



Your Success Is Our Business



# Achieve Success



Veterinary professionals face an increasingly competitive business environment brought on by advancements in technology, treatments, and the progression of personal and corporate ownership, practice consolidation and online competitors.

To help you meet these challenges the W&U veterinary business group of certified professionals will support you with business advisory services, communication technology

training, developing your employees and ensuring compliance while managing your day to day business needs.

Ward & Uptigrove currently supports over 400 veterinarians across Canada providing accounting, business advisory services, continuing education programs, personal and corporate tax, and human resources consulting services to veterinarians. We are committed to helping you achieve financial success within your veterinary practice.



## Experience, dedication and commitment specializing in:



Our Accounting group provides specialized business advisory services to veterinarians including

- Annual compliance reporting for financial statements.
- Corporate & personal tax returns.
- Industry benchmarking & forecasting.
- Progressive tax planning.
- Business structure advising & advising on restructuring alternatives.
- Buys & sells of businesses/practices.
- Assistance with valuations of businesses/practices.



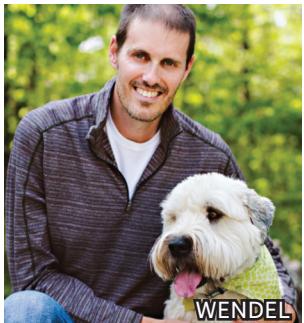
# Veterinary Advisory Group



**Dave LeGault** CPA, CGA  
Counsel



**John Padfield** CPA, CA  
Partner



**Brendan Magee** CPA, CA  
Partner



**Jon Soltys** CPA, CA  
Partner



**Rita Cole** CPA, CGA  
Partner



**Ryan Goetz** CPA, CFA  
Principal



**Jeff Sulemanovski**  
MAcc, CPA, CA Tax Partner



**Trevor Seip** CIB  
Manager Of Bookkeeping



**Jake Heibein** BA  
Accounting Software Manager  
Jake supports clients with their accounting software needs. This includes implementation, training and support. Jake currently is a QuickBooks Desktop and Online Pro Advisor. He is also a Sage 50 and Sage BusinessVision Certified Consultant.



**Leah Frizzle** CHRL  
HR Advisor  
Leah works to ensure veterinarians meet their goals and objectives in regards to their greatest asset; their Human Resources. She works alongside the client to determine the root cause of an HR issue, and to identify the best course of action. She can assist in all areas including recruitment, compensation, employee relations, policy, compliance and terminations.



**Luke MacLennan** CPA, CA  
Wealth Management Advisor  
Luke helps veterinarians and their spouses realize their dreams by identifying their goals and then working with them to create a customized plan that is in step with the strategies being executed by the veterinarian's accountant. When needed, Luke also introduces an IAIC portfolio manager to provide investment management services.



**Hanne Nauwelaerts-Gerber** RCIC, CHRP  
HR Advisor & Immigration Consultant  
Hanne helps veterinarians access international talent when local options are limited. She specializes in supporting clinics through navigating the complexities of hiring and retaining foreign professionals. From work permits to permanent residence pathways, Hanne provides strategic guidance to ensure compliance at every step of the immigration process.





# Ward & Uptigrove

## Veterinary Advisory Group

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