



NORTH STAR VETS®

Veterinary Emergency Trauma & Specialty Centers

Leading the Way.



P U R P O S E I N A C T I O N

FROM PROMISE TO

PRACTICE

A YEAR OF LEARNING, COMMITMENT, AND GROWTH



Welcome to "Purpose in Action". Over the last year, we've undergone a remarkable transformation, cementing our commitment to growth, innovation, and unwavering dedication. At the heart of our evolution lies the central theme of "PROMISE" and we are excited to share with you the incredible pledges we have made to our employees, referring doctors, and pet parents — along with the exciting additions to our veterinary services and most notable achievements.

In the spirit of promises fulfilled, we've expanded our services (medical and radiation oncology), introduced cutting-edge extracorporeal therapies (to include hemodialysis), launched our mobile acupuncture service, and rebirthed our Theriogenology Department (reproductive medicine). These advancements reflect our dedication to providing comprehensive and progressive care for patients, ensuring their well-being at every step of their journey.

We are proud to announce the publication of three articles in the Journal of the American Veterinary Medical Association (JAVMA). This recognition serves as a testament to our commitment to pushing the boundaries of veterinary knowledge and sharing our insights with the wider community.

Over this past year, we were honored to have secured a coveted spot on Healthcare Business Review's list of the Top 10 Animal Healthcare Companies and nominated for the prestigious AAHA Veterinary Practice of the Year Award — underscoring our dedication to raising the bar in veterinary care.

Our vision extends beyond the walls of our hospitals with our commitment to giving back to the community. Through various charitable initiatives, NorthStar VETS® actively engages in philanthropic activities that support local organizations to make a positive impact on the lives of those in need.

One of the most remarkable aspects of NorthStar VETS® is our reputation as a teaching hospital. As part of our ongoing commitment to education, our veterinary internship program, residency program, "MentER" program, continuing education lectures, and internal staff training empowers the next generation of veterinary professionals with the knowledge and skills they need to excel in their careers. Our dedication in RECOVER® CPR classes equip individuals with life-saving skills to react in critical situations. Our dedication to education not only benefits staff but also extends to our wider community.

As we reflect on our journey, the theme of "PROMISE" has proven to be more than a guiding force, but the catalyst for transformation and progress. We celebrate the strides made in veterinary care, and look forward to the continued impact we can make on the well-being of pets, the growth of our profession, and the positive influence we can bring to the broader community. NorthStar VETS® remains committed to turning purpose into action, ensuring a brighter future for all those we serve.



OUR PROMISE TO PET PARENTS

24/7 Emergency Availability: We promise to be available around the clock, providing emergency veterinary care whenever your pet needs it, even during holidays and weekends.

Expertise and Specialization: We commit to having a team of skilled veterinarians with specialized training and experience in various fields, ensuring that your pet receives the highest quality care for their specific needs.

Compassionate Approach: We are dedicated to treating your pet with compassion and empathy, recognizing that they are a part of your family, and we will always prioritize their comfort and well-being.

Clear Communication: We promise to keep you well-informed about your pet's condition, treatment options, and prognosis, ensuring you have the information needed to make informed decisions.

State-of-the-Art Facilities: We commit to maintaining modern and well-equipped facilities, utilizing advanced medical technology to diagnose and treat your pet effectively.

Collaboration and Teamwork: We are committed to working closely with you as a partner in your pet's care, and we will collaborate with your primary veterinarian to ensure continuity and comprehensive treatment.

Minimized Stress: We commit to minimizing stress for both you and your pet during visits by providing calming environments, gentle handling, and pain management techniques.

Transparency in Pricing: We are dedicated to providing transparent pricing for our services, helping you understand the costs associated with your pet's care and offering various payment options.

Follow-Up and Support: We promise to provide follow-up care and support, ensuring that you have access to guidance and advice after your pet's visit, whether they're recovering from surgery or managing a chronic condition.

Continuing Education: We commit to staying up-to-date with the latest advancements in veterinary medicine through continuous education and training, ensuring that your pet receives the best care possible.

Efficient Service: We are committed to minimizing wait times and streamlining processes to provide efficient service, recognizing the urgency of emergency cases.

Ethical Practices: We are dedicated to upholding the highest ethical standards in our veterinary care, always putting the well-being of your pet first and foremost.



OUR PROMISE TO REFERRING DOCTORS

Timely Communication: We promise to provide prompt and clear communication about the status and treatment of referred patients, keeping you informed throughout their stay with us.

Respect for Your Expertise: We commit to respecting your knowledge and insights as the primary veterinarian, and we'll actively collaborate with you to ensure comprehensive and coordinated care.

Seamless Referral Process: We are dedicated to making the referral process as smooth as possible, with a dedicated liaison to assist you and your clients every step of the way.

Complete Reports: We promise to provide thorough and detailed medical reports after each visit, outlining the diagnosis, treatment plan, and progress of the referred patient.

Accessibility to Specialists: We commit to offering direct access to our team of specialized veterinarians, enabling you to consult with experts in various fields for optimal patient outcomes.

Continuing Education Opportunities: We are committed to providing educational opportunities for you to expand your knowledge and skills through Social VETworking™ lectures, seminars, workshops, and collaborative case discussions.

Feedback Loop: We commit to actively seeking your feedback on our services and processes, using your insights to enhance the referral experience and patient care.

Recognition and Appreciation: We promise to recognize and appreciate your role in the well-being of your patients, and we'll work to strengthen our professional relationship through mutual respect and shared goals.

Continuity of Care: Ensure smooth transitions of care with follow-up reports and treatment plans.

Case Consultations: Offer consultations for complex cases requiring additional insights.



OUR PROMISE TO EMPLOYEES

Above Average Compensation: We promise to offer competitive compensation packages that reflect your skills, experience, and contribution.

Competitive Benefits: We understand how important benefits are to you and your family. Our commitment is to provide you with several choices that work best for you.

Professional Growth: We commit to providing opportunities for continuous learning and development, including training, workshops, and mentorship programs to help you grow in your career.

Clear Expectations: We commit to setting clear expectations for your role, responsibilities, and performance metrics, helping you understand your impact on the practice's success.

Work-Life Balance: We promise to promote a healthy work-life balance by making workflows more effective so you have more personal time.

Collaborative Culture: We commit to fostering a collaborative and team-oriented culture, where your ideas and contributions are valued, and teamwork is encouraged to achieve common goals.

Open Communication: We commit to maintaining transparent and open communication, keeping you informed about practice developments, goals, and challenges.

Safe and Inclusive Workplace: We promise to provide a safe and comfortable working environment, adhering to all necessary safety regulations and taking steps to ensure your well-being.

Recognition and Feedback: We are dedicated to recognizing your achievements and providing constructive feedback regularly to help you succeed and improve.

