vice President and he was re-elected in 2011.

Since obtaining his law degree, Dr. Pirtle has been appointed and handled three cases submitted to the Alabama Court of Criminal Appeals; represented clients on criminal defense and domestic relations; has presented lectures at the Auburn University Annual Conference on effective techniques in the collection of fees for veterinary services; assisted lead attorneys representing veterinarians in various legal matters; and, has led an ethics course at Auburn for senior veterinary students focusing on negligence law, professional malpractice, standard of care, licensing board procedures and Alabama law as it relates to animals.

In his spare time, Dr. Pirtle can be found enjoying anything that involves being outdoors. He continues to operate "Pirtle's Puddle", a fishing lake open to the public since 1949. He also leases his farm for beef cattle purposes and part of the farm to a model aircraft club that flies remote-controlled model aircraft.

Dr. Pirtle is a member of the Snowdown United Methodist Church.

## **Member at Large - Dr. Charles W. Ashwander Decatur, Alabama**

Dr. Ashwander received his Doctor of Veterinary Medicine degree from Auburn University in 1979. After graduation he returned to practice in Decatur where he grew up around veterinary medicine. Charles' dad, Dr. Ray Ashwander, graduated from the School of Veterinary Medicine in Auburn in 1942. Dr. Ray is a past president of the ALVMA and served the ASBVME for 45 years. Charles' mother Elizabeth was the first ALVMA Auxillary president. After Dr. Ray Ashwander retired, Charles has continued to practice for twenty nine years.

Charles is very active in his community. He has been a member of the

Lions Club for 35 years and is a Melvin Jones Fellow. He recently received the Paul Harris Fellow from Rotary Club. Dr. Ashwander has been an active member in the NAVMA since graduation. He has served many years in the past as the NALVMA representative to the ALVMA.

Charles and his wife Barbara have 2 sons and 4 grandchildren. They are very active in First United Methodist Church in Decatur. They enjoy being with their grandkids, boating on the Tennessee River, and attending Auburn Football games.



# AVMA Delegate Report

The 2014 AVMA House of Delegates (HOD) Regular Winter Session was held January 10-11, during the Veterinary Leadership Conference in Chicago. The ALVMA was well represented by Dr. Jan Strother, the HOD action is noted below.

- Proposed Bylaws Amendment 1-2014, which would remove some requirements from the member application process in effort to eliminate barriers for veterinarians who want to belong to the AVMA, was adopted with a 93.3% vote in favor.
- Proposed Bylaws Amendment 2-2014, which would focus the AVMA's Mission and Objective statements on the membership, was referred to the Executive Board for clarification of language with instruction to return with a recommendation to the HOD at the 2014 Regular Annual Session in July.
- Resolution 1-2014, which would have recommended that the Executive Board initiate steps to cease the accreditation of foreign veterinary schools (those outside the US and Canada) by the AVMA Council on Education, garnered a healthy discussion in the HOD. Several delegates spoke against the resolution, including the SAVMA president and a delegate who is a foreign graduate. A number of delegates expressed their appreciation for the opportunity to discuss this issue in the HOD. The resolution was not adopted, with 79.9% voting against it.
- Resolution 2-2014, which was submitted by member petition, requested the AVMA to adopt a policy statement discouraging the feeding of jerky pet food products commonly known as "jerky treats." The resolution was referred back to the AVMA Executive Board with the following recommendation: "rather than developing a policy, the AVMA encourage its members to provide input to the Food and Drug Administration (FDA) on incidents and conditions, which could be

associated with pet food and treats; and continue to work with FDA to enhance efforts in safeguarding a healthy pet population through quality control of pet food and treats."

- Resolution 3-2013, which had been carried over from 2013, called for an AVMA policy stating that "homeopathy has been identified as an ineffective practice and its use is discouraged." The topic generated a significant amount of discussion at the 2013 Regular Winter Session, as well as public debate about the proposed resolution. This resolution was not adopted, with 90.1 percent voting against it.
- Resolution 4-2013, which would have granted admission of the American Academy of Veterinary Acupuncture (AAVC) into the AVMA House of Delegates as a constituent allied veterinary organization, had also been deferred from a previous 2013 meeting in order to gather more information. Based on the information received, the HOD voted 96.6% in favor of admitting the AAVC into the HOD.

