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Sept. 25, 2019 Regional Meeting minutes

The Chicago Dental Society convened its Regional Meeting at the Drury Lane Oak Brook, Oakbrook Terrace, on Sept. 25 at 9:05 a.m. with CDS President Cheryl Watson-Lowry presiding.

Inasmuch as the official minutes of the meeting of April 10 were published in the May/June 2019 issue of the CDS Review, a motion was entertained to dispense with reading them.

MOVED by Scott Smoron, DDS, seconded by Roger Pardon Jr., DDS, and carried to dispense with reading the April 10 minutes at this time.

MOVED by Dr. Pardon, Jr., seconded by Jun Lim, DDS, and carried to accept the April 10 minutes.

There were no reports of the Board, Special or Standing Committees.

There was no unfinished business to report.

There was no new business to report.

Dr. Watson-Lowry encouraged the attendees to visit the exhibitors during the breaks to see what each had to offer. She expressed appreciation to the exhibitors for their continued support.

Dr. Watson-Lowry announced the dates of the upcoming Regional Meetings as scheduled for Nov. 6, 2019; April 15, 2020; Sept. 23, 2020; and Oct. 28, 2020.

Dr. Watson-Lowry invited everyone to attend the upcoming Installation of CDS Officers to be held Nov. 17 at the Four Seasons Hotel, 120 E. Delaware Pl. in Chicago.

Dr. Watson-Lowry added that the election of CDS officers for 2020 would be held at the next Regional Meeting on Nov. 6.

With no further business, Dr. Watson-Lowry called upon the Regional Meeting Program Chair, Jun Lim, DDS, to introduce Wayne Kerr, DDS to present the program entitled "10 Elements for Practice Success."

The meeting was adjourned near 2 p.m.

DRNA offering free amalgam separators to ISDS members

A new EPA rule requires all dental practices to install amalgam separators and recycle the waste annually.

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Keith Suchy elected treasurer of International College of Dentists Council



2004 CDS President Keith Suchy was elected as the 2019-20 international treasurer of the International Council of the International College of Dentists at its meeting in October in Milan, Italy.

The group will celebrate its centennial year in 2020. Well-wishers posted congratulatory messages on the CDS Facebook page item announcing the honor. "Your Loyola class has certainly produced more than its share of leaders

in dentistry. So happy for you!" wrote CDS member Michele Howard Lowe.

Dr. Suchy is a 1982 graduate of the Loyola University School of Dentistry.

"Very well deserved," wrote member Shafa Amirsoltani. Dr. Suchy thanked well-wishers who posted messages on the CDS Facebook page saying "Thank you CDS, and a special thank you to Dr. Randy Grove (CDS executive director) and the entire CDS staff, some of my very closest friends!"

The ICD has 12,000 member dentists from 122 countries. It extends fellowships by invitation only and recognizes a member's "outstanding professional achievement, meritorious service and dedication to the progress of dentistry," according to the organization's website.

Besides work with the ICD, Dr. Suchy also serves as a trustee on the CDS Foundation Board and currently serves as president of the Board of Managers for the CDS Foundation Clinic, located in Wheaton. ■



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Celebrating innovation, camaraderie, diversity

As we prepare to enter a new year, hopeful of wonderful, positive things to come, I regret that I'm writing my last column as president of the Chicago Dental Society.

I have discussed in previous columns the pillars of my 2019 theme – *A Midwinter Mardi Gras Celebrating Innovation, Camaraderie and Diversity*.

The inspiration for diversity is multifaceted.

Early in my dental career I found myself attending a dental meeting regarding legislation about patient care and dental practices. Once that discussion started, nothing else mattered: not my college, not the dental school we went to, not the year we graduated, our practice locations or our cultural backgrounds. All that mattered was that we wanted our patients to receive the proper care.

During the meeting, I realized I was the youngest person there. I chose a seat at the table with a group of older doctors. I then realized I was sitting in on a conversation about ethnicity. One of the doctors spoke about his Greek background, another one spoke about his Italian heritage, yet another spoke about his Irish heritage and so on.

It was at that point I looked around the room and realized I was the only female and the only African American. No one seemed to notice that but me. As someone who is conscious of my own intersectional identity in spaces I enter, it was enlightening and empowering to see them embrace and celebrate their diversity. Diversity in dentistry is evolving.

Thirty years ago, there was more emphasis on male versus female as well as generational and ethnic differences. Now it seems we see diversity in practice models.

Years ago, most practitioners were in solo practice. Some of us still choose to be solo practitioners while others are in a group practice, or in education or work in a corporate practice.

However you choose to practice, it is important to be a part of the conversation, and that means being part of organized dentistry.

No matter how things have changed over the years, the one thing that is consistent is that we need to come together with diverse ideas to improve the profession.

We have to work to fend off those who would jeopardize patient care for profit and regress our practice to a trade or dangerous “do-it-yourself” dentistry for patients.

With all the strife in the world today, it is my sincere hope that we can share ideas – no matter our background, practice model, office location or years of practice – and stand together to support our profession. It is our obligation to let our legislators know our common goals are quality care for our patients and sustainability for all practice models.

If you know of colleagues who have not joined organized dentistry, invite them out to a branch or regional meeting. Allow them to see for themselves and enjoy the camaraderie and diversity of thought that we celebrate at each meeting. To culminate a wonderful 2019, the Mardi Gras theme and to celebrate the holiday season, I am including a recipe for our family's favorite holiday dish – Gumbo! Gumbo is a New Orleans favorite and is historically made of different ingredients from African, Native American and French cultures. It is a great example of how so many different components can come together for an amazing result. Enjoy! ■

Seafood Gumbo

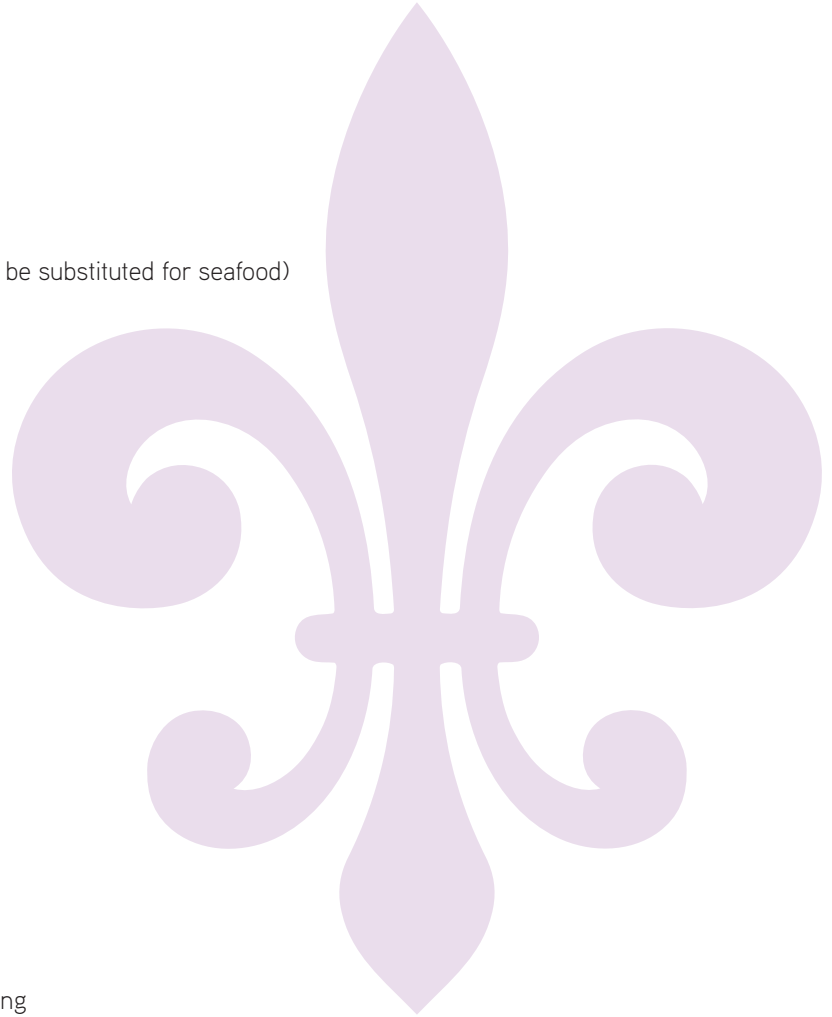
1 pound seasoned cooked chicken
1 pound andouille sausage
1 pound of uncooked shrimp
1 pound of uncooked crab
1/2 cup raw oysters
(2 pounds of your favorite cooked white fish can be substituted for seafood)

VEGETABLES CHOPPED

2 medium onions
1 large green pepper
3/4 cup celery
5 garlic cloves

SEASONING MIX

1 1/2 teaspoons black pepper
2 tablespoons parsley flakes
2 Bay leaves (remove before serving)
1 1/2 teaspoons thyme
1/2 teaspoon basil
1 teaspoon paprika
1 teaspoon onion powder
1 teaspoon garlic powder
Salt to taste
Red pepper to taste
Add 2 tablespoons gumbo filé to pot before serving



The most important ingredient in gumbo is a great roux. To make it, start with equal parts of your choice of oil (vegetable, canola or lard) and all-purpose flour. For this recipe, use 1-1/2 cups oil and flour each. Heat the oil over low to medium heat and add all of the flour at one time. Stir constantly for 45 min. to 1 hour until desired color is reached.

If you see black flecks forming in roux, it is burned and you have to start over.

Add all chopped veggies to roux and sauté until all vegetables are soft (about 5 – 10 minutes).

In a large boiler bring 16 cups total of chicken, vegetable and/or seafood stock to a boil. Add the juice of half a lemon. Slowly add roux containing sauteed vegetables to the stock.

Add all the seasoning mix to stock. Simmer for 45 minutes, stirring occasionally. Then add cooked chicken, cooked sausage and oysters for 15 min. on medium heat. Add seafood (or fish). Cook on medium heat for 15 – 20 minutes until shrimp is done. Stir in gumbo filé. Taste and add salt and red pepper to taste. Serve over brown or white rice. Enjoy!

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Is your practice **READY FOR** **LEGAL POT?**



by Stephanie Sisk

A LONG WITH NEW YEAR'S EVE PARTY CLEAN-UP, THE MORNING OF JAN. 1 ALSO DAWNS THE NEW AGE OF LEGAL RECREATIONAL MARIJUANA USE IN ILLINOIS.

Whatever your views are on marijuana use, this issue will visit your practice in a big way come 2020 and will pack a double-barreled punch: Cannabis affects your patients' oral health and the operations of your workplace and staff.

Bottom line – it's a minefield.

- **Patient use:** All staff members need to know how to recognize and talk with patients about their marijuana use with tact and discretion. Other considerations include whether an impaired patient can provide informed consent and how to approach discussions about the effects marijuana use has on a patient's mouth and overall health.

- **Staff use:** Because marijuana use affects productivity and cognitive function, dentists should review, sooner rather than later, their employment policy manuals and spell out how and when medical marijuana use is permitted and the practices of documentation and consequences for recreational use. A clear and enforced policy – on both medical and recreational use – provides valuable legal protection for your practice, employees and their rights, and patients.

In June, Illinois joined 11 other states in legalizing the sale of recreational marijuana, three

years after giving the green light to medical marijuana. The vote capped a year-long lobbying push by cannabis growers and those backing a part of the bill decriminalizing minor drug offenses in concert with a criminal justice reform movement.

Come Jan. 1, adults over the age of 21 will be allowed to buy up to 1 ounce of marijuana for recreational use at approved dispensaries, a move the General Assembly asserted would raise \$500 million for law enforcement, treatment and drug awareness programs. Medical marijuana can be purchased only through approved dispensaries, and patients need a physician's certification that they have a qualifying condition.

But a "significant difference" in the Illinois law is a "privacy" provision that explicitly allows an employee the right to use marijuana during non-work hours and allows an employee "reasonable opportunity" to challenge documentation and testing done to establish "impairment" on the job, according to an employment law attorney who specializes in marijuana legislation for his firm in Colorado, which led the nation in legalization efforts.

What to do? In a few words: Get organized, before Jan. 1.

"Dentists are in a unique position," said Chris Ottele, an employment law partner at Husch Blackwell law firm in



Marijuana legalization for medical or recreational use introduces new complexities for businesses to navigate when it comes to workplace drug enforcement policies."

– Martin Mucci, president and CEO Of Paychex, Inc.

Denver who is part of a team specializing in issues around marijuana use and employers. "It should go without saying," he said, that employees in health care should not be impaired at work, and Illinois law does specify "zero-tolerance" for recreational use at the workplace.

In Colorado, he said, "there was reasonable concern on the part of employers on how the law was going to impact the workplace" when recreational use was legalized in 2012.

Worried that use – and problems – would spike, Colorado found "that's not happening," Mr. Ottele said. "The big lesson for employers," he said, "is that you already had employees using, whether you knew it or not."

What the law will turn on, Mr. Ottele said, is impairment in the workplace, advancements in testing for marijuana use and enforcement of employment policies.

"Marijuana legalization for medical or recreational use introduces new complexities for businesses to navigate when it comes to workplace drug enforcement policies," said Martin Mucci, president and CEO of Paychex Inc., a New York-based company that handles human resource and insurance needs for businesses. In a Paychex survey of small business owners, more than 30% with fewer than 500 employees reported they are not yet prepared to manage the impact of legalized marijuana.

It may seem that legalization has arrived overnight, but opinion studies show public attitudes toward marijuana have relaxed dramatically in the last 20 years. According to a Pew Research Center survey published in October, 62% of Americans are in favor of marijuana legalization, double the percentage in 2000 (31%). Marijuana use is up too: a nationwide Gallup poll in 2016

Doctor use of marijuana has resulted in discipline

Doctor use of marijuana – off duty – has resulted in some harsh consequences.

After being hired, a routine urine sample taken from a pediatric nephrologist at a hospital in Washington state – where recreational marijuana use is legal – came back positive. She explained she had been using CBD edibles to control menstrual cramping just a few days a month, but state protocol dictated she be reported to the state's physician health program. She was denied the job and faced license suspension, mandatory rehabilitation and then a regulatory hearing.

A California neurosurgery resident who acknowledged smoking marijuana three to four times over a six-month period on her days off was reported to the Medical Board of California back in 2014. She was accused of unprofessional conduct, reprimanded and ordered to undergo an ethics course in 2016 because she did not hold a medical marijuana card.

And in Massachusetts, a change.org petition directed at the Federation of State Physician Health Programs was launched to protect doctors who use marijuana "safely," though spirited debate continues on safe levels and how to define impairment. Understanding or even knowing what are safe limits, as well as frequency and long-term use of marijuana and its effects on attention, executive function and cognitive performance, has not been established clinically.

A compelling blog exploring some of the issues around doctor use of marijuana can be found at on.cds.org/kevinmd.



The safety of workers and the public must be central to all workplace policies, and employers must clearly articulate that legalization of marijuana for recreational or medical use does not negate workplace policies for safe job performance.”

Guideline published by the American Association of Occupational Health Nurses and American College of Occupational and Environmental Medicine

found that 13% of U.S. adults said they use marijuana – up from 7% in 2013.

Cultural pivots often are slower for federal law and employers, however.

Federal law still defines marijuana as a controlled substance and use is against the law, but there’s a ceasefire of sorts between federal enforcement and states that have legalized medical and recreational use as long as individuals adhere to state laws and don’t engage in interstate commerce. Since 2014, Congress must vote on a budget amendment that prohibits the Department of Justice from using funds to prevent states from implementing their medical marijuana laws, but it must be taken up for a vote annually so its future is always uncertain.

A major obstacle – for law enforcement as well as employers – is the lack of a test that reliably establishes marijuana’s presence and the lack of any pharmacological standards for marijuana impairment. “There’s no Breathalyzer for marijuana,” Mr. Ottele said. In fact, available testing today can’t distinguish whether marijuana use was yesterday or a month ago. When Colorado legalized recreational marijuana seven years ago, “we were told a test was coming. We’re not even close to it,” Mr. Ottele said.

THE PATIENT

What is not in doubt, however, is the effect marijuana use has on oral health, including xerostomia and an uptick of caries, according to various studies reported by the ADA. Additionally, irritation, edema and erythema of the oral tissues have been reported. And some studies have linked a correlation between marijuana use and the risk of periodontal disease. The high intraoral temperatures from marijuana smoking

also causes cellular changes and changes in oral tissues, though research continues to establish a verifiable link.

To provide some guidance, the American Dental Association produced a webinar in September on marijuana use by patients that dentists will find helpful: on.cds.org/adawebinar.

What is important, however, is that discretion is needed in the dental office to discuss marijuana use with patients.

The *American Student Dental Association News*, in an October 2016 article, zeroed in on dentists treating and discussing marijuana use with patients.

The article cited a 2016 study in the *Journal of the American Dental Association* that stated, “It is important for the dentist to separate moral judgment from the ethical need to provide adequate care to the patient. It is not appropriate to consider cannabis use along a contraindication to dental care.”