Employee Wellness: We commit to supporting your overall well-being by offering wellness programs, access to counseling services, and initiatives that promote physical and mental health.

Long Term Career Planning: We promise to provide equal opportunities for career advancement based on your skills and performance, with a clear path for promotions and increased responsibilities. We align your personal aspirations with the company's growth plans.

Community Engagement and Social Responsibility: We are committed to giving back to the community and encourage employee involvement in social and environmental initiatives through volunteer opportunities and corporate social responsibility programs.



NAVIGATING CHANGE

PAVING THE WAY FOR A BRIGHT FUTURE



2000

Veterinary surgeon, Dr. Daniel Stobie, began his career by traveling to local hospitals performing ultrasounds and surgeries. The practice is named Veterinary Surgical & Diagnostic Specialists (VSDS).



2003

VSDS moved into its first home in Clarksburg, NJ. A 24/7 emergency service was added along with board-certified specialists to offer additional veterinary services.



2007

VSDS earns accreditation through the American Animal Hospital Association (AAHA). A testament to our high level of veterinary medicine and rigorous hospital standards.



2010

Dr. Stobie envisions a hospital where pets could receive care under one roof and renames/rebrands VSDS to NorthStar VETS®.



2011

May 11, NorthStar VETS® grand opening unveils a brand-new, state-of-the-art, 33,000 sq. ft. facility located in Robbinsville, NJ.



2012

Innovations in architecture and building construction earns NorthStar VETS® the Veterinary Economics Hospital Design of the Year Merit Award.



2013

NorthStar VETS® earns the AAHA® Referral Practice of the Year Award, given to just one specialty hospital in all of North America.



2015

October 26, NorthStar VETS® continues to grow with a satellite location in Maple Shade to reach South Jersey pet parents.



2016

NorthStar VETS® becomes NJ's first Level I Trauma Facility Certified by the Veterinary Emergency and Critical Care Society (VECCS).



2017

The NorthStar VETS® Maple Shade satellite earns the Veterinary Economics Hospital Design Merit Award.



2018

NorthStar VETS® earns the AAFP Cat-Friendly Practice GOLD Certification.



2020

On June 1 (despite the COVID pandemic), NorthStar VETS® opens a second satellite location in Brick, NJ to service pets at the Jersey Shore.



2021

NorthStar VETS® opens a 850 sq. ft. radiation oncology suite in the Robbinsville, NJ main hospital.



2023

Setting the stage for a transformative era, NorthStar VETS® elects Arun Jethani as new CEO to drive innovation and growth.

OUR DEDICATION TO CONTINUOUS IMPROVEMENT

We want to express our deepest appreciation for each member of our dedicated team, our loyal clients, and the respected referring doctors who trust us with the care of their patients. Our success is a testament to the collective efforts of every individual involved, and for that, we are truly grateful.

NorthStar VETS® is committed to being the best in our community and focused on what really matters: ensuring exceptional patient care, improving client satisfaction, strengthening partnerships with our referring veterinarians, and building the careers of our team. This year, we are concentrating our efforts on:

- Enhancing communication with clients and referring doctors through a new practice management software (INSTINCT®) with texting capabilities. This allows general practitioners to have streamlined access to their patient reports, labs, and imaging.
- Maintaining our full specialty practice. We are bringing back Dentistry, Dermatology, and Neurology and have recently launched our Theriogenology and Extracorporeal Therapies services.
- Providing more availability for surgery services at our Brick and Maple Shade locations. We are happy to announce a full surgery team providing coverage this Spring.
- Improving our checkout process. We recognize that pet parents' time is valuable and we are making significant efforts to improve discharge procedures.
- Increasing NorthStar VETS® presence in the local community. Every client, patient, referring doctor, and team member is important and we will listen to feedback and improve solutions to assist them. We are also focused on how we can help our local communities outside the walls of our buildings.

We are enthusiastic about the future of NorthStar VETS® and thank you for your unwavering commitment and loyalty. Together, we look forward to continuing this journey of setting new standards in veterinary care.



Daniel Stobie
Founder and Chief Medical Officer

Arun Jethani
Chief Executive Officer

INNOVATION UNLEASHED

NEW VETERINARY SERVICES, UPGRADES AND HOSPITAL ENHANCEMENTS



Anum Ahmed
DVM, DACT (THERIOGENOLOGY)

THERIOGENOLOGY

Reproductive medicine services are now available at NorthStar VETS® for companion animals including breeding management, transcervical insemination, semen freezing and infertility examinations. We also provide medical and surgical treatment for conditions related to the reproductive system including uterine disease, obstetrics and neonatal care. Our Theriogenology Department offers the latest diagnostic, treatment and reproductive medicine techniques and provides neonatal medicine, emergency care and hospitalization through the ER service in our state-of-the-art facility in Robbinsville, NJ.

Dr. Ahmed collaborates with a broad range of veterinary specialists including anesthesiology, radiology, surgery and integrative medicine to ensure patients receive the most comprehensive care possible.



EXTRACORPOREAL THERAPIES

NorthStar VETS® now offers extracorporeal therapies (ECT). ECT refers to treatments where blood is temporarily taken out of the body, treated or filtered, and then returned to the body. “Extracorporeal” means outside the body.

The approach is similar to that used in human medicine, aiming to remove harmful substances or toxins from the pet’s bloodstream.

These therapies are used to support or replace the function of organs or systems, especially when they are not working properly. For example, hemodialysis for kidney failure due to Leptospirosis.

ECT can treat life-threatening toxicities or drug overdose, such as:

- Antifreeze (ethylene glycol)
- Lily intoxication in cats
- NSAIDs such as ibuprofen (Advil, Motrin) and naproxen (Aleve) and veterinary-specific ones such as carprofen (Rimadyl)
- Chemotherapy, seizure medications, and other prescription drugs

ECT can help patients with immune-mediated disease (when the body is attacked by its own defense system), such as:

- Immune-mediated hemolytic anemia (IMHA)
- Myasthenia Gravis

ECT can also be used for severe heart disease, liver failure, and sepsis.



Fabrice Fosset
DVM, MS, IPSAV, DACVECC
(EMERGENCY/CRITICAL CARE)



Christopher W. Shapley
DVM, CVA, CVCH, CVFT
(INTEGRATIVE MEDICINE)

MOBILE ACUPUNCTURE

Dr. Shapley hits the road to provide acupuncture in the comfort of patients’ homes. A branch of Traditional Chinese Medicine, thin needles are inserted into specific points on an animal’s body to stimulate various physiological responses. These treatments are used to alleviate pain, improve mobility, reduce stress/anxiety, enhance healing, and improve overall quality of life for pets. Now available via mobile within 10 miles from our Robbinsville and Brick locations!



