

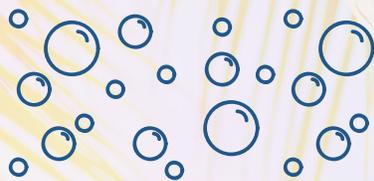
MONTHLY MEWS

Vol. 1, August 2023

THANK YOU FOR READING!!

Thank you for reading our second newsletter!!

Don't forget to email Sonia any comments, suggestions, or questions for the next one!



FROM THE DOCTOR'S BUBBLE

The Vet Admin team has taken over invoicing!!

The majority of charges go through SmartFlow and then appear on the patient's invoice. Items in SmartFlow must be checked off/initialed once completed. If you have questions on how to properly enter something into SmartFlow, please email Brandy or ask another team member.

Important notes:

- Hospitalization is now being charged real time, meaning it begins the moment the patient is admitted. This must be checked off in SmartFlow by the Vet Admins.
 - If you are working with a doctor and they want to do an ultrasound quick scan, enter it in SmartFlow so it bills to the invoice.
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MEET OUR NEW HR MANAGER: JACLYN CORVINO

Hello Team,

My name is Jaclyn Corvino, but please call me Jaci (Jackie). I am the new HR Manager for Ethos, taking over for the wonderful Diana Vasquez.

With years of expertise in HR and Office Management, I am a results-focused, policy-driven leader who delivers solid policies, implements streamlined procedures, maintains retention, and adds motivating solutions to help companies harness the full power of their teams.

I am dedicated to creating a company culture that promotes continuous growth and cultivates employee loyalty by empowering and motivating them to realize their full potential.

More recently, I finished my BA in Business Management with a concentration in HR at UMGC, and I plan to continue in the fall for a master's in human resource management. In 2021 I tested for the SHRM-CP (Society of Human Resource Management Certified Professional) and passed the examination on my first attempt after months of preparation. My SHRM certification demonstrated my mastery of employment law and HR principles. This expertise and hands-on experience gives me the knowledge and confidence to handle any of the many issues organizations face.

I love all animals and what each of you does for them. I respect anyone who helps an innocent animal feel more at ease during trauma. Living on the farm gave me experiences that few my age would have experienced, from pulling a calf to watching a piglet being born by the age of nine. I was also exposed to the circle of life and what that means on a farm. My family was not well off, and with the number of animals we had, Dad was often the vet and I the vet tech. I would not change my experience on the farm, but it was not always an easy path because I would love every animal as my pet.

If you see me in the hall, please stop me, say hello, and tell me a little about yourself. I want to know each of you and your pets. Thank you for what you do, and I look forward to serving you as your HR Manager.



WHO SHOULD I ASK?

Time Clock Corrections
Paycheck Corrections
Paid Time Off
Change of Address
Bonuses & On Call Pay
Past Due Invoices
Offboarding employees

Sonia Rodziewicz
srodziewicz@aavec.com

*If you are unable to log into adp contact
pets@nva.com to reset your password

Deduction Corrections
Tax Form Corrections
Direct Deposit Forms
W2 Forms
Onboarding employees
Employment Verifications
Employee Rabies Vaccinations
Controlled Drugs
Employee Medications
Employee Pet Invoices
Equipment Repairs
EzyVet / Smart Flow
Telephone System
Idexx Lab Machine Repairs

Amanda Bargas
abargas@aavec.com

Collections accounts
Payment agreements
Reimbursements
Uniform Allowance
Licenses - DVM & RVTs
CVRC Invoicing
Blood Product Invoicing

Sharon Myrick
smyrick@aavec.com

Clinic Inventory Management
Blood Product Procurement
Employee rograms

Lisa Boehme
lboehme@aavec.com

RVT Program Enrollment
Employee education

Liz Reed
lreed@aavec.com

MEDICAL SPOTLIGHT: LEPTOSPIROSIS

Leptospirosis is a zoonotic bacterial infection of the spirochete *Leptospira* spp. More than 250 strains of *Leptospira* exist worldwide. It commonly infects dogs and other mammals including rats, horses, cattle, pigs, goats, and sheep. Cats can be infected, but symptoms tend to be mild (some renal and hepatic inflammation) and not much is known about their excretion of *Leptospira* into the environment.