Peter Bradford, PhD, who teaches dental pharmacology at the University of Buffalo School of Dental Medicine, was interviewed for the ASDA article, and stressed that whatever dentists might think of marijuana use, their empathy and professional obligations should guide their discussions: “It is the obligation of the dental specialist to educate patients even with potentially difficult subjects. If a patient does speak of cannabis use, it is important that all dental professionals acknowledge in a non-judgmental manner that a patient has disclosed sensitive information about their life regarding the use of a controlled substance.”

Informed patient consent is another troublesome factor, Dr. Bradford said. Can a patient under the influence “truly consent to an irreversible procedure like

an extraction?” If there were issues about a procedure, a patient could claim he or she didn’t understand the treatment.

In a study by the American College of Dentists, two possible and helpful responses were suggested to dentists treating a marijuana user:

- “While the science isn’t conclusive, I don’t believe it’s a good idea to treat someone who is high. Let’s see if we can work together to schedule appointments when you do not have marijuana in your system. If you will be unable to come to dental appointments without smoking marijuana, I will be unable to provide your care. I want to make sure that your treatment is as safe as possible. What do you think?”

- “If it is simply not possible for you to show up for appointments without smoking marijuana, I will try to work with you. Please keep me informed about your intake. I will closely monitor some important medical signs to ensure that your dental care is as safe as possible. With that said, I am going to insist that you have a companion here to help you get home safely. We also have to make certain that you’re absolutely clear about the treatments, the options, the risks and the alternatives and any possible changes we anticipate.”

For dentists, another complicating element is there is no reference guide to consult to know the exact pharmacological implications of marijuana and all its varieties, leaving it difficult to judge effects and potency. (See sidebar.)

THE OFFICE

Beyond the complexities of marijuana patient care is how to ready your dental practice and staff in a way that balances an employee’s rights with the dentist’s

right to control and protect the practice.

To achieve that aim, Mr. Ottele said practices should update their employee manuals so that rights, responsibilities and consequences are clear to everyone regarding both medical and recreational marijuana use.

Practices should be looking over their

policies, Mr. Ottele said, and updating them as needed so they dovetail with Illinois law. He recommends supervisors and leaders meet to “get on the same page” on “practices and policies” that document impairment and next steps so the office applies policies consistently and legally. Supervisors should under-

stand that employees, by Illinois law, must be given the chance to explain their documented behavior before a decision on discipline or termination.

Recommendations by the American Association of Occupational Health Nurses and the American College of Occupational and Environmental Medicine put the top concern squarely on safety.

“The safety of workers and the public must be central to all workplace policies, and employers must clearly articulate that legalization of marijuana for recreational or medical use does not negate workplace policies for safe job performance,” the guidance states. “This changing environment surrounding marijuana use requires close collaboration between employers. . . and legal experts to ensure workplace safety is not compromised.”

For states with a head start, the road has been fairly smooth. According to the office manager of a California dental practice interviewed for the Paychex survey, patients occasionally show up high, but the office policy restricting employees from arriving at work under the influence of marijuana remains intact.

Nicole Corvello, a registered dental assistant and office manager at William Hummer, DDS, in San Leandro, said, “When it comes to our employees, we follow the rule that if you can’t work and drink alcohol, you can’t work under the influence of marijuana. It remains our office’s position that what people choose to do on their own time is their business.”

Mr. Ottele concurred: “There was reasonable concern on the part of employers on how the law was going to impact the workplace” when recreational use was legalized in Colorado in 2012.

Worried that use – and problems – would spike, Colorado found “that’s not happening,” Mr. Ottele said. “The big lesson for employers,” he said, “is that you already had employees using, whether you knew it or not.”

He likens marijuana to alcohol use: both are legal to consume but are not permitted in the workplace. The struggle, he said, is the need for training and monitoring guidelines for supervisors who document impairment.

Difficult to judge effects and potency

It is a simple call for a dentist to recognize a patient or staff member who may have had too much to drink. Likewise, someone consuming alcohol has an understanding that the amount, strength and other factors such as food intake and even mood all affect intoxication levels.

But the effects of marijuana are a different matter and that is because there is such a wide range of factors to consider and no standardized measuring involved that dealing with marijuana use is such a tricky issue for dental professionals.

In a 2015 article published in the *Journal of Occupational and Environmental Medicine*, the article’s co-author, Robert Goldsmith, a pharmaceutical industry professional, noted that impairment from marijuana use, including the duration and severity, is dependent on a number of factors.

For instance, how the drug was used has an impact. Smoking marijuana has a more immediate effect than consuming edibles. And the person’s history of using marijuana also impacts the effects, with heavy users not feeling its effects as strongly as someone not used to using it.

“The subjective ‘high’ and associated impairment begins rapidly as well, within minutes of the initiation of smoking when blood levels are rapidly falling and THC is distributed into the central nervous system,” according to a 2015 guidance statement from the American Association of Occupational Health Nurses and the American College of Occupational and Environmental Medicine.

The guidance also points out that for smoked marijuana, “subjective impairment begins soon after smoking initiation and peaks in about one hour and lasts three to four hours after smoking” and that some studies suggest that measurable impairment lasts approximately six hours.

Impairment can vary from the occasional user and the heavy user, but whether that impacts safety is still under review, the guidance indicated.

“There is good evidence that chronic frequent marijuana users exhibit less impairment from acute THC than do occasional users, but the degree to which impairment is mitigated in safety-sensitive activities is unclear,” the guidance stated

“It’s very difficult to standardize a medical marijuana dose, especially if the marijuana is smoked,” Goldsmith said. “There are inhalation factors – how deeply the marijuana is inhaled, how long it’s held. Is one puff equivalent to another puff?”

Another issue is the level of tetrahydrocannabinol (or THC, the primary psychoactive component of marijuana) in the marijuana.

“Marijuana can be up to 30 times stronger than it was 20 years ago, and one cultivator versus another could be hugely different in the strength of the marijuana,” said Christine Clearwater, president of the consulting firm Drug-Free Solutions Group LLC, said in the JOEM article. “The reason is, there are no set controls or standards. It’s like the Wild West right now.”

—by Joseph DeRosier

Having such policies on the books will be a dentist's best protection, said Jennie McLaughlin, an attorney and director of compliance at CEDR, a human resources and benefits company that works with health care providers.

What she and others have found is that marijuana use falls under existing employment policies that prohibit "impairment" at work. Typically, employment manuals prohibit any kind of impairment that affects employees' ability to safely do their job, Ms. McLaughlin said. Policies on smoking and perfume – odors that providers often ban because of some employees' close contact with patients – also would take in clothing that smells like marijuana.

Ms. McLaughlin said CEDR has received far more calls for guidance about alcohol use than marijuana since legalization efforts started. A pitfall to avoid is for a doctor, she said, to "demonize" use by an employee – particularly for medical marijuana – or "overreact" and fire an employee who is legally entitled to use

marijuana during non-work hours.

Employee policies should be updated to allow "reasonable accommodations" for medical marijuana, such as requirements for physician documentation and a thorough understanding of side effects that could affect performance on the job for medical marijuana or any other prescription medicine.

Ms. McLaughlin does advise dentists to specify in their policies that written documentation of signs of impairment will be collected, symptoms like red eyes, poor agility or unfocused behavior, that affect job performance. Drug testing is the next step and should be spelled out in the policy as well.

"A test doesn't prove impairment," she said, "but it is added evidence. Get the test to back you up."

Illinois' law also specifies that employees have a "reasonable opportunity to contest" the basis for an employer's decision to take action – including discipline – for being impaired at work or after a positive drug test. No other

state includes such employee protection.

A productive approach, Ms. McLaughlin said, is for the doctor to have a meeting with employees – just 10 minutes will do – to spell out policies concerning impairment on the job. A meeting – rather than a memo – can spell out personal expectations for the office and allow employees to ask questions.

With time, Ms. McLaughlin said, employers will receive better guidance as science develops a useful drug test for marijuana and as court rulings clarify employment rights and responsibilities. ■

Stephanie Sisk is the CDS Assistant Director of Communications.

Illustration by smartboy10 / istockphoto.com.
photo by GeorgePeters / istockphoto.com.

What is CBD and what's with the hype?

CBD stands for cannabidiol, an active ingredient of cannabis plants, and is derived from the hemp plant, a cousin of the marijuana plant. While a natural marijuana component, CBD does not cause a "high" like marijuana's other psychoactive chemical ingredient, THC.

CBD can be purchased legally in the United States, though some states have restrictions. In 2015, the Federal Drug Administration approved research trials to collect more information, but the health and wellness industry has touted CBD as a treatment for a variety of health issues, like anxiety, insomnia, pain and inflammation. CBD has been found to be particularly useful treating a specific type of childhood epilepsy.

Oil and creams are made with CBD oil, and its derivatives can even be added to coffee and smoothies.



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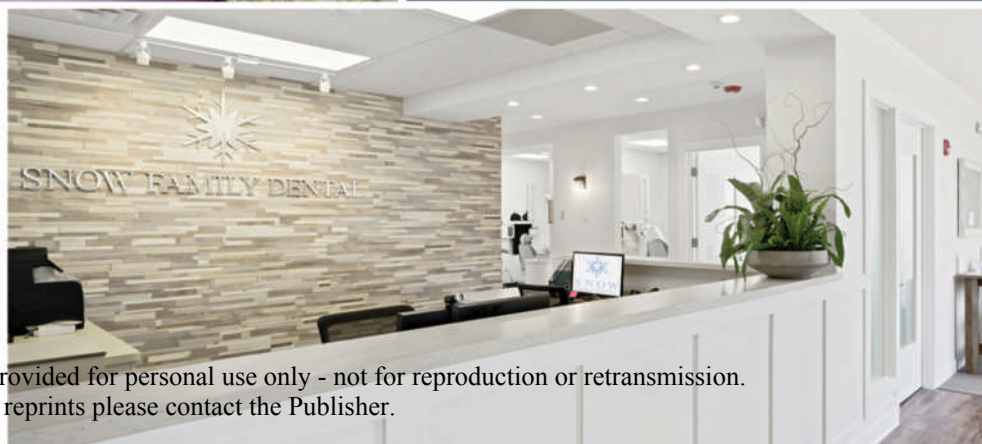
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by Will Conkis

THE 2019 AMERICAN DENTAL ASSOCIATION HOUSE OF DELEGATES IN OCTOBER OVERWHELMINGLY SUPPORTED ENDING DUES DISCOUNTS FOR LIFE MEMBERS AND REDUCED DISCOUNTS FOR NEW DENTAL SCHOOL GRADUATES.

Unless the 2020 HOD reverses the action, the changes will take affect at the end of HOD business next year in Orlando, FL.

Life members receive a 25% discount. Under the change, recommended by the

Council on Membership, the life members will pay full dues starting in 2021.

The new graduate dues reduction program would be dropped to two years instead of four years.

“This scenario would change the reduction for second year after graduation from 25% to 50% and eliminate the 75% reduction for third year after graduation,” the report of the council states. “This would mean the dues for first year after graduation remain at zero; a change in the dues for second year after graduation to 50% of full dues; and the third year after graduation resulting in a full dues payment.”

The resolution taking away the reduced dues for lifetime members drew considerable scrutiny, both in favor and against the change.

It drew more attention in the Budget,

Business, Membership and Administrative Reference committee hearings than the changes in dues for new graduates.

Many active life members at the hearing and on the floor of the House said the ADA staff should be better budget managers and look to cut costs elsewhere.

However, many active lifetime members and members from other age groups supported killing the discount dues for lifetime members to ensure the financial future of the ADA.

While the reduction of discounts for new dentist dues did not receive as much attention as the elimination of reduced dues for lifetime members, the supporters of revamping the new dentist discounts also cited fiscal responsibility as sufficient reason to reduce the new dentist dues discounts.

Supporters of restructuring or elimi-

nating some of the discounted dues pointed to the presentation and data presented to the House by Treasurer Ted Sherwin to prove their case for making changes.

While discounting dues is credited with stabilizing membership numbers at a time when the ADA market share was declining regularly, the discounts had a negative impact on financial stability, according to the report.

Dr. Sherwin added that the ADA is not in peril.

“We have strong reserves, no debt, and have generated consistent operating surpluses over the past several years. Our two key challenges are declining full-dues members and low revenue,” Dr. Sherwin said.

According to the report, net operating income (before surpluses were transferred to reserves) was \$10.9 million in 2013. In 2018, that number dropped to less than \$500,000, with no surplus. In that same period, the non-dues revenue grew modestly while revenue from dues dropped nearly 1%.

But the 2020 House may be revisiting the issue based on a request by the committee.

“The Reference Committee recognizes the life-long contributions of active life members, both to the ADA

and to the profession. The Reference Committee strongly encourages staff and the Council on Membership to mitigate the impact of this resolution on members,” the Reference Committee recommended in its report to the House

on the average of the Consumer Price Index for the previous five years could be brought to the House every year for consideration. Each House can approve or reject the proposed increase. There was no opposition to this plan, designed to stabilize income from dues. ■

Will Conkis is the CDS Director of Publications.

Charts and data from the ADA Treasurer’s Report to the House of Delegates

ADA DUES WILL GO UP \$11 IN 2020

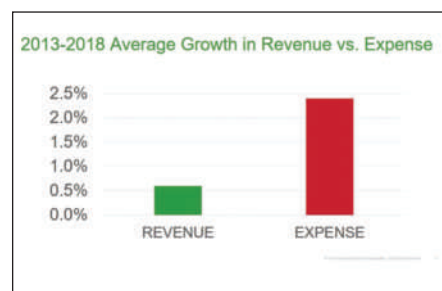
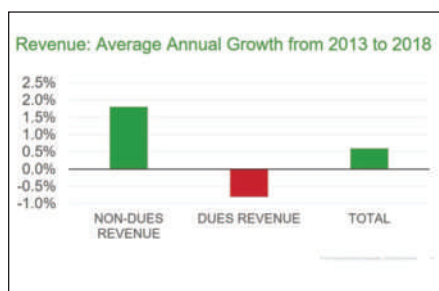
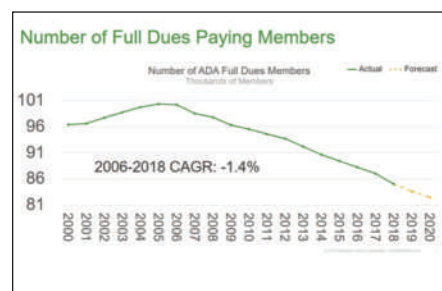
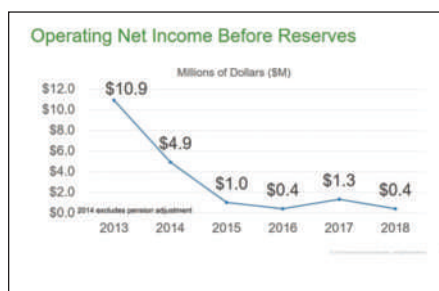
In September, the House of Delegates approved increasing 2020 dues by \$11.

The increase brings annual dues to \$565. The House Budget Reference Committee supported the increase. The committee heard no testimony regarding the dues increase during hearings on the budget.

No opposition to the increase was voiced in the House prior to the vote on dues.

Also, the House closed business with a balanced budget for 2020: \$133,319,000 in revenue, including dues and non-dues income, and \$133,286,000 in expenses. The budget was approved without opposition.

The House also approved a long-range plan for dues increases every year. Starting in 2021, a dues increase based



Dentist Prayer no longer part of ADA policy

In 1991, the House of Delegates adopted a resolution making The Dentist’s Prayer a policy of the ADA.

The 2019 House rescinded the prayer, written in 1991 by ADA member Joseph Kalil of Massachusetts. The resolution rescinding the prayer came from the Board of Trustees.

“Best practices suggest that religious diversity must account for those with different beliefs, as well as those who are not religious. Given this, it is imperative that the ADA take a neutral role in regards to upholding any policy related to a particular religion.

“A neutral policy stance ultimately positions the ADA to appeal to the broadest range of members and potential members with varying beliefs, mindsets and expectations. In light of this, the ADA Diversity and Inclusion Committee questioned the role of faith and religion in the association and also discussed the appropriateness and necessity of prayer in a health professional organization.

“Sentiments from this discussion led the committee to evaluate The Dentist’s Prayer. Upon thoughtful consideration, the committee believes that rescission to this policy will intentionally cultivate a more inclusive environment. Therefore, in support of the Commit-

tee’s findings, the Board of Trustees recommends rescinding The Dentist’s Prayer from ADA policy,” the resolution states.

The Budget, Business, Membership and Administrative Committee heard limited testimony for and against the repeal. Underlining the opposition was a feeling that rescinding the resolution was unnecessary and overreach.

The House adopted a resolution recognizing a moment of reflection at the start of any ADA meeting as appropriate.