The Plenary Session was devoted to a facilitated discussion on the proposed AVMA governance structure, and included participation from representatives of all attendee categories (HOD, Emerging Leaders, state and allied organizations).

The AVMA Veterinary Leadership Conference was held concurrent with the HOD Meeting. Highlights from the Conference are noted below.

- An Opening Session presented by Christine Cashen titled, "Get What You Want with What You've Got." The session included information on communicating effectively by understanding different personality styles, defusing and handling conflict, and increasing job satisfaction.
- Workshops on: Board Development highlighting policies suggested by the Internal Revenue Service and the Federal Trade Commission; Preventive Pet Healthcare presented by the Partners for Healthy Pets; and Strategic Development covering the best methods for preparing a planning retreat, the most common goals, and effective implementation.
- A Closing Session on Imagining the World of 2020 presented by Dr. Lowell Catlett.
- Presentations specifically targeted at Emerging Leaders including Critical Leadership Skills by Drs. Betsy Charles and Karen Cornell, and an orientation to the AVMA.

Sincerely,

*Jan K. Strother DVM*

AVMA HOD Delegate, ALVMA

# Auburn University

College of Veterinary Medicine  
www.vetmed.auburn.edu

## Meet Hayley, the First Patient of Auburn's Small Animal Teaching Hospital

Just like clockwork, Hayley Eustice and her owners arrived Monday at the Auburn University College of Veterinary Medicine, ready to start another week of medical therapy.

While Hayley's visit was routine, blood and a check of her lymph nodes, for owners Elizabeth Eustice and Joan Taylor of Columbus, Ga., and the veterinarians and staff of the College of Veterinary Medicine, her arrival was significant – she was the first clients in the Wilford and Kate Bailey Small Animal Teaching Hospital.

Hayley was the first client in the door of the 208,000-square-foot teaching hospital, and just like she's done on every visit, the white poodle pranced around to greet everyone, happy to see familiar faces.

For the past 18 months, Eustice and Taylor have brought their beloved Hayley to the teaching hospital following a diagnosis of lymphoma by their Columbus, Ga., veterinarian.

"We were told we had two-to-six weeks with her if we didn't treat the lymphoma and up to two years if we did," Taylor added.

Eustice said they are glad they decided to

bring Hayley to Auburn's College of Veterinary Medicine. "We know they love her as much as we do and we know they've done everything they can."

The Wilford and Kate Bailey Small Animal Teaching Hospital, which opened Feb. 24, stands as a national leader in veterinary education with the latest in animal health care delivery and clinical research.

With this new \$47 million facility, the College of Veterinary Medicine provides leading-edge animal health care, clinical trials to develop safe and effective treatments and the most advanced veterinary education available to benefit the residents of Alabama and beyond.

The teaching hospital's clinical, examination and client-use space is more than three times that of the former space and houses 13 dedicated specialty service areas, an emergency room and as the Auburn University Veterinary Clinic, a community practice facility open to the public. The new teaching hospital is designed to accommodate the 120 fourth-year clinical students, residents and interns.

Named to honor the late Dr. Wilford Bailey, a 1942 graduate of the College of Veterinary Medicine, and his wife, the late Cratus "Kate"

Bailey, the facility stands as a tribute to Dr. Bailey's 50 years of continuous academic and administrative service to Auburn, including being Auburn's 13th President.

## Auburn Research Initiative in Cancer Awards Faculty Grants

The Auburn University Research Initiative in Cancer recently awarded five grants to Auburn University faculty to fund research to further AURIC's goal of improving human and animal health through gaining a better understanding of cancer.

"All of the grants reflect AURIC's One Health approach to research," said Dr. Bruce F. Smith, director of AURIC and a research faculty member at the College of Veterinary Medicine's Scott-Ritchey Research Center.

Grants were awarded through the High Throughput Screening Grant Program and AURIC Major Grants Program.

This year's recipients of High Throughput Screening Grants were: Dr. David Riese, associate dean for research and graduate programs for Harrison School of Pharmacy and a member of the Department of Drug Discovery and Development; and Dr. R. Curtis Bird, professor of molecular genetics and cancer genetics in the College of Veterinary Medicine's Department of Pathobiology.