NEW TRIAGE ROOM INSTALLATION

Designed to improve efficiency and optimize patient care, our new Robbinsville triage area promotes quick and informed decision-making, timely interventions and improved patient outcomes. Our lobby triage room streamlines the assessment process, and allows for swift and accurate prioritization of patients based on severity of injury/illness.

NEW PRACTICE MANAGEMENT SOFTWARE

We are implementing a new practice management software, INSTINCT®, to elevate the level of patient care. With this platform, staff can gain access to intuitive tools that simplify appointment scheduling, streamline medical records, and facilitate clear communication.

With fully integrated digital treatment sheets, staff can keep track of patient history and treat patients from one place. This new software supports NorthStar VETS® commitment to provide unsurpassed medical care to patients and attentive service to pet parents and referring veterinarians.



CUBEX® DISPENSING MACHINE UPGRADE

NorthStar VETS® introduces the latest enhancements to our hospital CUBEX® system for dispensing medications and supply management. With improvements in real-time inventory monitoring, smart analytics and user-friendly interfaces, our team benefits from a smoother workflow, reduced waste, and enhanced control over supplies.



NorthStar VETS® Specialized Care for Companion Animals

Parents and referring veterinarians are aware of the criticality of having access to advanced veterinary services around the clock. When a medical emergency befalls our furry friends, it can be overwhelming and emotionally draining to navigate the healthcare system, especially if the situation requires specialized care or attention outside business hours.

This brings specialty veterinary hospitals like NorthStar VETS to the spotlight.

NorthStar VETS takes pride in its state-of-the-art facilities and specialized veterinary emergency services offered 24/7 by board-certified veterinarians and highly experienced staff to ensure the best possible outcome for pets. Dedicated to providing compassionate and comprehensive care for companion animals, whether cats, dogs, pocket pets, reptiles, or birds, the team leverages cutting-edge technology and medicine to deliver outstanding service.

Having access to critical veterinary care is one of the primary challenges pet owners face, as most general practitioners are not equipped to handle complex medical conditions, which can be worrisome for pet parents. In order to address this issue, NorthStar VETS offers a wide range of specialty services, including surgery, oncology, cardiology, and neurology.

The organization stands out when it comes to providing seamless access to care even during critical situations, which was demonstrated during the pandemic when the team continued to provide services around the clock, ensuring pets receive prompt and effective treatment.

Daniel Stobie, CEO of NorthStar VETS, says, "Veterinarians are busier than ever, and the problem is now compounded by staff shortage due to the pandemic. Fortunately, we have been able to maintain uninterrupted operations."

NorthStar VETS also offers convenient online services, such as an online pharmacy and chat support, which provide pet owners



“Veterinarians are busier than ever, and the problem is now compounded by staff shortage due to the pandemic. Fortunately, we have been able to maintain uninterrupted operations”

with easy access to prescription medications and expert advice from veterinary professionals.

Veterinary care can be expensive, and many pet owners struggle to afford the cost of treatment, which can be especially challenging for families with limited financial resources or pets with chronic medical conditions that require ongoing care. NorthStar VETS addresses this issue by offering clients access to a range of pet insurance companies and flexible payment options.

In an instance, NorthStar VETS was instrumental in helping a pet parent who came in with their dog with a congenital urinary tract problem leading to continuous urine leakage. Despite the procedure's complexity, the surgeons successfully resolved the issue using minimally invasive techniques, facilitating quick recovery from urinary incontinence so the pet can live an active and healthy life.

The team also provides comprehensive support to pet owners throughout the treatment process. Client care specialists are available to answer questions, provide updates, and support pet owners during difficult times. NorthStar VETS also offers educational resources by hosting social networking events in-person and virtual to keep veterinarians and their staff abreast of the latest developments in the veterinary care space. As part of its extensive educational services, it has launched internships and residency programs for the next generation of veterinarians. Recently, it has also added dialysis and extracorporeal therapy to its offerings.

The NorthStar VETS team understands and promotes the human-animal bond, and they do everything in their power to give pets and their owners as much time together as possible. By providing top-quality veterinary care, it is helping improve the quality of life for pets and their owners alike. **HB**

Today's Veterinary Business

Issue: February/March 2023

PRACTICE OWNERSHIP

Proudly Independent

Meet 10 practice owners who choose to sail alone in a sea of consolidation



One of the nation's largest independent veterinary hospitals, NorthStar VETS® is a paragon of cutting-edge clinical care, progressive values and a workplace culture that leads with customer service. Founded in 2000 as Veterinary Surgical and Diagnostic Specialists by Dr. Daniel Stobie, the practice today employs more than 250 people, including 50 board-certified veterinarians in 18 specialties.

After graduating from the University of Missouri, Dr. Stobie started small (literally out of the trunk of his car), traveling to local hospitals to perform surgeries. He established his first brick-and-mortar hospital three years later, offering 24/7 emergency care and internal medicine and adding specialties over time. In 2011, he opened a 33,000-square-foot hospital in central New Jersey and renamed the practice NorthStar VETS®.

"I envisioned a place where we could do everything under one roof," he said. "By not sending cases away to other hospitals for different specialties, pets could get everything taken care of in one place."

The state-of-the-art hospital has won awards for its green building initiatives and sustainability practices, such as geothermal heating and cooling and the use of reclaimed materials from an old barn on the property.

To make care even more accessible and convenient, Dr. Stobie opened two satellite locations through which NorthStar VETS® doctors rotate, providing consultations, rechecks and emergency care. It's an approach he valued when one of his three children needed treatment at Children's Hospital of Philadelphia® and got follow-up care at CHOP® clinics closer to home.

NorthStar VETS® continually develops new and improved treatment techniques.

"We're always trying revolutionary procedures, innovative therapies and extensive clinical trials," Dr. Stobie said. "These give us new avenues to help animals, and it's really rewarding."

He advises younger veterinarians considering practice ownership to be:

- **Brave:** "If it's in your heart, then get out there and do it, and learn from your mistakes."
- **Patient:** "Slow, controlled growth that allows you to build your reputation is always better than fast, uncontrolled growth, which leads to chaos."
- **True:** "Stay focused on your vision for the future, even when things turn out differently than you planned. If you remember why you first set out to do this, you will always be aligned with your north star."

Dr. Stobie said his practice's independence confers significant advantages.

"We are very entrepreneurial; ideas can be quickly shared, considered and acted upon without layers of corporate bureaucracy," he said. "Further, as a privately held entity, we're able to focus on the integrity of our medicine, not money."



Daniel Stobie
DVM, MS, DACVS
Founder and Chief of Staff



A decade after winning AAHA's Practice of the Year award, NorthStar VETS® returned as a 2023 finalist at AAHA CON™ in San Diego, CA. We were nominated alongside three distinguished veterinary hospitals contending for the title. While the ultimate victory eluded us, the nomination itself was a prestigious honor we deeply appreciate.