THE DENTIST’S PRAYER

*Thank you, O Lord, for the privilege of being a dentist,
 For letting me serve as your instrument in ministering to the sick
 and afflicted,
 May I always treat with reverence the human life which you
 have brought into being and which I serve,
 Deepen my love for people so that I will always give myself glad-
 ly and generously to those stricken with illness and pain,
 Help me to listen patiently, diagnose carefully, prescribe consci-
 entiously, and treat gently,
 Treat me to blend gentleness with skill,
 To be a dentist with a heart as well as a mind.*

Spooky Zoo

Volunteers from the CDS Communications Committee distributed more than 3,000 toothbrushes and tubes of toothpaste to ghouls, goblins and their parents Saturday, Oct. 26, at Lincoln Park Zoo, which estimates 30,000 attended the event.

Photos by Emily Cikaneck. See more photos at on.cds.org/photos.







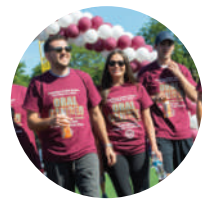
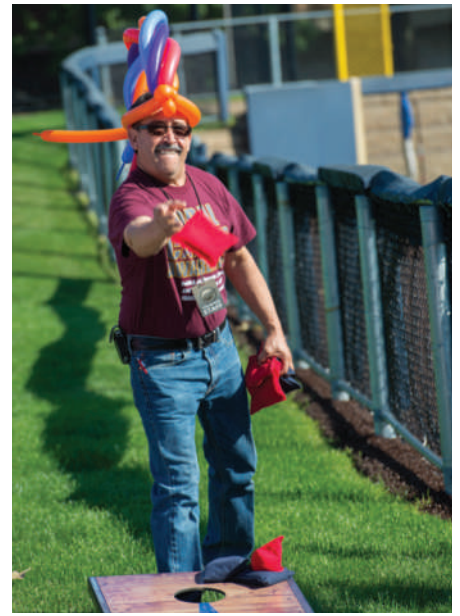
Photos by Jose Torres

THE THIRD ANNUAL ORAL CANCER FOUNDATION'S CHICAGO WALK IN MEMORY OF SUSAN CHANG was held Sept. 14 and drew more than 120 participants to the Les Miller Field at Curtis Granderson Stadium (UIC Baseball/Recreation fields). Free oral cancer screenings were provided by volunteers from the University of Chicago School of Medicine.

Participants enjoyed yoga, picnic games and a 5K walk all while raising money for the Oral Cancer Foundation. CDS member Josephine Chang Pallotto started the walk in honor of her mother, Susan Chang, who lost her life to a rare form of head and neck cancer.

The money raised by the walk enables OCF to invest in new research, create educational programs, advocate for public policy and support oral cancer survivors. To learn more, contact Dr. Chang Pallotto at josephine.ocf.il@gmail.com. Individuals can still donate to this year's walk until Dec. 31 at on.cds.org/OCF-donate. ■







PRACTICE SMARTS by Joanna Brown

Write to Ms. Brown at joanna@tjbrown.com.



Photo by Martinns /istockphoto.com

Happy patients make for enjoyable workdays for all

I'VE YET TO MEET A SMALL BUSINESS OWNER WHO DOESN'T SWEAT THE BUDGET. The challenge to work among skilled staff members and provide high-quality care to your patients without breaking the bank is constant.

Marketing to new patients is costly, too, but happy patients can keep that cost down. Invest in an exceptional patient experience and let word-of-mouth marketing grow your practice. Happy patients become brand ambassadors whose endorsements are worth more than any ad you can buy.

As evidence, international marketing and sales software giant Hubspot Inc. surveyed 1,025 service professionals from

the United States, United Kingdom, Canada and Australia. Nearly 90% of respondents reported that customers are more likely than ever to share positive or negative experiences with people around them. They write reviews online and share personal stories that serve as testimonials and attract to your practice new patients in search of an equally satisfying experience.

A similarly overwhelming majority of respondents (88%) agreed that customers have higher expectations now than in the past, and 76% of respondents said customers are smarter and more informed than ever before.

Like it or not, your patients' opinions are sought out by their peers. More than 85% of survey respondents considered reviews and recommendations from people they know to be more trustworthy than advertising and case studies. Like marketing materials, case studies are considered company-created; in contrast, reviews are organic, coming directly from your patients' first-hand experience.

Your patients' customer service experience is a great area to consider in your New Year's resolutions because small improvements pay dividends. Start by objectively assessing the customer service protocols in your office; collect feedback from a representative sample of your patients. Find a way to organize their responses so that you can identify strengths and weaknesses in your customer service habits.

Focus on the trends that arise in the feedback – the comments that come back over and over again – without getting hung up on the outliers. No person or department can leave every patient 100% satisfied every single day. It is unrealistic to expect perfection.

"Anecdotal, one-off feedback provides a poor foundation for understanding customer experience across the board," Hubspot reported in its survey report, *The State of Customer Service in 2019*. While 58% of participating companies survey their

customers to get feedback, only 17% of companies have a process in place for collecting and organizing such feedback. "Companies that don't have systems in place to collect reliable data run the risk of making poor business decisions that compromise the customer experience."

While you are collecting feedback – but before you implement any changes – work with staff to learn more about customer service trends in your profession and your community. Customer service teams surveyed by Hubspot report the two best ways to learn about new service strategies are conferences (45%) and peer relationships (43%).

Seek out opportunities for your team to ask questions and learn more at meetings of your local dental society, your Chamber of Commerce, local civic organizations like Rotary Clubs, and your alumni association. Or bring it up the next time you have lunch with your friends from dental school.

Listen to the customer service success stories and failures experienced by other small business owners and consider how they might be applicable in your office. Happy patients help everyone to enjoy the workday more. ■

Your patients' customer service experience is a great area to consider in your New Year's resolutions because small improvements pay dividends.

The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society. CDS presents Practice Smarts, a column addressing practice management issues dentists and staff members experience in the office. Practice Smarts is prepared by Joanna Brown, a freelance journalist. Email suggestions for topics to be covered to joanna@tjbrown.com.

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Legal issues that every dentist should know



illustration: cfrcevetlor/stockphoto.com

It is year's end, so let's recap some legal issues that impact the dental practice:

Offering a patient a refund is not an admission of liability.

The legal myth persists that giving money back to a disgruntled patient is an admission of liability. It is not.

The public policy behind this is to encourage parties to resolve their differences outside the court system. Therefore, Illinois law protects the dental professional who offers a refund by preventing the patient from using this as a sword against the dental professional should this end up in court.

A dentist cannot hold a copy of a patient's records hostage if the patient owes money.

Many dentists still erroneously believe that he or she can withhold a copy of a patient's records if the patient has a balance. Illinois law requires that a dentist provide a copy of a patient's records within 30 days of the request.

A dental lab and the dentist must maintain a copy of the laboratory work slip for three years.

Believe it or not, this part of the *Illinois Dental Practice Act* requires retention of dental laboratory prescriptions to avoid being guilty of a Class A misdemeanor. So be compliant or you might end up in the slammer.

The *Illinois Dental Practice Act* requires that all dental offices have a written medical emergency plan.

This statute is still not being followed by many dental offices, mostly out of ignorance of the law. So those dental practices that have not prepared such a plan must do so. Moreover, it is prudent to frequently practice with staff to make sure each person knows his or her role should a patient encounter a medical emergency; you could save a life.

A dental assistant (whether certified or not) is not permitted to take final impressions for permanent restorations nor permanently cement permanent restorations.

The *Illinois Dental Practice Act* is clear about what duties a dental assistant can perform so be familiar with them. ■

The above article does not constitute legal advice but is for educational purposes only. In order to obtain legal advice, a personal consultation with an attorney is required. The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society. Dr. Green is a practicing dentist and defense attorney who has been representing dentists and dental specialists for more than 27 years. Find more information on Dr. Green at www.greenlawoffice.net.



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- \$375K with no marketing at all. Priced to sell.

Many more about to come into market with additional private sales not listed here.

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CDB is locally owned and operated by a dentist and CDS member. Robert Uhland, DDS and Mary Anne Thometz Uhland, DDS





For more information about the CDS Foundation, visit www.cdsfound.org.

Grateful for your generosity

IN THIS SEASON OF GIVING, I WANT TO TAKE THIS OPPORTUNITY TO SAY THANK YOU, CDS members and supporters, for your dedication and generosity to the CDS Foundation.

Thank you for volunteering 9,400 hours of your time at the CDS Foundation Clinic. Thank you for providing \$3.2 million in dental services to those in need. Thank you for helping us surpass the \$3 million mark this year.

Since the clinic opened in 2013, CDS members like you have made a difference in the lives of socioeconomically disadvantaged individuals and families throughout the tri-county area. Through your efforts, thousands of people – veterans, refugees, homeless, abuse victims, unemployed and working poor – have found relief from dental pain, support for healthy teeth and gums, and the confidence to smile again. The fact that you care enough to donate your time and resources means as much to our patients as the services you provide. If you haven't yet had the opportunity to do so, I encourage you to volunteer a few hours a month at the clinic. You may find that you are touched as deeply by the experience as our patients.

Through your generous donations, we continue to improve the level and scope of care at the clinic:

- Starting this year, endodontic care is provided, saving teeth that otherwise might be extracted. This was made possible through the donated use of a microscope, as well as an apex locator, rotary motor, obturation and irrigation equipment and an ultrasonic unit.
- Digital X-ray equipment has been added, reducing the time needed for new patient X-rays to five minutes versus 45 minutes using traditional film. This means our volunteer doctors can treat more patients.
- A new panoramic radiograph captures the entire mouth in a single image, including the teeth, jaws, surrounding structures and tissues. This provides a more precise picture for doctors to assess patients and perform oral surgery.
- A prosthetic lab has been created, with a sink, workspace,

organization and ventilation, creating a more comfortable environment for dentists to work with chemicals and impressions. The addition of lathes and a plaster trap means that doctors no longer take prosthetics back to their own offices to do adjustments.

Thanks to you, the CDS Foundation Clinic received a Power of A Gold Award this year. The highest honor in the association industry, Power of A awards are given by the American Society of Association Executives to associations and industry professionals who work tirelessly to solve problems and strengthen lives, the workforce, the economy and the world.

I am honored and humbled to contribute to the great work of the CDS Foundation, and I hope you are too. Thank you for giving. ■





CDS Foundation Casino Night & Wine Tasting Fundraiser

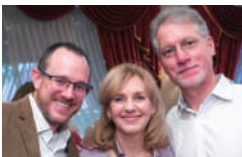
More than 125 friends and supporters of the CDS Foundation gathered Nov. 3 for a fundraiser at Zhivago Restaurant & Banquets in Skokie, where they enjoyed casino table games to win raffle tickets. They also bid on silent auction items.

Proceeds from wine sales and gaming activities benefited CDS Foundation programs, including the free dental clinic in Wheaton.

The wine was donated by Schaefer's Wines & Spirits.

The event raised \$23,000 for CDS Foundation programs.

The fundraiser was chaired by Jim Frett and Dave Lang of Lang Dental Mfg. ■



snap shots

Profiles of people in our profession



Photo by Tricia Koning

Staying afloat with Douglas James

by Joseph DeRosier

DOUGLAS JAMES NEVER HAS A PROBLEM FALLING ASLEEP.

His sleep aid is as old as when man first plopped a vessel into a body of water.

You see, Dr. James – a 45-year Chicago Dental Society member and general dentist whose Michigan Avenue office in downtown Chicago has a glorious view of Lake Michigan – lives on a boat. . . year round.

The 53-foot, custom-made craft named the *Venture On* is his full-time residence, not only during warm months – when he’s surrounded by other watercraft and summer sailors at Burnham Harbor, tucked west of Northerly Island near Soldier Field – but also in the late fall and winter when he moves to the Chicago River’s south branch at River City Marina and Harbor, 800 S. Wells St.

Dr. James moved aboard several years ago from a Gold Coast townhouse following a divorce.

He said he savors the “tranquility, and the beauty and serenity of the water around me.” The atmosphere “puts me at ease,” he said. “Where my boat is located during the summer (Burnham Harbor), I don’t hear any fire engines or ambulances or police cars. I

don't hear any car traffic.”

The calming effect is palpable.

“The rocking of the boat puts you to sleep,” he said. “The gentle rocking is like a baby's crib.”

The *Venture On* was designed as a live-aboard boat made with comfort and stability in mind. With its rounded hull, the 62-ton craft doesn't rock to and fro as those with V-shaped hulls do. Jay Benford of the Benford Design Group, located in Maryland, designed the custom-built yacht, called a Florida Bay Coaster. It's styled after the coastal freighters that work on the nation's waterways, according to the Benford website, www.benford.us.

But unlike those workhorses, the boat includes all the comforts of home as its occupants cruise along the coast or, as Dr. James does now, mainly stay put.

Dr. James has owned the boat since 1996 and spent a good amount of time staying aboard on weekends as he took his two children – a son and daughter (a periodontist in Houston) who are now grown and on their own – on trips to one of the many ports along the Lake Michigan shoreline.

Dr. James became interested in boating as a youth while earning extra money cleaning boat hulls.

After graduating from University of Illinois at Chicago College of Dentistry in 1973 and acquiring his practice, he joined the United States Sail and Power Squadrons, a national organization manned by volunteer boaters who provide instruction on boating basics such as safety, navigation by the stars and engine maintenance.

Membership does not require boat ownership, but when he started to move up in the group's ranks, it was suggested that he make that commitment.

A trip to a Florida boat show with fellow power squadron members resulted in finding a powerboat that fit his needs. The boat's previous owner was a Drug Enforce-

ment Agency officer who acquired it after the vessel was used as a decoy to catch drug runners near Miami.

“I always wanted to get a boat of my own, but you have certain economic priorities in your lives,” Dr. James said of why he delayed buying a boat.

The transition to a floating home was fairly easy, Dr. James said. Winter is no problem because the boat has excellent insulation and he can keep it comfortable using space heaters. Dr. James also uses a machine that churns the water around the boat when temperatures dip below freezing to keep ice from forming around the hull.

Although keeping a boat in ship-shape takes a lot of work, Dr. James said he welcomed the change from maintaining a house.

“A house unfortunately takes up a lot of time and effort to maintain, not just to clean but all of the mechanical stuff like the heating system, fixing door knobs – all that takes time and I was glad to give up the chore of maintaining that,” he said.

Moving from a large townhouse to a more confined space was a change, but the boat has plenty of storage space and generous living quarters, he said.

The yacht has three levels with a salon, a dining table for six people, two bathrooms with a shower, a couch with a pull-out bed, another level with a full kitchen and another level with a master stateroom with a large bed and closet space.

“Not too many people in Chicago live on a boat year-round, but for my situation it is quite comfortable,” he said of his floating home.

His means of commuting to his office on Michigan Avenue across from Millennium Park depends on his mood, the weather and what kind of workday he is expecting.

“I have four ways to commute, and I've done all four,” he said. “I can drive and park across from my office in the Millen-

ium Park garage, but there are times when I can just walk into work. It's a pleasant walk through Grant Park.”

He can also ride a bike or use one of two Segways, two-wheeled motorized transport vehicles, he keeps on the boat for shore excursions.

Dr. James' gregarious nature is well suited to a living situation in which his neighbors come and go and his mooring location changes with the season. “I migrate back and forth like a bird,” Dr. James joked.

He said he socializes with fellow boaters and even started a tongue-in-cheek group for his winter neighbors called the “River City River Rats and Other Rodents Club, the Chicago Component of the International Society of River Rats and other Rodents.” The “other rodents” he explained are a family of raccoons that live near the facility.

Because of his position with the power squadron, Dr. James also became active in the Chicago Yachting Association, a conglomerate of boating groups in Chicago. He serves as the group's vice commodore and is running to become next year's commodore.

He's also looking to slow down a bit and has put his practice up for sale but still wants to help with the transition. Until then, Dr. James said he'll take the advice of his late father, an English immigrant who worked as a gardener, butler, chauffeur and handyman for a wealthy North Shore family, and “venture on.”

CRUISING THE CHICAGO RIVER

View a video (shown in fast-motion) of the *Venture On's* trip from its winter home to Burnham Harbor in 2018. Pay attention to the 1:47 mark when the boat passes the CDS headquarters just past the DuSable Bridge at Michigan Avenue.

on.cds.org/venture-on. ■

Mr. DeRosier is the CDS staff writer.

Study clubs

Central Lake County Dental Study Club

Meets the third Tuesday of every month at noon, January – November, Park Street Restaurant, 14 E. Park St., Mundelein. Contact Kimberly Zizic, 847.367.6654.

Chicago Aesthetic Masters, A Hornbrook Group Study Club

Meets monthly, 6:30-8:30 p.m. at the office of Dr. Sheldon Seidman, 410 N. Michigan Ave., Suite 1014, Chicago. Email smilechicago2@aol.com or call 312.644.4321 for specific dates.

Dental Arts Club of Chicago

Dinner meetings are held on the last Tuesday of each month, from October to May, at Alpine Banquets, 11141 W. Roosevelt Rd., Westchester. Cocktails: 6 – 6:30 p.m.; Dinner: 7:15 – 9 p.m.; Educational speakers: 8 – 9 p.m. Email Douglas Bork, dougbork1@comcast.net.

