

Please join us.

The course...

Legendary Implant Services™: Distinguishing Your Practice Through Differentiation

Wednesday, September 12, 2018 | Maggiano's Little Italy, Skokie, IL

In today's highly competitive full-arch implant market, clinical competency is no longer enough to compete with corporate implant centers and large practices focused on attracting a high volume of patients. Getting patients to say "yes" to an expensive full-arch implant treatment requires a full-team approach; one that involves every member of your team (from assistant to surgeon) and impacts every touch-point with your patients.

Most Key Opinion Leaders in the field of implant dentistry acknowledge that top quality clinical services come after the acceptance of the full-arch treatment plan by the patient. This cannot be accomplished through clinical skill alone. High level, large implant case acceptance is driven by creating a full-on patient experience; one that is not only memorable, but also unique to your practice.

The basis of practice growth is inspiring and leveraging your team to improve patient care and to lead you to become the preferred choice for implant patients.

At the completion of this course, restorative dentists and their teams will be able to:

- Learn how to remain competitive in light of recent changes in the dental market
- Learn how to exceed patient expectations and to provide memorable and unique services
- Learn how to bolster patient case acceptance and maintain patient loyalty

Schedule:

7:45 am
Registration and breakfast
8:30
Lecture
10:15
Break
10:30
Lecture
12:00 pm
Lunch
1:00
Lecture
2:30
Break
2:45 - 4:00
Lecture

6 CE credits will be provided

Your presenter...

Dr. Hamid Shafie



Dr. Hamid Shafie has been the director of postdoctoral implant training at Washington Hospital Center Department of Oral and Maxillofacial Surgery since 1998. He is also the President and Chief Knowledge Officer of the American Institute of Implant Dentistry, a not for profit Think Tank in Washington, DC. His areas of interest in implant dentistry are immediate load, tissue engineering, and advanced full mouth reconstruction. He is recognized by peers

for his insight, critical thinking, and innovative approaches to implant education for hospital based oral and maxillofacial surgery residency programs.

Dr. Shafie is one of the leading advocates of cross industry adaptation. He pioneered the implementation of operational excellence and lean methodology in oral surgery and implant practice in 2014. He constantly researches the most successful features of industries outside of dental and oral surgery in order to use them as inspiration to enhance the patient experience, improve efficiency, and optimize the services provided by oral surgeons.

His most recent efforts in cross industry adaptation have been focused on transforming analog oral surgery practices into fully digital operations. Currently, he is Co-founding editor of Selected Readings for Oral and Maxillofacial Surgery.

Over the past 20 years, Dr. Shafie has actively disseminated the methodologies used at Washington Hospital Center nationally and internationally, lecturing in 35 states and 30 countries. He is also the author of two text books on the subject of implant dentistry published by Wiley-Blackwell. Currently, he is sitting on the Board of Visitors as an adviser to the dean of the College of Dentistry of the University of Maryland.

To register...

Contact: Shelly@ooperio.com

Or visit: Eventleaf.com/legendaryimplantservices

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Tuition: \$750 per doctor and up to 4 staff members
\$175 per staff member

Cancellation Policy: Cancellations by the participant within 7 days of the program will result in a fee of 50% of the tuition cost. No shows will be charged the entire regular tuition price. If Dentsply Sirona Implants cancels the program, the participant will be reimbursed the full tuition amount.

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How to maintain an independent practice as corporate dentistry grows





New Dentist Riverwalk Reception

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to join us along Chicago's scenic downtown riverfront for a special networking reception.

Thursday, Aug. 23, 6:30 – 9 p.m.

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RSVP by Aug. 20: Joanne Girardi, CDS Director of Member Services, jgirardi@cds.org

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Adults on Medicaid to get prevention services

Illinois adults on Medicaid will be covered for preventative dental care as part of 2019 state budget legislation signed by Gov. Bruce Rauner in early June.

This is the first time the state has provided funding for adult preventative dental care, according to the Illinois State Dental Society.

The legislation states that the Illinois Department of Healthcare and Family Services will provide adult dental services, including diagnostic, preventative, restorative and services needed to treat periodontal disease, according to the ISDS.

The change will require better oversight of dental care provided by

state-contracted, managed care organizations. When the fiscal 2019 budget begins July 1, all adults covered by Medicaid will be able to receive periodic exams and cleanings performed by a dentist enrolled in the program, the ISDS said in a press release.

Greg Johnson, executive director of the ISDS, said specifics about the program are still being worked out.

Mr. Johnson said managed care organizations had been voluntarily paying for dental office visits.

About 2,800 of the state's practicing dentists accept patients in the Medicaid program, Mr. Johnson said. Funding for child preventative dental care had already been in place.

The legislation states that the reimbursement to participating dentists will be at the levels required by the *Memisovski v. Maram* court decree for children's preventative services.

"The addition of preventative dental services for all adults is critical in improving oral health for these Illinois citizens," said ISDS President Barbara Mousel. "It gives dentists the opportunity to provide early interventions for not only dental disease but overall health as well. Diabetes, heart disease and other systemic diseases are often better managed when oral health is maintained."

How to comply with EPA's Dental Amalgam Rule

The United States Environmental Protection Agency has promulgated new rules that require Amalgam Separator Technology to be installed in every dental office in the United States that prepares or places dental amalgam. This effort is expected to prevent over 10 tons of toxic metals, particularly mercury from amalgam, from entering our nation's watersheds each year.

The Metropolitan Water Reclamation District of Greater Chicago (MWRD), as your local control authority, is mandated to enforce these regulations. If you are a dental office within the MWRD's

boundaries, you are required to file a Dental Amalgam Compliance Report with MWRD. Dental clinics, orthodontists, periodontists and maxillofacial surgeons that do not typically perform procedures involving amalgam are not affected. However, please file a Compliance Report with MWRD before purchasing new equipment, as you may be exempt.

Existing dental offices that were discharging waste to the sewerage system prior to July 14, 2017, must submit a Compliance Report by Oct. 12, 2020. New dental offices must be in

compliance with the standards immediately and submit a Compliance Report within 90 days.

The Compliance Report form and other program documents that help explain the regulation and its requirements can be found here: <http://www.mwrdd.org/irj/portal/anonymous/DentalAmalgam>

If you have any questions, please contact the MWRD at 312.751.3044 or at DentalAmalgam@mwrdd.org.

Information provided by The Metropolitan Water Reclamation District of Greater Chicago

Election of CDS Officers

The election will be held Wednesday, Nov. 7, at the Regional Meeting at the Drury Lane, 100 Drury Lane, Oakbrook Terrace.



Nominees

Cheryl D. Watson-Lowry, DDS, President
Terri S. Tiersky, DDS, JD, President-elect
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Cover illustration:
Michael Austin, thespoon.com

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CDS Review (USPS 573-520) July/August 2018, Vol. 111, No. 4.

The *CDS Review* is published seven times a year by the Chicago Dental Society.

Circulation: 8,200. Periodicals postage paid at Chicago, IL, and at additional mailing offices.

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SUBSCRIPTIONS

CDS members, \$17 (US/Canada); Nonmembers, \$25 (US/Canada);

Schools and Other Institutions, \$30 (US/Canada); Foreign, \$45.

Single copies: \$5 domestic, \$8 foreign; except

Preliminary Program issue: \$10 domestic, \$20 foreign (payable in U.S. funds).

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Postmaster: Send address changes to:

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401 N. Michigan Ave., Suite 200

Chicago, IL 60611-5585

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All material submitted for consideration must be emailed or typewritten, not handwritten. Original articles published herein become the property of the CDS Review. Opinions and statements expressed within this publication are those of the writer and not necessarily those of the Chicago Dental Society.

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CDS provides the free publication of meeting announcements for dental study clubs and not-for-profit organizations in the CDS Review and on our website, www.cds.org.

The publication of such notices is at the sole discretion of CDS. Be sure to include the following: subject, date, time, location and speaker's name and degree, as well as the name and phone or email of your contact person.

All information must be submitted in writing.

CDS reserves the right to edit material for space and style. Email meeting information to review@cds.org.

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Every day in your office can be a good day

IT'S BEEN SAID THAT YOU SHOULD CHOOSE A JOB YOU LOVE AND YOU'LL NEVER WORK A DAY IN YOUR LIFE. THE PERSON WHO SAID THIS HAD A REAL understanding of passion as applied to an occupation. Passion comes in many forms and has many facets; it can be a feeling of intense desire, eager interest, or even an obsession. Synonyms of passion include dedication, intensity and spirit. Apply this emotion to an occupation and it turns a daily task into a labor of love. Passion is a fundamental emotion that must be inlaid into our work in order to take what we do to a higher level.

Recently, I had a chance to watch the movie *Jiro Dreams of Sushi*. This 2011 documentary follows Jiro Ono, the 85-year-old chef/owner of a sushi restaurant called Sukiyabashi Jiro. Jiro is considered by many to be the world's greatest sushi chef. His world-famous Michelin three-star restaurant is modestly located in a Tokyo subway station. The 10-seat restaurant has a menu of approximately 20 items, and a meal there goes for around \$300 a person. It operates by reservation only; people wait months to dine there.

The documentary chronicles Jiro's passion and zeal for his work; the title *Jiro Dreams of Sushi* says it all. Everything Jiro does

“Older practitioners require passion to keep every day fresh. Younger practitioners require passion to be comfortable in their work.”

revolves around producing delicious sushi. He lives each moment with a passion for his sushi. He attributes his success to a routine; he doesn't like holidays because they throw off his rhythm. He makes sushi with the same recipes he has used for

many years. The trailer of the documentary states: “*Jiro Dreams of Sushi* is a thoughtful and elegant meditation on work, family and the art of perfection, chronicling Jiro's life as both an unparalleled success in the culinary world and as a loving yet complicated father.” Jiro's advice to his co-worker son and to the viewer is to always strive to elevate your craft.

Dentistry also requires a certain amount of passion. We need passion to continue learning new techniques and materials. Older practitioners require passion to keep every day fresh. Younger practitioners require passion to be comfortable in their work. Unlike making sushi, our profession requires the ability to accept and embrace new techniques and materials while practicing with the tried and true.

We “practice” dentistry. This is what sets our field apart from many others. We need to learn about new techniques and new materials. We continually need to improve our methods and learn. With that said, we also perform the same tasks over and over again. This is an extraordinary mix that requires passion to keep our techniques fresh.

The late Bob Banks of the West Suburban Branch was a true gentleman and one of the nicest guys I ever met. Bob had a quiet passion for his profession. He once told me that he never had a bad day at the office. Bob's passion for dentistry was reflected in his work, his attitude and his life. His pleasant disposition underscored his passion.

Dr. Martin Luther King, Jr. said that, “If a man is called to be a street sweeper, he should sweep streets as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, ‘Here lived a great street sweeper who did his job well.’” This is passion in your profession. This is taking pride in your work.

In order to have passion in your work, you must love what you do. Make every day at the office a good day. ■

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CDS Executive Director honored by UIC

THE UNIVERSITY OF ILLINOIS AT CHICAGO RECOGNIZED CHICAGO DENTAL SOCIETY EXECUTIVE DIRECTOR RANDY GROVE FOR HIS numerous contributions to the dental profession by presenting him with an honorary Doctor of Science degree.

Dr. Grove received his honorary degree May 12 during the UIC College of Dentistry's Commencement Ceremony.

"It was a great honor," Dr. Grove said. "I have had the privilege of working in the field of dental organization management for some 40 years and never imagined having an honorary degree bestowed on me. I simply did my job with the support of truly excellent staff for nearly 30 years now at the Chicago Dental Society."

The honor was announced in 2017 by then-CDS President Phillip Fijal. Dr. Fijal worked with former CDS board member Kevin Patterson and officials at the College of Dentistry, including Dean Clark Stanford, to arrange for Dr. Grove to receive the honor. Dr. Fijal said what would normally be up to a five-year process was approved in less than two years due to Dr. Grove's accomplishments and devotion.

"Randy has devoted his entire career to organized dentistry, our membership, and the patients we serve," Dr. Fijal said. "No one is more deserving than Randy for this fine honor."

Dr. Stanford said that CDS plays an "incredible role" in improving patient care through its leadership in education and organized dentistry.

"Helping to guide this critically important venue for leadership and excellence in dentistry has been Randy Grove," Dr. Stanford said. "His organizational leadership has inspired each of the leaders of dentistry that have come up through the ranks to continue year-to-year to improve, to be better, and to strive for the best."

CDS President Louis Imburgia said Dr. Grove's leadership in shepherding the CDS Midwinter Meeting has made the meeting a powerhouse of dental meetings.

