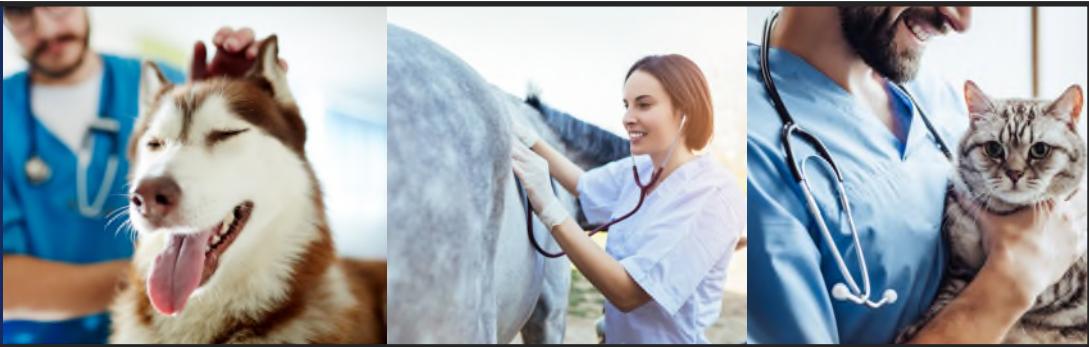


STRATEGIC VETERINARY Counsel



Strategic Veterinary Counsel is a nationally experienced attorney group within the law firm of Mandelbaum Salsburg that counsels veterinarians on the many business and legal challenges involved in every aspect of practice transitions, including but not limited to, acquisitions and sales of practices, real estate acquisitions, leasing, management services organizations affiliating veterinary practices and other non-traditional joint operating structures, and private equity roll-ups. Our team of attorneys are also skilled in all aspects of veterinary practice financing arrangements.

Our services include assisting practice owners in forming efficient business entities, such as corporations, limited liability companies and professional limited liability companies. We also prepare, review and negotiate business transaction documents such as offer letters, letters of intent, confidentiality agreements, and term sheets.

We also facilitate structuring and negotiating associate buy-ins; specialty, multi-specialty and general practice governance and management partnership agreements; and partner succession and withdrawals from veterinary practices.

We also provide counseling with employment law issues, including drafting practice personal policy handbooks; resolving employee/employer disputes; drafting and negotiating owner, associate, practice manager, and employee agreements; and drafting non-solicitation, confidentiality and other restrictive covenants. Our team of attorneys also advises and guides our veterinary clients on how to properly hire, terminate and manage employees.

Practice Transitions:

- ◆ Practice Acquisitions and Sales
- ◆ Start-Ups
- ◆ Associate Buy-Ins
- ◆ Management Services Organizations
- ◆ Private Equity Roll-ups
- ◆ Mergers and Spin-Offs

Employment Law:

- ◆ Personal Policy Handbooks
- ◆ Associate Agreements
- ◆ Restrictive Covenants
- ◆ Practice Manager Agreements

Property Matters:

- ◆ Real Estate Acquisitions & Sales
- ◆ Commercial Leases
- ◆ Construction Agreements
- ◆ Land Use
- ◆ Facility Sharing Agreements

Corporate Law:

- ◆ General Corporate Counseling
- ◆ Partnership Agreements
- ◆ Buy/Sell Agreements
- ◆ Financing Arrangements
- ◆ Succession Planning for Practice Owners



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