The High Throughput Screening Grant Program is a collaborative effort between AU and the Southern Research Institute. The grants award is \$100,000 for one year.

AURIC Major Grants awarded \$200,000 to collaborative research teams over a two-year period.

Three interdisciplinary research groups were awarded AURIC Major Grants. The respective principal investigators of the research groups are Dr. Valery Petrenko, Department of Pathobiology, College of Veterinary Medicine; Dr. Allan David, Department of Chemical Engineering, in the Samuel Ginn College of Engineering; and Dr. Christian R. Goldsmith, Department of Chemistry and Biochemistry, College of Science and Mathematics.

Research subjects will include new methods to target chemotherapy to pancreatic tumors, experiments designed to target tumors at both the level of the tumor cell and molecules within the cell, and new technologies to allow MRI to detect anti-cancer drug toxicities.

"Collectively, these five grants represent some of the most cutting edge cancer research being done," Dr. Smith added.



Hayley with, from left, co-owners Joan Taylor and Elizabeth Eustice and Bailey Small Animal Teaching Hospital Oncology technicians Natalie Royer and Elizabeth Stickelmaier.

## Tuskegee University Pioneers Several "Firsts" at the College of Veterinary Medicine, Nursing and Allied Health

### **First Joint Nanobiotechnology Symposium**

The Tuskegee University School of Veterinary Medicine co-organized the one day symposium titled "Therapeutic, Prophylactic and Diagnostic Applications of Nanobiotechnology" on July 16 at the CVMNAH Williams-Bowie Hall Conference Room. Topics presented during the symposium included high throughput screening drug discovery, nanomaterials for biomedical applications, multifunctional nanocomposites for cancer theragnosis, nanomaterials as antimicrobial agents, protein cage engineering for theragnostic nanoplatform development, and calcium carbonate nanoparticles.

Participants at the joint symposium represented the faculty, staff, and students from Tuskegee University, as well as four scientists from the BioNanotechnology Research Center, Korea Research Institute of Bioscience and Biotechnology in Seoul, Korea, and scientists from Alabama State University's Center for Nanobiotechnology Research.

The joint nanosymposium was partially funded by the USDA/National Institute of Food and Agriculture international science and education grant. P. Gopal Reddy, associate dean for Research and Advanced Studies at Tuskegee University, serves as the project director.

A team of faculty, postdoctoral students, and graduate students representing Alabama State University's Center for Nanobiotechnology Research also visited TUSVM on Sept. 27 to tour research labs and meet research faculty to discuss mutual interest areas to form collaborations on future research involving bacteriology, virology, immunology, drug delivery, cancer therapeutics, and translational preclinical research using the CVMNAH's comparative medicine resource. The team was organized by Shreekumar Pillai, professor biology at Alabama State University's Biological Sciences Department.

### **Treats Lion at VM Teaching Hospital**

On Nov. 3, a new patient entered the clinic for medical treatment unlike any other patient seen by the clinicians or students at TUSVM. "Thor," the lion, from the McClelland Critter Zoo in Banks, Ala., was brought in by owner, Mike McClelland. Thor came in the clinic suffering from lameness. "He simply couldn't walk, appeared to have no bone density and suffered from nutritional deficiency," said Linda

# Tuskegee University

College of Veterinary Medicine, Nursing and Allied Health  
www.onemedicine.tuskegee.edu and www.tuskegee.edu



### **First Interdisciplinary Pathobiology Program**

Tuskegee's College of Veterinary Medicine, Nursing and Allied Health launched its Interdisciplinary Pathobiology program in the fall of 2013. From left to right, the program's first students, Thaer Mhalhl, Rupak Chowdhury, Gregory Mwinyelle, Abdelrahman Mohamed, Ehsan Abdalla, and Rawah Adrarfaraj.

Montgomery, one of the attending clinicians at TUSVM. Howard King also assisted in treating Thor.

Montgomery said that she is looking into making a trip really soon to the zoo to examine the animals there and help advise on the nutritional needs "big cats" like lions require to maintain optimal health. The McClellands are now no doubt memorable clients for TUSVM.

