

March 1, 2023

Maryland House of Delegates Health and Government Operations Committee Lowe House Office  
Building 6 Bladen St., Annapolis, MD 21401

Re: Favorable Comments on HB 1388 Labor and Employment ó Noncompete and Conflict of Interest  
Clauses ó Veterinary and Health Care Professionals

I, Paul Repenning, Doctor of Veterinary Medicine, am pleased to submit these comments on Maryland  
HB 1388 to prohibit non-competes in human and veterinary medicine.

I support the proposed rule to prohibit non-compete agreements in veterinary medicine. While I am  
personally not engaged in a non-compete agreement, I have seen how detrimental these agreements are to  
veterinarians, clients and animals.

I am predominantly a large animal veterinarian serving Southern Maryland. For the last 5 years I have had  
the benefit of having a Board Certified Equine Surgeon within an hour's drive of most of my clients.  
During those 5 years I was able to not only refer emergency cases that would have likely perished if left  
on the farm, but also collaborate with him to improve patient care. Countless horses were saved because  
of the accessibility of boarded surgeon.

Recently, he left that practice and is subject to a non-compete agreement. Now, my only option as a  
general practitioner is refer my cases out-of-state to Virginia or Pennsylvania. The daunting drive for  
many of my clients has made referral for advanced (life-saving) care impractical or unattainable.

Forcing veterinarians (especially large animal) out of their practice area creates a huge void in the  
accessibility of veterinarians. Large animal vets are increasingly scarce and when one leaves practice the  
other veterinarians in the area are forced to add to their already overwhelming caseload and emergency  
coverage.

A few years ago, the practice where I work was under contract to be purchased by a large corporate  
entity. One of the conditions of the purchase was that all the associates sign a non-compete agreement  
lasting 2 years. Had I signed the agreement and later decided to leave the practice, I would have been  
prohibited from practicing veterinary medicine in my hometown and even the farm where I live and  
where I was born. From an agriculture standpoint, if that agreement stood, there would have been NO  
veterinarians in St. Mary's County to serve the thriving animal agriculture industry. The impact on animal  
welfare would have only been beat by the impact on food safety.

I urge the members of the Committee, House of Delegates and Senate to please move forward in passing  
this legislation.

Respectfully,

Paul E. Repenning, DVM, MS