The American Animal Hospital Association (AAHA®) holds immense significance as it represents the gold standard in veterinary excellence. The accreditation and standards set by AAHA® align with NorthStar VETS® commitment to providing the highest quality of care and services to our patients. Being AAHA® certified reflects our dedication to maintaining rigorous standards, continuous improvement, and delivering exceptional veterinary care.

These stringent criteria are continuously updated to keep animal hospitals at the forefront of the profession. Only 12-15% of US animal hospitals are certified and NorthStar VETS® is proud to stand with them!

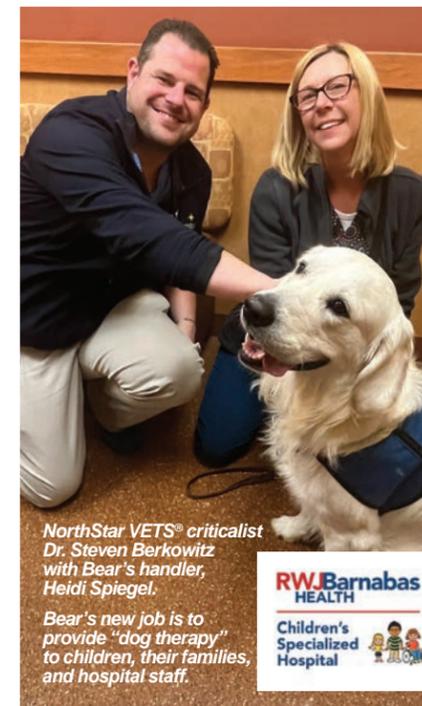


THE POWER OF PURPOSE

GIVING BACK AND CHANGING LIVES

Corporate philanthropy is essential to our identity — reflecting our commitment to social responsibility that goes beyond profit margins. One remarkable event we host every October is the "Blessing of the Animals" honoring St. Francis of Assisi (patron saint of animals). Pet parents gather in our Hope and Healing Garden with their furry, feathered or scaly companions to have them blessed by our local pastor. The ceremony celebrates the human-animal bond and emphasizes the compassion and love that animals bring to our lives.

Another impactful initiative is our dedication to our animal blood bank. We encourage employees and the local public to volunteer eligible pets for donations. Having blood products readily available is crucial when immediate transfusions are necessary. Our in-house blood bank minimizes response time to potentially improve outcomes for injured/critically patients.

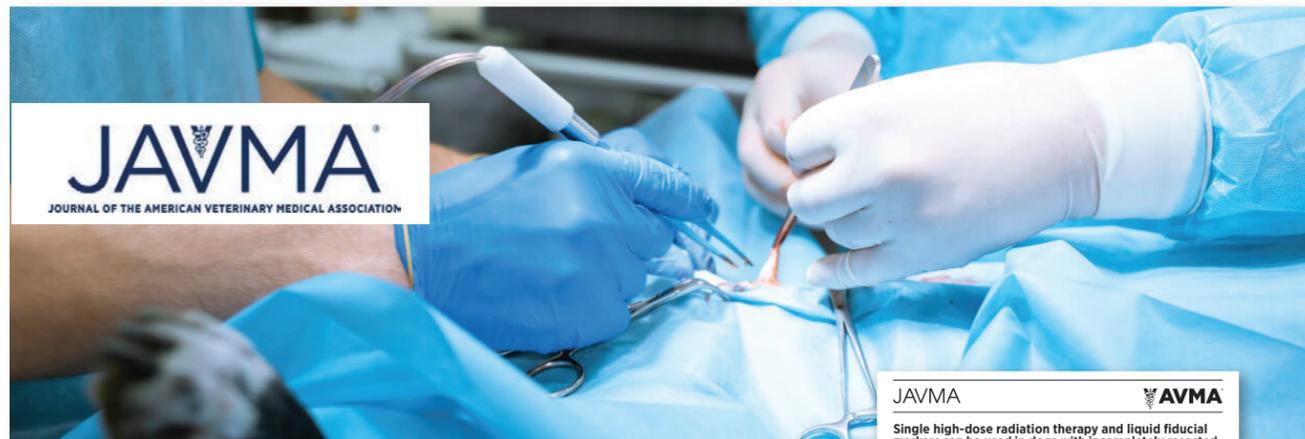


NorthStar VETS® criticalist Dr. Steven Berkowitz with Bear's handler, Heidi Spiegel. Bear's new job is to provide "dog therapy" to children, their families, and hospital staff.



MAUI
CHS / New Brunswick, NJ

BEAR
CHS / Toms River, NJ

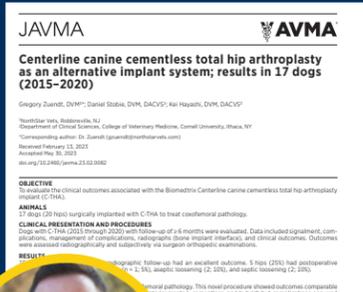


JAVMA
JOURNAL OF THE AMERICAN VETERINARY MEDICAL ASSOCIATION

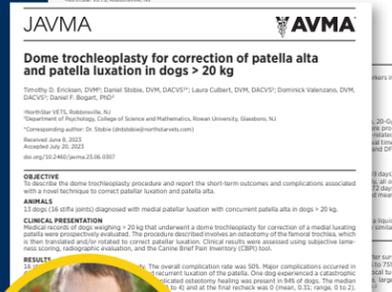
JAVMA AVMA
Single high-dose radiation therapy and liquid fiducial markers can be used in dogs with incompletely resected soft tissue sarcomas

Congratulations to both Dr. Ericksen and Dr. Zuentd on their JAVMA Publications.

JAVMA's mission is to advance the practice of veterinary medicine through curated and peer reviewed clinically relevant articles. NorthStar VETS® is so proud our Surgery Team!



Gregory Zuentd
DVM / Practice Limited to Surgery



Timothy Ericksen
DVM / Surgery Resident

To read complete JAVMA articles, visit: www.northstarvets.com/press-room



Annual Blessing of the Animals

We also support the following programs to address diverse community needs in our area:

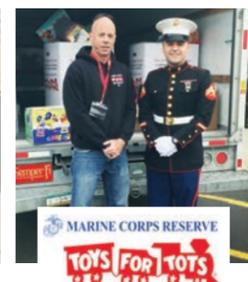
- Toys-for-Tots® official donation locations at all of our sites
- Trenton Thunder® Dog-of-the Day shelter adoptions and "Bark-in-the-Park" family night events
- Allentown Presbyterian Church Pantry (human and pet supply annual food drive)
- Vet-i-Care® (non profit veterinary financial assistance) throughout the year
- Community animal shelter/rescue event sponsorships
- Dedicated veterinary care provider for "Maui" and "Bear" — two full-time therapy dogs at Children's Specialized Hospital



Allentown Presbyterian Church Food Pantry Volunteers



Ann Smith Memorial Blood Bank at NorthStar VETS®



WE NEVER STOP LEARNING

BECAUSE LIFE NEVER STOPS TEACHING



NorthStar VETS® takes pride in fostering a collaborative and knowledge-sharing community and understands that continuing education (CE) is critical for veterinary professionals seeking to remain at the forefront of their profession. Since 2012, our highly successful Social Vetworking™ Lecture Series has provided the perfect opportunity to share medical knowledge, network with fellow colleagues, and foster professional relationships with our referring partners.