The McClelland Critter Zoo is located in Pike County and offers its visitors the opportunity to view many of the animals up close in a zoo



setting. McClelland's Zoo is home to animals from all over the world including exotic and endangered species.

### **First Time Research on Catfish**

During the summer, the School of Veterinary Medicine at Tuskegee University initiated for the first time in its history research on catfish. The fish are housed at the laboratory animal facility in Williams-Bowie Hall.

Veterinary medical students are continuing to participate in the research to evaluate "Curcumin" as an immunomodulatory and anti-inflammatory agent. The student researchers include second-year Rufus Clinkscales, fourth-year Iesha Jackson and Joseph Campbell. The research is supported by a grant from USDA/NIFA capacity building program for which Kunwar K. Srivastava, professor of pathobiology and the university's attending veterinarian, is the project director and P. Gopal Reddy, associate dean for research and advance studies, is serving as the co-project director.

# New Graduate Member Profile

**Name:** Jarrod Harney, DVM

**Residence:** Decatur, AL

## What inspired you to pursue a career in veterinary medicine?

It has been life-long dream for me since I was a child.

## What type of veterinary medicine do you practice and why did you choose it?

Mixed animal. I love the variety of seeing anything from a litter of puppies to pulling a calf all in the same day.

## Where did you study?

Mississippi State University.

## Who is your role model/mentor?

My father, Dr. Rodney Harney, MD.

## What do you enjoy most about your job?

Building relationships with my patients and clients.

## How did you get involved with the ALVMA?

I wanted to be a part of a veterinary organization and be connected throughout the state.

## What advice can you offer someone entering veterinary school?

Hard work pays off, persistence and pure stubbornness help.



## What is the hardest part of your job?

Managing financially limited situations.

## Where do you see yourself in five years?

Hopefully owning my own clinic.

## Why would you recommend that someone join the ALVMA?

To have a network of veterinarians at their disposal.

## How has being involved with the ALVMA helped you professionally?

It has helped me build relationships.

## What is the last movie you watched?

Monsters University (with my two-year-old.).

## When I'm not working, you'll find me ...

Spending time with my family, hunting or participating in church activities.

## What is your simplest pleasure?

A bowl of ice cream.

## What do you feel is your biggest challenge just starting out?

Getting past the "young guy" persona.

## What makes you laugh out loud?

My 2 year old son pretending to be a cowboy.

## What book are you reading?

*"The Reason for God"* by Timothy Keller.

## What was the most memorable part of your college experience?

The birth of my son just four weeks prior to taking National Boards.

## What was the last song you sang?

Probably a church hymn.

## Where would you go if you could go anywhere? Why?

I have always been interested in seeing the White Turf races in St. Moritz, Switzerland.

## What accomplishment are you most proud of?

Graduating from vet school.

## When was the last time you did something for someone else and what was it?

Raked leaves for a widow in my church.



# Dr. and Mrs. A. H. Groth, Jr. Scholarship Award

The Executive Board of the ALVMA established the scholarship in October of 1999. Each year, the ALVMF in conjunction with the ALVMA awards a \$2,500 scholarship to a student from Auburn and from Tuskegee that is academically in the upper third of his or her class, has completed the second year of veterinary school, is an achiever of excellent moral character, is active in the Student Chapter of the American Veterinary Medical Association, and other programs, and has demonstrated leadership qualities, but not necessarily as an officer. Financial need can be considered but is not a qualification.



## Auburn University Award Recipient

Ms. Beth Frost was awarded the Dr. and Mrs. Aaron H. Groth Jr. Award on behalf of the ALVMA and the ALVMF. Beth Ann Frost, a third-year student and class president was chosen to receive the award this year.