Transmission of the bacteria occurs through (a) direct contact with urine or other bodily fluids (excluding saliva) of infected animals, or (b) contact with environmental elements contaminated with infected urine, such as water, soil, or food. Infected animals can excrete the bacteria continuously or intermittently for months to years. In warm areas, it can survive in fresh water or damp soil for weeks to months! Bacteria infects a host (human or animal) via the mucous membranes (of the eyes, nose, or mouth), by drinking contaminated water, or through cuts or scratches in the skin. In animals, shared bedding, bites, consumption of contaminated carcasses, breeding, and placental transmission have been documented as well.

Worldwide, more than a million people are infected annually, with approximately 60,000 dying from leptospirosis each year. The incubation period is typically 5-14 days, but can range from 2-30 days. The first, acute stage of infection typically occurs within a week of infection and presents with flu-like symptoms (fever, chills, muscle aches, vomiting, diarrhea) which are often self-limiting. Approximately 90% of documented cases fall in this category. During this phase, the bacteria circulates and replicates in the bloodstream before migrating into the organs. A small percentage of individuals have a recurrence of symptoms several days later called the anicteric immune phase. Aseptic meningitis can occur during this phase. Most people fully recover from this, but may have recurrent headaches.

Approximately 10% of infected people instead develop an icteric stage of leptospirosis, or Weil's Disease. This is a much more severe infection, with symptoms including renal failure, liver failure, hemorrhage, respiratory distress, and even death.



The heart, central nervous system, and muscles can be affected. Uveitis may also occur. Weil's can affect an individual for weeks to months. The overall mortality rate of leptospirosis manifesting as Weil's is 5-15%, but can reach up to 50-60% for those with pulmonary hemorrhage.

For dogs, vaccination is important for prevention, particularly in higher risk pets. There is currently no vaccine for humans available in the U.S. for leptospirosis - attempts to create one have not had much clinical success. Instead, prevention can be achieved using proper precautions and appropriate cleaning and handling techniques.

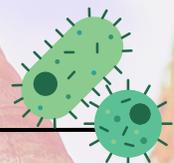
Practice good hand hygiene through thorough and frequent hand washing. Gloves should be worn whenever handling infected or potentially infected patients, as well as anything they were in contact with (food/water bowls, bedding, toys) that may be soiled. Wear a gown to reduce any bacterial contamination of clothing which could potentially infect other people or patients. When there is the possibility of aerosolization (during surgery, or post-mortem care), a face shield or mask and goggles should be worn to protect from infection via the facial mucous membranes.

Luckily, in terms of cleaning, *Leptospira* is easily killed. Normal laundering is effective for cleaning contaminated items and bedding. Most detergents, disinfectants, and soaps work well against the bacteria. Alcohol-based gels and antibacterial wipes are also effective. Recommendations for cleaning cages and surfaces include a 1:10 solution of bleach (1 part bleach + 10 parts water), antibacterial solutions, quaternary ammonium solutions, or 70% ethanol alcohol. One key way to kill the bacteria is to ensure that surfaces are thoroughly dried. The bacteria can also be inactivated by freezing temperatures (outside in the soil or water), by UV radiation, and by heat >131°F for at least 5 minutes.

So while you are waiting for that Lepto PCR result to come back from the lab, make sure you are disinfecting well and protecting yourself and your other patients!

Sources:

AVMA, ACVIM, CDC, Cleveland Clinic, Idexx, Leptospirosis.org, NIH, PubMed, VetFolio/Banfield



CELEBRATING YOU

Birthdays:

Aug 3 Pam Schuech
Aug 6 Alicia Tinker & Kitt Scott
Aug 8 Nicholas Swartz
Aug 11 Sydney Sohn
Aug 12 Dionne Wedge
Aug 13 Jeanne-Anne Zito
Aug 15 Tori Pagan
Aug 20 Jess Kim & Te'a Jerman
Aug 21 Liz Reed
Aug 22 Julie Wentzel
Aug 27 Danny Snyder



Anniversaries:

Aug 3 Blaire Johnson (5 years)
Aug 3 Austin Trott (1 year)
Aug 4 Kayti McClanahan (7 years)
Aug 5 Eliza Eisenhower (9 years)
Aug 5 Sarah Lynch (3 years)
Aug 6 Shannon Payne (4 years)
Aug 8 Zianne Bazemore (2 year)
Aug 10 Benny Bailey (3 years)
Aug 10 Suzanne Galentine (3 years)
Aug 12 Ashley Bowers (4 years)
Aug 15 Tanya Sommerville (17 years)

Aug 16 Katelyn Knipp (6 years)
Aug 18 Catherine Wood (12 years)
Aug 23 Karlie Capozzoli (1 year)
Aug 29 Krista McCullough (1 year)
Aug 30 Theresa Flanagan (7 years)

HAPPY
ANNIVERSARY



AAVEC RESOURCES & PERKS

Scrubs Shop - Personalize your Scrubs

Website: aavec.scrubin.com

Access Code: AAVEC410

Fear Free Training

Website: www.fearfreepets.com

NVA's discount code: FFNVAREG23 (to register), FFNVAREN23 (to renew)

RECOVER CPR

Website www.recoverinitiative.org

NVA's discount code: NVACFCPR

SOCIAL MEDIA

Calling alllll dog lovers, please send in all of your dog photos for national dog day coming in August. In addition, please send photos regarding:

- Summer
- Ticks
- Any interesting cases
- Any photos you have acquired of cases

If anyone is interested in a meet the team Monday, please let Sydney know!



AUGUST EDUCATION



In house CEs for August:

Mental and Physical Wellness

Where: Large Conference Room

When: 8/17 and 8/18 at 10am

Sterilization Process and Instrument Review

Where: Large Conference Room

When: 8/15 at 12pm and 8/18 at 8pm

Sign up on Vet Exploration!

Website: www.vetexploration.com

Password: 1caretaker

RAVIN' REVIEWS

"The staff of this establishment is a class act. I decided to drive 90 minutes past my PETS ER in Salisbury, MD because I believed these people would be better and they were. They treated our dog immediately and cared for him fully for his final 24 hours. While he did not make it home because of his long battle with of health conditions. I know that without a doubt that this staff did everything in their power to make him as comfortable as he could be. They allowed you to come in and be with your pet. They treated us with such compassion and explained everything to us. I am so thankful that such a place exists within driving distance of us. I would highly recommend them to anyone that needs urgent vet care."

thank you

Dog Breeds

G	E	R	M	A	N	S	H	E	P	H	E	R	D
A	L	M	E	S	U	A	E	R	A	D	S	H	B
B	L	O	S	H	I	H	T	Z	U	A	E	U	E
E	U	O	D	A	L	M	A	T	I	A	N	S	T
A	B	B	O	R	Z	O	I	U	S	L	A	K	U
G	T	O	S	P	A	A	S	A	H	L	V	Y	M
L	I	J	N	E	S	A	B	D	D	I	A	A	A
E	P	A	I	I	E	L	D	O	O	P	H	A	L
B	O	R	D	E	R	C	O	L	L	I	E	C	A
H	L	A	B	R	A	D	O	R	I	L	S	B	M
D	O	S	R	O	C	E	N	A	C	A	S	R	H
L	O	L	B	A	S	S	E	T	H	O	U	N	D
S	A	M	O	Y	E	D	O	B	E	R	M	A	N
U	D	N	U	H	S	H	C	A	D	H	O	B	O

- LABRADOR
- BORDER COLLIE
- CHIHUAHUA
- DOBERMAN
- DACHSHUND
- BASSET HOUND
- SHARPEI
- CANE CORSO
- GERMAN SHEPHERD
- MALAMUTE
- BEAGLE
- DALMATIAN
- POODLE
- HUSKY
- BASENJI
- LHASA APSO
- HAVANESE
- SAMOYED
- SHIH TZU
- BORZOI
- PITBULL

Play this puzzle online at : <https://thewordsearch.com/puzzle/5832063/>

Q & A

When will I get a raise?

Annual performance reviews will be happening this month - many have already begun! Merit-based raises will be based largely on the results of these reviews. These reviews will also let us know where we can improve to be better for our patients, and better for each other!!

*Merit-raises are performance-based.