Greg assists veterinarians in addressing day-to-day issues, as well as the out-of-the-ordinary transactions such as establishing new practices, purchasing or selling existing practices, creating and enforcing employment agreements, creating succession plans and other agreements between owners of practices. Greg assists on acquisitions of real estate and construction of new clinic facilities.

On the personal side, Greg works with veterinarians and their spouses to create sound estate plans, including wills, trusts, health care and financial powers of attorney and related documents.

Greg willingly donates his time to speak to various veterinary medicine associations, including prior sessions of the WVMA Practice Management Institute. Greg has also been a frequent presenter at programs at the University of Wisconsin School of Veterinary Medicine.

Greg is a graduate of the University of Wisconsin – Platteville and of the University of Wisconsin law school. Greg is co-chair of the DeWitt Ross & Stevens business practice group. Because of his work, Greg has been recognized as a Wisconsin Super Lawyer by the national magazine Law & Politics.

Megan A. Senatori, Esq.

Megan A. Senatori is a partner at the firm's Madison Office. She concentrates her practice on civil litigation and appellate advocacy. She has a variety of experience in state and federal courts, including arguing before the Wisconsin Supreme Court and the United States Court of Appeals for the Seventh Circuit. Megan regularly advises veterinarians regarding best practices and litigation avoidance strategies, including record-keeping and informed consent requirements, and other issues regarding the practice of veterinary medicine. She is a member of the American Veterinary Medical Law Association.

Megan is also an adjunct professor of animal law at the University of Wisconsin Law School and Marquette University Law School. She is a frequent lecturer, columnist, and author regarding animal protection issues, with a particular interest in the interrelationship between domestic violence and animal cruelty. She is the co-founder and President of the Sheltering Animals of Abuse Victims ("SAAV") Program, an all-volunteer 501(c)(3) nonprofit organization that provides confidential and temporary shelter in Dane County for the animals of domestic abuse victims attempting to leave an abusive relationship, and raises community awareness nationwide about the link between domestic violence and animal cruelty (www.saavprogram.org).

Registration Information

Registration materials are due by February 9. Full refunds will be given prior to the deadline date. No refunds will be given after February 9.

Registration Fee

WVMA Members:

- Registration is $165 per WVMA member

Non-WVMA Members

- Registration for non-WVMA member veterinarians is $225 per person

Registration form can be found online at www.wvma.org.
Email registrations to : wvma@wvma.org, mail registrations to WVMA, 2801 Crossroads Dr., Madison, WI 53718, or fax registrations to (608) 257-8989
Registration confirmations will be sent via Email.

Hotel Information

Chula Vista Resort
(800) 388-4782
2501 River Road, Wisconsin Dells, WI 53965
To assure WVMA room rates, reservations are required by January 19!
$149 per night – Rooms sleep six and include water park passes.

Directions

From Madison/Milwaukee/Chicago: Take I90/94 West past Madison to exit 87 for the Wisconsin Dells Hwy 13. There is only one way to go off the exit; go through to the seventh stoplight and you'll reach Hwy 13 North. Turn left on Hwy 13 North and travel 2.8 miles. Turn left onto Chula Vista Parkway.

From Madison West side: Follow Hwy 12 West through Sauk and Baraboo to the Wisconsin Dells. When entering the Wisconsin Dells jump on I90/94 West. Take that West 5 miles to exit 87 for the Wisconsin Dells Hwy 13. There is only one way to go off the exit; go through to the seventh stoplight and you'll reach Hwy 13 North. Turn left on Hwy 13 North and travel 2.8 miles. Turn left onto Chula Vista Parkway.

From Minneapolis/Eau Claire: Take I90/94 East to exit 87 for the Wisconsin Dells Hwy 13. Once off the exit follow through to the seventh stop light and turn left on Hwy 13 North and travel 2.8 miles. Turn left onto Chula Vista Parkway.

From Wausau: Follow I39 South to exit 100 for Hwy 23. Follow Hwy 23 past Briggsville for about fifteen miles. Once you reach the intersections of Hwy's 16,23, and 13, take a right and go north on Hwy 13 for 2.8 miles. Turn left the Chula Vista Parkway entrance.

From Eau Claire (via Hwy 12): Follow Hwy 12 East through to the Wisconsin Dells. At the first stoplight take a left onto Hwy 13 North. Follow Hwy 13 through to the fifth stoplight and turn left on Hwy 13 North and travel 2.8 miles. Turn left onto Chula Vista Parkway.

From Portage (Hwy 16): Follow Hwy 16 North to the Wisconsin Dells. Once you reach the intersections of Hwy's 16,23, and 13, continue straight (north on Hwy 13) for 2.8 miles. Turn left the Chula Vista Parkway entrance.

Compliance with Confidence

Practice Management Institute

Friday, February 18, 2011
Chula Vista Resort, Wisconsin Dells

A full legal team at your finger tips for an entire day!

Wisconsin Veterinary Medical Association

Agenda

Registration will begin at 8:15 am.
Sponsor: Merial, Ltd.

The program will run from 9 am – 4:30 pm, with lunch included.