Greater Evanston Dentists Association

Meets first Monday of every month, noon – 1 p.m., Gio Restaurant, 1631 Chicago Ave., Evanston. Contact M.T. Murphy, DMD, 847.869.9303.

Hellenic American Dental Society

The Hellenic American Dental Society (HADS) holds several dinner CE seminars throughout the year. Visit www.hads.com for more info, including information on HADS philanthropic endeavors. HADS was founded in 1963 and is mostly comprised of Chicago-area dentists and dental specialists of Greek descent.

Monolith Dental Study Club

Lecture meetings are on the last Thursday of each month, September – May, 6 – 8 p.m. at the office of Glen Periodontics & Implant Dentistry, 2640 Patriot Blvd., Suite 140, Glenview. CE provided; various topics on interdisciplinary approach: restorative, ortho, perio, endo, implant and digital dentistry etc. Group limited to 15 doctors. To register, please email Konstantin Gromov, info@glenperio.com, or call 847.729.0200. Follow us on Facebook [@glenperio](https://www.facebook.com/glenperio) for additional announcements and special occasions as larger format meetings and mini-symposiums with hands-on master classes. No membership fees at this moment. Subject to change.

Waukegan Dental Study Group

Semi-monthly meeting for lunch, from noon – 2 p.m., Waukegan Ramada Inn, 200 Green Bay Rd. Contact Robert Stanuch, 847.336.8080 or Ellis Neiburger, 847.244.0292.

December

10: North Suburban Branch

What Would You Do? Presented by Sergio Rubinstein, DDS. Exmoor Country Club, 700 Vine Ave., Highland Park. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact David Rosenbaum, dsrosenbaum@gmail.com or 847.480.1578.

10: West Side Branch

Office Sedation: Presented by Michael Higgins, DDS. Barclay's American Grille at The Carleton on Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner and Program: 7 p.m. For information, contact Satish Alapati, satish.alapati@gmail.com or 312.996.2033.

January

5: Chicago Dental Society Foundation

Join the Chicago Dental Society Foundation at the United Center as the Blackhawks take on the Detroit Red Wings at 6:30 p.m. Order tickets online at cdsfound.org/events. For information, contact Kristen Weber, kweber@cdsfound.org or call 312.836.7301.

7: North Suburban Branch

A New Approach to Molar Replacement with Dental Implants: The Use of Sub-Crestal Angle Correction and Short Wide Dental Implants in Full Arch Therapy: Presented by Gary Morris, DDS, MS, and Mark Steinberg, DDS, MD. Exmoor Country Club, 700 Vine Ave., Highland Park. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact David Rosenbaum, dsrosenbaum@gmail.com or 847.480.1578.

7: Northwest Suburban Branch

Sexual Harassment: Presented by Robert Smeltzer, JD. Cooper's Hawk Winery & Restaurant, 798 W. Algonquin Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Melissa Davis, mdavisdds@gmail.com, or 847.255.2968.

STUDY CLUBS AND NON-PROFITS: Submit your meeting information online at on.cds.org/MyEvent

14: Englewood Branch

Ask the Experts: Multiple specialists will answer your dental questions. Louie's Chophouse, 4642 W. 103rd St., Oak Lawn. Cocktails: 6 p.m.; Dinner and Program: 7 p.m. For information, contact Brian Bailey, baileydental1@gmail.com or 708.974.0278.

14: North Side Branch

Top 10 Secrets to Make Your Practice Thrive: Presented by Kirk Behrendt of ACTdental. Maggiano's Little Italy Old Orchard, 4999 Old Orchard Shopping Center, Skokie. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Chelsea Jones, chelseaj290@gmail.com or 773.725.8818.

14: South Suburban Branch

Dentistry and Substance Abuse: Presented by William Hamel III, DDS. Glenwood Oaks Restaurant, 106 N. Main St., Glenwood. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Richard Bona Jr., drrickbona@yahoo.com or 708.895.6189.

14: West Side Branch

Hyposalivation / Xerostomia and Caries Management: Presented by Adriana Semprum, DDS. Barclay's American Grille at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner and Program: 7 p.m. For information, contact Satish Alapati, satish.alapati@gmail.com or 312.996.2033.

14: West Suburban Branch

Anesthesia: Presented by Michael Higgins, DDS. Maggiano's Little Italy, 1847 Freedom Dr., Naperville. Branch Board Meeting: 5 p.m. Cocktails: 6 p.m.; Dinner and Program: 7 p.m. For information, contact Mary Ann Hollis, ddshollis@comcast.net or 630.627.4680.

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branch news

Reports from our nine branches

Englewood Branch

by Denise Hale, DDS

The ADA House of Delegates met in San Francisco in September. The 8th District delegation included Englewood Branch members **Denise Hale** and **John Kozal**. Denise was assigned to Reference Committee D, Legislative, Health, Governance, and Related Matters.

The University of Illinois at Chicago College of Dentistry held its White Coat Ceremony in late September at the Isidore and Sadie Dorian Forum.

Denise Hale, a clinical assistant professor, had the honor of putting the white coat on **John Green's** daughter, Caroline, making for a memorable moment. Caroline is a D1 student at UIC.

Our ISDS House of Delegates met in September. Englewood Branch members that served as delegates included **Peggy Richardson, Pete Toussaint, Robert Matthews, Denise Hale, Joseph Unger**, and **John Kozal** (alternate).

Denise Hale attended the Odontographic Meeting at the Chicago Yacht Club.

Wally Lamacki, his wife, Gloria, accompanied **Denise Hale**, and her husband, Robert Sorpassa, at the Dental Arts Club Installation of Officers meeting at the Hyatt Lodge in Oak Brook.

John Kozal chaired the Member Service Committee meeting in Springfield.

Denise Hale also served as a committee member.

Be sure to get your amalgam separator installed by July. Dental Recycling of North America (DRNA) is offering free separators. Look for the insert in your dues statement from ISDS. Learn more at www.drna.com/isds.php.



ENGLEWOOD: (L-R) John Green, Caroline Green, Mary Green, Mary Starsiak, Denise Hale and Cheryl Watson-Lowry.

Don't forget that 2020 is an election year. Dent-IL-PAC needs your contributions. Please call Dent-IL-PAC membership chair, **Denise Hale**, if you have any questions.

Happy Holidays to all!

North Side Branch

by Mital Spatz, DDS

Joanne Oppenheim's daughter, Jacqueline Kromash (pictured to the right), graduated summa cum laude from Trinity College with a degree in mathematics and chemistry. After graduation, she joined the Americorp program at the University of Chicago.

Email me at mitalspatz@yahoo.com with your North Side Branch news and photos by Dec. 10.





Kenwood/Hyde Park

Branch

by Sherece Thompson, DDS,
and Lori Lightfoot, DDS

Milton Davenport delivered a presentation called *Cervical Invasive Root Resorption* during our Oct. 1 branch meeting at Norman's Bistro.

Email me at lrighft@att.net with your Kenwood/Hyde Park Branch news and photos by Dec. 10.



KENWOOD/HYDE PARK:

(top left) Carole Dawson enjoyed catching up with friends at our branch meeting.

(top right) Our October branch meeting speaker, Milton Davenport.

(bottom left) Darry Pendleton with Nicole Houston.

(bottom right) Melanie Watson with her son, Joel Montgomery.

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(above, L-R) David Lewis, David Rosenbaum, Jim Benz, Ingrid Schroetter, David Williams, Susan Becker Doroshow, Kathy Jean, Yendis Gibson, Astrid Schroetter, Jason Rogers, and Rafael Pena in the Union Station Hotel during the Illinois State Dental Society meeting in St. Louis.

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North Suburban Branch
David Williams in Glacier National Park.

Northwest Side Branch
by Paul Muhr, DDS

Congratulations to **Michele Bogacki**, our new Dent-IL PAC director.

At the Illinois State Dental Society Annual Session in September held in St. Louis, Michele was presented with the Chauncey Cross Award, which is given to the branch or ISDS component with the highest percentage of PAC members.

This is the fourth consecutive year the Northwest Side Branch received the award – quite an honor.

Mary Starsiak completed her term as president of the Central Regional Testing Service and then began a term on the Joint Commission for National Boards.

Planning ahead, Mary is working with **Tom Schneider** and serving as Program Chair for the 2022 Midwinter Meeting.



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NORTHWEST SIDE: (top left) Brett Gilbert and Samantha Synenberg.
 (top right, L-R) Branch delegates at the ISDS House of Delegates with the Chauncey Cross Award: Mike Biasiello, Barb Mousel, Tom Schneider, Spencer Bloom, Michele Bogacki, Sal Storniolo, Mary Starsiak, John Kaminski, and Larisa Spirtovic.
 (above left) Tara Culligan, David Berni, Jim Stipak.
 (above right) Joe Discipio, Anita, Char, Sam Cascio.

We welcome new member **Samantha Synenberg**.

Samantha earned her DDS from Marquette and her certificate in endodontics from Tufts. After practicing endodontics in Boston for three years, Samantha and her husband moved to Chicago, joining **Brett Gilbert** at King Endodontics. Interested in endo since childhood, Samantha follows in her father's footsteps, who is an endodontist practicing in her hometown of Cleveland.

Practicing 50 years is cause for celebrating – the office of **David Berni, Jim**

Stipak and Tara Culligan honored David for his 50 years of service, along with patients and staff. Congratulations!

Our members are traveling the world.

Sam Cascio, Joe Discipio traveled with friends to Italy. Their visit began in Scalea, in the Calabria region and continued to Rome, Naples, Sorrento and Pompeii. They enjoyed fabulous food and dancing. Sam said “they were exhausted upon landing at O’Hare.”

Kim and **Chuck DiFranco** cruised the

Danube River from Budapest to Prague. In Vienna, at an outdoor cafe, Chuck ordered tiramisu, only to receive a “huge” ice cream sundae! I guess something was lost in translation.

Dave Kumamoto traveled to Osaka, Japan, for the second Global Workshop on Sports Dentistry with 27 other dentists from around the globe. Discussion included mouthguard research, concussions and dental injury prevention.

Our members love their sports. **Mike Biasiello** and **Lou Imburgia** went to the



NORTHWEST SIDE:
 (top left) Chuck DiFranco ordered Tiramisu, but was served a huge ice cream sundae.
 (above) Mark Storer (center) with former Blackhawks Jamal Mayer and Reggie Kerr.
 (left) Mike Biasiello, Lou Imburgia.

BMW Golf Championship in August at Medinah Country Club. Mike said “the pro golfers were incredible to watch.”

Have you ever imagined skating alongside a Chicago Blackhawk legend at the United Center? **Mark Storer** did just that, skating with Jamal Mayers and Reggie Kerr in the Blackhawks Legends Cup. It consists of four teams, four games, 50 players. All the proceeds benefit the Blackhawks Foundation, providing scholarships to youth hockey players. Passionate about hockey, Mark played in high school, college and still plays today. What was it like to skate in the Legends Cup? Mark replied “It’s pretty cool!”

Northwest Suburban Branch by Sylvia Deek, DDS

In September, **Brian Homann** hosted a Free Dental Day at his office with periodontist **Jennifer Silc**, oral surgeon **Mark Spinazze**, and their staff. They provided more than \$28,000 in free dental care for 40 patients. Services that were provided included exams, cleanings, fillings and extractions. Brian said the event was a great success and it provided care for those in need.

Congratulations to **Michael Higgins** on the birth of his new grandson. His daughter, Lindsay, gave birth to a



Michael Higgins’ granddaughter Madeline with her newborn brother, Aidan.



ILLINOIS SOCIETY OF ORTHODONTISTS BOARD:
 (back row) Therese Galang-Boquiren, Pranav Patel, Dan Kelly, Kyint Chwa, Mike Durbin and Ray Tsou. (front row) Spencer Pope, Eric Barnes, ISO President Bill Beam, Scott Prose and Libby Graham.

boy, Aidan, in August.

Mike will be presenting lectures to several CDS branches this season. He will be covering pathophysiology of pain, multimodal pain management; pharmacology of local anesthetic; sedation and general anesthesia for dental patients; and medical emergencies in the dental office.

Tehemina Richardson and Jack Kenney attended the Bourbon and Baby Teeth seminar in Louisville in September. Jack also received the “Attendee of the Year” award. In addition to excellent CE, they enjoyed a trip to Buffalo Trace Distillery and Churchill Downs.

Paul Litvin spent a week in late August touring New Mexico. He enjoyed a fun and very interesting trip but was happy to be home among the green landscape



NORTHWEST SUBURBAN: Jack Kenney and Tehemina Richardson at the Bourbon and Baby Teeth seminar in Louisville

instead of the brown desert.

In November, Paul went on a tour of Thailand.



Several Northwest Suburban Branch members attended the CDS Foundation Casino Night and Wine Tasting fundraiser in October: **Scott Smoron, Vicki**



NORTHWEST SUBURBAN: (left) Brian Homann, Jennifer Silc and Mark Spinazze provided more than \$28,000 worth of free dental care for 40 patients in September.

(above) Victoria Ursitti with her husband, Patrick Hoffmann, at the CDS Foundation Casino Night and Wine Tasting fundraiser.

Ursitti, Mike Durbin, Renee Pappas and Jim Frett. They enjoyed a night of wine tasting and casino gaming while helping to raise funds to support dental care and education in the community.

Joseph Baldassano is attending the American Association of Endodontist Technology and 3D surgery summit meeting in Austin, TX.

The procedure discussed will allow him to merge CBCT images with impressions files to manage apical surgery with guided stents.

South Suburban Branch by Kevin Patterson, DDS

It's true! **Phil Schefke** and Sandy Table-riou got hitched Aug. 24. Their wedding was officiated by none other than "The Reverend" **Kevin Patterson**. It was a great day and we couldn't be happier for the newlyweds.



SOUTH SUBURBAN: Jean Patterson, Phil Schefke, Sandy Tableriou and Kevin Patterson.



SOUTH SUBURBAN: Mike Hoffman and his wife, Bernie, travelled to Israel in September, where they saw many religious and archeological sites, including, Jerusalem (pictured in the background), Nazareth and the Sea of Galilee.

Also, Phil's oldest daughter Claudia is now working at the Shedd Aquarium with the sea otters and penguins. Phil says that it is great to have her back from Florida.

Phil's youngest, Luke, will be finishing his Senior year at the University of Washington. He also interned this summer with NASA at their Student Airborne Research Program In California.

Chris Coffey and his wife, Breanna, welcomed baby girl Nora Breanne Coffey, born Aug. 6.

Ken Coffey's daughter, Lynn, and her husband, Jeff, welcomed their third child on May 6, a girl named Freya Adelin Petty.

South Suburban Branch Director **Ron Waryjas** gave some very heartfelt remarks at the ISDS Annual Session. He did our branch proud in introducing a resolution nominating **Loren Feldner** as an Honorary President of the Illinois State Dental Society. The resolution passed unanimously. It was a wonderful tribute to Loren, who passed away suddenly last January.

Our condolences to CDS Past President **Todd Cubbon** and his family. Todd's

wife, Patricia, passed Sept. 12. The Cubbons were married for 49 years. Patricia is remembered for being a warm and gracious lady and will be greatly missed by the members of our branch.

Mike Hoffman and his wife, Bernie, traveled to Israel this past September. They visited many religious and archeological sites in and around Nazareth and the Sea of Galilee. They renewed their wedding vows at Cana, and their baptismal vows in the Jordan River. They also travelled through Samaria and floated on the Dead Sea on the way to Jerusalem.

Congratulations to Branch President **Rick Bona** on his installation as secretary of the Illinois State Dental Society. I know that Rick and his wife, Mary Pat, will do a fine job.

Wayne Helge and his wife, Jan, took a cruise to Alaska with their grandkids over the summer. Wayne reports that everyone really enjoyed themselves and the kids quickly adapted to cruising life, especially being able to get food whenever they wanted. Wayne and Jan also took a river cruise on the Rhine in September, starting in Amsterdam and ending in Lucerne, Switzerland.

I hope that everyone enjoys the holidays. Our branch has been enjoying a great season of branch meetings. It has been a lot of fun to be back at the Greenwood Oaks Restaurant.

Our branch has had a long history of holding meetings there, and the after-meeting social hour should really not be missed.

West Side Branch

by Richard Kohn, DDS, and Michelle Jennings, DDS

Georgia and **Dean Politis'** son, Nick, has entered his freshman year at Marquette University School of Dentistry. Nick graduated summa cum laude with a BS in chemistry and then received his MS in biology from IIT. After working in research, he realized that he missed working with his hands, leading to his decision to pursue a career in dentistry.

Larry Jacobs traveled to Burlington, VT, in September with his oldest son, Andy, daughter, Deanna, and her fiancé, Andy Hazen. They spent five days running, hiking and visiting several craft breweries and an Oktoberfest.



WEST SIDE: Dean Politis with his son Nick.



WEST SIDE: (above left) Larry Jacobs with his son, Andy; daughter, Deanna; and her fiancé, Andy Hazen. (above right) Kamal Vibhakar in Petra, Jordan.