Our monthly in-person and online lectures showcase a series of RACE-approved CE events for referring veterinarians and their support staff. Insightful and interactive sessions are purposely designed to enhance clinical skills and discuss the latest advancements in veterinary medicine. Our dinner lectures provides a unique platform to connect with fellow professionals, exchange valuable insights, and strengthen the bonds within our veterinary community.



As an emergency, specialty and trauma hospital, our dedication to patient care also extends to providing advanced veterinary support to our referring partners. NorthStar VETS® offers on-site “Lunch & Learns” to foster professional relationships with veterinarians and their staff. Tailored lectures and breakout workshops not only address specific medical concerns, they encourage an environment of customized learning and shared expertise.



OUR PLEDGE TO TRAINING AND EDUCATION

NorthStar VETS® offers comprehensive training programs designed for educating our employees on the latest industry insights, advanced techniques, and best practices. From hands-on clinical skills to progressive technology, our training initiatives ensure that staff is well-equipped to deliver exceptional care. We are dedicated to ongoing learning opportunities for our team and fostering a culture of continuous improvement and excellence in animal care.



OUR COMMITMENT TO SAVING LIVES NEVER STOPS

RECOVER CPR is the only official veterinary CPR certification recognized by the American College of Veterinary Emergency and Critical Care (ACVECC) and the Veterinary Emergency and Critical Care Society (VECCS).

NorthStar VETS®, is proud to provide our team with the Basic Life Support (BLS) and Advanced Life Support (ALS) Rescuer training workshops. This two step process involves both online and in-person training. Certification is maintained by completing the online recertification course every two years.

AS STATED BY RECOVER®

“RECOVER Certified BLS Rescuers® and RECOVER Certified ALS Rescuers® are prepared for the ultimate emergency through the knowledge and skills required to give their patients the best chance of survival.”



Sarah Turley
 • BS, CVT
 • RECOVER ALS & BLS Instructor
 NURSING TRAINING MANAGER



NORTHSTAR VETS' INTERNSHIP PROGRAM

Veterinary internships, lasting for a standard duration of one year, specialize in either small or large animal medicine and surgery. While not obligatory for veterinary practice, those aspiring to specialize can engage in internships facilitated through a "match" program. In this process, applicants and training hospitals prioritize their preferences, and an automated system efficiently pairs each candidate with the teaching hospital that ranked them the highest.

The most esteemed internship programs are typically affiliated with veterinary medical colleges or large private veterinary hospitals boasting board-certified veterinarians on their staff. These internships are commonly situated in expansive referral centers, exposing interns to a diverse array of challenging cases beyond what they might encounter in smaller private practices. At NorthStar VETS®, our commitment to advancing veterinary careers is exemplified through our internship program. Our hands-on, mentor-guided clinical training, empowers veterinarians to excel in their professional journey.

MEET OUR 2023—2024 INTERNS



Bianca Benfante
VMD
SMALL ANIMAL ROTATING INTERN



Zenobya Clarke
DVM
SMALL ANIMAL ROTATING INTERN



Meg Freedman
DVM
EXOTICS SPECIALTY INTERN



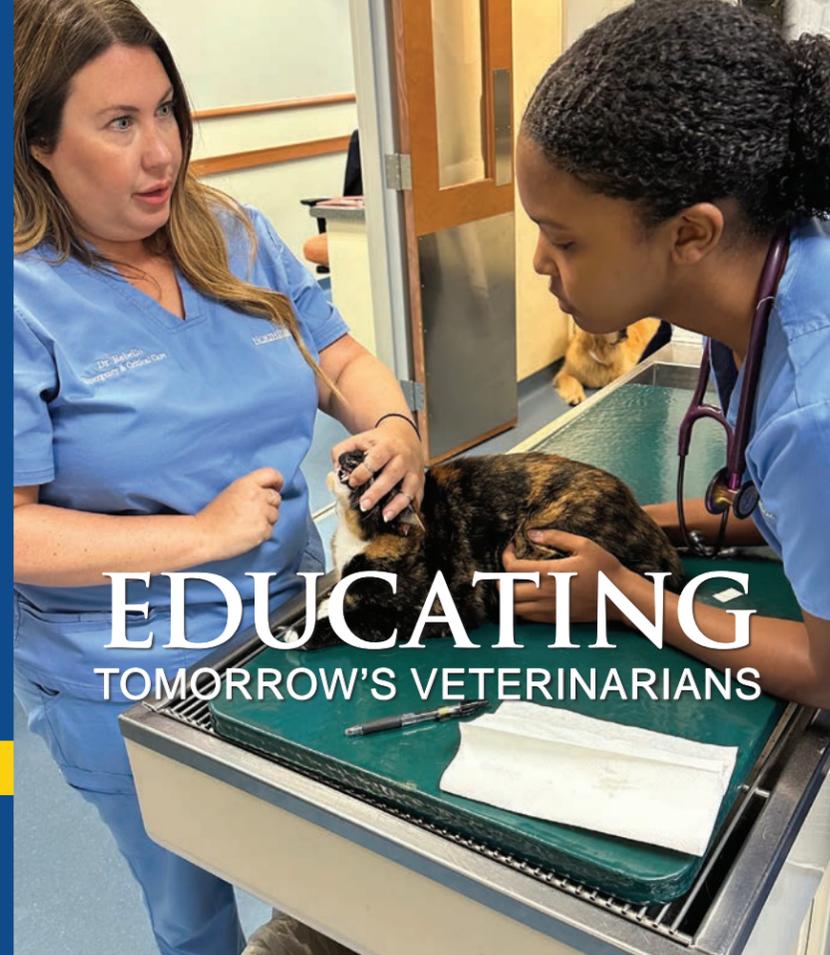
Dara Johnson
VMD
SMALL ANIMAL ROTATING INTERN



Kierra Johnson
DVM, MS, CVA
SMALL ANIMAL ROTATING INTERN



Cristina King
DVM
OPHTHALMOLOGY INTERN



EDUCATING TOMORROW'S VETERINARIANS

2021—2022 INAUGURAL CLASS



CHRISTINE G. STAMBLER
BVETMED, MRCVS
CLINICAL INTERNSHIP
IN SMALL ANIMAL
OPHTHALMOLOGY



GREGORY F. ZUENDT
DVM
CLINICAL RESIDENCY IN
SMALL ANIMAL SURGERY

In 2022 NorthStar VETS® celebrated the completion of our very first clinical internship (Small Animal Ophthalmology) and our first clinical residency (Small Animal Surgery) — helping veterinarians gain board certification in their chosen specialty.