"One of the most important ways he has affected dentistry is through all the continuing education his efforts have provided," Dr. Imburgia said. "Through Randy's efforts, perhaps millions of hours of continuing education have been made available to member dentists within the Chicago Dental Society, the state of Illinois, the country and even throughout the world."

Dr. Imburgia also lauded Dr. Grove for his work in tackling tough and complex issues faced by the CDS board and officers.

“Randy has been the guiding force and helped the board navigate successfully,” Dr. Imburgia said. “He always does so with style, grace and a sense of humor.”

Most of Dr. Grove’s career has been in organized dentistry.

He was born, raised and educated in Indiana. He earned a Bachelor of Science degree in physical education with an emphasis in psychology in 1972, and a Master of Science degree in health education with an emphasis in psychology in 1974, both from Purdue University in West Lafayette, IN.

After a three-year stint as an education consultant at the Indiana Department of Public Instruction, he joined the American Dental Association in 1977 as director of the Bureau of Health Education.

From 1986-89, he was the executive director of the United Cancer Council headquartered in Indianapolis. He joined the Chicago Dental Society in late 1989 as its executive director.

Dr. Grove said finding out about the honor was “a very humbling moment.”

“I can not give enough thanks to Dr. Fijal, Dr. Patterson and certainly Dr. Stanford for their efforts of nearly two years to convince the University of Illinois that I was worthy of this great honor.”

He said that his interaction with the UIC College of Dentistry deans and faculty has had a positive impact and made him a better administrator.

The same can be said of the many CDS officers, board members, branch leaders and volunteers he has worked with over the years, Dr. Grove said.

“Organized dentistry is like family to me and the relationship and support that I have had with the dental community has been exceptional,” he said.

He also credited CDS staff members for their support.

“I truly believe that without the support of the 15 other people at CDS that it wouldn’t have been possible for me to be successful,” he said. “We’re a small team, but we’re an extremely effective team.”

Dr. Grove also said he appreciates his wife, Ida, and family for “their unquestioned support, knowing that this is what I love to do.” ■



photos by: Tricia Koning

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How to maintain an independent practice as corporate dentistry grows

by Joseph DeRosier

LAUNCHING AND MAINTAINING AN INDEPENDENT DENTAL PRACTICE IS BECOMING MORE AND MORE CHALLENGING AS CORPORATIONS LOOK TO invest in the profession.

Dentistry is just the latest profession to feel the impact of corporate entities getting involved in a business sector.

Gone is the day of a corner pharmacy owned by the druggist, or a doctor-owned optometry practice.

In Illinois, corporations can't own a practice. But they can hire a dentist and provide the business acumen.

Charles Blair, who practiced dentistry for about 10 years before speaking and writing about practice management, pointed out that a majority of physicians do not own their practices, but instead are employed by a hospital or medical center. And that change has meant lower wages and longer hours for physicians.

“Consumers don’t know how good of a dentist you are, they have no idea. There are so many stories of the most spectacular clinicians who went out of business because they were so focused on being amazing dentists that the patients just expected it.”

-Dr. Feuerstein

“I think the survival of independents is to mimic the good things that the corporations do,” Dr. Blair said. “Doctors copy the business practices of corporations if they really want to be competitive. The corporate model is the more efficient model out there.”

Dr. Blair thinks practice mergers, which add manpower as well as buying power to a practice, are a strong move. He said corporations usually build a two-doctor facility, from which they run three doctors.

Under that format the working hours are 7 a.m.-7 p.m. five days a week, with half-days on Saturdays.

“It’s more of a one-stop shop, hopefully to do as much as possible within the practice,” Dr. Blair said.

Wayne Kerr, a retired dentist who also speaks and writes about practice management, agreed that group practices are one way to stay independent.

He said statistics show an approximately 10 percent decline in private practices since 2011, with a 10 percent rise in practice mergers.

“I am a big proponent of practice mergers,” Dr. Kerr said. “The uniting of smaller offices to create a larger entity as a small group is happening because the small group not only has a greater ability

to create access to care for as many days as they wish, they also have the buying power to purchase some of today’s desirable technology.”

He said growing a practice is also easier with more manpower.

“The key is that once you meet your daily overhead you become profitable,” Dr. Blair said. “You become profitable with extended hours and multiple doctors.”

The mergers are also happening because many younger dentists do not have the same drive to be a solo practitioner, the experts said.

It wasn’t too long ago that most dental school graduates had a more entrepreneurial outlook toward the profession and aspired to own a practice, said Dr. Blair.

“I think that today a significant part of the (dental school) class is not so entrepreneurial, but they envision dentistry as a good path to a good income,” Dr. Blair said.

Robert Feuerstein, a dentist who also speaks and teaches on dental technology, agreed.

“We’re totally inefficient,” he said of dentists running the business end of a small practice. “We were never taught in dental school how to run a business, so

you have to have a blend in private practice of being a good practitioner and definitely professional help (to run the business end).”

He said running dentists who solely focus on the clinical aspect of the job run the risk of failure.

“Consumers don’t know how good of a dentist you are, they have no idea,” Dr. Feuerstein said. “There are so many stories of the most spectacular clinicians who went out of business because they were so focused on being amazing dentists that the patients just expected it.”

One business aspect is spending money upfront for capital purchases such as equipment and office resources as well as training and marketing.

Dr. Kerr said corporations are not afraid to pump capital into the practice.

“The only thing that a corporate entity has on a solo practitioner is the ability to buy technology because of greater cash flow support,” said Dr. Kerr.

Dr. Blair said corporations capitalize first, but private dentists sometimes hesitate to spend money that could be seen as profit.

“You get ready to write a check and you think, ‘is this worthwhile to write this check or do I keep the money,’” he said. “There is a constant tug-of-war for a dentist with their business and their personal life.”

He said corporations are more likely to spend money on continuing education, technology, and items like the latest insurance code books.

“A corporation would not be caught dead without an up-to-date insurance code book. I can’t tell you how many dentists are spending 8-10 percent of revenues on the front desk - so a \$1 million practice is spending \$80,000-\$100,000 - yet they won’t spend \$100 for a new code book,” he said “I think roughly a third of dentists every year purchase a code book.”

That sophistication of capitalization pays off in the end, he said.

“They (corporations) have Harvard MBAs sitting there and they see the value of having continuing education and training for both the doctor and the staff, they see the value of support tools such as code books,” he said.

“In dentistry you don’t make it by cutting expenses,” Dr. Blair said. “Frankly, you have to grow the top line and that’s where a lot more sophistication comes in.”

Spending money on the latest technology is also important, Dr. Feuerstein said. For instance, he said if a patient has already gone to a dentist that uses digital X-rays and they don’t see that technology they will wonder “what is wrong with this place?”

And if a dentist doesn’t use the latest procedures or have the latest technology, they need to have an answer ready if questioned by the patient.

He advises that dentists know their limitations and not try to do everything in dentistry. “That’s when things go wrong,” Dr. Feuerstein said. “Know what you can do and what to refer out to a specialist.”

While duplicating some corporate methods can help a practice stay independent, there are advantages that solo practitioners and small group practices have over their larger competitors.

A major advantage is the interpersonal relationship between the practice and the patient.

“It’s not that corporate is necessarily evil, but that corporate is far less

personal,” said Dr. Kerr. “To me, the success of any business comes down to having a personal relationship with your customer, your client, or in our case the patient. It’s all about the relationship.”

And it is not just the doctor but the entire team that is important, he emphasized.

“It’s a team commitment,” Dr. Kerr said. “Clearly it’s imperative that the owner-dentist, through his or her leadership, establish a vision for the success of the practice that the team buys into. It comes down to a relationship where the patient feels valued, not just by the dentist but the entire team, which is why it comes down to team commitment, training, culture and leadership by the doctor.”

He said that sense of value can get a boost by the dental team respecting a patient’s time.

“If you’re building a practice and you want to remain independent of the corporate world, your greatest asset is to value the time of your patients. Respect that valuable commodity and greet them by name when they come in,” he said.

Organized dentistry can help with all aspects of being successful, the experts said.

“Any dentist who wishes to remain independent of corporate is a fool if they do not belong to their local dental society,” said Dr. Kerr.

Dr. Feuerstein said organized dentistry needs to trumpet the fact that it provides opportunities for dental professionals to keep up-to-date and

learn practice management skills.

“A lot of the new dentists don’t understand why (it is important to join),” he said. “They don’t understand what organized dentistry does.”

But the corporate life might be the right road for some younger dentists, Dr. Kerr said.

“Coming out of dental school you’re licensed to provide a number of procedures but you’re not necessarily proficient in any or all of them, so corporate gives you the opportunity to work on your chair-side skills, to build your experience, build your speed, and build some wealth.”


He said the younger dentist can then take those skills and either start a practice or join with others.


Dr. Feuerstein said the challenge for recent dental school graduates facing high loan debt is that it is unrealistic for most to avoid a corporate or a group practice job unless they are planning to join a family member in practice.

And for those who aspire to the freedom of owning one’s own business, the dental profession offers that option.

“Dentistry is looked upon as one of the last bastions for someone still being able to become an entrepreneur,” Dr. Blair said. ■

Mr. DeRosier is the CDS staff writer. We want to know what you think. Email comments to review@cds.org



 **Dental Arts Club Presents-**
a lecture on 9/28/18 by-
ROBERT A. LOWE, FAGD, FICD, FADI, FIADFE
*“CLINICAL TREATMENT PLANNING AND
PROBLEM SOLVING— WHEN IT DOESN’T GO BY THE BOOK”*
Price: \$100 for Dental Arts Club members • \$125 for non-members
Location: Arrowhead Golf Club • 26W151 Butterfield Rd. • Wheaton, IL 60189
Time: Registration from 8 to 8:30 a.m. • Presentation from 8:30 to 4:30 p.m.
SPACE IS LIMITED, ATTENDEES MUST RESERVE BY AUGUST 31.
Contact: Douglas Bork, DDS., 847-742-1216 or contactus@douglasborkdds.com



Enjoy A Day at the Races at Arlington International Racecourse

GATHER WITH YOUR FELLOW CDS COLLEAGUES FOR A DAY AT THE RACES
AT ARLINGTON INTERNATIONAL RACECOURSE SUNDAY, AUG. 26.

Get together with your fellow CDS colleagues in the luxury of the Governor's Room, featuring a stately balcony on the finish line. Attendees will enjoy a sumptuous menu and refreshments as they watch the races with a panoramic view offered from the balcony and through floor-to-ceiling windows in the room.

The Governor's Room offers a stately balcony on the finish line. Attendees will enjoy a sumptuous menu and refreshments as they watch the races with a panoramic view offered from the balcony and through floor to ceiling windows in the room. It's the perfect venue for a grand CDS special event.

Tickets will only be sold online in the CDS Store at WWW.CDS.ORG UNTIL FRIDAY, AUGUST 17.

The limit is four tickets per member. Special member price is \$79 per person. Ample free parking is available.

You must be logged into the site in order to view the event in the CDS Store and make a purchase.

- Park gates open at noon.
- Event time: 12:30 – 5:30 p.m.
- Chef's table: 1 – 3 p.m.
- Bar: 1 – 4 p.m.
- Post time: 1:20 p.m.

Dress Code is business casual.

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Is the fear of dental care costs keeping your patients from returning?

FEAR IS A POWERFUL EMOTION. DENTISTS AND THEIR STAFF WORK WITH FEARFUL PATIENTS ALL THE TIME, AND HAVE DOZENS OF WAYS TO help patients relax in the chair during treatment.

But a few surveys have come out recently to address not just the fear of dental work, but fear related to health-care costs. A constructive discussion about your fees up front will lessen your patients' fears moving forward.

Healthcare app Amino surveyed 1,000 American adults in 2017, and found that 63 percent feel that receiving a medical bill they cannot afford is as bad as or worse than being diagnosed with a serious illness.

Fifty-five percent of respondents have received a medical bill for which they did not have funds set aside to pay, and 37 percent said they could not afford an unexpected medical bill greater than \$100 without going into debt.

The result: 1 in 5 Americans avoid medical bills by not going to a doctor. That number swells to 27 percent among Millennials, and 56 percent of people without insurance.

(The good news is that 33 percent of people surveyed avoid medical costs by using preventative care.)

For all these reasons, doctors best be ready to talk about fees when they talk about treatment plans.

The Healthcare Financial Management Association reports that patients are unlikely to ask their healthcare provider about the bill, even when their personal budget is tight. This may be because patients feel like the provider is rushing to get to the next patient, or they may be embarrassed by their financial limitations. Or, the patient may feel like it's not worth asking because nothing can be done about it anyway. When patients assume they can't afford your care, they are unlikely to return to your chair.