WEST SIDE: (L-R) Jim Bryniarski, Carol Everett, Mike Tauber, Shafa Amirsoltani and Richard Kohn at the ISDS Annual Session in St. Louis.

Kamal Vibhakar has been busy traveling in Jordan and Turkey where he visited Mount Nemo, Petra and the Dead Sea. Kamal also found time to play golf in Antalya, Turkey, where the Turkish Open will be played in November.

Our branch was well represented at the ISDS Annual Session in St. Louis this past September, including **Shafa Amirsoltani, Blase Brown, Jim Bryniarski, Brian Caraba, Carol Everett, Michelle Jennings, Richard Kohn, Sharon Perlman, Sue Zelazo-Smith** and **Mike Tauber**. One highlight of the meeting was the naming of **Loren Feldner** as an honorary president of ISDS.

Michelle Jennings was inducted as an ISDS trustee. **Sharon Perlman** and **Carol Everett** sponsored a resolution encouraging oral health care professionals to learn more about the dangers of e-cigarette usage.

Michelle Jennings, Monica Babbitt and **Farah Shakir** presented a course on laser applications for the LaGrange Periodontics Hygiene Study Club in October. Farah joined LaGrange Periodontics in May and has been a wonderful addition to the practice.

West Suburban Branch by Matt Drescher, DDS

We held our first branch meeting of the season Oct. 1 at Arrowhead Country Club in Wheaton. Our speaker was **Robert Pick** and he presented an engaging lecture called *Powerful Management Secrets of the Super Successful Dental Business: New Patients, Growth and Wealth Creation*.

Vincent Versaci celebrated the wedding of his son, Joe, to Bridget Bergman in Chicago on June 1.

Vince's oldest daughter, Mary Beth, was hired by the American Dental Asso-



WEST SUBURBAN:
 (left) Vincent Versaci's family celebrated the wedding of their son, Joe, to Bridget Bergman.

(above) Marmar Modaresi and Mark Ploskonka and were inducted into the American College of Dentists



WEST SUBURBAN: (left) Robert Pick presents branch president Mary Ann Hollis with the "purple cow" – one of the keys to a successful practice – during the October branch meeting at Arrowhead Country Club in Wheaton. (center, L-R) Joshua Foxson and Todd Spragg. (right) John Milgram is enthusiastic about dentistry.

ciation as a senior editor for the *ADA News*. Look for her bylines in the paper, as well as in the daily *ADA Morning Huddle* email blasts.

Mark Ploskonka and **Marmar Modaresi** were inducted into the American College of Dentists at its 2019 meeting

in San Francisco this past September.

Doug Chang and **Doug Kay** were installed as trustees during the ISDS Annual Session.

Be sure to join us Jan. 14 for our next

branch meeting at Maggiano's Little Italy in Naperville. **Michael Higgins** will present a program on anesthesia.

Email me at mjd.dds12@gmail.com with your West Suburban Branch news and photos by Dec. 10. ■

new members

CDS welcomes you

Ahmed, Mohammed

Boston University, 2016
7235 Madison St., Forest Park
West Side Branch

Bakshi, Arora

University of Illinois at Chicago, 2019
2215 Enterprise Dr., Westchester
West Suburban Branch

Dill, Joseph

University of the Pacific, 1982
1515 W. 22nd St., Oak Brook
West Suburban Branch

Finberg, Abbe

Tufts University, 2018
5549 S. Cornell Ave., Chicago
Kenwood/Hyde Park Branch

Fink, Sarah

University of Texas, 2019
1145 W. Taylor St., Chicago
West Side Branch

Gandhi, Shruti

University of Michigan, 2019
4830 N. Pulaski Rd., Chicago
Northwest Side Branch

Granados Paucar, Luis

University Peruana Cayetano Heredia-Peru, 2002
200 W. Lake St., Addison
West Suburban Branch

Holt, Nathaniel

University of Louisville, 2018
3440 Ohio St., Great Lakes
North Suburban Branch

Layer, Theron

University of Iowa, 2016
2563 Sycamore Rd., DeKalb
West Suburban Branch

Matavoosi, Terry

University of Detroit Mercy, 2019
7110 W. Archer Ave., Chicago
Englewood Branch

Ogando, Delis

University Iberoamericana-Dominican Republic,
2017
1229 N Ashland Ave., Chicago
West Side Branch

Phan, Matthew

University of Minnesota, 2017
115 S. Wilke Rd., Arlington Heights
Northwest Suburban Branch

Razdolsky, Richard

New York University, 2018
3800 Willow Rd., Glenview
North Suburban Branch

Twaddle, Ryan

Marquette University, 2019
Great Lakes Naval Reserve
North Side Branch

West, Jennifer

Baltimore Dental College, 2018
1044 W. Rand Rd., Arlington Heights
Northwest Suburban Branch

Zaret, Lavi

New York University, 2016
5206 N. Lincoln Ave., Chicago
North Side Branch

Zelichowski, Katarzyna

University of Minnesota, 2017
115 S. Wilke Rd., Arlington Heights
Northwest Suburban Branch

Deceased Members

Giovanine, Barry

Loyola University, 1981
24 E. Hickory St., Lombard
West Suburban Branch
Died Oct. 11

Hauptman, Jack

University of Illinois, 1940
1079 Deerfield Pl., Highland Park
West Side Branch
Died Dec. 21, 2016

Hunt, Terrence

Case Western Reserve, 1988
1690 Wright Ave., Rocky River, OH
Associate Member
Died April 3

Kostrubala, Bart

Loyola University, 1958
10227 S. Kostner Ave., Oak Lawn
Englewood Branch
Died Sept. 24, 2013

Madura, Richard

Loyola University, 1963
7285 Asbury Ct., Long Grove
North Side Branch
Died July 19

Misher, Kenneth W. II

Northwestern University, 1962
6701 N. Milwaukee Ave., Niles
Northwest Side Branch
Died March 24

Rosenquist, Russell

Northwestern University, 1955
8300 E. Dixileta Dr., Scottsdale, AZ
North Suburban Branch
Died Sept. 16

classifieds

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DEADLINES

January/February.....December 10, 2019
March/April.....February 3, 2020
May/JuneApril 10, 2020
July/AugustJune 12, 2020
September/OctoberAugust 3, 2020
NovemberSeptember 14, 2020
December.....November 2, 2020

All advertisements, changes and extensions must be submitted in writing. No ads, changes or confirmations will be taken by phone. Although every effort is made to place ads received after the deadline in a specific issue, we cannot guarantee that late advertising will appear in the issue requested. The ad will appear in the following issue. Ads are charged by the word, not letter or character. Submit your ad using the complete word. Do not assume everyone knows what your abbreviation means. All ad content is subject to editing and approval by CDS.

PAYMENT

Advance payment must accompany your ad. **Make checks payable to Chicago Dental Society.**

RATES

Standard Classified: \$95 for the first 30 words plus \$4 for each additional word.

Display Classified: \$115 per column inch. Minimum ad size is one column inch.

Premium Standard Classified: \$105 for the first 30 words plus \$4 per each additional word.

Member discount: CDS members are entitled to a 10 percent discount. Your CDS membership number must be provided as proof of membership when placing the classified ad to qualify.

Changes or edits to ads: \$10 per ad for any edit or change that an advertiser asks CDS to make prior to the ad's expiration.

RESTRICTIONS

For Sale ads: Dental practices listed for sale within this section of the *CDS Review* are limited to practices that are being sold either by a dentist or a management company hired by the dentist to sell the practice. Ads from all others may not be accepted.

Disclaimer: Although CDS believes that advertisements published in the *CDS Review* are from reputable sources, CDS neither investigates the offers nor assumes responsibility for them. CDS reserves the right to edit, decline, accept and withdraw advertisements at its discretion.

FOR RENT

BEAUTIFUL STATE-OF-THE-ART OFFICE TO RENT FOR SPECIALISTS: Gorgeous, spacious dental office in Lincolnwood equipped with the latest technology for implants: CBCT, iTero scan, piezo, PRF centrifuge, two implant system. Willing to rent to a specialist for flexible day. 773.383.1861. Text is best.

PREMIER WINNETKA DENTAL SUITE: Two fully equipped operatories with private office and business office, sterilization room, large reception area, private parking, four-minute walk to train. Contact nshoredds@gmail.com.

DOWNTOWN EVANSTON, LANDMARK CARLSON BUILDING: Two dental offices available. First, 2,700 square feet, fully equipped, newly remodeled, five operatories, includes dental chairs, laboratory, sterilization room, X-ray equipment, two private offices and lunch room. Second is 1,700 square feet with four to five operatories, plumbing ready, includes two private offices, sterilization room, and lunch room. Call 847.565.4491 or email adel@wrechicago.com.

FORMER DENTIST OFFICE IN CHICAGO AVAILABLE FOR RENT: Former dentist office for rent. 1,000 square feet. Price negotiable. Please call 847.636.9368 for more details.

DENTAL OFFICE SPACE AVAILABLE: New construction on Lincoln Avenue near new Whole Foods superstore. Space has 57 feet of frontage on Lincoln Avenue for great exposure. Approximately 2,195 square feet, Lake View was ranked No. 3 in Money Magazine's Top 10 Big-City Neighborhoods for Best Places to live in 2013. The property has a 93 Walk Score and 76 Transit Score, making this a walker's paradise with excellent transit. Average household income is \$154,443 in half-mile radius. Contact Hunter 773.220.4821. hcannon@jameson.com.

TURN-KEY DENTAL OFFICE FOR RENT, LAKEVIEW: Start your practice with no bank or equipment loans. Excellent storefront visibility. Seven plumbed ops, five fully equipped, 1,720 square feet. <https://buildout.com/website/462962> -lease. Contact Joseph Rossi & Associates, info@josephrossiandassociates.com, 312.953.3553.

DENTAL OFFICE AVAILABLE IN FRANKFORT: 1,300 square foot plumbed in dental office available in March 2020. Three to four operatories, beautiful reception area, private washroom located on busy Route 30. peterkahlhammer@gmail.com.

DENTAL OFFICE FOR RENT OR PURCHASE: Modern south suburban, four-operatory and fully digital dental office space available for rental or purchase. Excellent opportunity for a young dentist looking to start out without a large financial outlay or for an established dentist looking to expand with a satellite office location. The terms are very negotiable. Please contact office@wolff.dental or wolffmanager@gmail.com.

DENTAL OFFICE: 1,000 square-foot dental office located in busy Naperville Plaza, a 115,000 square-foot center anchored by Trader Joe's and Casey's Foods on Washington Street at Gartner Road. Available January 1, furnished or unfurnished. Call Harry Dolan, Dolan Associates at 847.975.7225.

SPACE SHARING

NORTH SHORE SPACE AVAILABLE:

Beautiful state-of-the-art Glenview dental office is available for space sharing. Located in a highly visible and accessible strip mall with ample parking. Office equipped with six operatories, digital X-rays, VELscope, Diagnodent, Zoom bleaching light, Intraoral scanner, etc. Also considering "acquiring" patient base. Contact info@glenviewdental.com.

SPACE SHARING IN GLENVIEW: Beautiful, new, state-of-the-art Glenview general dental office located in The Glen in retail space with ample free parking, many restaurants and stores in immediate proximity available for space sharing. Days flexible. Call/text 312.613.7816 or email artofhappysmile@gmail.com for details.

GRACE THE SPACE WITH YOUR PRESENCE IN BOLINGBROOK DENTAL OFFICE: Welcoming to share up to three ops. Brand new building with existing dental office. State-of-the-art equipment, ample parking, great location with exit to I-55 and close to major businesses. Please email dr.raina.m@gmail.com.

BEAUTIFUL SKOKIE OFFICE: Up to three operatories. Exceptional building, beautiful office, newer equipment. Great location near expressway (Touhy), shopping. Ample parking. You and your patients deserve an upgrade. smdds@comcast.net.

FOR SALE BY OWNER

DENTAL OFFICE FOR SALE, NORTHWEST SUBURB: Three-op fee-for-service/PPO practice for sale. Digital Pan/Ceph, Dentrax software, Dexis Imaging, Intra-oral camera. 2018 collections \$326,000 working two days per week. Opportunity to grow and expand. 2,400 square-foot office expandable to six ops. Email puredentalgroup@gmail.com.

GREAT STARTER/SATELLITE DENTAL PRACTICE IN CHICAGO: Well-established practice with three fully equipped ops. All digital and paperless. Located in busy residential with storefront exposure and parking. Currently operates 3.5 days/week. PPO, private and All Kids. Revenue of minimum \$225,000 effortlessly with no advertisement. Plenty room for growth. newsmile88@aol.com.

DENTAL EQUIPMENT FOR SALE:

"Orthopantomograph" OP-200D for sale by owner. Three years old, lightly used, like new condition. Asking \$11,000. Please email alexkletsel@gmail.com.

THREE OFFICES FOR SALE:

Prime locations, beautiful build-out and great patients. We're a larger group that's looking to sell three of our Medicaid offices. If you want to expand quickly and buy three awesome practices this is your golden opportunity. Deals like this are very hard to find. Prime locations. Email smilesgroupchi@gmail.com.

OFFICE FOR SALE: Very busy office in Milwaukee, WI, for sale. Medicaid based. Great return on investment. Please call 414.801.7500.

DENTAL OFFICE: Condominium office for sale or lease, two operatories with digital X-rays, 12,000 square feet with room for expansion. Ground floor entrance with four assigned covered parking spaces for staff. al7993@yahoo.com.

SOUTH ELGIN PRACTICE FOR SALE: Great for merger or second office. Modern. Digital. Pano. 1,700 square feet. Great location anchored by large shopping center. PPO and fee-for-service. Contact sdp0514@yahoo.com.

PRACTICE FOR SALE: Shared space with four ops. 1,500 square feet near busy intersection in Woodridge. Turn-key with mostly insurance patients and low rent. Great start-up or second office opportunity. Owner relocating. Contact vgrouppmgmt@gmail.com.

BRAND NEW OFFICE IN NAPERVILLE FOR SALE: Brand new six-op office for sale in Naperville, by Route 59 and Aurora Avenue. The office was built out two years ago as an additional location. However, I don't have time to run it, office collected \$300,000 in 2018. It has six ops total and there ops equipped. Adec chairs, digital pan and X-rays. Perfect first office or additional office. Price \$500,000. napervilletoothdoc@gmail.com.

OFFICE CONDOMINIUM AND DENTAL PRACTICE FOR SALE in southwest suburban Alsip. Easily accessible, first floor, 900-square-foot condominium has three operatories and features recent new roof, heating and air conditioning, and parking lot. Twenty-five years practice at this location. Owner is retiring. Reasonably priced. Contact dentalofficeforsale2019@gmail.com.

X-RAY UNITS, TRACK LIGHT:

Pelton & Crane ceiling track light, Gendex X-ray unit, Belmont X-ray unit.
chicago.craigslist.org/wcl/hab/d/addison-dental-ray-unit/7000698822.html.

PRACTICE AND BUILDING FOR SALE, CHICAGO: Building and practice for sale Chicago Gladstone Park. Two ops with one plumbed for third. Collections \$135,000 on two-day work week, new dentist will be able to build up practice. Contact Info, 773.774.9244, email docbuz@sbcglobal.net.

WEST SUBURBAN PRACTICE FOR SALE: Four-op digital fee-for-service/PPO practice for sale. Pan/Ceph/CBCT and iTero scanner. \$1 million collections 2018, \$1.1 million 2019. Moving to a new six-op built-out space next year. Would like practice to sell by July/August 2020. Email csdentist13@gmail.com.

DENTAL EQUIPMENT FOR SALE: Excellent condition Pelton & Crane rear-delivery unit with maple cabinet, glass shelf, computer mount, Vistaclear water filtration system, center island cabinet with overhead light, dental chair, dentist's and assistant's chair. Email cdal2371@gmail.com.

PRACTICE FOR SALE: Geneva, four ops in use, one plumbed. 2,200 square feet. Income \$250,000 part time. Refers endo, oral surgery. Office is digital and has Panorex.

Contact tmcdermott@paragon.us.com or 708.715.5880.

OFFICE FOR SALE: Beautiful new office for sale on highly visible Greenbay Road in Kenosha, WI. Fully equipped with eight operatories. Turn-key operation. Call Don, 414.801.7500.

NAPERVILLE PRACTICE PRICED FOR QUICK SALE: Naperville office, Great Location. Four Ops, digital, 1,500 square feet, Collections \$200,000 on five to six days/month. Asking \$105,000. cubbielblue4444@gmail.com.

PAN/CEPH/CBCT FOR SALE: Acteon Xmind Pan/ceph/CBCT 1.5 years old. Full manufacturers warranty transfers over. Moving to a new spot and won't have the space for it. Field of view can go from 40x40 to 110x80.

Email jarguetadds@gmail.com.

NAPERVILLE DENTAL OFFICE FOR SALE:

Fully equipped and turn key office condo located in professional building. Four operatories. No patients. Great opportunity for relocating or starting a practice.

Contact nmaalids@comcast.net.

