



Bayer Corporation  
P.O. Box 390  
Shawnee, KS 66201-0390  
Phone: 913-268-2000

## News Release

### For more information

Bob Walker  
Director of Communications and Public Policy  
913-268-2577  
[bob.walker.b@bayer.com](mailto:bob.walker.b@bayer.com)

### **Veterinary Medicine Experiences a Changing of the Guard**

*Women veterinarians team up to tackle challenges and develop solutions for profession*

**NEW YORK (Jan. 31, 2005)** — Women continue to increase their presence in various professional schools and practices, and, today, account for nearly one-third of practicing physicians and one-fourth of practicing attorneys. Since 2003, the veterinary industry has seen a tremendous shift with women representing 73 percent of veterinary students and nearly 50 percent of practicing veterinarians. The balance of practices is shifting as well. Women veterinarians are juggling both businesses and personal life, but through a new commitment to mentoring, they are working toward better business practices to help them achieve the balance they crave.

Veterinarians are taught very little about how to run a practice and what business models will help them be profitable without working 24 hours a day. This dilemma plagues all business owners, but in today's modern world, options are available to improve overall business performance. In addition to business tools, women veterinarians are finding mentors help them achieve both career and personal goals.

Advancing the Profession, a summit sponsored by Bayer Animal Health, brought together fifteen women veterinarians from the New York-area in an intimate, interactive professional development event led by Mary Ann Vande Linde, DVM, a nationally recognized leader in the field of veterinary communications. The summit, held in December 2005, imparted valuable business tools essential to successful veterinary practices, and Bayer plans to sponsor five to six more events in 2006 to continue building a mentoring network.

“When I was accepted into veterinarian school in 1976, we had the largest class of women ever, about 30 percent,” said Sally Haddock, DVM, and owner of St. Mark's Veterinary Hospital in New York, who participated in the event. “For several years when I would see clients, they would say, ‘I've never had a women veterinarian before.’ Now my practice has five women veterinarians.”

“Women had few female mentors in this field 20 years ago,” said Vande Linde. “Women veterinarians benefit from female mentors because they have faced similar challenges on both the professional and personal level. There are many valuable tools to be shared, and through summits like these, Bayer is helping women veterinarians connect on this level.”

Joyce Login, DVM, Bayer senior technical services veterinarian, and Lynn Allen, DVM, director, Bayer Veterinary Services, attended the summit on behalf of Bayer Animal Health. Login pointed out that the current structure of the profession could be changed to make work-life balance more attainable.

“The challenge for veterinarians now is to find a model that works,” Login said. “There are many ways to improve the efficiencies of a practice to allow more flexibility but still remain successful. We just need to identify what works for our practice and then feel confident to implement changes.”

“Bayer is pleased to be leading the way in the creation of this summit that will have lasting impact not only on the women who attend, but on the profession as well. It is a life changing experience!” said Allen.

Vande Linde said women are finding successful ways to build their businesses around their personal life and families. She knows one practice owned by two women who work one week on, one week off during the summer to spend more time with their children. Another veterinarian decided to close her office on the weekends, so she could go to her children’s soccer games and dance recitals. She stayed open late one night a week and told her clients that her decision was based on what was best for her family. As a result, her practice grew.

Mary Beth Hamorski, VMD, a practice owner in New Jersey and summit participant, has a large equine business but also sees companion animals. She structured her office hours based on animal type, scheduling horses on certain days of the week and dogs and cats on others. This helped with administration and allows her more time with each patient. Success stories like these are why the mentoring program is catching on with female veterinarians.

The New York event brought together women of various ages and with varied histories and experiences in the veterinary field. By connecting women who have faced or are facing similar challenges, attendees receive practical advice and insight as well as contacts who can continue providing mentoring and support after the meeting. Attendees received contact information for each person at the meeting, and the facilitators encouraged frequent communication to discuss new challenges and difficult situations. The key take-aways from the meeting included:

- 1) You are not alone. Mentors are available and there to help you learn from their experiences.
- 2) You can run your business. If you can perform high-level surgeries and medical procedures, you can run a successful business.
- 3) It is okay to ask for help.
- 4) You decide how you are going to be a leader — in all aspects of life and business.

“Most women veterinarians are relieved to find out their problems are not unique,” said Sally Jackson, a facilitator at the summit. “The summit gave our attendees the tools and the permission to change their systems to a business model that works for them.”

More information about future summits will be available in the coming weeks.

**About Bayer Animal Health**

Bayer HealthCare's Animal Health Division is the maker of Advantage® flea control for dogs and cats and K9 Advantix™, a triple-protection flea, tick, and mosquito control product for dogs. K9 Advantix and Advantage are trademarks of Bayer. The division is a worldwide leader in parasite control and prescription pharmaceuticals for dogs, cats, horses, and cattle. North American operations for the Animal Health Division are headquartered in Shawnee, Kan. Bayer Animal Health is a division of Bayer HealthCare, one of the world's leading companies in the healthcare and medical products industry.

***Forward-Looking Statements***

*This news release contains forward-looking statements based on current assumptions and forecasts made by Bayer Group management. Various known and unknown risks, uncertainties, and other factors could lead to material differences between the actual future results, financial situation, development, or performance of the company and the estimates given here. These factors include those discussed in our public reports filed with the Frankfurt Stock Exchange and the U.S. Securities and Exchange Commission (including our Form 20-F). The company assumes no liability whatsoever to update these forward-looking statements or to conform them to future events or developments.*

###