For this reason, the dentist should initiate a discussion of fees and payment options so that the patient doesn't have to. Further, listen closely to the patient's responses as you go through your treatment plan. The patient might make an offhanded comment about reductions in their health insurance or mutter something like "that sounds expensive" that will clue you into their financial concerns.

The best bet is to be honest with your patients, but tread lightly. Ask who in your office the patient would like to speak with about the costs associated with your treatment plan. Patients may feel like their questions are more appropriate for the billing staff, or they may not want to confront you (the dentist) about fees they believe you set. Or, they may feel a more personal connection to the hygienist they see most frequently.

Make sure, then, that the whole staff is knowledgeable of the payment policies and financing options your office accepts. If you have a payment plan in place, print up a FAQ sheet that the patient can review at home; if you work with an outside creditor, have its brochures available, too. The American Dental Association's Member Advantage program includes CareCredit among its endorsed programs for patient financing.

Giving patients the information they need to make an educated choice about their health and their finances – and anticipate the consequences – will lead to greater acceptance of your treatment plans. Physicist and chemist Marie Curie taught us that, "Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less." ■

photo by: [WAVEBREAKMEDIA / istockphoto.com](#)

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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CDS MEMBERS REGISTER FOR FREE. Your dues statements will be mailed in the fall. Be sure you keep your membership up-to-date, so that you can register for courses without paying a registration fee. Find information at WWW.CDS.ORG.



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Treatment, financial forms reduce misunderstandings

Editor's note: This column is part of a series about written forms, their importance in enhancing patient care and their legal implications. In the previous issue, dental history forms were discussed. This column is focused on financial forms.

THIS INSTALLMENT ON DENTAL FORMS DEALS WITH WRITTEN TREATMENT PLANS AND FINANCIAL AGREEMENTS THAT CAN LESSEN patient disputes and provide legal protection in civil lawsuits and investigations by the Illinois Department of Financial and Professional Regulation (IDFPR).

Written treatment plans should:

- Give the patient a clear understanding of proposed treatment and fees;
- Give a roadmap as to the extent of the dental work that needs to be done;
- Provide legal protection to the dentist for treatment declined;
- Include a caveat that treatment plans/fees may change after treatment begins.

To achieve the above goals, a computer-generated treatment plan, showing a dental chart of all the teeth (just like in dental school), should include decayed, missing and restored teeth, along with proposed treatment. The written treatment plan

should also include a description of each tooth that requires treatment and the associated fee. The form should contain language that states the treatment plan and fees are subject to change after the dentist begins treatment. It is also a good idea for the dentist and patient to sign and date the form and to give a copy to the patient.

In the progress notes section of the dental records, the dental professional should memorialize the discussion with the patient regarding the risks and benefits of the proposed treatment plan and treatment options.

Once treatment has been agreed to and started, the dentist should certainly inform the patient of any changes to the treatment plan. Patients do not like surprises when it comes to their treatment and its cost.

Hand in hand with a treatment plan should be a discussion about the patient's financial obligation in paying for the treatment. Therefore, it is wise for the dental office to explain what the dental insurance will pay and what will be the out-of-pocket expense.

Moreover, if a monthly payment plan is agreed to then the dental office should also spell that out in a written form. Keep in mind that the dental professional cannot charge interest on unpaid balances unless disclosed in a financial form at the beginning of treatment.

Written treatment plans and financial agreements provide crucial information to reduce misunderstandings and to protect the dental professional in civil lawsuits and dental board inquiries. ■

photo by: BOJAN89 / istockphoto.com

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 26 years. Find more information on Dr. Green at www.greenlawoffice.net.



The Chicago Dental Society Officers and Directors cordially invite you and your guest to attend the 2019

INSTALLATION OF CDS OFFICERS

Sunday, November 11, 2018

Ritz Carlton Hotel

160 E. Pearson Street, Chicago

Welcome Reception: 6:15 p.m., The Grand Foyer • Installation of Officers: 7 p.m., The Ritz-Carlton Ballroom • Gala Dessert Reception: 8 p.m., The Grand Foyer

Election of CDS Officers

The election will be held Wednesday, Nov. 7, at the Regional Meeting at the Drury Lane, 100 Drury Lane, Oakbrook Terrace.



Nominees

Cheryl D. Watson-Lowry, DDS, President
Terri S. Tiersky, DDS, JD, President-elect
Dean P. Nicholas, DDS, Secretary-elect
Thomas F. Schneider Jr., DDS, Vice President-elect
Michael G. Durbin, DDS, MS, Treasurer-elect



ORAL CANCER FOUNDATION 5K WALK at UIC SATURDAY, AUGUST 25

LES MILLER FIELD AT CURTIS GRANDERSON STADIUM

(UIC Baseball/Recreation fields) located at 901 W. Roosevelt Rd., Chicago

Onsite registration: 8 - 9 a.m. • REGISTER ONLINE AT on.cds.org/OCFWalk2018

Please join CDS member Josephine Chang Pallotto and other CDS member dentists, staff, family and friends for the Second Annual Oral Cancer Walk to raise money for the Oral Cancer Foundation.

Free oral cancer screenings will be conducted by the University of Chicago Medical Center alongside other CDS members. The walk and related activities will conclude by noon.

EVEN IF YOU CAN'T PARTICIPATE IN THE WALK, YOU CAN STILL HELP OUT BY MAKING A DONATION AT on.cds.org/OCFWalk2018.

To learn more about the Oral Cancer Foundation, please visit oralcancerfoundation.org, or contact Kaitlyn Oefinger at kaitlyn@oralcancerfoundation.org.

For questions about the walk itself, please email Dr. Chang Pallotto at josephine.ocf.il@gmail.com.



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Special Olympics, special smiles

Dentists, hygienists and staff gathered May 9 at Dunbar Park in Chicago to volunteer at the Special Olympics 2018 Spring Games for the Special Smiles event. They provided oral screenings and hygiene instruction to teach participating athletes the importance of good oral health.

Find more photos at on.cds.org/specialolympics2018. ■

Photos by: Tricia Koning







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Bylaws changes

MEMBERS WILL VOTE ON PROPOSED CHANGES TO THE CDS CONSTITUTION & BYLAWS DURING THE NOV. 7 REGIONAL MEETING at Drury Lane in Oakbrook Terrace. The proposed changes were accepted by the Board of Directors at its Jan. 12 meeting and are to bring CDS in compliance with the American Dental Association Constitution & Bylaws.

Current Bylaws

ARTICLE III MEMBERSHIP

Section 3. Active Membership:

Active membership is restricted to dentists legally licensed to practice in the State of Illinois or adjacent states and who reside or practice within the geographic boundaries of the Society.

Section 4. Life Membership:

Life membership is available to an active member in good standing for thirty (30) consecutive years, or for a total of forty (40) years, and who has also attained the age of sixty-five (65) years.

Section 7. Retired Membership:

Retired membership is available to Active members in good standing for twenty-five (25) years or more, who have retired from the Active practice of dentistry.

Section 8. Student Membership:

Student membership is available to any student pursuing a full-time course of undergraduate study in an approved dental school, and who holds membership in the American Dental Association.

Section 9. Graduate Student Membership:

Graduate Student membership is available to dentists holding Graduate Student membership in the ADA and who are pursuing a full-time course of post-graduate study in dentistry.

Proposed Bylaws

ARTICLE III MEMBERSHIP

Section 3. Active Member:

Any person holding a DDS, DMD or equivalent degree shall be eligible to be an active member of this Society if he or she meets the following qualifications:

- a) Maintains membership in good standing in this Society as that term is defined in these Bylaws; and
- b) Resides or practices within the geographic boundaries of this Society; and
- c) Maintains membership in good standing in the national and constituent societies as that term is defined in their respective Bylaws

Section 4. Life Member:

Any active member in good standing for thirty (30) consecutive years, or for a total of forty (40) years, and who has also attained the age of sixty-five (65) years during the previous calendar year. A member may also qualify for Life Member status by having been a member of the National Dental Association for twenty-five (25) years and subsequently holding membership in the American Dental Association for at least ten (10) years and having reached the age of at least sixty-five (65) during the previous calendar year.

Section 7. Retired Member:

Retired membership is available to Active members in good standing for twenty-five (25) years or more, who have retired from the Active practice of dentistry and do not receive or earn income from any dentally-related activity.

Section 8. Student Member:

Student membership is available to any student pursuing a full-time course of undergraduate study in an approved dental school and who may hold membership in the American Dental Association, shall then be considered a member of this society's Academic Chapter.

Section 9. Graduate Student / Residency Member:

Graduate Student / Residency membership is available to dentists holding a DDS, DMD or an equivalent degree and is engaged full-time in an advanced training course of not less than one academic year's duration in an accredited school or residency program, both nationally and internationally and who may hold membership in the American Dental Association. ■

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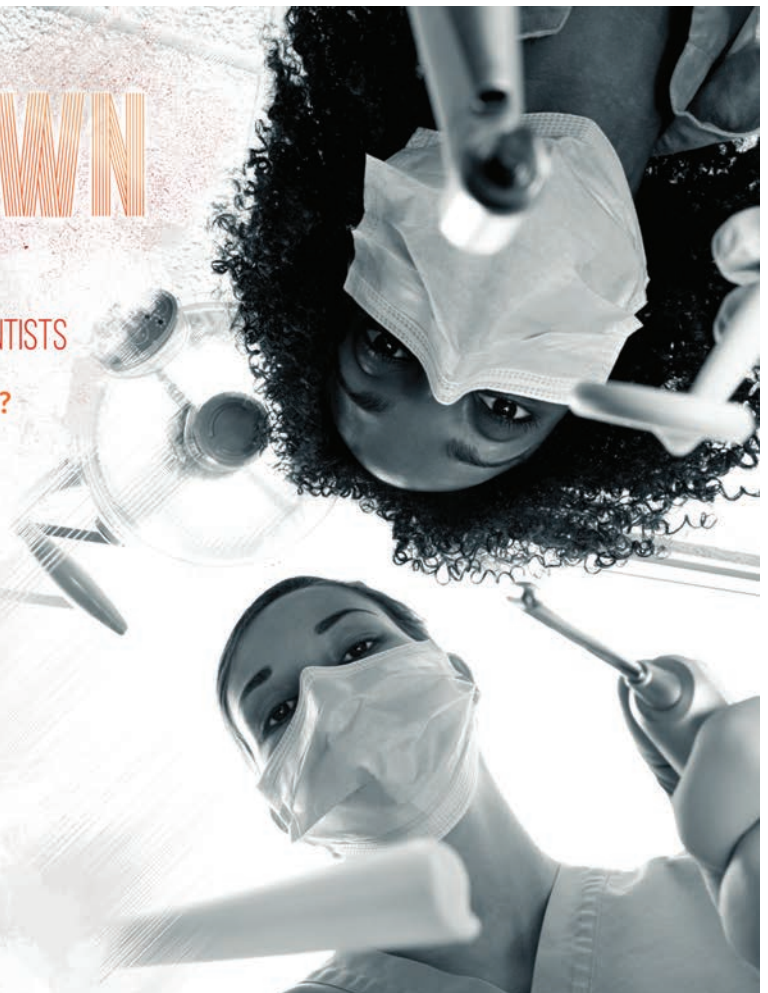


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*Must be a current American Dental Association and State Member. Each Regional Meeting has a \$250 value, and the Midwinter Meeting registration has a \$850 value.



Before being Dr. Romo, he was Gino 'Rockin' Romo

by Joseph DeRosier

WHILE GENARO ROMO WAS ATTENDING THE UNIVERSITY OF ILLINOIS AT CHICAGO COLLEGE OF DENTISTRY, HE LED A DOUBLE LIFE.

During the week, he hit the books. But come the weekend, he became Gino "Rockin" Romo, a well-known DJ who was in high demand for parties, homecomings, proms and festivals, and was featured on a local radio program.

Dr. Romo grew up just as the Chicago House Music scene was getting hot and anyone who could make magic on the turntables was admired and popular.

"We were like minor celebrities at the time," he said of himself and his fellow young DJs.

Dr. Romo credits the Little Village Boys and Girls Club for sparking his interest in both being a DJ and becoming a dentist.

"I have to give a lot of credit to the Boys Club," Dr. Romo said of his successes. He started going to the club while in grammar school and when he was about 14 the club had a high school student who taught DJ classes. Every boy in the club signed up - but there was only one turntable and other kids got bored and dropped out. But not young Genaro. He and two others stuck it out.

The club also had a 10-watt radio station, WCYC 90.5 FM, run by volunteers. On Friday nights the station ran a popular Hot Mix show, playing the recordings of five or six DJs. One of Dr. Romo's mixes was selected for airplay, and from then on he was a regular radio presence.