DENTAL EQUIPMENT FOR SALE: Two Belmont chairs with delivery and ceiling mount light; Midmark compressor and pump; Myray Panorex and more. Excellent condition, 3 years old. Must sell. Email starbrightdentist@gmail.com.

SOUTHWEST SUBURBAN OFFICE FOR SALE:

Turn key, all digital with Dentrrix/Dexis. Mix of fee-for-service, PPO and Medicaid. Located in busy plaza with Jewel/Osco and Loyola. \$95,000, includes everything.

Email asamee7@gmail.com.

FOR SALE BY BROKER

PRACTICE FOR SALE: Geneva, four ops in use, one plumbed. 2,200 square feet. Income \$250,000 part time. Refers endo, oral surgery. Office is digital and has Panorex.

Contact tmcdermott@paragon.us.com or 708.715.5880.

FOX RIVER GROVE, PRACTICE SALE:

Well-established practice for sale with two to four operatories in a busy storefront location. PPO/fee-for-service. Average collections:

\$433,000. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074.

Professional Practice Transitions.

PRIME FOX VALLEY OFFICE FOR SALE:

Ideally located off Randall Road, halfway between Elgin/St.Charles. Turn-key endcap, four to five exam rooms, conference/break, private offices, lab, high-end finishes. See video at dentalcondo.com.

Mike Williamson 847.732.0504.

EXISTING DENTAL PRACTICE AND

PROPERTY AVAILABLE: Turn-key established dental practice with existing patients. Property with apartment above included. Minutes from I-80 and Joliet mall.

anthony@brummelproperty.com.

SKOKIE PRACTICE AND BUILDING FOR SALE:

New listing. Freestanding building. Three to four ops. Part-time average collections, \$270,000. Mainly fee-for-service. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074.

PERIO PRACTICE FOR SALE, NEAR SOUTHWEST SUBURB: New listing. Modern facility. Successful, established practice. \$800,000-plus collections. 70 percent PPO, two periods, five ops. 1,800 square feet. Contact John Kiener.

847.764.6447. kiener@aptus.ae.

BLOOMINGDALE PRACTICE SALE:

Excellent storefront location with four operatories, pan/ceph, Eaglesoft. PPO. Collections, near \$300,000 on 26 hours. Owner will transition. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

DENTAL OFFICE FOR SALE OR LEASE,

RIVER FOREST: Excellent exposure. Four plumbed ops. \$200,000 of leasehold improvements. Great relocation or start-up. <https://buildout.com/website/559750-sale>. Contact Joseph Rossi & Associates, info@jrossiandassociates.com, 312.953.3553.

FOX RIVER GROVE, PRACTICE SALE:

Well-established practice with four operatories in a busy storefront location. PPO/fee-for-service. Average collections: \$433,000. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

PPC PRACTICE TRANSITIONS:

Looking to sell or transition your practice? Looking to buy a practice? Associateships or new office start-up consultation. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. <http://www.e-ppc.com>. Professional Practice Transitions.

MOUNT PROSPECT PRACTICE FOR SALE:

Dentist relocating. Equipped with the latest technology. Merger opportunity. Perfect starter office or satellite. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

GENERAL DENTISTRY PRACTICE FOR SALE,

WEST CHICAGO: New listing. Four fully equipped ops. Mainly PPO. Collections \$215,062. CBCT. Dentrrix. <https://buildout.com/website/545547-sale>. Contact Joseph Rossi & Associates, info@jrossiandassociates.com, 630.885.3994.

GENERAL DENTISTRY PRACTICE FOR SALE, HINSDALE: New listing. Needs to sell ASAP. Four fully equipped ops. Mainly PPO. Collections \$647,044. EagleSoft. <https://buildout.com/website/545294-sale>. Contact Joseph Rossi & Associates, info@josephrossiandassociates.com, 312.953.3553.

CRETE, PRACTICE SALE: Priced to sell. Dentist retiring. Three treatment rooms with room to expand. Part-time average collections, \$459,000. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

OLYMPIA FIELDS PRACTICE FOR SALE: Dentist retiring. Will help transition. Storefront location with great visibility. Four operatories, panorex, digital. Collections: \$490,000. Contact: Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

GENERAL DENTISTRY PRACTICE FOR SALE, ELMWOOD PARK: Three fully equipped ops. Recently renovated. Mostly PPO, some Medicaid. 2019 projected collections, \$369,000. EagleSoft. <https://buildout.com/website/546142-sale>. Contact Joseph Rossi & Associates, info@jrossiandassociates.com, 630.440.4644.

SPECIALTY DENTAL EQUIPMENT SALE: Ems Piezon Master Surgery Unit #FT-172- \$4500.00. Transition overstock. Priced to sell. Left over from recent merger/acquisition. Contact Jim Plescia, jplescia@e-ppc.com. Professional Practice Transitions.

\$249,999 FOR SPA-LIKE, FULLY EQUIPPED DENTAL PRACTICE IN CHICAGO'S LOOP: Real estate included. Fully equipped dental suite with Planmeca 2D machine. Dramatic view of Millennium Park and Lake Michigan. Custom Italian cabinetry/countertops and private bathroom. Price includes real estate, goodwill and equipment. Mostly fee-for-service; only accept two PPOs. No HMOs or Medicaid. Rental option may also be considered. Priced below appraised value real estate alone. Contact me ali.bakir@morpheasy.com.

CHICAGO DENTAL BROKER:

The only locally owned dental brokerage that is operated by a dentist and CDS member. I help fellow dentists because I am a dentist. Dr. Robert A. Uhland, chicagodentalbroker@gmail.com, 847.814.4149, www.chicagodentalbroker.net.

CHICAGO, NORTH SIDE – New. Great starter, no dentist for 2 miles. \$225,000 with no marketing. Priced to sell.

WEST SUBURBAN – Awesome four-op practice. All digital, paperless, Dentrix/Dexis, newer build out, new Cerac, two new operatories and more. \$700,000 on just 10 days per month. Nothing like it in the market. See to believe.

NORTH SUBURBAN – Beautiful four-op practice with low overhead. Grossing \$600,000, fee-for-service, well-established. Won't last.

NORTHWEST SUBURBAN – 1) Office only with equipment. Beautiful four-op facility with some charts. Fire sale.

2) Three-op practice doing \$180,000 on 1.5 days per week. Almost all fee-for-service, new technology, priced to sell.

3) Brand new build-out but has to sell. Doing \$450,000-plus and can grow. Great location in strip center, see to believe.

SOUTHWEST SUBURBAN: 1) Four-op giant doing over \$1 million, associates and specialists come in. Over 700 new patients, growing steadily, needs full-time owner and will be \$2 million. Real estate available.

2) Four-op starter doing \$250,000, all fee-for-service. Well-established, real estate also, great price.

SOUTH SIDE CHICAGO – Six-op beauty. Doing \$570,000, real estate available. And priced to sell. Make an offer.

SOUTH SUBURBAN – 1) Four-op starter. Owner relocating and must sell, come save. Beautiful presentation, doing \$225,000.

2) Three-op and fee-for-service. Doing \$400,000 without trying, well-established, real estate also. Motivated seller.

Many new ones coming. I will find you a practice. Call me..

OFFICE FOR SALE: Must close in two weeks, all offers welcome. Recent rehab within professional office building, four ops, fully digital w/EagleSoft, portable and digital X-rays. \$250,000 collections on three- day schedule. Many procedures referred out. Great opportunity. chicagoofficeforsale1101@gmail.com.

CHICAGO PRACTICE, BRIGHTON PARK:

Excellent opportunity. Storefront visibility. Five updated operatories, digital with pan/ceph, Average collections: \$500,000. PPO/fee-for-service.

Real estate available. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

GENERAL DENTISTRY PRACTICE FOR SALE, MIDWAY AIRPORT:

Storefront with parking. Five ops. CBCT. 3D printer. Collections, \$700,000. 115 new patients per month. <https://buildout.com/website/558103-sale>.

Contact Joseph Rossi & Associates, info@jrossiandassociates.com, 630.440.4644.

DENTAL PRACTICES FOR SALE:

Ddsmatch Chicago, Rex Plamann. Northwest Indiana, Peds practice(s), \$2 million in collections, low overhead, flexible transition terms. Northwest Indiana, GP, real estate available, \$400,000 in collections, terrific location. Will County, GP practice, \$575,000 in collections, flexible transition options. Coming to market, Arlington Heights, Chicago. Please call Rex Plamann at 1.855.546.0044 or email to rplamann@ddsmatch.com. Ddsmatch is the fastest growing brokerage, covering over 35 states, providing unique tools and exclusive partnerships to support practice owners selling their practice, formulating mergers/partnerships, and recruitment of associates. Let's start a confidential conversation to discuss your future plans.

DENTAL OFFICE FOR SALE: Northwest Chicago dental office with two ops for sale, sublet, buyin, buyout with or without patients. Options open. Call 847.254.4507. Compact space with digital and computers.

HENRY SCHEIN PROFESSIONAL PRACTICE TRANSITIONS— HELPING BUYERS AND SELLERS: For details contact Henry Schein Professional Practice Transitions Consultant Al Brown, 630.781.2176, al.brown@henryschein.com.

SOUTH SUBURBS – Well-kept practice with building on major four-lane street next to large church and community center. Doctor retiring from four-op, \$334,000 revenue practice on 3.5 days that also refers out approx. \$50,000 – \$60,000 per year. #IL136

SOUTH SUBURBS – Established six-op \$750,000 revenue practice located in one of the nicest towns in the area. Digital, Dentrax and only about 30 minutes from downtown Chicago. #IL145

NORTH/NORTHWEST SUBURBS – Below market sale price - motivated sell. Three ops, modern office on corner of two major roads and open only 2.5 days per week. Excellent growth potential. #IL147

SOUTH SUBURBS – A real "gem" in Will County 35 miles from downtown Chicago. Main four-, five-op practice plus a two-op high-growth satellite office. Newer equipment including Intra oral cameras, Digital X-ray. #IL149

CHICAGO –Great starter or satellite three-operator practice in the heart of the financial district. Doctor retiring, fee-for-service. Only working 25 hours a week to spend more time with family. Plenty of growth possibilities. Seller is motivated. #IL150

NORTHWEST SUBURBS – Doctor retiring from nice open layout 3-plus-1 op practice with multiple large windows at intersection of two major roads. Revenue \$415,000 on only 24 hours a week ... growth potential for a buyer wishing to add hours/days. #IL151

CHICAGO SOUTHWEST SIDE – Family-oriented practice in very stable community which is home to many Chicago police, fire, and city employees. Revenues \$544,000, four ops, digital X-ray, intra-oral camera. Higher than average net income. #IL152

NORTH-NORTHWEST SUBURBS – Perfect starter office or satellite with part-time associate in place if desired. Close to downtown Chicago and on busy Cicero Avenue. This \$400,000-revenue, two-op practice with intra-oral camera and digital X-ray refers out most specialties. #IL153

KANKAKEE COUNTY –General practice with four equipped treatment rooms established for 30 years. Practice is digital, high tech, runs Dentrax software, and has been updated. Gross receipts \$350,000. Specialties are referred out. #IL154

BLOOMINGTON/NORMAL AREA– Established practice located on busy main road in a stand-alone building with parking. This seven-operator facility is paperless using Dentrax and has digital X-rays. #IL155

ADS MIDWEST:
ENDORSED by ISDS. Contact Peter J. Ackerman, CPA, CVA at 312.240.9595 peter@adsmidwest.com or adsmidwest.com. Sellers needed. Never have values been higher. Call for a free consultation if you are considering a transition or sale.

PERIO – \$2 million. Sold.

PERIO – Chicago \$1.3 million.

PERIO – Northwest suburbs real estate available. Must sell now.

ORTHO – Chicago, \$1 million fee-for-service collections and growing.

ORTHO – North suburbs, \$700,000 in fee-for-service collections. Seller would stay.

ORAL SURGERY – South, pending.

ORAL SURGERY – Western suburbs \$1 million, pending.

CHICAGO – \$3 million Fee-for-service/PPO, 7 ops, paperless new facility.

BERWYN - Sold.

CHICAGO LOOP - \$325,000 collections, 3-digital-op facility with room to grow.

NEAR NORTHWEST SUBURB – \$800,000, pending.

PARK RIDGE – \$300,000. Great location, free standing building.

NORTHWEST SUBURB – \$800,000 implant based fee-for-service collections, 6 ops, high visibility strip center.

CRYSTAL LAKE – 4 ops paperless office, \$100,000 practice, \$139,900 real estate.

NORTH SUBURBS – \$450,000, Fee-for-service/PPO, beautiful, low overhead, seller would stay.

NORTH SHORE – \$450,000, free standing building.

FAR NORTH SUBURBS – \$700,000 Fee-for-service/PPO paperless i-cat.

SOUTH SUBURBS – \$650,000, conservative, fee-for-service, outstanding hygiene, E4D, free standing building. Seller would stay.

FAR SOUTH SUBURBS – \$1.2 million collections over 4,000 prophies/year.

SCHAUMBURG – \$425,000 collections, \$250,000 net. Fee-for-service/PPO, 3 ops in a strip center.

BUFFALO GROVE – \$300,000 on 3 days, real estate available. Price reduced.

ROCKFORD – \$460,000, low overhead, real estate available

ROCKFORD AREA – \$650,000 collections, fee-for-service/PPO building for sale with the practice.

CHICAGO PRACTICE SALES:

773.502.6000 or www.chicagopracticesale.com.
Thinking about a move or a start up? Need a great location? No cost office location services available. Call Sharon at 847.370.9131.
COMING SOON: Chicago, Brookfield.

ILLINOIS PRACTICES FOR SALE:

CHICAGO, BRIGHTON PARK – Five ops expandable to eight. Collections \$900,000 collections, associates and specialists in place. Fee-for-service and PPO. Must see.

CHICAGO, LAKEVIEW – Under contract. Five ops. Collections \$1.2 million. PPO/fee-for-service.

DEERFIELD – Three ops. Collections \$252,000. 100 percent fee-for-service. Turnkey.

NAPERVILLE – Under contract. \$400,000 collections Fee-for-service and PPO.

NAPERVILLE – Four ops of equipment available. Great condition. Priced to sell.

NEW LENOX – Beautiful. Four ops expandable to five. Fee-for-service and PPO. Newer build. Collections \$800,000-plus. Seller can stay.

NILES – New. Four ops expandable. Collections \$500,000. Fee-for-service and a little PPO. Seller can stay.

PALOS HEIGHTS – New. Three ops in strip center. Great visibility and ample parking. Collections \$300,000. Fee-for-service and PPO.

SCHAUMBURG – Sold.

SCHAUMBURG – New. Three ops in strip center. Collections \$350,000. 100 percent fee-for-service. Low overhead, high profit.

WORTH – Sold.

WARRENVILLE– New. Two ops and one plumbed. 100 percent fee-for-service. Very low overhead. Great starter or second office.

SKOKIE – New. Two ops, seller retiring, will sell patients or practice.

OPPORTUNITIES

IMMEDIATE OPENING FOR PEDIATRIC DDS IN EXPANDING MULTISPECIALTY PRACTICE:

Immediate opening for pediatric DDS in expanding multispecialty practice. High-end technology, southwest suburbs, full-time and part-time hours available. Looking to add to an amazing team. The office treats between 70-90 patients daily. We offer an outstanding compensation package. Full-time and part-time positions available. Salary ranges between \$250,000 and \$350,000k (40 percent net production). One year of malpractice insurance covered. Sign-on bonus. Partnership opportunity. Benefits available to full-time employees. Medical and dental insurance, 401(k). Please send resume to recruiter@innovativepediatricdentistry.com.

PEDIATRIC DENTIST OPPORTUNITY, SOUTH BEND, IN: Full-time pediatric dentist opportunity in our affiliated specialty practice in South Bend, IN, – The Dental Center Smile Safari. Well-established, modern practice. Outstanding earnings and full-benefit package. Relocation/sign-on bonus. Email resume to bames@dentalcarealliance.com. Learn more at www.dentalcarealliance.com.

GENERAL DENTIST NEEDED:

Part-time general dentist needed for busy St. Charles office. Two to 3.5 days per week. Must have a minimum of three years experience and be proficient in performing routine extractions. Possible opportunity for full time in the future. Please send resume to westgatedental@sbcglobal.net, Attention Dr. DiSimoni.

GENERAL DENTIST OPPORTUNITY: Royal Dental Care located in Norridge and Schaumburg is looking for full-time associate. Our office is well-established, modern and fully digital with CBCT. Fee-for-service/some PPOs (not corporate). Please email resume to royaldentalcare@gmail.com.

DENTIST NEEDED:

A part-time associate dentist needed for a well-established office in Calumet City. The office uses Eaglesoft and has a CBCT. Very friendly staff, will mentor. Great opportunity to earn good income. We accept Medicaid and PPO. besmadi@yahoo.com.

ORTHODONTICS OFFICE SALE OPPORTUNITY:

Looking for orthodontist to work as independent contractor with the possibility of acquiring office in the future. New facility, digital, paperless, six chairs. Contact via dk3y34@gmail.com. ORAL SURGEON,

GENERAL DENTIST NEEDED:

Busy, state-of-the-art office looking for general dentist for office located in west suburbs. Great compensation, daily minimum guaranteed, highly trained staff, paid malpractice insurance. Fresh graduates welcome. Email resume dentistjobs12@gmail.com.

