

Exhibit 4-3

Compensation Interview Questionnaire

1. What are your work hours?
2. What days do you work?
3. How long have you been working in this field?
4. What are your duties?
5. What percentage of your time is spent doing CEO duties versus practicing veterinary medicine?
6. Are there other corporate officers? What do they do? How much are they paid?
7. How do you determine your compensation during the year? When is it paid?
8. Have you always used the same method of determining your compensation? If not, what changes have you made?
9. What has been the trend of gross income for this practice?
10. Have there been any economic conditions that have affected the growth of the practice?
11. Do you receive a year-end bonus? How is it determined?
12. Do other employees also receive a year-end bonus?
13. Have you personally guaranteed any loans?
14. Has the corporation ever declared a dividend?
15. Are you involved in other businesses? If so, how much time is devoted?