And even though the broadcast only went out a few miles, the Friday night show was very popular, he said. He still has people tell him they remember his show.

But Dr. Romo said that the glare of being a local celebrity never blinded him to his goal of becoming a dentist. He grew up near the University of Illinois Medical Center, and would hear the ambulances and see the action involved with health care.

"Something always intrigued me to be in a health profession," he said. "I always wanted to help make people feel better."

He considered dentistry after hearing a dentist describe his professional and personal life at an annual meeting of the Keystone Club, a youth leadership group associated with the Boys and Girls Club.

"I thought, 'wow, this is kind of interesting.' You're still dealing with people's health and it might be something I would be interested in doing," Dr. Romo said. A talk with a UIC counselor convinced him to go into dentistry.

"Here I am, 21 years later. I'm a dentist."

His work curtailed the DJ part of his life. After earning his dentistry degree in 1997, he built a six-dentist group practice in the Brighton Park neighborhood.

He said the years that he worked as a DJ on the weekends while going to college and dental school were valuable learning experiences that he uses to this day.

"I bought some speakers and I was doing weddings and homecoming dances and proms, and all of a sudden I got thrown into the business aspect of it," Dr. Romo said. "It taught me a lot about business that carried over to what I do now in dentistry."

Dr. Romo still carves out some time to do volunteer DJ work at his kids' school or sports programs. He is asked often to perform, but family and his practice means he has limited time.

"I only do it if all the planets align correctly and I'm able to get away for that day, like when my kids have no sports and my wife is OK with it," he said.

In June he was one of nine DJs to entertain the crowds at a church festival in Chicago.

And when he does perform he makes sure those asking understand he only uses vinyl records on dual turntables.

"I get a little bit embarrassed when I say I only do vinyl," he said, "because people don't use vinyl anymore. But a lot of the promoters say 'That's exactly what we want. We want someone



to show how it used to be done, we want people to understand and see a lost art'."

Staying "old school" means extra expense in having to buy duplicates of every record and cart around some heavy equipment.

"I have crates (full of records) that I have to carry, and these crates weigh about 50 pounds," he said of his records. "Sometimes I'll take about four or five crates. I'll have a crate of slow music, a crate of English, a crate of Spanish, and a crate of different genres. It's a pain in the neck."

Although he enjoyed his time in the spotlight, Dr. Romo said making music a career was never a consideration.

"My main focus was always school," he said. "I really wanted to be a dentist more than anything. That's what I wanted to do; I didn't want to focus on DJing."

Dr. Romo said his double life as a student and DJ was confusing to friends.

When he was in college and in dental school some of his classmates asked if ever did anything but study. And on the weekends his DJ friends asked if he had a life outside of the music scene because they always saw him at a party or at the radio station.

"I used to laugh and tell them, 'if you only knew'." ■

meeting place

Social and CE opportunities

July

20–21: Illinois Mission of Mercy

Illinois Mission of Mercy needs volunteer dentists, hygienists, assistants, nurses and staff July 20 – 21 at the Bank of Springfield Center in Springfield to provide free dental care to patients who otherwise do not have the means or access to dental care.

Patients are seen on a first-come, first-served basis, until capacity is met. There are no criteria or limitations for who may be treated other than they must meet the minimum health standards established by the ADA. About 1,000 volunteers are needed to run the clinic. No one is paid for their time or talents. For questions, email Sarah Jensen, sjensen@idsfoundation.org, or James Frett, jpfrett@gmail.com.

28: CDS Foundation

Back-to-School event. 9 a.m. – 3 p.m. Children ages 18 and under receive no-cost, back-to-school exams at the Chicago Dental Society Foundation Clinic, 416 E. Roosevelt Rd., Suite 102, Wheaton. For information, contact: 630.260.8530, clinic@cdfsfound.org.

August

23: New Dentist Riverfront Reception

All CDS members in practice for 10 years or less are invited to attend this special networking event along Chicago's downtown riverfront. 6:30 – 9 p.m. Westin River North, 320 N. Dearborn St., Riverfront Room, 320 Riverfront Bar, Chicago. RSVP by Aug. 20 to Joanne Girardi, CDS Director of Member Services, jgirardi@cds.org.

26: CDS Day at the Races at Arlington International Racecourse

Tickets will only be sold online in the CDS Store at www.cds.org. The limit is four tickets per member. Special member price is \$79 per person. Ample free parking is available. You must be logged into the site in order to view the event in the CDS Store and make a purchase. Park gates open at noon; Event time: 12:30 – 5:30 p.m.; Chef's table: 1 – 3 p.m.; Bar: 1 – 4 p.m.; Post time: 1:20 p.m. Dress code is business casual.

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, October – 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. Contact 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 Roger Nouneh, 847.475.7754.

Hellenic American Dental Society

The Hellenic American Dental Society (HADS) holds several dinner CE seminars throughout the year. Visit www.hads.com for more information, 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.

Waukegan Dental Study Group

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

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

Deceased members

Kerwin, Joseph Jr.

University of Illinois, 1979
1307 W. Washington St., Oregon
Associate member
Died May 6.

Samaras, Matthew

University of Illinois, 1955
451 Town Place Cir., Buffalo Grove
Northwest Suburban Branch
Died May 10.



Chicago Dental Broker

THE ONLY LOCAL DENTAL BROKERAGE OWNED AND OPERATED BY A DENTIST AND CDS MEMBER

Many more coming and private sales – ask me about them!

BUYERS: interest rates are increasing.

BUY NOW AND SAVE!

NORTH SUBURBAN

- 7 op giant grossing 800K+. Associates would stay. **SOLD.**
- **NEW.** 5 ops and grossing 400K+. All FFS, well-established. **Call me.**
- North Shore FFS well-est. practice grossing \$325K. Four ops and ready to grow. No marketing.
- Beautiful, 5 ops using 3. All FFS and only 40% overhead. Gross of \$450K.

WEST SUBURBAN

- 3 ops, FFS. Doing \$400K+ with strong hygiene. Transition possible.
- Orthodontic Practice — starting 170 full cases/year. Rare opportunity
- Oral Surgery — grossing 1M and overhead only 50%. Don't miss this one, will help with transition.

SOUTH SUBURBAN

- 3 op FFS Beauty. \$500K+.gross. Includes real estate. Well established.

SOUTHWEST SUBURBAN

- 4 op/can be 5 and grossing 1M. Has associates and specialists coming in so everything is in place. Profit of \$40K plus in just first 2½ months of 2018 for owner/investor. Come pick up a handpiece and double this.

NORTHWEST SUBURBAN

- New Far Northwest Giant. 9 ops doing 1M with 1 doctor. Real estate also. Perfect for up to 4 docs.
- 3 op starter. Grossing \$280K on 3 days/wk and 3 months off a year. Lots of C & B. **Priced to sell.**
- 4 op starter doing \$275K on 2 days/week. Real Estate available. Lets make a deal.

NORTHWEST INDIANA

- All FFS doing \$475. Net of over \$200K and no marketing. Great Practice.

CALL FOR DETAILS AND PRIVATE SALES, MANY MORE COMING SOON

Call Dr. Rob Uhland at (847) 814-4149 for listing details or a complimentary consultation for sellers.

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



classifieds

Place your ad online at CDS.org

DEADLINES

September/OctoberAugust 3, 2018
NovemberSeptember 14, 2018
January/FebruaryDecember 10, 2019
March/AprilFebruary 8, 2019
May/JuneApril 11, 2019
July/AugustJune 13, 2019

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

TINLEY PARK: Existing dental office for lease in Tinley Park. 1,000 square feet - receptionist area, five built rooms, storage, plumbing ready and existing equipment. Pictures of equipment and inventory available upon request. atucker@jjct.net or 708.489.0300.

SUBLEASE OPPORTUNITY IN MOKENA: Great satellite office, ideal for startup, 1,450 square feet. Plenty of parking, three fully plumbed suites. Separate lab/sterilization rooms. Private office. Older used equipment available for purchase if interested, call Kurt Raichart, DDS at 708.507.5568 or Mitch Simborg, Relator at 708.799.4900.

DENTAL OFFICE FOR LEASE: Fully equipped dental office for lease in northwest suburb of Chicago. Serious inquiries only. Contact ggdent17@gmail.com. (Existing patient base available).

OFFICE AVAILABLE FOR RENT:

State-of-art dental office, north suburb. Excellent location, 2000 square feet, lab on site, four operatories. \$8,500 rent/month. Can help with patients. Send full information dentalcenternorth@outlook.com.

DENTAL OFFICE FOR LEASE:

Northwest suburbs, 1,596 square-foot fully built out dental office available in the Emerald Hills Shopping Center, on the southeast corner of Route 59 and Schaumburg Road. The available unit has been operating as a dental office for 15 years. Class A location, top quality construction, easy access, great signage and ample parking. Adjacent units are Rosin Eye Care, and AVID CNA School. Contact Nick Kostopoulos 630.333.7661.

SECOND-GENERATION DENTAL OFFICES:

Learn more about the benefits of second-generation dental spaces. We track all second-generation opportunities in the Chicagoland area. Contact 630.885.3994. pete@jrossiandassociates.com. www.jrossiandassociates.com/for-sale.html.

DOWNTOWN DES PLAINES:

Fully equipped digital office with three operatories. Outstanding location, available immediately. Communal compressors, evacuation and Wi-Fi. Activate software and go to work. Only \$1,695 per month, negotiable. Call 847.824.4919.

DENTAL OFFICE SPACE AVAILABLE:

Southside (Chatham). Former pediatric dental office. Can be converted to general dental office, plumbed for five operatories, on-site and street parking. 773.734.1500 or care@bracesbybarnes.com.

NAPERVILLE DENTAL SPACE FOR LEASE:

Highly desirable dental space, approximately 2,000 square feet in medical complex off 75th Street. Five operatories, all plumbed for compressor, vacuum, nitrous and oxygen. Contact Mark at Sequoia Realty 630-424-8902.

SPACE SHARING

SPACE SHARING, SPECIALIST: Space sharing. Specialist space sharing opportunity in Crystal Lake area. Great location and growing practice. Four operatories, Large beautiful private office. State-of-the-art clinic, cross referrals, digital X-rays/pan. Contact sandhudentalclinic@gmail.com.

SPACE SHARING/NORTHERN SUBURBS: New stone countertop operatories, digital ready. Specialist in office. Great opportunity for new grad to build practice inexpensively while working as an associate elsewhere. Send resume greatoptions4u@gmail.com.

SPACE SHARING: Space sharing opportunity in the Beverly - Blue Island area. Four operatories, private office, consultation area. Digital X-rays, Pan/Ceph. Flexible schedule available. Contact delkodds@yahoo.com.

SPACE SHARING IN SKOKIE: 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 CONDO FOR SALE:

Excellent first story condo in west suburban (Aurora) location. Previous tenant was a periodontist. Three operatories with a small lab, an office, bathroom, and waiting area. In a medical professional building with 10 general dentists who can refer to you! Please call 630.638.3140.

NAPERVILLE OFFICE FOR SALE: New four-operator (three functional and one plumbed), digital, PPO/fee-for-service office for sale. Collected \$227,000 in 2017. On pace for same in 2018. Only open two days a week. Asking \$165,000. Email naperdentist1250@gmail.com.

OFFICE FOR SALE:

General dental practice in Chicago four-operator practice. Great deal. Serious buyers only. Please call 773.865.2859 or by email rabehsalamah@yahoo.com.

FOX VALLEY OFFICE FOR SALE:

Ideally located off Randall Road, halfway between Elgin/St. Charles in South Elgin. Four units, 5th unit option already plumbed. (Video tour) dentalcondo.com. Call Jack Dunholter 630.399.1290.

DENTAL EQUIPMENT AND MATERIALS SALE:

Dental equipment for sale, materials, etc. X-ray machines, sterilization, dental chairs, office furniture — everything must go. Small materials, large equipment - gently used. Discounted prices. Holistic materials and equipment also available. Contact Gabriela at mleczkogabi@gmail.com.

DENTAL OFFICE FOR SALE — RETIREMENT: Dental office on northwest side of Chicago for sale. Fully equipped, three operatories, digital X-ray. Panoramic and cephalometric X-ray for braces or TMJ diagnostic and more. Ready for general dentist or orthodontist. Contact Grace gnowicka2853@gmail.com.

FOR SALE/LEASE:

Professional office building. Far northwest side of Chicago. 7,700 square feet ground level. Additional 4,000 square feet basement. Eight suites. Four currently rented. All suites plumbed for dental. \$899,900 Contact mcullyrossa@ameritech.net or 847.921.6836.

GENERAL PRACTICE FOR SALE – WEST SUBURBS: High-traffic location and great visibility. Modern, fully digital practice, four equipped operatories, one plumbed. Doctor/owner moving out of state. For inquiries email gdp4sale@gmail.com.