HR Today – What You Need to Know

Critical Legal Issues for a Veterinary Medicine Practice in the Employment Relationship

This section of the seminar will provide a comprehensive review of critical legal issues that arise during the course of an individual's employment relationship at a Veterinary Practice. We will discuss hiring issues such as how to interview legally and effectively, background checks, licensure inquiries, and references. Once the decision to hire is made, we will then explore certain key aspects of the employment relationship such as the use of evaluations, employee handbooks, job descriptions, and the implementation of certain employment policies such as drug and alcohol testing, Anti-Discrimination and Anti-Harassment policies, and vacation/PTO policies. Finally, we will address the disciplinary process, investigations, and termination.

Recordkeeping Rewind

Critical Issues in Recordkeeping for a Veterinary Medicine Practice

This section of the PMI will look closely at critical issues regarding record-keeping requirements. A high percentage of the complaints filed with the Veterinary Examining Board involve issues of recordkeeping compliance. Also, whether a veterinarian is trying to collect payment, or defending an alleged malpractice, having the right records available is critical.

We'll review the requirement to obtain informed consent from the owner, including discussing the informed consent forms created by the WVMA.

We'll also look in depth at what veterinarians should be certain is in their records, and appropriate language to use. We'll discuss comments that should not be included in veterinary records. The Veterinary Examining Board is considering changes to record keeping requirements, and, to the extent information on that review is available, we'll discuss how that might affect veterinary practices.

We'll talk about ownership of veterinary records, and about access to records. We will discuss who has the legal right to receive veterinary records, and the legal right to prevent others from accessing the records.

Lastly, we'll discuss the movement toward paperless records, and what this means for the veterinary medicine practice.

Health Care Reform Help, Esq.

Health Care Reform: What The Typical Veterinary Practice Needs To Do Now

Health care reform is here, and everyone needs to be prepared. The federal health care reform laws affect all kinds and sizes of employers, including veterinary practices. While some of the provisions are delayed until 2014, when insurance "exchanges" are to be in operation, many decisions need to be made now. For example, veterinary medicine practices that provide eligible employees with group health insurance must generally decide now whether to maintain the coverage on a "grandfathered" basis and thereby avoid the application of certain health-care reform provisions. Further, non-grandfathered insurance plans must now satisfy certain nondiscrimination rules. In addition, employers that reimburse employee medical expenses (either through health reimbursement arrangements or health flexible spending arrangements) should revise their plans to comply with various new rules. Veterinary medicine practices need to understand the new laws to a sufficient degree to not only comply with the laws but also to make good health-plan design decisions for the benefit of the practice and its employees. In this section of the seminar, we will cover what an employer needs to know, and do, now and what an employer should be ready for in the near future.

Practice Management Institute Experts

Brian L. Anderson, Esq.

Brian L. Anderson practices in the areas of employee benefits, business and tax law, nonprofit organizations, and estate planning.

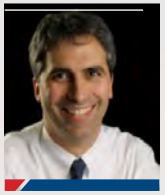
Brian's employee benefits practice extends to all kinds of retirement plans, including 401(k) plans and nonqualified deferred compensation plans. It also extends to all kinds of health and welfare plans, including section 125 cafeteria plans and compliance with health-care reform.

In his business and tax law practice, Brian represents small and medium-sized businesses, including veterinary medicine practices. He provides advice regarding taxes, employment contracts, buy-sell agreements, mergers and acquisitions, and other transactional matters.

Brian also prepares wills and trusts and related documents for business owners and other individuals.

Brian received his law degree from the University of Wisconsin Law School in 1980 and a master of laws degree in taxation from New York University School of Law in 1982. He is a certified public accountant and worked for three years in the tax department of a "Big Five" accounting firm. He is also holds a "Certified Employee Benefit Specialist" designation.

Brian chairs the firm's Employee Benefit Practice Group. He regularly speaks and writes on matters relating to his areas of practice, and has spoken at the WVMA Practice Management Institute. Brian has been designated as a Madison Top Lawyer (2005-2009), a Wisconsin Super Lawyer (2005-2010), and a national Best Lawyer (2001-2010).



Stephen A. DiTullio, Esq.

Steve DiTullio concentrates his legal practice on the representation of businesses by providing proactive advice on employment matters and defending businesses on employment issues in federal and state court, as well as before various governmental administrative agencies. He represents numerous veterinarian practices throughout Wisconsin in all areas of employment law. Steve provides employment relations counseling regarding discrimination, harassment, supervisor training, OSHA issues, union avoidance, FMLA, federal and state employment law compliance, employment handbooks, wage and hour issues, termination and discipline of employees, hiring issues, unemployment compensation, and independent contractor status. Steve has represented employers in state and federal courts in Wisconsin, Illinois, Ohio, Michigan, Georgia, and California, as well as in various employment administrative agencies throughout the United States.

Steve has written extensively, including for the ABA's treatise on the FLSA, the Wisconsin State Bar's Discovery Law and Practice, and for several publications on a freelance basis. He is an active and well-regarded speaker on all aspects of employment law. Steve has been designated a Madison Top Lawyer (2005, 2007-2009), a Wisconsin Super Lawyer (2005-2010), and a national Best Lawyer (2007-2010).

Gregory E. Scallon, Esq.

Greg Scallon uses his accounting and financial background, together with his legal skills, to assure that his clients achieve their business and personal goals.

Greg's law practice, while very diverse, has a primary focus on assisting veterinarians in their professional and personal endeavors. Greg's college roommate, upon becoming a veterinarian, asked Greg to assist his veterinary medicine practice, and that started a lifetime of involvement by Greg advising veterinarians and veterinary practice managers on all aspects of the profession and business of veterinary medicine.