CLASS OF 2022—2023



SHAHLEEN Z. AHMED
DVM
CLINICAL SMALL ANIMAL
ROTATING INTERNSHIP



ALYSHA REIS
DVM
CLINICAL INTERNSHIP
IN SMALL ANIMAL
OPHTHALMOLOGY



ROBERT SANDER
VMD
CLINICAL SMALL ANIMAL
ROTATING INTERNSHIP

VETERINARY EXTERNSHIPS

NorthStar VETS® provides externships for undergraduate pre-vet students, as well as third and fourth-year veterinary students. These opportunities are also offered to students in veterinary technician programs.

Externships provide practical experience beyond regular academic institutions. Invaluable hands-on training enable participants to apply theoretical knowledge in a real-world veterinary setting. Candidates observe and actively participate in various aspects of veterinary medicine, such as clinical examinations, diagnostic procedures, surgeries, and the day-to-day operations of the practice. These experiences are essential for students looking to learn about veterinary specialties. Externships help students make informed decisions about their future careers in veterinary medicine.



DECADES OF DEDICATION

CELEBRATING OVER 20 YEARS OF EXCELLENCE

We are immensely proud of the longevity of our staff, with a significant number of employees reaching milestones of dedicated service. These individuals embody a commitment to our mission and values, contributing their skills and expertise to the growth and success of the company. Our remarkable tenured employees showcase unwavering dedication and serve as mentors and leaders, playing a pivotal role in shaping our culture. The longevity of our staff is a testament to the supportive and rewarding environment we strive to create, where employees find fulfillment in their roles and build enduring careers.



Deon Schroeter
TEAM MEMBER
SINCE 2003



Dr. M. Joy Weinstein
TEAM MEMBER
SINCE 2003



Jessica Pascal
TEAM MEMBER
SINCE: 2004



Dr. Nancy Vail Archer
TEAM MEMBER
SINCE: 2007



Dr. Tammy Anderson
TEAM MEMBER
SINCE: 2004



Beverly Starr
TEAM MEMBER
SINCE: 2007



Dr. Kristina Vygantas
TEAM MEMBER
SINCE: 2005



Marissa Warner
TEAM MEMBER
SINCE: 2008



Gillian Friedman
TEAM MEMBER
SINCE: 2005



Jamie White-Cann
TEAM MEMBER
SINCE: 2008



Michelle Veve
TEAM MEMBER
SINCE: 2006



Joseph Callan
TEAM MEMBER
SINCE: 2008



Dr. Rosalie LoScudato
TEAM MEMBER
SINCE: 2007



Joan Fischer
TEAM MEMBER
SINCE: 2008



OUR C-PETS PHILOSOPHY

For over 20 years, NorthStar VETS® has been dedicated to a singular, essential goal: enhancing the well-being of our patients, clients, family veterinarians and our staff. Our core values guide every aspect of what we do and how we do it, serving as a compass for our actions and defining our identity. These five fundamental principles are encapsulated in our “C-PETS” philosophy:

COMPASSION (C)

We will interact with our clients, patients and community with kindness and empathy.

PROFESSIONALISM (P)

We will conduct ourselves in a moral and responsible manner and treat our clients, patients and colleagues with respect and integrity.

EXCELLENCE (E)

We will provide the highest-quality care and state-of-the-art knowledge in the practice of veterinary medicine.

TEAMWORK (T)

The staff at NorthStar VETS®, along with our clients and their family veterinarian, will work as a cohesive unit by recognizing the equal contributions and value of every team member.

SERVICE (S)

We are dedicated to exceeding our clients' expectations through timely and effective communication, exemplary customer service, outstanding patient care and promoting a learning environment.

THE SECRET LIFE OF OUR AWESOME VETS

Above and beyond caring for sick pets every day, our veterinarians are constantly giving back to their communities in a number of ways.

Dr. Steven Berkowitz *Emergency/Critical Care*

Dr. Berkowitz volunteers with Mickey's Kids™, a nonprofit that connects children in need with service animals. He is also the chief veterinary provider for “MAUI” and “BEAR”, two Golden Retriever therapy dogs for Children's Specialized Hospital. For the animal health industry, Dr. Berkowitz sits on the Diversity, Equity, and Inclusion committee for the American College of Veterinary Emergency and Critical Care (ACVECC). He is also a member of the NJVMA's Educational Committee, as well as serving as a critical care reviewer for VetCompanion® — an online service for veterinary professionals.



Dr. Berkowitz is currently involved in the reviewing process for updating RECOVER® Guidelines to advance veterinary CPR knowledge. In addition to being the staff Criticalist at NorthStar VETS®, he is also the Director of the Ann Smith Memorial Blood Bank. Dr. Berkowitz is certified in Tactical Emergency and Casualty Care through the National Association of Emergency Medical Technicians (NAEMT), qualifying him as a first-responder to mass casualty events involving both human and veterinary patients. He is currently an instructor for this organization as well.



Dr. Christopher W. Shapley *Integrative Medicine*

Dr. Shapley is a member of the Free and Accepted Masons, a community organization that performs charity work, conducts fundraisers and offers scholarships for families/children in need. Dr. Shapley sits on the Board of Directors for the Animal Emergency Fund (AEF), a non-profit that helps pets with life-saving emergency veterinary care. He is also the Director of AEF “Pets of the Homeless” program.

Dr. Kanika Singleton *Emergency/Critical Care*

Dr. Singleton launched God's Soldiers United, a non-profit that aggregates fragmented church/community aid programs (food pantries, womens' shelters, etc.) around NJ. She also commissions urban mini gardens to provide fresh organic fruits and vegetables to communities with limited access or means.



Dr. Andrea Winkel *Avian & Exotics*

Dr. Winkel currently holds a board position with the Association of Avian Veterinarians (AAV), as their Aviculture chair, and is an alternate delegate to the American Veterinary Medical Association (AVMA) Welfare Committee which discusses, drafts, updates policies and standards for veterinarians in the US.