GENERAL PRACTICE NEAR ORLAND MALL: Retiring dentist with 1,100 fee-for-service and some PPO patients collecting \$130,000 on two days a week and refers out all endo/perio, pedo and oral surgery. Seller owns the condo unit located in a single story professional building with five treatment rooms. Seller is willing to rent or sell the condo unit and would also consider selling just the patient base to merge into another office location. Ideal to merge your practice into if you need a larger facility or great starter opportunity or satellite. By owner and broker, Bill 630.242.5678.

PRACTICE FOR SALE: Northwest suburb, good starter office, three operatories, mostly insurance patients, low rent, busy street, price negotiable, owner retiring. Contact ikeval20@gmail.com or 847.454.7660. Also, used dental equipment available.

DENTAL OFFICE FOR SALE: Two beautiful offices for sale. Buffalo Grove with three operatories. Itasca with two operatories with growth opportunity. Selling price for Buffalo Grove is \$60,000. Itasca for \$40,000. Contact roselesniak@gmail.com.

EQUIPMENT SALE: Enough to equip five dental operatories: two A-dec chairs, two Belmont chairs, one Fischer chair, A-dec cabinetry, Gendex 770 X-ray, evacuating and air systems and more. Email greatoptions4u@gmail.com.

DENTAL OFFICE FOR SALE:

Fully equipped dental office for sale on south side of Chicago. Four operatories, digital X-rays. PPO/fee-for-service. Dental building is available for sale. One tenant with lease in building. Great growth potential. Contact maddoc713@gmail.com or call 773.991.8797. Price negotiable.

EQUIPMENT FOR SALE: Equipment, new in 2013, for sale. Three A-dec chairs with continental delivery systems, six A-dec stools, two A-dec 576L LED lights, one Heliodent Plus X-ray machine, Air Techniques Airstar 300 compressor, Midmark Pro G Evac pump, X-ray pass-through. For more information and pictures dentequip418@gmail.com.

ORAL SURGERY PRACTICE: Excellent opportunity for oral and maxillofacial surgeon. Well-established, highly respected solo practice near hospital and downtown. Western suburb of Chicago. Fee-for-service. Oral and maxillofacial surgeon willing to stay during transition. Reply to mjk0539@yahoo.com.

DENTAL OFFICE FOR SALE: Fully equipped computerized office in the prime location for sale. Current lease expires in February 2019. Call 847.341.4204, the best days Thursdays and Fridays.

FOR SALE BY OWNER:

Great Loop general dental practice for sale. Four operatories. Long-established fee-for-service. Collections over \$1 million. Appraised at \$850,000. Contact loopdds75@gmail.com.

FOR SALE BY BROKER

CHICAGO PRACTICE SALES: 773.502.6000 or www.chicagopracticesale.com. Buying an office through another broker or FSBO? Have peace of mind with Due Diligence Assistance. Reasonable rates, fast turnaround. Visit www.DentalDueDiligence.com for more info.

ILLINOIS PRACTICES FOR SALE:

CALUMET CITY, NEW – Three operatories in a standalone building available for purchase. Adjacent parking lot. Great signage. Collections \$700,000-plus. A great moneymaker in a long term established location.

CAROL STREAM, NEW PRICE – Three newer operatories in a strip center. Turnkey and ready to grow. No patients. Low overhead.

CHICAGO LOOP, NEW – Two operatories with beautiful views. Collections \$220,000. 100 percent fee-for-service. Modern and digital. Condo available for purchase. Must see.

CHICAGO MIDWAY, OWN YOUR OWN BUILDING – Four operatories at street level. Busy area. Building available for purchase. Parking spaces included. 100 percent fee-for-service. Ready to grow.

DEERFIELD, RECENTLY UPGRADED – Four fully equipped operatories. Well-established, 100 percent fee-for-service office. Collections \$360,000 and growing.

DES PLAINES – Under contract.

DES PLAINES – Under contract.

ELMWOOD PARK, NEW – Three operatories at street level. Attractive buildout. Busy area. 100 percent fee-for-service. Collections \$225,000. Great part-time or second office.

EVANSTON, NEW – Four operatories in a street level storefront. Building is available for lease or purchase. Office expandable. Fee-for-service, PPO, Medicaid. Associate in place. Collections \$400,000. Priced to move.

NAPERVILLE, PRICE REDUCED, SELLER NEEDS TO GO – Under contract.

NEW LENOX, NEW – Four operatories expandable to five. Fee-for-service and PPO. Beautiful newer buildout with digital intramural X-rays and a Pano. Collections \$900,000-plus. Seller will associate upon request.

SCHAUMBURG, NEW – Three operatories in a strip center, 98 percent fee-for-service. Collections \$420,000-plus. Clean and neat. Seller will stay or transition upon request.

SOUTH ELGIN, BEAUTIFUL – Four operatories of ADEC with two more plumbed. High-visibility strip center corner unit with windows in two operatories. Digital X-Rays with a film Pano. Collections \$540,000. Seller will associate upon request.

WESTMONT, CLOSE TO EVERYTHING – Under contract.

WHEELING, BEAUTIFUL – Four operatories, expandable. Standalone building available for purchase with rental space adjacent. Collections \$1 million.

ADS MIDWEST:

ENDORSED by ISDS. Contact Peter J. Ackerman, CPA, CVA at 312.240.9595 peter@adsmidwest.com or adsmidwest.com.

Sellers needed. Never has the market been stronger, never have values been higher. Call for a free consultation if you are considering a transition or transition sale.

CHICAGO LOOP – \$325,000 collections, nice three-operatorial digital facility with room to grow.

CHICAGO NORTH SIDE – Highly visible three-operatorial digital office, in the Wrigleyville area. \$400,000 annual collections priced for immediate sale.

CHICAGO NORTHWEST SIDE – \$2.6 million in collections, seven operatories, cone beam, beautiful office and location.

SOUTH SUBURBS – \$735,000 collections. Visible location in a free standing building.

SOUTHWEST SUBURBS – \$220,000, strip center anchored by Mariano's. Great starter.

SOUTHWEST SUBURBS – \$500,000 great location with real estate. This one won't last long. Price reduced for immediate sale.

SOUTHWEST SUBURBS – Beautiful facility. Cone beam, fully digital, lasers, beautiful wood paneling, marble counters and waterfalls. Real estate available.

SOUTHWEST SUBURBS – \$1.35 million fee-for-service/PPO quality family practice. Real estate available.

FOX RIVER VALLEY – \$270,000 in collections. Great starter in a desirable community.

FAR SOUTHWEST SUBURBS – \$350,000-plus, two operatories with room, \$200,000-plus net on three days. Priced to sell.

NEAR WEST SUBURBS – \$450,000 three operatories in a highly desirable suburb. Perfect in town location. Free standing building for sale with practice.

NORTHWESTERN SUBURBS – Five operatories, over \$500,000 in annual collections. Priced to sell.

NORTHWESTERN SUBURBS – Five operatories, \$1.25 million in collections. Fee-for-service. Real estate available.

NORTHWESTERN SUBURBS – Beautiful high-end office, fee-for-service producing \$2 million. Real estate available.

NORTHWEST INDIANA – \$425,000 in collections, priced for immediate sale.

ORTHO – Western suburbs, \$600,000. Priced to sell.

PERIO – Beautiful build out, wood paneling, marble counters and the newest tech. \$900,000 annual collections. Real estate available.

HENRY SCHEIN PROFESSIONAL PRACTICE TRANSITIONS — HELPING BUYERS AND SELLERS: Al Brown, 630.781.2176, al.brown@henryschein.com.

NORTHERN ILLINOIS – Established, modern, six-plus operatorial practice, mid \$900,000 revenues at great location on major street. Doctor retiring from office open 4.5 days a week and referring out most specialty work. #IL126

CHICAGO, NORTHWEST – Doctor retiring from established three-operatorial practice with building on major street in residential neighborhood. Good upside potential as doctor only works about 24 hours per week, referring out many procedures. #IL129.

SOUTH SUBURBS OF CHICAGO – Well-kept practice with building on major four-lane street next to large church and community center. Doctor retiring from four-operatorial, \$378,000 revenue Practice on 3.5 days that also refers out approximately \$50,000-\$60,000 year. #IL136

NAPERVILLE ILLINOIS – Excellent growth potential for this well-kept practice in desirable and high traffic area. Current owners second location with only 14 patient hours a week. Priced for immediate sale. #IL132

SOUTHWEST SUBURBS – Established three-operatorial, \$458,000 gross receipts practice with large corner condo office with room for growth. Has digital X-ray and imaging system with approximately 1,500 active patients. #IL134

SOUTH SUBURBS – CHICAGO – Perfect starter or second office on major four-lane street. Collecting \$234,000 on 10 a.m.- 5 p.m. hours Monday - Thursday...room for growth. Nice office with intra-oral camera and Digital X-ray. #IL127

WESTERN SUBURBS – Doctor retiring from well-kept, three-operatory practice in professional building. Located on main street in highly desirable vibrant town. Refers out most specialty work. #IL137

CHICAGO NORTHWEST SIDE – Doctor retiring from established digital practice including cone beam on major street. Building also for sale with large apartment on second floor. #IL135

SOUTHWEST SUBURBS – Established Four-operatory \$800,000-plus per year collection practice with solid hygiene program in high traffic office building with other medical tenants. #IL114

CHICAGO – SOUTHSIDE CLINIC: Well-established four-chair office located in a freestanding medical center with pediatrician. Collections part-time: \$378,000. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Profession Practice Transitions.

CRETE — PRACTICE SALE: Dentist looking to retire. Freestanding building. Great location. Three treatment rooms with room to expand. Part-time collections: \$464,000. Contact Jim Plescia jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

JOLIET – BUILDING PRACTICE SALE: Start-up. Well-established, four operatories. Located in the Cathedral area, near Interstate 80 and Joliet Mall. Attached apartment rental additional income. Contact Jim Plescia jplescia@e-ppc.com.

ENDODONTIC PRACTICE FOR SALE: Well-established practice for over 34 years. Location: northwest suburbs. Great referral base. Endodontist retiring. Contact: Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

CHICAGO – SOUTH SIDE CLINIC: Well-established four-chair office located in a freestanding medical center with pediatrician. Collections part-time: \$378,000. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

CHICAGO DENTAL BROKER:

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

CHICAGO, NORTH SIDE: Charming three-op cosmetics practice with ortho. Great location and all fee-for-service. Very high fee schedule!

CHICAGO, NORTH SIDE: Cash cow, grossing \$800,000 and netting \$400,000. Won't last!

CHICAGO, SOUTH SIDE: Huge 11-op practice doing \$1.3 million with huge upside. Only four years old! Attention, all entrepreneurs!

NORTH SHORE: Lovely cosmetics practice doing \$300,000 on just 1.5 days/week! Huge upside. Brand new cone beam.

NORTH SUBURBAN: Beautiful fee-for-service practice with 38 percent overhead. Five ops, using three. No marketing and ready to grow. Hurry!!

NORTHWEST SUBURBAN: Two-op starter: Low overhead. Grossing \$250,000.

Make an offer.

NORTHWEST SUBURBAN: New listing, exquisite three-op beauty. Doing \$280,000 on very reduced schedule. Must see!

Orthodontic Practice: Call me for details!

ROCKFORD JEWEL: Grossing nearly \$3 million. Nothing like it! Call for more amazing details!

SOUTH SUBURBAN: Lovely four-op practice doing \$525,000. New listing, won't last!

SOUTH SUBURBAN: New listing! Close to Indiana. Doing \$350,000. Getting details.

SOUTH SUBURBAN: Efficient three-op practice with very low overhead. Grossing \$550,000 on 3.5 days/week without marketing.

WEST SUBURBAN: Two-op starter. Make offer!

WEST SUBURBAN: Beautiful three-op practice with real estate. Great price!

WEST SUBURBAN: New, four-op beauty! Truly one-of-a-kind! More than half of revenue comes from hygiene.

Make \$\$ and take it easy!

WEST SUBURBAN: Six-op powerhouse! Next to huge medical facility with built-in patients. Doing \$550,000, but can be so much more!

WEST SUBURBAN: Beautiful and well-established. Grossed \$450,000 with low overhead. Blend of PPO and fee-for-service.

Many more coming and private sales! ask me about them! BUYERS: interest rates are increasing. Buy now and save!

BOUTIQUE DENTAL PRACTICE:

Well-established boutique dental practice in Skokie, Old Orchard's Professional Building. Perfect starter practice. Many perks. Just turn the key. Contact Goodie Professional 847. 922.8242.