GENERAL DENTIST: Located border of Des Plaines and Park Ridge, general dentistry with implant dentistry, ortho and endo (Guttacore), accepting dental insurance and All Kids, good potential to bring home \$800 per day, available to work on Thursday, associate dentist private room, new graduates welcome. Send resume to parkridgedentalclinic@gmail.com.

DENTAL ASSOCIATE NEEDED:

Fridays and one Saturday per month. Pauly & Tompkins Family Dental Group is looking to expand. Associate needed weekly on Fridays 8:30 a.m. to 5 p.m., and one Saturday per month 8:30 a.m. to 1 p.m. dr.tania.tompkins@gmail.com.

ASSOCIATE DENTIST NEEDED:

Seeking full-time general dentist to join our well-established family-oriented PPO service practice near the Midway area. Great patients and a friendly, highly trained team. Looking for a motivated individual with good patient and clinical skills. Please email resume email to lcchae198@aol.com.

FULL-TIME DENTIST WANTED IN WESTERN

SUBURBS: Full-time dentist wanted in established practice in the great community of St. Charles. Office is located in the heart of town and has an established patient base. The position offers a great minimum salary, and the opportunity to be very well compensated based on the work you do. In addition to compensation, we offer clinical and business mentorship from leaders in the dental industry. Other benefits include incentive bonuses, medical insurance, life insurance, long-term disability coverage, 401(k) plan, and paid continuing education. If ownership is something you are interested in the future, we also offer this to our doctors. If interested please email 1699dental@gmail.com.

CHICAGO NORTH SHORE ASSOCIATE TO OWNERSHIP OPPORTUNITY:

Second generation, 100 percent fee-for-service, comprehensive general dentistry practice office located around Chicago's North Shore in search of a 3three to four days per week associate to transition to 50/50 ownership after 24 months of hire date. Busy practice currently has two dentists currently and is open five days a week. \$1.6 million revenues, less than 70 percent overhead and booked out four to five weeks. Interest -in implants and/or cosmetic dentistry is a plus. Ideal candidate would have three to five years experience and/or a GPR. Salary plus bonus pay methodology to start. No brokers. Rare opportunity to be transitioned into an established 100 percent fee-for-service practice. Huge potential for right fit. If interested, contact northsubbandds@gmail.com.

ENDODONTIST NEEDED, PART TIME OR FULL

TIME: Endodontic practice looking for an associate part-time/full-time in near north Chicago suburbs. Please contact us at dentalofficechicago@gmail.com.

ASSOCIATE DENTIST IN THE NORTHWEST

SUBURBS: Very busy, friendly, general dental office is looking for and associate. Polish speaking with experience a plus. Great team in place with specialists on staff. Email your resume to team8888@yahoo.com.

ENDODONTIST/ORTHODONTIST NEEDED IN GP PRACTICE: Endodontist/Orthodontist for a busy GP practice in Aurora. Day and times negotiable. Compensation based on collections. Fee-for-service and some PPOs only. Please send CV to skkl1964@gmail.com.

GENERAL DENTIST OPPORTUNITY:

Motivated associate general dentist desired for office on north side of Chicago. We are general dentists providing comprehensive treatment. We accept all PPO insurances and Medicaid (under 21). No HMOs accepted. Office is fully digital and paperless with well-trained and efficient staff. Compensation is based on production. Please have some private practice experience. Thank you. Please email resume or CV to ilgeneraldentist@gmail.com.

ORAL MAXILLOFACIAL SURGEON NEEDED:

Unique and lucrative opportunity for the right oral maxillofacial surgeon. All-digital practice with CBCT, certified staff, practices located near north suburb and south side. Must be certified in all areas of surgery including full mouth reconstruction. Established referral base. Needed one day a week to start, ability for immediate expansion. Email CV northshoreomfs@gmail.com.

AMAZING ASSOCIATE DENTIST OPPORTUNITY:

Amazing opportunity two miles from downtown Chicago for a motivated dentist on a four-day work week, fast-paced office, single doctor, minimum two Saturdays needed, great compensation. Email us at jobsareo@gmail.com.

WEBSTER DENTAL WINTER OPENINGS:

Webster Dental Care is seeking to add the following doctors to our growing family of offices: periodontist, full time or part time; orthodontist, part time; endodontist, part time; pedodontist, part time; general dentists, four days including Saturdays in La Grange Park. Other locations coming soon. Please forward your resumes to Dr. Steve Rempas, drsteve@webster.dental.

PROSTHODONTIC NEEDED:

Part-time prosthodontic needed for a busy multi-location group practice located in the western suburbs. We offer an excellent work environment and great compensation. Please email resume to mydental123@gmail.com.

GENERAL DENTIST NEEDED:

Busy practice seeks full-time/part-time dentist in far western suburbs, 30 minutes from Aurora/Rockford/Elgin area. Great compensation, daily minimum guaranteed. New graduates welcome. Fully digital, iTero, laser, nitrous and other state-of-art technology equipped. Apply at dclinic33@gmail.com.

ASSOCIATE DENTIST, NORTHERN SUBURBS:

Private group practice in need of a general dentist. Busy practice with digital technology, CBCT, Cerec and more... Come join our amazing team. Email resume to ddsresume@aofdentistry.com.

GENERAL DENTIST, WESTON, WI:

General dentist needed full time for busy dental practice. \$750 daily minimum or 35 percent of production, up to \$40,000 sign-on bonus. New grads welcome, please send resume to recruitment.efdental@gmail.com.

POSITIVE ENERGY AND CHANGING LIVES EVERY DAY:

Successful dental practice in the southwest suburbs looking for enthusiastic dentist with high standards to take over productive schedule. Proven systems and best team in place. Multispecialty. Latest technology. Spanish a plus. No corporate red tape. Ownership potential after associateship. Please email highpointdental5x@gmail.com. Look forward to meeting you soon.

GENERAL DENTIST POSITION: Immediate part-time position. Office in Alsip, three days a week, Monday to Wednesday. Single dentist, all phases of general dentistry with root canal therapy and extraction. Mini-implant experience is plus. New grads OK. Send inquiry/CV to atocd1@yahoo.com.

EXPERIENCED GENERAL DENTIST WANTED: Full-time general dentist needed for a busy office near O'Hare. Experience required. Must see fee-for-service, PPO and Medicaid patients. Email resume to janeta@att.net.

PEDIATRIC DENTIST:

Busy fee-for-service pediatric dental practice with multiple northwest suburban locations seeks part-time pediatric dentist. Seeking a friendly and compassionate team player for two to three days per week in digital, chartless, and contemporary offices. Email CV to cgills814@gmail.com.

ENDODONTIST NEEDED PART TIME: Endodontist needed for our downtown Loop office and Lincoln Park practice. Part-time position. Contact us by email at smilesonmichigan@hotmail.com.

NAPERVILLE, PART-TIME DENTIST:

Looking for a motivated, quality oriented dentist to work in Naperville office Mondays, Thursdays and alternate Saturdays. Modern friendly, PPO/fee-for-service office. Proficient in all aspects of general dentistry is preferred. smilesbythemile77@gmail.com.

GENERAL DENTIST NEEDED:

Growing dental practice is looking for experienced general dentists both on a full-time and part-time basis. Send resume to mahairidentalcenterstaff@yahoo.com.

ENDODONTIST NEEDED FOR PRODUCTIVE HIGHEST QUALITY CARE PRACTICE: Southwest suburbs multispecialty practice looking for endodontist with high standards. Trained staff. Latest technology. Competitive salary. Guaranteed production. Please email drparos@highpointdentalgroup.com. Look forward to meeting soon.

PEDIATRIC DENTIST SOUTHWEST SUBURBS, PART-TIME/FULL-TIME: Excellent opportunity to work independently in a growing, strategically located practice. Unlimited earnings potential with daily guarantee, medical insurance, flexible schedule. Everything is in place to be successful, will consider buy-in. pedoptft@yahoo.com.

ASSOCIATE DENTIST, SOUTHWEST SUBURBS: Busy general dental office in southwest suburbs in search of associate part-time with full-time potential. Fee-for-service/PPO practice. New graduates welcome to apply. Send resume to dmdent16@gmail.com.

PEDIATRIC DENTIST NEEDED:

Busy Naperville office looking for pediatric dentist, PPO/fee-for-service office. Full-time or part-time, established patient base. Walk into a very busy schedule from day one. State-of-the-art office with the latest technology. Enjoy working with a great team. Please email CV to drsud.dds@gmail.com, visit www.woodlakefamilydental.com.

IMMEDIATE OPENING FOR GENERAL DENTIST:

Our office in Alsip is seeking a general dentist to work one to two days a week, prefer Thursday, to start immediately. Please email your resume to george@danosdentistry.com or fax 708.424.6611.

GENERAL DENTIST OPPORTUNITIES: United Dental Partners is hiring for Chicago and southern suburban locations. Digital state-of-the-art family practices. Daily guarantee plus production bonus. Health insurance, 401(k), paid malpractice, CE reimbursement. Send CV including days and locations you are looking to work, recruiting@uniteddentalpartners.com.

PEDIATRIC DENTIST OPPORTUNITY:

Family Dental Care is expanding and seeking a pediatric dentist. Currently six locations and growing. A dental group owned by dentists. No Public Aid. Latest technology. Full-time or part-time positions available. Very busy quality-oriented practice. 773.978.7801 (ask for Peter) or email personnel@familydentalcare.com. www.familydentalcare.com.

ROCKFORD GP OPPORTUNITY: United Dental Partners is expanding in Rockford. Join our busy family practice. Beautiful state-of-the-art 18-op practice. Guaranteed base salary \$200,000-plus, full benefits, health ins, 401(k), paid malpractice, signing bonus. No weekends. 45 minutes from the northwest suburbs. E-mail CV recruiting@uniteddentalpartners.com.

FULL-TIME GENERAL DENTIST, CHICAGO:

Well-established and expanding private practice in the Lakeview area seeking an individual with private practice experience who possesses compatible practice philosophies; focusing on providing superior quality and integrity-based, patient-oriented dentistry. Clinician will perform a complete range of dental procedures on patients of all ages. PPO policies, no managed care, excellent staff, fully digital, modern facility with five patient operatories and CBCT technology in-office. Email CV to drponcza@smileonchicago.com.

ASSOCIATE DENTIST NEEDED:

Smiles Dental Center is looking for the right person for our modern, paperless Bartlett location. We are in need of an associate for two to three days a week. Guaranteed daily minimum, great team to work with and buy-in opportunity for the right candidate. New graduates welcome, we will help mentor. rp315@yahoo.com.

ASSOCIATE, TWO TO THREE DAYS A WEEK:

Previous associate netted \$100,000-plus on 2.5 days a week providing basic GP care. Largely fee-for-service, five star practice. Solid new patient flow. We actively create a very enjoyable place to spend our days. Highly appreciative patients who respect us putting their needs first. If you are a uniquely patient focused cheerful dentist this might be for you. High percentage guaranteed compensation, long-term retention bonus. Email apply@pleasant-dental.com.

DENTAL ASSOCIATE WANTED IN PRIVATE PRACTICE, OAK LAWN AREA:

Seeking part-time general dentist to join our well-established family-oriented fee-for-service practice in the Oak Lawn area. Days to include Saturdays and one to two weekdays during the week, with opportunity for additional days in the future. Great patients and a friendly, highly trained staff. Looking for a motivated individual with good patient and clinical skills. Please fax resume to 708.423.0719 or email to asbin@aol.com.

GENERAL DENTIST NEEDED:

Busy practice seeks full-time/part-time dentist in far western suburbs, 30 minutes from Aurora/Rockford/Elgin area. Great compensation, daily minimum guaranteed. New graduates welcome. Fully digital, iTero, laser, nitrous and other state-of-art technology equipped. Apply at dclinic33@gmail.com.

PART-TIME GENERAL DENTIST NEEDED:

Established and busy practice in South Plainfield (fee-for-service/PPO/Medicaid). All new equipment. Seeking GP to preferably work Wednesday, Thursday, Friday and two Saturdays per month. Must be competent in extractions/endodontics, Send CV to raunakp1@yahoo.com.

ORAL SURGEON, IMMEDIATE CAREER OPENING:

Part-time oral surgeon opportunity for busy, multispecialty practices in the greater Chicago area scheduling up to 12 days per month. Competitive compensation package and flexible contract options. Contact whitney.schemmel@dentalonepartners.com or visit dentalonejobs.com.

PERIODONTIST NEEDED FOR GLENVIEW PRACTICE:

We are looking for an outstanding part-time periodontist to add to our team of winners. We are a growing patient-centered practice with a well-trained and experienced clinic support team. smile@smiletodaydental.com.

SEEKING FULL-TIME GENERAL DENTIST, NORTHWEST ILLINOIS:

Our growing practice, located near Rockford is seeking a full-time general dentist. We are seeking talented individuals to help us attain even more success in providing the best dental services for our patients. Our facility is designed with the most up-to-date technology to enable us to provide the highest standard of care to our patients. You will be supported by our team of highly skilled clinicians and front office staff, as well as a full management team which handles all operational and administrative aspects of the practice. If interested please send CV to hiringdentist1@gmail.com.

ENDODONTIST, PERIODONTIST AND ORTHODONTIST WANTED, PART -TIME:
Specialist wanted to expand general practice into multispecialty. New renovation and new equipment awaits the right candidate for this opportunity in the northwest suburbs of Chicago. Call Rex Plamann at ddsmatch Chicago, 1.855.546.0044 for more details.

LOVE WHERE YOU WORK, JOIN SHINING SMILES: Shining Smiles seeks part-time associate for our office in Wheaton. We are an insurance and fee-for-service office with great income potential and awesome work environment. Check out our website www.shiningsmiles.com and come work with the best. Send resume to milad312@gmail.com.

GENERAL DENTIST, AURORA: A fast-growing practice with strong patient base located in Aurora is looking for part-time general dentist. We offer great working environment with state-of-the-art equipment. Accepting PPOs/All Kids/fee-for-service/Medicaid. dentalresume303@gmail.com.

GENERAL DENTAL ASSOCIATE – WISCONSIN: Long-term general dentist needed in Southeast Wisconsin. Candidate must be interested in owning or partnering potential. Must be proficient in all phases of dentistry — implants and sedation required. Excellent support staff to help you do the dentistry. Mondays, Wednesdays, and Fridays, occasional Saturdays. Email CV to teeth4u@ecinet.net.

PEDIATRIC DENTIST:
Excellent opportunity for a pediatric dentist to join our well-established multispecialty group practice in central Wisconsin. We are looking for a pediatric dentist to assume a very active patient load. We offer a new associate an outstanding wage and benefit package with the potential of ownership. This is an excellent opportunity to step into an active practice and become an equal partner in a large group practice. If you are interested, please send CV to Dental Clinic of Marshfield, P.O. Box 929, Marshfield, WI 54449, Attn: Mr. Neil Armitage or call 715.387.1702 or email neil.armitage@dentalclinicofmarshfield.com for additional information.

GENERAL DENTIST:
Full-time experienced general dentist needed in Elmhurst. Experience in all phases of dentistry and able to lead a team in offering the highest quality care to our loyal patients. New Graduates will be considered. Well-established fee-for-service office and benefit package offered. Send CV to hr@elmhurstdental.com.

ASSOCIATE GENERAL DENTIST: Associate dentist needed. Chicago, north side. Family practice. Most patients speak Polish. Ownership opportunity. Low pressure environment. drtruskowski@yahoo.com.

ORAL SURGEON NEEDED: Chicago Dental Studio seeking additional oral surgeon. Full-scope oral surgery with sedation certified staff. Surgeon expected to commit to at least one day per month at our Mayfair and West Loop locations. Please contact dr.unterbrunner@gmail.com with resume.

FULL-TIME ASSOCIATE DENTIST, NORTHWEST SUBURBS: We are seeking an ambitious, motivated associate to join our Schaumburg and South Elgin offices. Immediate opportunity available to a personable, skilled clinician. Guaranteed daily minimum. One year experience preferred. Please send resume to info@revolution-dentistry.com.

DENTOLOGIE SEEKING POSITIVE, OUTGOING, FULL-TIME GENERAL DENTIST: Full-time associate general dentist. Seeking a smart, outgoing and friendly associate general dentist to join our team at Dentologie for our practices in the South Loop and Streeterville location. We are a rapidly growing practice with several hundreds of new patients per month. Seeking practitioners who are flexible, team oriented, and focused on the patient experience. Must be comfortable in all phases of general/cosmetic dentistry, molar endodontics, and some surgical experience. Candidates preferred to have at least one year clinical experience. Contact Dr. K at drk@dentologie.com.