## Tuskegee Award Recipient

Ms. Shayla Johnson was awarded the Dr. and Mrs. Aaron H. Groth Jr. Award on behalf of the ALVMA and the ALVMF. Shayla is the president-elect of the SCAVMA and has been involved with the ALVMA Executive Board. Shayla is an upcoming third-year student at Tuskegee University and is in good academic standing. She is deserving of this award for her proven leadership in the SCAVMA

## Relief Veterinarians

### Dr. Lauri Bates, AUB '96

8207 Lochwood Drive  
Montgomery, AL 36117  
Phone: 334/590-8525  
Email: [drlairbates@yahoo.com](mailto:drlairbates@yahoo.com)  
State(s) where Licensed: AL & GA  
Kind of Practice: SA  
Region of Relief: Central/East Alabama, West Georgia

### Dr. Mary Battistella, AUB '83

39 Alabama Drive  
Alexander City, AL 35010-3050  
Phone: 256/825-6202  
Cell: 256/496-3013  
Fax: 256/825-6202  
Email: [marybdvm@mindspring.com](mailto:marybdvm@mindspring.com)  
State(s) where Licensed: AL  
Kind of Practice: SA  
Specialty Training: Acupuncture, chiropractics and nutrition

### Dr. Nikki N. Brown, UGA '07

P.O. Box 2994  
Phenix City, AL 36868  
Phone: 706/577-4365  
Email: [drnikkibrown@gmail.com](mailto:drnikkibrown@gmail.com)  
State(s) where Licensed: AL, GA  
Kind of Practice: Mixed  
Region of Relief: East Alabama (would prefer within 50 miles of Auburn or Phenix City)

### Dr. Jennifer English, AUB '93

3105 Old Farm Road  
Montgomery, AL 36111  
Phone: 334/221-7888  
Cell Phone: 334/221-7888  
Email: [barbieaudvm1993@gmail.com](mailto:barbieaudvm1993@gmail.com)  
State(s) where Licensed: AL  
Kind of Practice: SA  
Region of Relief: Central Alabama (can sometimes work in the Birmingham area)

### Dr. Christie Kimbrell, MIS '99

2364 Altadena Crest Drive  
Birmingham, AL 35242  
Phone: 205/240-1215  
Email: [cwallace@jeffstateonline.com](mailto:cwallace@jeffstateonline.com)  
State(s) where Licensed: AL  
Kind of Practice: SA  
Region of Relief: Shelby/Jefferson Counties

### Dr. Katherine L. McGahee, MIS '06

645 NE Fields Road  
Lacey's Spring, AL 35754  
Phone: 256/883-4947  
Cell Phone: 256/604-800  
Email: [mcsquize@aol.com](mailto:mcsquize@aol.com)  
State(s) where Licensed: AL  
Kind of Practice: SA, Mixed  
Region of Relief: North Alabama Area – Birmingham North (additional charge for long-distance travel)

### Dr. Colleen M. Meeks, AUB '89

836 Bethel Circle  
Cragford, AL 36255  
Cell Phone: 256-276-0488- call 24/7  
State(s) where Licensed: AL, GA  
Kind of Practice: SA  
Region of Relief: Central/East Alabama, West Georgia (will travel)

### Dr. Shelley Williams Parsons, AUB '02

2906 Fairway Drive  
Birmingham, AL 35213  
Phone: 256-609-7002  
Email: [shelleywparsons@yahoo.com](mailto:shelleywparsons@yahoo.com)  
State(s) where Licensed: AL  
Kind of Practice: Small Animal  
Region of Relief: Birmingham Area

### Dr. H. Winston Pirtle, Sr., AUB '67

8560 U.S. Hwy 331  
Montgomery, AL 36105  
Cell Phone: 334/399-2059 on call 24/7  
Email: [pirtledvmjd@aol.com](mailto:pirtledvmjd@aol.com)  
State(s) where Licensed: AL  
Kind of Practice: Mixed  
Region of Relief: State of Alabama (prefer within 100 miles of Montgomery)  
Appropriate Information: Will bring vehicle stocked and equipped for equine and cattle calls.

### Dr. Ashley Warren AUB '09

20 Castaway Island Road  
Eclectic, AL 36024  
Phone: 334/301-0371  
Email: [awarrendvm09@yahoo.com](mailto:awarrendvm09@yahoo.com)  
State(s) where Licensed: AL  
Kind of Practice: Small Animal  
Region of Relief: Central Alabama (will travel)

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Finance	John Hammons	256/323-0698
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P.A.C.	Bill Sternenberg	334/682-4243
Program	T.C. Branch	205/836-5229
Public Health/Rabies	Jim Wright	334/844-2670
Public Relations	Jeremiah Alexander	205/388-7764
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	Brad Fields	334/240-6596
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