SCHAUMBURG PRACTICE SALE: Storefront location. Great visibility. Digital practice with three operatories. Collections over \$357,000 part-time. Asking: \$239,000. Priced to sell ! Contact : Jim Plescia, jplescia@e-ppc.com. PPC Transitions.

CAROL STREAM FOR SALE: Turnkey fully equipped digital office with four operatories, open bay ortho area, digital pan ceph. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

CHICAGO LOOP PRACTICE FOR SALE:

Spectacular views of the lake and Millennium Park. Two treatment rooms. Real estate available. All fee-for-service. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

DENTAL PRACTICES FOR SALE: Legacy Practice Transitions has several quality general dentistry practices for sale in northern Indiana, with 2017 gross receipts ranging from around \$700,000 to \$1 million. Real estate is available to purchase in some of these. Most are walk away sales, but in some cases, the sellers are willing to stay on part time following the transition to a new owner. Enjoy lower taxes and great quality of life in areas of recreational lakes and a world class university. For details, contact Dr. Ron Prokes or Blake Ring at 800.334.9126 or visit us at legacypracticetransitions.com.

PRACTICE FOR SALE NORTHWEST SUBURBS: Fox River Valley — \$730,000 collections, 1,400-plus patients, fee-for-service, PPO. Four operatories on 3.5 days week. Refers ortho, endo. Over \$200,000 net after debt service. tmcdermott@paragon.us.com.

VERY DESIRABLE LOCATION, START-UP/SATELLITE OFFICE, SCHAUMBURG: General practice located in the Schaumburg area. Great location with modern equipment and technology. Currently working 2.5 days per week. Practice currently cash flows in excess of \$100,000. Could be a start-up or a satellite office. The upsides for this opportunity are extremely high. Financing options are favorable as lenders are comfortable treating this opportunity as a start-up and it already has a small patient base and cash flow from day one. For more information, contact Blake Ring at blake@legacypracticetransitions.com or 317.464.7857.

SOUTHWEST SUBURB: Dentist retiring. Five operatories and stand - alone condo for sale. Average collections: \$580,000. Mainly PPO. Excellent opportunity. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

CHICAGO SUBURB: Prosthodontic/general practice for sale. Storefront location. Great visibility. Five treatment rooms. Average collections: \$825,000. All fee-for-service. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074. Professional Practice Transitions.

OPPORTUNITIES

WEBSTER DENTAL OPENINGS THIS

SUMMER: Webster Dental Care, a Chicago Tribune Top Workplace seven years in a row, is expanding and seeking the following: general dentists: Berwyn, La Grange, Evanston, Chicago, Hoffman Estates, Skokie, Edison Park; orthodontist (all part-time): Evanston, Schaumburg, Edison Park, Mundelein; pedodontist: Lakeview, Edison Park, Portage Park, Schaumburg, Berwyn; endodontist (all part-time): La Grange, Portage Park, Evanston; periodontist (all part-time): Hoffman Estates, Evanston, Chicago; oral surgeon: Skokie, Portage Park, Hoffman Estates. Please forward your resume to Dr. Steve Rempas at webdental@aol.com.

GENERAL DENTIST: Need full-time or part-time dentist in Lake County. We accept Medicaid, PPO and private patients. Please send your resume to tsdental2014@gmail.com.

FULL-TIME ASSOCIATE GENERAL DENTIST:

Dentologie is seeking a full-time general dentist with three-plus years of experience with significant growth potential. Our practice is focused on the patient experience. Must excel in all phases of general dentistry and preferably molar endo. South Loop location sees between 300-350 new patients/month. Must have a positive, interactive chairside manner with both patients and the team. Unlimited potential. Contact Dr. K. drk@dentologie.com.

PEDIATRIC DENTIST:

Excellent opportunity for a pediatric dentist to join our well-established multi-specialty group practice in central Wisconsin. We are looking for a pediatric dentist to join our current staff and assume a very active patient load. We offer a new associate an outstanding wage and benefit package with the potential of ownership after three years of employment. 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, Attention: Mr. Neil Armitage or call 715.387.1702 or email neil.armitage@dentalclinicofmarshfield.com for additional information.

MILWAUKEE/KENOSHA, WI: Dentist needed part/full time. Generous salary and benefits. Buy-in/ownership opportunity available. Can sponsor H-1B Visa. Please send resume to info@wisconsinidentalcenter.org.

DENTIST WANTED: Western suburbs:

State-of-the-art, busy multi-specialty, multi-location dental office looking for dental associate. Part-time or full-time opportunity available. Email resume to dentaljobssds@gmail.com.

KID-FRIENDLY GENERAL DENTIST: Pediatric office in Naperville is looking for a compassionate and experienced general dentist to join our fun specialty office. Daily minimum/percentage of collections. Flexible on days. We practice non-traumatic dentistry using anesthesia in the office/hospital. No papoose or hold down dentistry. Practice pediatric dentistry the easy way with no corporate influence and no production pressure. kidsdentistry3@gmail.com.

AWESOME PEDIATRIC DENTIST WANTED:

Naperville fee-for-service/out-of-network independent pediatric office looking for an awesome pedodontist, one-to-three days/week. Provide fun, compassionate and non-traumatic dentistry with no pressure to produce. No papoose/hold-down dentistry. Anesthesia cases done in office/hospital. Sole control over treatment with no corporate atmosphere. Daily minimum guaranteed or 40 percent of collections. Ideal practice for the right candidate. kidsdentalhire@gmail.com.

ENDODONTIST NEEDED: Looking for an

endodontist one-to-two days a week. Busy multispecialty practice. Current endodontist is retiring. Days are flexible. Great working environment fee-for-service and PPO office. Microscope on site. Fully digital practice. Please email CV to drsud.dds@gmail.com.

GENERAL DENTIST: Full-time or part-time dentist needed for offices in Waukegan and DuPage County. Please send your resume to tsdental2014@gmail.com.

DENTIST NEEDED:

Dentist needed one afternoon/evening to start. Can increase as much as you can keep busy. Larger single-doctor practice. 75 percent PPO, 25 percent fee-for-service. Must do most endo and extractions. Those procedures will be given to you day one and office will be opened evening to accommodate patients. Tuesdays preferred. 1-8 p.m. West Elgin. nudsdds97@gmail.com.

PEDIATRIC DENTIST NEEDED: Busy, state-of-the-art, multispecialty, multi-location office in the western suburbs looking for to add a pediatric dental associate. PPO and fee-for-service practice. Email resume to dentaljobssds@gmail.com.

ASSOCIATE GENERAL DENTIST — OTTAWA, MORRIS AREA: One-to-two days, great pay, great office/team environment, awesome patients. Fantastic opportunity. Send resume and cover letter to cmesmile50@gmail.com.

FAR WEST SUBURBS, DENTIST: No management headaches — focus on what you do best. Make a difference, earn a great living, enjoy the lifestyle you've always wanted. Send resume and cover letter to cmesmile50@gmail.com.

IMMEDIATE OPPORTUNITY FOR PEDIATRIC DENTIST: Immediate opportunities for pediatric dentist in rapidly expanding offices in Elgin and Schaumburg. New graduates welcome. We offer flexible hours, competitive compensation and an environment that emphasizes team work and supports individual excellence. info@kidsfirstpd.com.

GENERAL DENTIST, PART-TIME, GLENVIEW: Busy, state-of-the-art dental office in Glenview looking for a part-time general dentist for Tuesdays, Wednesdays, and Saturdays. Mentoring in implants, extractions, and ortho available. Work experience and Korean speaking preferred, but not required. Please submit resume to dentistar.hr@gmail.com.

GENERAL DENTAL ASSOCIATE NEEDED in Calumet City, South Chicago Heights. Our dental teams are looking for a dental associate to join our office locations. We are currently looking for associates at our Calumet City and or South Chicago Heights office. Our teams are paperless, digital and our offices are established. We treat patients without insurance, we also accept most PPO insurances as well as Medicaid. An ideal associate will be comfortable with patients of all ages, must be committed to patient care, excellence and must be goal oriented. New graduates welcome. Please email your resume to icyangdds@yahoo.com.

UNIQUE GENERAL DENTIST OPPORTUNITY IN OAK PARK: Wednesdays and occasional Saturdays. Treating patients and working with fourth-year dental students. Minimum of two years experience required. Email CV to hirings@childrensclinicivw.org.

GENERAL DENTIST OPPORTUNITY: United Dental Partners has full-time or part-time positions available in Chicago/suburban locations. Full benefits plus draw and 50 percent production. One-plus years experience in managing multiple chairs preferred. PPO/fee-for-service/Medicaid. Send CV to recruiting@uniteddentalpartners.com.

PEDIATRIC DENTIST — NORTHWEST CHICAGO: Great opportunity for pedodontist to join established pediatric practice in Chicago. Wonderful staff and solid patient base. Competitive compensation and opportunity to buy in right away. Email CV to dentaljobchicago@yahoo.com.

ASSOCIATE DENTIST POSITION: Busy two-location Chicago family and cosmetic practice seeking a motivated, compassionate, hard-working associate to work independently in both locations. Digital pano/X-rays/charting, great staff. Accepting fee-for-service/PPO/Medicaid patients. Minimum two years experience. Please email CV to clarkdentalcare@gmail.com.

DENTIST OPPORTUNITY, FULL-TIME, PALOS HEIGHTS: Chicagoland Smile Group, one of Group Dentistry Now's Emerging Groups to Watch for 2018, has an immediate full-time opening for a general dentist to join our premier organization. We are an exciting and growing PPO/fee-for service group committed to growing practices through administrative and clinical support, in-house dental specialists, and modern digital offices. Founded by dentists, we support and develop our practices through: comprehensive marketing, patient analytics, topnotch collections, back office administration, high-touch staffing, and human resources support. We will provide you with an excellent working environment, a highly trained staff, and in-house dental specialists, comprehensive salary and benefits package, and CE opportunities. Please email your cover letter and CV to careers@csqsmiles.com.

DENTAL ASSOCIATE IN WEST SUBURBS: A good communicator, caring and motivated general dentist is needed on a part time basis. We are looking for a long term associate who would like to practice in the Western Springs and/or St Charles area. Prefer someone with experience or GPR. We pay on production and not collections. Please send inquiries and resume to dentist2169@gmail.com.

GENERAL DENTIST: Busy west suburban fee-for-service/PPO practice seeking full-time associate. Great patient base, focus on quality care and exceptional patient experience. Daily minimum, CE allowance, collection percentage, four-to-five days per week, some Saturdays. jobs.dhl216@gmail.com.

ASSOCIATE WANTED: Busy PPO/fee-for-service looking for a part-time associate for established office. Fast-paced office with a great patient base; associates are set up for success and busy right away. Office is modern and up to date with technology. Compensation is based on production. Email resume/CV to moderdentalhr@gmail.com if interested.

OPENING FOR GENERAL DENTIST ENDODONTIST AND PART-TIME ORAL SURGEON: Well-established dental practice in Chicago seeking a general dentist, endodontist, and a part-time oral surgeon. Send resume to fadiaqel4@gmail.com.

MOTIVATED ASSOCIATE GENERAL DENTISTS WANTED: Full-time/part-time associates wanted for busy offices in Chicago, Waukegan and Cicero. Some private practice experience preferred. Offices are clean, modern, fully digital and very productive with efficient and well-trained staff. Compensation based on production with a guaranteed minimum. Our current associates all provide comprehensive treatment and those that work at least four days a week comfortably earn over \$200,000 annually. Please email resume/CV to dentalcare2020@yahoo.com.

GENERAL DENTIST: Northwest suburban office. Full-time experienced general dentist needed in the northwest suburbs. Experience in all phases of dentistry and able to lead a team of approximately seven committed staff in offering the highest quality care to our loyal patients. Must have at least three years experience. Well-established office and benefit package offered. Send CV to dental0821@gmail.com.

PART-TIME GENERAL DENTIST: General dentist needed for a established private practice in Lansing with the option to purchase in the future. PPO, fee-for-service and Medicaid for kids accepted. Candidate must be comfortable seeing patients of all ages, have exceptional clinical skills and a personable chair-side manner. Two-plus years experience preferred. Send resume to greatsmiles1974@gmail.com.

ASSOCIATE NEEDED PART TIME NEAR DOWNTOWN CHICAGO: Part-time associate dentist near downtown Chicago, two weekdays, every other Saturday, with potential to grow into full-time position. New graduates welcome. Email pilsdental@gmail.com.

FAMILY DENTAL OFFICE SEEKS GENERAL DENTIST: Immediate opening. Successful, private, family dental practice open over 30-plus years is looking to add a general dentist to our team in Chicago. Guaranteed minimums. Position can be part time or full time or with a solid schedule. Compensation to be determined based on experience. New graduates welcome. Must have an active Illinois license. risk17@icloud.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. Visa sponsor for right candidate. Email resume to dentalresume303@gmail.com.