DENTIST PRACTITIONERS WANTED: Grand Dental Group is proud to serve the cities of Channahon, Wilmington, Aurora, Naperville, Lockport, Sycamore, Franklin Park, Lake Zurich and their surrounding communities. We are seeking dentist practitioners who possess integrity, professionalism, and a strong desire to produce high-quality patient care. We have both full-time and part-time opportunities currently available. When you are a part of Grand Dental, you will experience the fun, friendly atmosphere we work diligently to create. As a multispecialty dental practice, we have the ability to serve a variety of dental services in general, cosmetic and specialty care. The foundation of our reputation is a deep-seated devotion to providing patient treatment that meets the Grand Dental criteria; affordable, high-quality and comprehensive care. From our inception, the Grand Dental Group has experienced tremendous growth in the Chicagoland area. Our success has not been an accident, but rather a result of strategic planning, while empowering and supporting our motivated dental professionals. Your future at Grand Dental Group is in a fast-paced entrepreneurial environment. Join the Grand Dental family and watch your future grow from Great to Grand. Please submit your resume to tnardi@granddentalgroup.com for consideration. Thank you. Grand Dental – Extraordinary Care: One Neighborhood, One Patient, One Smile at a Time.

PEDIATRIC DENTIST:
Western suburbs. Busy, multispecialty office looking for a part-time pediatric dentist one to two days per week. Please email resume to dentaljobssds@gmail.com.

ENODONTIST NEEDED, NORTHWEST SUBURBS: Immediate need for an endodontist at least two days per week in northwest suburbs. Text name and number to 224.500.9056 and will call back ASAP.

PEDIATRIC DENTIST:
Western suburbs, multispecialty office with busy pedo practice looking to add another pediatric dentist to our two locations. Fee-for-service and PPO practice. Email resume to dentaljobssds@gmail.com.

GENERAL DENTIST NEEDED:

General dentist needed for busy Saint Charles office, 24-30 hours per week. New graduates welcome to apply. Salary commensurate with experience. Please email resume to dukeycappy@sbcglobal.net.

PEDIATRIC DENTIST SOUTHWEST SUBURBS, PART-TIME/FULL-TIME: Excellent opportunity to work independently in a growing, strategically located practice. Unlimited earnings potential with daily guarantee, medical insurance, flexible schedule. Everything is in place to be successful, will consider buy-in. pedoptft@yahoo.com.

EXCELLENT FULL-TIME OPPORTUNITY IN DOWNTOWN ST. CHARLES: This busy family practice located in the heart of downtown St. Charles is looking for a full-time doctor to join our practice this fall. This practice has been a part of the community for decades. The position offers a great minimum salary and great income potential. In addition to compensation, we offer clinical and business mentorship from leaders in the dental industry. Other benefits include incentive bonuses, medical insurance, life insurance, long-term disability coverage, 401(k) plan, and paid continuing education. If you are interested in becoming an excellent, well-paid dentist, please email inquiry to 1699dental@gmail.com.

ORTHODONTIST:

Excellent opportunity for an orthodontist to join our well established multispecialty group practice in central Wisconsin. We are looking for an orthodontist to join our current staff to help serve an increasing patient load. We offer a new associate an outstanding wage and benefit package with the potential of ownership. This is an excellent opportunity to step into an active practice and become an equal partner in a large group practice. If you are interested, please send C.V. to Dental Clinic of Marshfield, P.O. Box 929, Marshfield, WI 54449, Attention, Mr. Neil Armitage or call 715.387.1702 or email neil.armitage@dentalclinicofmarshfield.com for additional information.

PART-TIME GENERAL DENTIST:

Our office in South Holland is seeking an associate general dentist to work one to two days a week with at least one Saturday a month. New graduates are welcome. Compensation is 35 percent collection. shafaqdentist@yahoo.com.

FULL-TIME GENERAL DENTIST:

Seeking dedicated and enthusiastic dentist for well established, high-end practice Chicago, north side. Full-time, alternating Saturdays. Minimum one year experience in root canal, crown and extractions required. medgjob@gmail.com.

ASSOCIATE DENTIST:

General dentists needed. We offer multiple locations in Illinois and Wisconsin, our dentists have clinical freedom and 100 percent autonomy like in traditional private practice without the administrative and financial burdens of practice management. \$750 daily minimum or percentage of production. New grads welcome, please send resume. recruitment.efdental@gmail.com.

DENTAL ASSOCIATE NEEDED FOR LOMBARD OFFICE:

Established, quality-oriented family practice in Lombard searching for a dedicated, compassionate associate with commitment to excellence with at least five years experience. Potential for growth and partnership. Latest technology and services including CEREC, lasers, implants Invisalign, etc. Monday 2-7 p.m., Wednesday 1:30-7 p.m., Saturday 8 a.m.-1 p.m. Send resume to picchettidental@sbcglobal.net.

GENERAL DENTIST NEEDED:

Looking for an enthusiastic general dentist to join our growing practice, in the western suburbs, Naperville and Woodridge locations. Mondays, Tuesdays, Fridays and two Saturdays a month. Multispecialty practice. Fee-for-service/PPO. All of the latest technologies on site, including CBCT, PrimeScan, microscopes. Great supporting staff. Please send CV to drsud.dds@gmail.com, www.woodlakefamilydental.com.

ASSOCIATE DENTIST:

Immediate opening for part-time/full-time dentist at our Chicago north side location. Excellent commission based compensation. Medicaid experience a plus but not required. New graduates welcome. Email resume info@hanadentalcenter.com.

PEDIATRIC DENTIST AND SPECIALISTS

NEEDED: Established multispecialty practice in west suburb: insurance based, digital, technology savvy. Looking for a confident and ambitious full-time pediatric dentist and part-time oral surgeon (one to two days/month). Partnership available. Find your dream job by calling 630.403.8478.

PERIODONTIST WANTED, PART TIME: State-of-the-art, general dental office in Glenview looking for a periodontist to perform periodontal surgeries including implant placement. Days flexible. Call/text 312.613.7816 or email artofhappysmile@gmail.com for details.

ASSOCIATE DENTIST, PART TIME/

FULL TIME: Come join our team at our modern and well-established dental office in Chicago. General dentist needed with excellent clinical skills covering most areas of dentistry. The opportunity is full time for our busy office. Excellent compensation. Two years experience preferred. Please email resume to dentaloffice7011@yahoo.com.

GENERAL DENTIST, MADISON, WI: Partners in Care LLC is seeking a full-time experienced general dentist for our Janesville, WI, office. Practice in a beautifully remodeled space in a great location, near Madison. We are searching for a candidate who will be involved in the community in order to build long-term relationships with our loyal patient base. Comprehensive benefit package offered. hr@elmhurstdental.com.

GREAT DENTISTS WANTED - SIGNING BONUS:
Midwest Dental is seeking a great dentist to lead our Midwest Dental practice. This position offers excellent compensation and benefits, a great work-life balance and unlimited opportunity for professional development. Our support team handles the administrative details, allowing you to lead your team while focusing on dentistry. If you possess a passion for providing quality care and are looking for a rewarding career opportunity, please contact Kelly Gilmour at 715.590.2467 or kgilmour@midwest-dental.com.

DENTIST:

North Side-based group practice has position available for enthusiastic, personable individual who enjoys performing oral surgery. Excellent compensation. Multi-doctor office and large friendly staff. Please contact us at toothgroup.chicago@gmail.com.

FULL-TIME DENTISTS WANTED – CHICAGOLAND OFFICES: Gain lots of experience in a digital, chartless office. We see everyone from kids to seniors. Hit the ground running without waiting to build your own clientele. We love to help train new dentists. Recent graduates welcomed. Sign-on bonus and guaranteed base rate. Malpractice insurance paid. Free CE offered. No HMOs. Please email resume to director@allstardentalclinic.com.

PART-TIME PEDIATRIC SPECIALISTS WANTED: Chicago and suburb locations. Generous per diem compensation. Half- or full-day every week or every two weeks. Flexible schedule. Digital/chartless offices. Malpractice insurance paid. New grads welcome. No HMOs. dimitri_h@hotmail.com.

DENTAL DREAMS is actively seeking motivated, quality-oriented associate dentists for our offices in Chicago, IL and surrounding suburbs. We provide the ultimate in quality general dentistry to the entire family in a modern, technologically advanced setting with experienced support staff. Our highly valued associates enjoy top tier compensation. Compensation includes: Sign-on bonus up to \$30,000. Average compensation of full-time dentists in excess of \$220,000 per annum. Guaranteed base pay. Clinical Practice includes: Complete autonomy over treatment planning. Mentoring by top rated, experienced clinicians. Benefits include: health insurance, malpractice insurance, three weeks' vacation, continuing education, relocation expenses, Visa and permanent residency sponsorship, and dental coverage for associates and immediate family members. Make Dental Dreams a reality for you. Please contact us to learn more about rewarding associate dentist opportunities with Dental Dreams. We offer full-time, part-time and Saturday only schedules. Phone: 312.274.4598. Email: recruiting@DentalDreams.com. Website: <http://www.dentaldreams.com>.

OUTSTANDING OPPORTUNITY:

Family Dental Care is expanding and seeking general dentists, specialists and residents. Currently six locations and growing. A dental group owned by dentists. Our partners earn at the top 1 percent of dentists. Come and talk to them. Highly competitive salary with no Public Aid and 95 percent fee-for-service. Latest technology including digital X-rays, microscopes, CEREC, CBCT, LANAP with specialists on staff. Full-time or part-time positions available. Very busy quality-oriented practice. Recent graduates welcome. 773.978.7801 (ask for Peter) or email personnel@familydentalcare.com. <http://www.familydentalcare.com>.

POSITIONS WANTED

LOOKING FOR PART-TIME POSITION:

Restorative, esthetic dentist with over 20 years experience in north, northwest suburbs of Chicago looking for part-time position. 941.281.0017.

KEEP ALL-ON-X, IV-SEDATION, IMPLANTS AND WISDOM-TEETH IN-OFFICE: Experienced traveling dentist available with all equipment/instruments/materials needed for all-on-X, IV-sedation, implant-placement and wisdom-teeth extractions for your patients in your office. Stop referring them out and keep that income in-house. www.surgicalsuites.com. Flat rate fees for all procedures. www.surgicalsuites.com/dental-professionals, password "dentalimplants", dentalimplantsdds@gmail.com, cell 312.532.9691.

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WE DO ALL THE WORK, NO CONTRACTS: Website for \$399 setup fee (60 percent off regular fee). \$49 per month includes hosting and updates. No contracts. We do all the work. live phone support Monday-Friday, 9 a.m. - 5 p.m. Dentist approved content. Mobile and search engine friendly. Already have a website? Switch and save money. Call 888.980.4949. www.docsites.com.

PROFESSIONAL DENTAL BILLING SERVICES:

Jettvi, a Chicagoland company focused on accurate and fast dental claims processing. Visit us online at jettvi.com. First month free services with two-year agreement. 773.615.3510.

KEEP THIRD MOLARS IN-HOUSE:

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DENTISTS' ATTORNEY - STEVEN H. JESSER:

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Those pesky millennials are dentistry's future

THEY WERE BORN IN THE DIGITAL AGE AND SOME WERE USING AN ELECTRONIC NOTEBOOK ABOUT THE TIME THEY BEGAN TO WALK AND TALK; THEY DOMINATE SOCIAL MEDIA. They are millennials, people born between 1980 and 2000, sometimes referred to as the avocado toast crowd.

They comprise 80 million of America's population and half of its workforce; it's predicted they will represent 75% of America's workforce by 2030, according to the U.S. Bureau of Labor Statistics. Almost 17% of our 200,000 dentists are millennials; that figure is expected to grow steadily.

These dentists are our future, and many are members of organized dentistry. It is vital to attract those who are not members and retain the ones who are.

To do so, we must understand what attracts them to become members and remain members.

Generally speaking, millennials are more apt to join dental service organizations, in part because they have high student debt and need a paycheck. Dentists joining DSOs have rapidly increased from 7.4% of the dentist population in 2015 to 8.8% in 2018, according to the ADA's Health Policy Institute. Twenty-eight percent of those under age 35 are owners of their practice. They are confident and have high expectations. Most feel their educational debt is secondary to achieving their goals; apparently debt is the price one has to pay.

In a survey of millennials by Abila, a management company focused on non-profit associations, younger members were found to be interested in job opportunities and are achievement-oriented.

Does that mean they will be drawn into corporate dentistry? Are these changes the death knell of private dentistry? Will all dentists be employees? Is the sky falling?

Hans Rosling, a Swedish physician by way of education but

a statistician like no other, has lectured and written, with a puckish sense of humor, about "Factfulness: Ten Reasons We're Wrong About the World – And Things Are Better Than You Think," which is the title of one of his books.

He points out that literacy of the world's population is at 80%; the cancer survival rate for children has improved, and hunger around the world has diminished. He has a list of 29 improvements that benefit mankind.

He says our tendency to focus on the negative is powered by three things:

- Our inaccurate recollections of past events. Mark Twain said it best, "As I age, I find that I more clearly remember things that never happened."
- Biased reporting employed by media and activists, both liberal and conservative.
- Our hesitancy to admit that things are getting better because some things are still not getting better. Until we can accept both facts and accept that they are both true at the same time, we cannot overcome the negativity instinct. It's not from a lack of knowledge that we harbor negativity, but preconceived ideas that we have held for years and sometimes decades.

So are things better for dentistry and organized dentistry?

Results of a 2006 survey of dental students by the American Association of Dental Education mirrored the same conclusions of Abila that millennials are confident, achieving and team oriented. They are not negative; they aspire to make a difference.

Recruitment efforts by organized dentistry should focus on that thought.

Many of the students in the 2006 survey are already in the dental community, and although my opinion is subjective, gleaned from observation, they have found their way. I'm confident the millennials will construct a profession in new ways not yet dreamt. ■



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New dentists (those who have been a dentist for 10 years or less) are invited to enjoy the fascinating and lively art of conversation with your peers while enjoying cocktails and light food during the Midwinter Meeting at the annual New Dentist Reception.

Friday, Feb. 21

- 5 – 6:30 p.m.
- West Lobby on the Exhibit Floor
- \$20 per ticket online prior to February, \$25 online in February or on site
- Tickets required for entry

Event number: SE5

Purchase tickets online at www.cds.org through Feb. 21 at noon, subject to availability.



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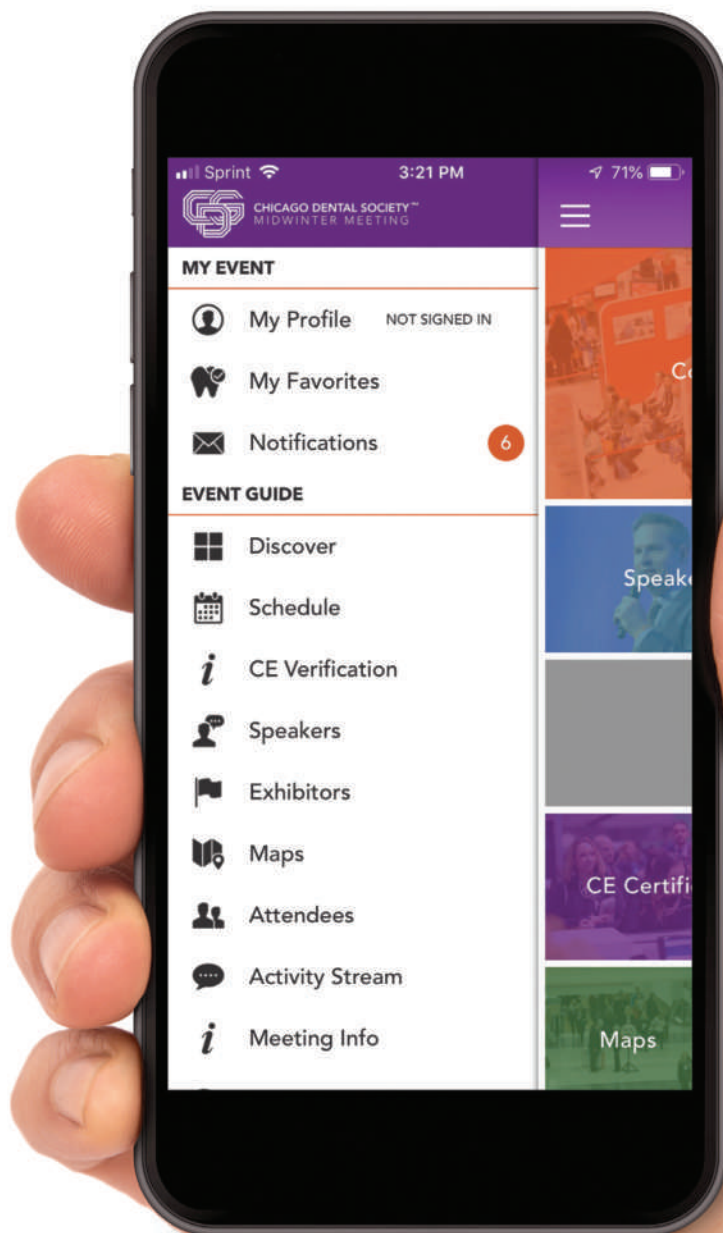
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