MAKING A BIG DIFFERENCE IN A SMALL WAY

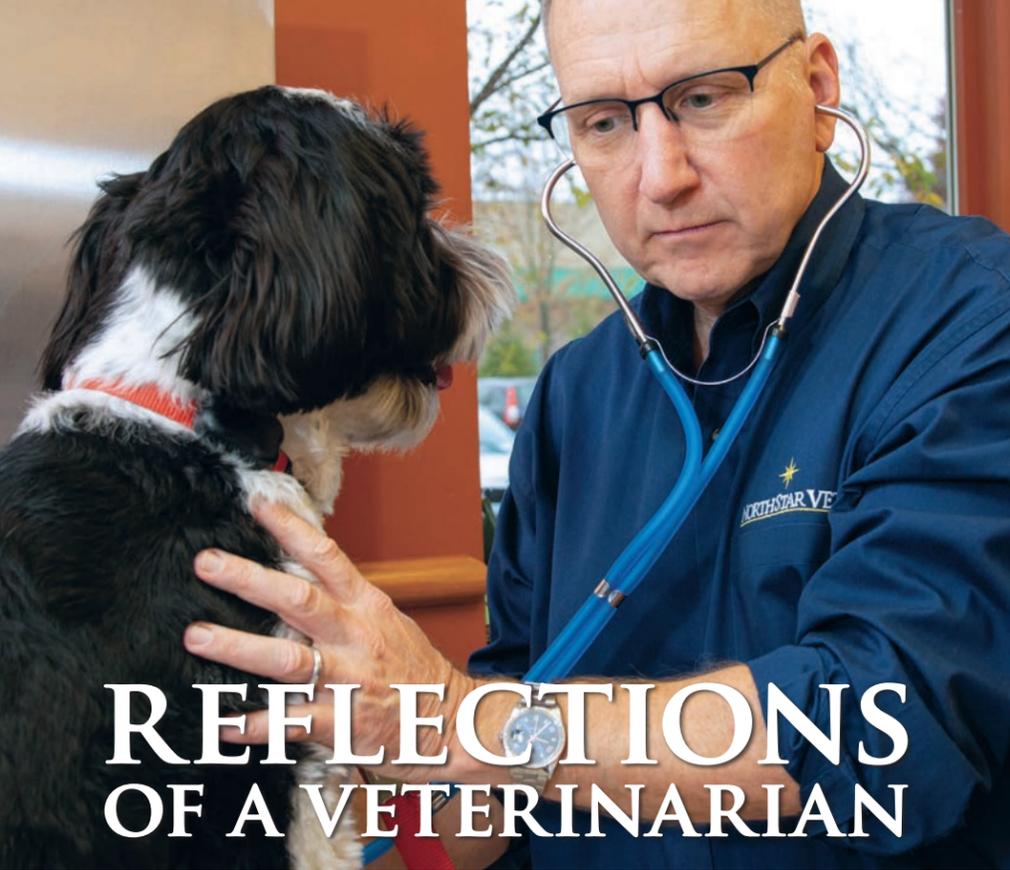
The Girl Scout motto “Do a good turn daily” certainly applies to Mercer County Girl Scout, Emily Rogers. Currently working towards her “Silver Award”, Emily chose to promote our in-house animal blood bank for her action project. The Silver Award is the highest achievement for a cadette — a chance to show leadership and dedication to improving the community.

Emily got her big idea from bringing her own dog “Lexie” to NorthStar VETS® for blood donation. After spending time with our nursing staff, Emily learned about donor eligibility and participated in the collection process. To spread the word about the blood bank, Emily speaks with local groups and businesses to increase awareness and attract new program volunteers.

On behalf of the Ann Smith Memorial Blood Bank at NorthStar VETS®, we extend our heartfelt gratitude to Emily. Her passion and commitment to our cause inspires others to join our mission of saving lives through blood donation and we are truly grateful for her invaluable contribution.



To learn more about our animal blood bank program, visit: northstarvets.com/bloodbank



REFLECTIONS OF A VETERINARIAN

I was recently asked why I chose to be a doctor and the truth is, I can't remember wanting to do anything else. Since I was a child, I've had a deep love and affinity for animals. I was constantly bringing home stray kittens, injured birds, and even once, a snake. I loved biology and science and had a strong fascination with medicine and how the body works – veterinary medicine just seemed to meld all of my interests and passions into one perfect career.

My first job in high school was with Dr. Amy Miller, a small animal veterinarian in my home town. She was a perfectionist and tough to work for, but taught me a tremendous amount. Although she never expressed her feelings, I know she was proud of me. On the day I got accepted into veterinary school, she gifted me a sculpture of a boy looking at his dog entitled "First Meeting", by the artist Dee Crowley. This was to remind me to "always look at the whole animal—never forget how important people's pets are to them, and the connection they have with each other." I still have that sculpture in my exam room and look at it every day. Her advice has served me well throughout my career.

Although it's a tough profession, I truly love being a doctor for several reasons. The days are interesting and no two cases are ever the same—I learn something new in my field every single day. I am very proud of my team and find teaching and mentoring young doctors very rewarding. Being on the forefront of new technologies/medical procedures and compiling data from various clinical trials is also exciting. Having our work published in medical journals and presented at national meetings is pretty awesome too.

It's a powerful feeling to take an ill or injured pet and being able to restore their health, and return them to their family. The pure joy and heartfelt gratitude on clients' faces makes being a veterinarian all worthwhile. After 30 years, I still find veterinary medicine exciting and it's what gets me out of bed every morning.



"First Meeting"
Sculpture by Dee Crowley

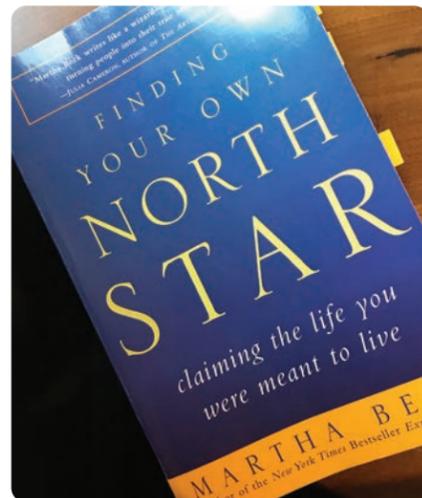
— **Dr. Daniel Stobie, DVM, MS, DACVS**
Founder and Chief Medical Officer



A NEW HORIZON IN VETERINARY CARE:

THE CREATION OF NORTHSTAR VETS®

NorthStar VETS® evolution as an advanced-care hospital began when founder, Dr. Daniel Stobie, launched a mobile veterinary surgery practice in 2000. Due to the demand for this level of specialized care, the practice expanded to a fixed location (Veterinary Surgical and Diagnostic Specialists/ VSDS) in Millstone, NJ in 2003, offering multiple specialties by board-certified veterinarians around the clock, 7 days a week, 365 days a year.



"The tale of NorthStar VETS® began once upon a time... In March 2009, a book titled "Finding Your Own NorthStar," by Martha Beck, inspired me. It's a story about navigating one's own personal journey and how the North Star serves as a beacon of light and guidance for those that are seeking their true direction. It was from this reflection that marked the beginning of a new era for my practice. NorthStar VETS® — VETS is an acronym for Veterinary Emergency Trauma and Specialty Center."

