

Submitter: felicia roach  
On Behalf Of: Silver Creek Animal Clinic  
Committee: House Committee On Revenue  
Measure: HB2433

Hello Oregon legislature,

My name is Felicia and I am the practice manager of a small veterinary clinic in Silverton, Oregon. Our business provides health support for our community's pets, which are really their family members. To operate, we have three full time doctors that have gone to veterinary school and require appropriate compensation for their education and expenses. The average DVM has over a half million dollars in debt. As a result, there have been a shortage of veterinarians, as doctors are finding it more advantageous for themselves to offer relief work to veterinary clinics, rather than work for one veterinary clinic that provides consistent service to communities. Being able to increase the exemption will allow small businesses like ours to invest in securing permanent doctors as we would be able to pay them what they deserve, along with the support staff they require. Also, this cuts down on CO2 emissions as the doctors are wont to travel less to different cities for relief work and live in the communities they work in.

It cannot be said enough that businesses like ours have experienced cost increases while struggling to provide the necessary wage increases to match the loss in revenue going to expenses, and not just to the DVMS (Veterinarians). This has stifled our small clinic as huge corporate veterinary practices absorb our people as they can afford to negotiate with vendors for lower costs (large corporate purchases [Often, their prices to their customers are less than the cost we pay for the same product]) and can provide higher wages to their teams (but higher turnover, as the demands of corporate KPI is higher than small clinics, which is highly stressful for the team that is preached about corporate metrics daily). . "Going corporate" has made negative impacts to the community as it has made corporate entities empowered, luring team away from small clinics while simultaneously milking the veterinarians and support staff for all they are worth to increase some executives' ideas' of KPI. These veterinarians often live depressed, unhappy lives due to the strain of needing to produce what the executives working in a corporate office back East want, while unable to work at a small clinic due to their sizeable debt. The support staff and doctors have a high turnover at these corporate clinics as a result. Look at the most widely available statistics regarding veterinarians. I have included a link for your esteemed review, under paragraph seven:

<https://todaysveterinarypractice.com/personal-wellbeing/the-pursuit-of-happiness/>.

Any tax relief at all will allow our clinic to help alleviate the stress of these doctors and support team by being able to give them more incentives to work at a permanent clinic, which will, in turn, increase the ability to get our communities better served.

Thank you for considering my testimony as to why I feel an exemption increase will positively impact not just MY small business, but many others who will make a similar testimony.

Felicia