SEEKING PARTNERS IN NEW NORTH SUBURBS GROUP PRACTICE: Looking to start a group practice in an existing PPO practice. Seeking partners to buy in after 12-month general dentistry associateship; flexible on percentage ownership/investment. Terms/compensation negotiable. Send resume to applydentalchicago@gmail.com.

PART-TIME ASSOCIATE DENTIST: Office utilizing the latest technology is seeking a highly motivated, patient driven associate Tuesdays and Thursdays in a fee-for-service/PPO office in Channahon/Minooka (one hour south of Chicago). Opportunity to learn all phases of dentistry. Efficient systems in place to maximize production. Base salary and percentage of collections with 401(k) match and medical insurance offered. Email CV to completecomfortdental@gmail.com.

GENERAL AND PEDIATRIC DENTISTS NEEDED: Our growing practice is looking for a general and a pediatric dentists. Multiple locations in Chicago. Please email your resume to hedstrom78@yahoo.com.

DENTAL ASSOCIATE: Chicago, Midway area. General dentist, focused on removable, fixed prosthodontics and implants. Seeking full-time/part-time associate, with potential ownership opportunities. For unlimited potential growth please contact joseluisvalleds@gmail.com.

GENERAL DENTIST: We are looking for a general dentist with excellent clinical and people skills to join our fee for service practice in Oak Park. The practice is very patient focused and provides comprehensive dentistry for all ages of patients. Must be open to being mentored and to learn new skills. Contact jperna@sbcglobal.net to discuss.

PART-TIME PEDIATRIC DENTIST: Our multispecialty group practice is looking for a pediatric dentist. Great patient base, focus on quality care and exceptional patient experience. Please email your resume lcchae198@aol.com.

FULL-TIME GENERAL DENTIST: Full-time experienced general dentist needed in our Chicago offices and Lombard office. Great patient base, focus on quality care and exceptional patient experience. Fast-paced office with a great patient base; associates are set up for success. Office is modern and up to date with technology. Minimum of two years experience required. Please email your resume lcchae198@aol.com.

HIRING FOR ORAL SURGEON AND ORTHODONTIST: Well-established practice in Chicago is looking for an oral surgeon and orthodontist to join our team send resume to fadiaqel4@gmail.com.

DENTIST FOR FEE-FOR-SERVICE OFFICE IN LAKEVIEW: Our state-of-the-art office is looking for a part-time dentist. Two to three days with possibility for full-time. Must have interest in holistic dentistry. Email resume to hr@wrigleyvilledental.com.

ASSOCIATE DENTIST OPPORTUNITY: Busy 5-year-old family practice in Elgin seeking motivated associate for two-to-four days a week. Accepting fee-for-service/PPO/Medicaid patients. No HMOs. Email resume to ambedental@gmail.com.

ARE YOU EXCEPTIONAL?: We are searching for exceptional practitioners to join us as we provide our patients with comprehensive dental care under one roof! We are a state-of-the-art, fee-for-service, multidisciplinary dental practice located in the Chicago metropolitan area. If you have a clear understanding of customer service, and are looking to join a group of exceptionally talented, caring, conscientious and fun dental professionals, please respond with your resume to ddsjob2018@gmail.com.

FULL-TIME ORTHODONTIST — PEORIA: Full-time orthodontist opportunity in our modern, well-established affiliated Maple Shade Dental practices in Peoria. Great earnings opportunity upwards of \$400,000 per year. Relocation/sign-on bonus cash. Experienced practitioners or new residents welcome. Email resume/CV to bames@dentalcarealliance.com. Learn more at www.dentalcarealliance.net.

FULL-TIME DENTIST NEEDED IN MILLION DOLLAR OFFICE: Great family practice in Ottawa looking for a compassionate, hard-working associate to join the team and care for patients. Guaranteed salary base with potential for much more as well as a signing bonus to help offset school loans. This is a fantastic opportunity to take over a wonderful practice. In addition to a great salary, the position offers incentive bonuses, medical insurance, life insurance, long-term disability coverage, 401(k) plan and paid continuing education credits. If you are interested in learning more about this great position, please email inquiry and resume to 1699dental@gmail.com.

PART-TIME DENTIST: Looking for a part-time general dentist who is outgoing, compassionate and familiar with all aspects of dentistry. Our office offers the latest technology includes digital X-rays, Trios digital scanner, intra oral camera and cone beam. New grads welcome. Email resume to askdrhan@gmail.com.

ASSOCIATE TO PARTNER IN NAPERVILLE: Four-operator, digital PPO/fee-for-service office has been open one year and looking for an associate/partner to start out one day a week. Position will lead to equity in the office as it grows. Partner needed to help grow the practice. Please email dentistnaper@gmail.com.

DENTIST NEEDED FULL OR PART TIME IN ST. JOSEPH, MI: Very busy dental office is seeking a full- or part-time dentist. Experienced, friendly staff in place. Great earning potential. Guarantee/day rate plus \$10,000 to \$20,000 signing bonus (for full time). Forty to 60 new patients per month. Practice has been here for more than 35 years. Senior dentist will mentor if needed. No Medicaid. pjhdental@comcast.net.

ASSOCIATE DENTIST POSITION: Busy family practice in northwest suburbs seeking motivated associate for two-three days a week and alternate Saturdays. Accepting fee-for-service/PPO/Medicaid patients. No HMOs. New grads welcome. Please email illinoisdentist@yahoo.com.

PART-TIME ENDODONTIST AND PERIODONTIST: Royal Dental Care is searching to add a skilled endodontist and periodontist (part-time). Doctor owned private practice fee-for service and insurance patient base (PPO). State-of-the-art, modern digital equipment, CBCT. career.royaldentalcare@gmail.com.

AMAZING GENERAL DENTIST WANTED: Associate dentist wanted four days/week for a busy, well-established dental group with great supporting staff and professionals. Three highly digital, with Cerec, locations to work from. lakemoordental@gmail.com.

PEDIATRIC AND GENERAL DENTIST: Joliet west side practice is looking to expand and would like for you to join our motivated and friendly team, flexible hours, email your resume hfd1810@comcast.net.

ASSOCIATE OPPORTUNITY: Associate opportunity — part-time associate position for dental/TMJ practice. Beautiful Shorewood facility 50 minutes from Downtown Chicago. Extensively trained staff in comprehensive care dentistry. Fee-for-service practice. Need energetic dentist interested in excellent restorative dentistry. Compensation based on production. Send CV to tmjcenter@yahoo.com.

ASSOCIATE POSITION: Are you ready for a fresh approach to dentistry and a new take on patient care? Do you want to work in a new, high-tech, modern office? We are an associate driven practice seeking a highly motivated associate with great potential for growth. First-year associates are easily capable of making over \$225,000 a year. Our practice has a family feel with a highly trained support staff. We are constantly learning with in office monthly continuing education. The practice utilizes an innovative business plan built around increasing productivity; at the same time decreasing the amount of time spent in the office. Come join our team and see the practice everyone is talking about. Please send your resume to dr.naem@flossandcompany.com.

PEDIATRIC DENTISTS, IMMEDIATE OPPORTUNITY: Hiring for pediatric dentists in an exclusive pediatric practice within a multi-specialty facility with a team of specialists and support staff. The office treats between 70-90 patients daily. We offer an outstanding compensation package. Salary ranges between \$250,000-\$350,000, medical and dental insurance benefits, malpractice insurance, 401(k), sign-on bonus, partnership opportunity. Send CV/resume to recruiter@innovativepediatricdentistry.com.

FULL-TIME GENERAL DENTIST OPPORTUNITY: We are a large multi office and multispecialty (not corporate/DSO) practice in the far southwest suburbs. We have built a great reputation in the area and as a result, we continually keep expanding. If you love to do clinical dentistry and have incredible interpersonal skills then you may be a great fit for our team. Must have at least three years of private practice experience; and a GPR or fluency in Spanish is a bonus. The office is fully digital and equipped with cone beam CT, Cerec, on-site lab, etc. We do not take any HMO or Medicaid/Public Aid. If interested send resume to doctorsws@gmail.com.

PART-TIME DENTIST NEEDED IN LIBERTYVILLE: Motivated general dentist needed two-three days a week. Opportunity to grow into full-time position. We are an established, busy, high-tech practice. Senior dentist loves to mentor. You must be comfortable performing a wide range of services. Email resume to careers@libertyvilledentist.com.

PART-TIME GENERAL DENTIST ASSOCIATE IN SOUTHWEST SUBURBS: General dentist needed for practice in southwest suburban Mokena. We have a restorative and hygiene based practice looking for someone to work two days per week initially, with potential to grow into a full-time position. No weekends, one evening per week until 7. For more info, please email resume to mokenadentaljob@gmail.com.

ASSOCIATE WANTED: Part-time general dentist wanted for Buffalo Grove practice. Eighty-five percent fee for service and a few well-compensating PPOs. We are a concierge practice striving for legendary service rather than high volume. seanchloe1@aol.com.

GENERAL DENTIST:

Long-term, experienced, dedicated dentist for our growing practice in the north side of Chicago. Fully digital, modern practice with a great work environment. Two Saturdays, 9 a.m. - 2 p.m. medgjob@gmail.com.

DENTIST:

Associate dentist needed in Calumet City for a fast-growing office. All digital, friendly staff, and flexible hours. besmadi@yahoo.com.

ORTHODONTIST: Looking for an experienced part-time orthodontist in the western suburbs. Six days per month with about 35-45 patients per day, Only PPO and fee-for-service. Great income potential and room for growth. Please contact us at dental2848@gmail.com.

GENERAL DENTIST OPPORTUNITY: Multispecialty offices in Chicago, northwest suburbs, and Northwest Indiana hiring full time or part time. Must enjoy treating children. Benefits, \$500 base pay and up to 50 percent of production. Send CV recruiting@uniteddentalpartners.com.

GENERAL DENTIST:

We are searching for a friendly, hard-working general dentist. Daily minimum guaranteed, multiple locations optional. Our clinics are fully staffed, digital, paperless and serving patients of all ages. Email resume to anifamilydental@yahoo.com.

FULL-TIME ASSOCIATE DENTIST — SOUTHWEST SUBURBS: Our well-established, busy group practice in Shorewood is seeking a general dentist to replace current associate who is relocating, for our eight-operator, fully digital, four-dentist family practice. Instant patient flow, no PPO, all fee-for-service. Must be proficient with children. Hours include mornings, evenings, and some Saturdays. Please call Debby at 815.725.5991 or email CV to sfdc@comcast.net.

ASSOCIATE POSITION: General dentist position available at our established and busy office in northwest suburb, full-time or part-time, guaranteed minimum, excellent compensation. Accepting all insurances except HMO. Possibility for future buy-in. Email jjdmd@yahoo.com.

PART-TIME ASSOCIATE DENTIST:

Associate dentist wanted part time for general dentist office in Montgomery on Fridays and Saturdays, with the possibility of adding more days. Modern, high-tech, quality-oriented office. PPO/fee-for-service only. Must be comfortable with all phases of general dentistry, including pediatric dentistry. New graduates are welcome to apply. Please send resume to generaldds3@gmail.com.

GENERAL DENTIST NEEDED:

Full-time/part-time general dentist needed for practice located in far west suburbs, around 30-minute drive from Aurora/Naperville/St. Charles and neighboring suburbs. We are an established, busy, high-tech practice. Awesome compensation. Apply to dclinic33@gmail.com.

GENERAL DENTIST NEEDED: Dental office on northwest side of Chicago is seeking a part-time associate dentist for half-Monday, half-Wednesday and Thursday. Please send resume to belmont-austindent@sbcglobal.net.

DENTIST WANTED: Busy dental office in downtown Chicago has an immediate opening for a dentist that has implant prosthetics experience as well as cosmetic dentistry experience. The ideal candidate will be comfortable restoring implants as well as performing various other cosmetic dentistry procedures. If interested please email resume to newteethdental@gmail.com.

GENERAL DENTIST:

Full-time associate dentist for a well-established dental office in western suburbs. Good team and high-tech office. Pleasant and helpful staff. Send resume to dental1946@gmail.com.

CHICAGO DENTIST OPPORTUNITY: Great opportunity in the popular Avondale neighborhood! Growing PPO practice seeking dentist two days a week and one Saturday a month. Email resume to kjbdentistry@gmail.com. Check us out at clearlycaresdental.com.