— **Dr. Daniel Stobie**
(Online Interview, 2010)



SET YOUR CAREER COMPASS

FOLLOW YOUR OWN NORTH STAR TO PROFESSIONAL FULFILLMENT

If Veterinary Medicine is your Chosen Path, Then NorthStar VETS® is the Right Destination.

We're continually on the lookout for exceptional team members who share our passion for providing outstanding patient care. NorthStar VETS® is one of the few independently owned emergency, specialty and referral practices in the tri-state area. Our culture is the foundation of everything we do—shaping our values, guiding our decisions, and fostering an environment where everyone can thrive. Built on our promises of collaboration and innovation, we are committed to making a positive impact on the pets we treat.

Career Growth

We understand the importance of continuous development and offer various opportunities for professional advancement and skill enhancement. Our commitment to nurturing talent extends to comprehensive training programs tailored to meet the evolving needs of team members. Through structured mentorship opportunities, specialized trainings, and access to a wide array of learning resources, our employees thrive both personally and professionally.

Transparency

Open and honest communication is encouraged at all levels of our organization. We believe in sharing information, insights, and feedback openly fosters trust, encourages collaboration, and helps make informed medical decisions.

Inclusion and Diversity

Our inclusive environment is one where everyone feels valued, respected, and empowered to contribute their unique perspectives. We strive to build a culture that embraces differences in backgrounds, experiences, and ideas.

Explore a fulfilling career in veterinary medicine with NorthStar VETS®, where your commitment to outstanding patient care is the driving force behind our exceptional team. If you'd like to learn more about career opportunities, visit northstarvets.com or scan the QR code.



SCAN ME



Central Jersey Main Hospital
ROBBINSVILLE, NJ

Built in 2011, NorthStar VETS® is an award-winning, emergency, trauma and specialty referral center with over 250 employees, including more than 50 veterinarians, housed in a state-of-the-art, 33,000 sq. ft. facility headquarters in Mercer County — Robbinsville, NJ.



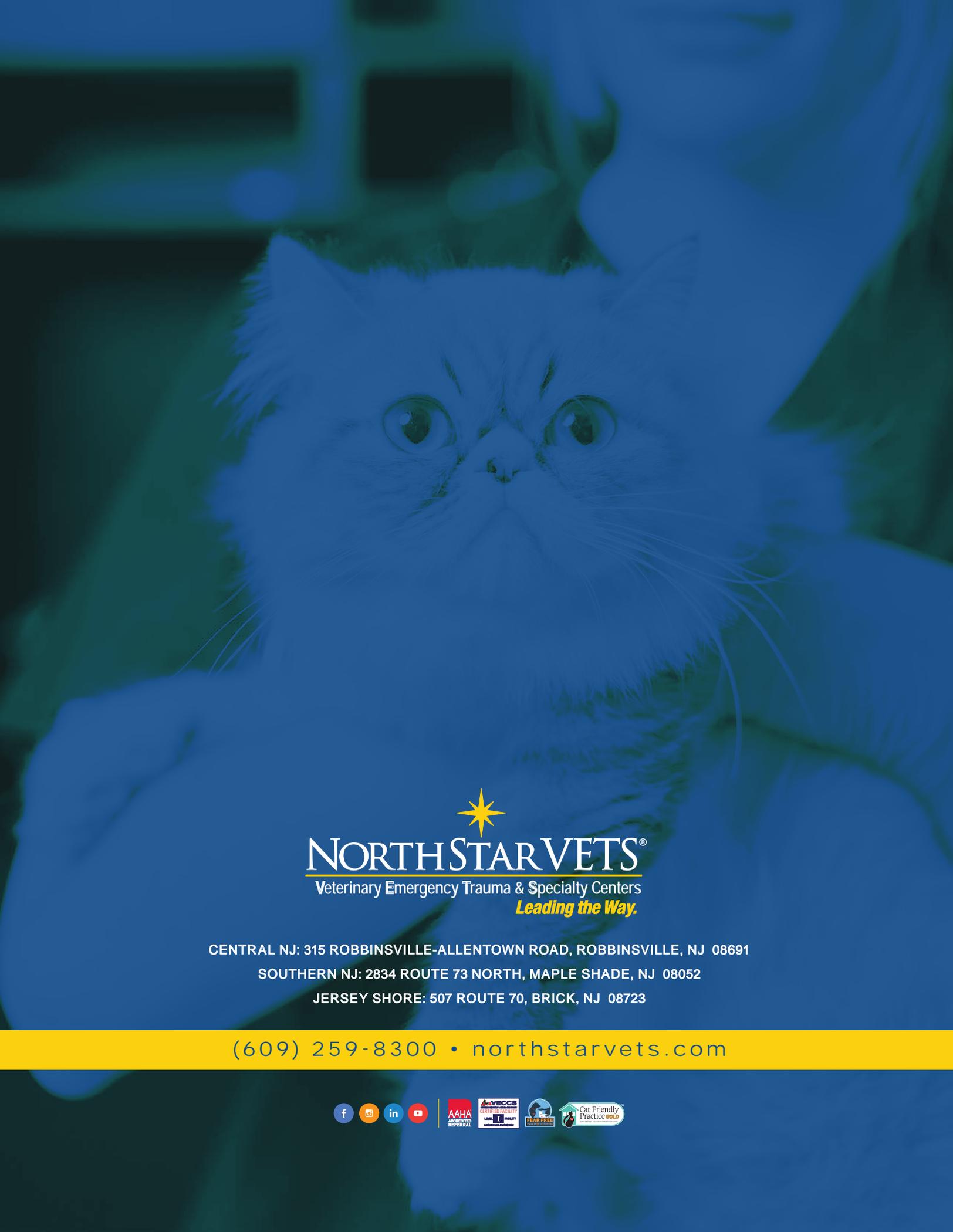
South Jersey Satellite
MAPLE SHADE, NJ

Our Burlington County satellite location is convenience for clients in South Jersey. Built in 2015, this hospital has five exam rooms and an operating suite. This 4,746 sq. ft. facility is centrally located and easily accessible by two major highways — Route 38 and Route 73.



Jersey Shore Satellite
BRICK, NJ

To serve clients near the Jersey Shore, a second 10,000 sq. ft. satellite location was built in Brick, NJ in 2020. This emergency facility allows pet parents to utilize the same veterinarians available in Robbinsville, but with the convenience of an Ocean County location — Route 70.




NORTH STAR VETS®
Veterinary Emergency Trauma & Specialty Centers
Leading the Way.

CENTRAL NJ: 315 ROBBINSVILLE-AlLENTOWN ROAD, ROBBINSVILLE, NJ 08691

SOUTHERN NJ: 2834 ROUTE 73 NORTH, MAPLE SHADE, NJ 08052

JERSEY SHORE: 507 ROUTE 70, BRICK, NJ 08723

(609) 259-8300 • northstarvets.com