ASSOCIATE DENTIST: Compassionate Dental Care in Lake in the Hills is seeking the right candidate for a full-time associate dentist. We are growing at a rapid pace and are looking to develop a long-term relationship with an associate dentist who has an enthusiastic, go-getter attitude, a great work ethic, excellent communication and dental skills, and friendly and compassionate chair side manners. Offering a competitive compensation package with benefits. Potential earnings of \$200,000-\$300,000. An experienced and caring clinical and administrative team is available to help the right dentist accomplish their goals. New grads and previous practice owners both welcome to apply. Send your resume today.

karen@mycompassionatedentist.com.

DENTOLOGIE SEEKS FRIENDLY FULL-TIME

GENERAL DENTIST: Dentologie is seeking a full-time general dentist with three-plus years of experience with significant growth potential for our South Loop and Streeterville practices. Our practice is focused on the patient experience. Must excel in all phases of general dentistry and preferably molar endo. 500-600 new patients per month. Must have a positive, interactive chairside manner with both patients and the team. Unlimited potential. Contact Dr. K. drk@dentologie.com.

PART-TIME DENTIST: Southwest suburbs. Our well-established, fully digital practice seeking a general dentist for two to three days a week. Accepting fee-for-service/PPO/Medicaid patients; no HMOs. Email resume to 2005dds@gmail.com.

ASSOCIATE DENTIST NEEDED: General dentist wanted for a busy Buck Town/Wicker Park area practice seeking motivated producer. 4-5 days a week. Closed Sundays. Fee-for-service, PPO and Medicaid. Dental Lab on site. Please email resume/CV to josekwtd@gmail.com.

SEEKING ASSOCIATE AT AURORA OFFICE:

Seeking associate dentist for part time/full time opportunity at modern office in Aurora. Should be proficient in extractions and molar endo. Implant experience is a plus. Fee-for-service office. hr@smilemoredental.com.

ASSOCIATE POSITION AVAILABLE:

Established practice with four locations looking to grow alongside an enthusiastic full-time associate. We are looking for someone with excellent work ethic, great communication skills as well as experienced clinical skills. Must be able to do endo, oral surgery and implants. This is an excellent opportunity for someone who enjoys the fast-paced dental environment and helping keep our patients healthy. Please send resume to sophiebrar@yahoo.com.

LOOKING FOR MOTIVATED AND INDEPENDENT

GENERAL DENTISTS: Full-time/part-time associates wanted for busy offices in Chicago, Waukegan and Cicero. Some private practice experience preferred. Offices are clean, modern, fully digital and very productive with efficient and well-trained staff. Compensation based on production with a guaranteed minimum. Our current associates all provide comprehensive treatment and those that work at least four days a week comfortably earn over \$200,000 annually. Please email resume/CV to ilgeneraldentist@gmail.com.

ASSOCIATE DENTIST IN GENEVA: McCall Family Dentistry is a second-generation family practice that has been providing dental care for over 40 years. We are an established practice with a highly trained clinical team that has welcomed an average of 40 new patients per month. Our state-of-the-art facility allows optimal patient care and provides a comprehensive approach to dentistry. We seek an outgoing general dentist to work 2-3 days per week in our practice. The candidate is patient-focused and detail-oriented. Future opportunity for equity position. Email your CV and resume to lindsey@mccallfamilydentistry.com to be considered for this opportunity!

GENERAL DENTIST - \$750/day: Busy dental office looking for a motivated dentist. Full-time available. Offering a daily minimum of \$750/day or 30 percent of compensation. All phases of general dentistry. Submit your resume to dental6027@gmail.com.

PART-TIME: General dentist needed for a established private practice. PPO, fee-for-service and Medicaid. Candidate must be comfortable seeing patients of all ages, have exceptional clinical skills and a personable chair-side manner. Email contactusatdental2017@gmail.com.

ASSOCIATE DENTIST WANTED: Busy, growing general dental practice in Northwest Indiana seeking an associate for 2-4 days/week. One hour from downtown. Fee for service. No weekends. Email resume to drval@amaplecitydentistry.com.

WANTED, SOLO PRACTICE: Wanted to purchase. Solo practice, small transition or purchase. Direct contact, no brokers. Email doctodoc12@gmail.com.

GENERAL DENTIST NEEDED: General dentist position available at our established and busy office in northwest suburb, full-time or part-time, guaranteed minimum, accepting all insurances except HMO. Possibility for future buy-in. Contact us for details, vichkhan@yahoo.com.

GENERAL DENTIST: Our well-established, fully digital practice in southwest suburbs is seeking a general dentist for 2-3 days/ week. Accepting fee-for-service/PPO/Medicaid patients; no HMO. Email resume to 2005dds@gmail.com.

WANTED, SOLO PRACTICE: Wanted to purchase. Solo practice, small transition or purchase. Direct contact, no brokers. Email doctodoc12@gmail.com.

OPENINGS FOR GENERAL AND SPECIALTY DENTISTS: Webster Dental Care, named a Chicago Tribune Top Workplace seven years in a row is seeking full and part time general dentists and part-time specialists in several of our offices in the Chicago area. If you sent in your resume earlier and didn't hear back from us, please resend as we were having email issues. Reply to Dr. Steven Rempas. webdental@aol.com.

ASSOC. FUTURE PARTNER - KENOSHA, WI: Busy mercury-safe, health-based comprehensive dental practice seeking motivated dentist to assist with restorative services for our growing patient base. New graduates welcome. mcquiremarkt@gmail.com.

ASSOCIATE DENTIST: Immediate opening for full-time/part-time dentist for Chicago location. Excellent commission based pay. Medicaid experience preferred but not required. Send resume to info@hanadentalcenter.com.

LOOKING FOR GENERAL DENTIST: Dental center in northern suburbs looking for experienced general dentist with seven-plus years of experience and advanced prosthetic skills. PPO, fee-for-service, 35 percent collection. Submit resume to dentalcenternw@yahoo.com.

PEDIATRIC DENTIST SOUTHWEST SUBURBS: State-of-the-art pedo/ortho office. Established patient base and room for much more growth. Our top priority is to treat each patient as an individual, to get to know them personally. Caring and attentive staff and quality dental care delivered with exceptional comfort in a friendly atmosphere. pedodental831@gmail.com.

ASSOCIATE - NORTHWEST SUBURBS: We are looking for an entrepreneurial spirit to continue to expand our practice; someone ready to launch their career, motivated to find new patients without worrying over initial start-up costs or overhead. Email resume associateprofile@gmail.com.

LOMBARD DENTAL OFFICE SEEKING ASSOCIATE FOR 2-3 DAYS A WEEK: Our very modern, all-digital office is seeking an associate for 2-3 days/week. We are a busy, fast paced and highly productive office. Our services include implants, Invisalign, crown and bridge, oral surgery, and regular restorative. We are looking for someone who wants to join our team long term and possibly take an equity stake in this location. We are fee-for-service and PPO. We do not have Public Aid and our doctors do not clean teeth. New grads are welcome. Compensation based on experience. We do offer other benefits. Please reply by email. glenbardfamilydental@gmail.com. Thank you.

GENERAL DENTIST: General dentist position available at our established and busy office in Rockford, full-time. Accepting all insurances except HMO. Please send resume to rabeh0398@yahoo.com

WISCONSIN — APPLETON, JANESVILLE, MENASHA: Do more of what makes you happy. RLJ Dental has locations throughout Green Bay, the Fox Valley, and Southeastern Wisconsin, with immediate dentistry opportunities in Appleton, Janesville, and Menasha. Joining RLJ Dental means enjoying all the things you love about dentistry, with none of the things you don't. Leave the non-clinical tasks to our staff, and have the freedom to lead your own patient-focused practice in a whole new way, either as an associate or an owner. At RLJ, you receive the full support of an experienced network of dentists, dental staff, and industry-leading administrative support without the restraints of typical profit-driven chains. Call 920.969.2080 or email opportunities@rljdental.com to explore a different way to practice successfully. Join RLJ Dental today, and stay practice proud for life.

PART-TIME DENTISTS: Immediate opening for part-time dentists at pediatric clinic located in Elgin. Day, evening and Saturday (flexible) shifts available. Send resume to bfuller@wellchildcenter.org or troth@wellchildcenter.org.

GENERAL DENTIST: Plum Grove Dental Center is a group practice of five general dentists located in Palatine. We have an exceptional staff with proven systems in place. Our community is well respected for its excellent school system, variety of housing options, and outstanding quality of life. Our fee-for-service practice has thrived in downtown Palatine since 1954. A rare opportunity presents itself, as our senior partner is retiring, and we need to add a dentist to our team. We intend to offer an associateship, leading to a partnership for the right individual. This person should possess a skill set that allows them to nurture long-lasting relationships with both patients and staff. We want to provide tools and mentoring to make our new hire the happiest, most successful dentist for decades! If you are interested in joining a group practice that embraces honest, quality care in a friendly environment, please contact our office with your resume at plumgrovedentist@gmail.com. Learn more at plumgrovedental.com.

PART-TIME GENERAL DENTIST:

Part-time general dentist needed for PPO office for Thursdays (\$300 plus 10 percent of collection) and Saturdays (\$225 plus 10percent of collection). Please call Mr. Alexan at 312.671.3375 or send resume to youbertalexan@att.net.

ASSOCIATE DENTIST POSITION: Our well-established, fully digital practice in southwest suburbs is seeking a motivated, compassionate, hard-working associate to work two-to-three days/week. Accepting fee-for-service/PPO/Medicaid patients. Please email CV to 2005dds@gmail.com.

PART-TIME ASSOCIATE GENERAL DENTIST

NEEDED: Office on far west side of Aurora, near Galena Boulevard and Orchard Road, using the latest technologies is seeking a highly motivated patient oriented associate for Mondays, Wednesdays, Fridays, and two Saturday Mornings per month. Some flexibility with week days. All phases of general dentistry including Cerec and Invisalign. Implant placement experience and/or desire a plus. Fee-for-service/PPO office, 98-year-old practice. Email resume to jpauly1940@aol.com.

ASSOCIATE DENTIST: Part-time general dentist needed Monday, Thursday, Friday for a busy office in far north suburbs of Chicago. Beautiful, modern digital office, excellent support staff. All insurances accepted except HMO. Minimum daily compensation guaranteed with CE courses and opportunity to grow. Please send your resume to drdds2018@gmail.com.

FLEXIBLE LOCUM TENENS OPPORTUNITY:

Midwest Dental is seeking experienced dentists to fill daily/weekly/monthly locum tenens needs to cover leaves and extended vacations. Perfect for dentists wanting to pick up extra hours. We offer competitive pay and give you complete freedom to work as many locum sessions as you'd like. May involve travel with overnight stays. Typically includes 32-36 hours per week when needed. Opportunities are available at practices across the country. Contact Carly Schimmel at 715.225.9126 or cschimmel@midwest-dental.com.

DENTAL ASSOCIATE NEEDED IN CALUMET CITY/ SOUTH CHICAGO HEIGHTS: Dentists needed for our growing office locations, locations include Calumet City or South Chicago Heights.

We prioritize quality care for our patients, innovation and growth. An ideal candidate would be a dentist that can perform all general dentistry procedures, have skills to educate patients, someone who is committed to patients and a great communicator. Dentist must also be efficient with notes, and manage time very well. We see children, adults and senior citizens, due to this we are looking for a doctor that will be comfortable seeing all age groups. Our offices use digital X-ray technology, all our locations are paperless. Please email your resume and indicate which location you are interested to work in to icyangdds@yahoo.com.

HIRING PART-TIME ORAL SURGEON AND ORTHODONTIST:

State-of-the-art dental office. Established patient base and room for much more growth. We are looking for an oral surgeon and orthodontist to join our team. Send resume to lcchae198@aol.com.

GENERAL DENTIST OPPORTUNITY: United Dental Partners is hiring both full- and part-time in Chicago and Chicago suburbs. Guaranteed per-diem plus production. Digital and paperless offices plus benefits. PPO/Medicaid patients. www.uniteddentalpartners.com. Send CV recruiting@uniteddentalpartners.com.

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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>.

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Escalating costs resurrect discussions of managed care

ALARMED BY ESCALATING COSTS, DENTAL POLICY MAKERS, BUSINESSES, CAREGIVERS AND THOSE WHO BUY AND ADMINISTER health care resurrected managed care and its handmaiden capitation - a discredited mechanism for reimbursement of dental and medical fees - with a number of aliases.

In their zeal, they have declared Fee for Service (FFS) dead; it will be replaced by a number of plans defined euphemistically as Fee for Value or Pay for Outcomes. The plans are similar; all of them come with their own acronyms and promise better health care and lower costs. One that has gained popularity with plan devisers is Pay for Performance (P4P). P4Ps have been described as an incentivized program to keep doctors motivated to improve quality and cost efficiency by keeping rates lower.

At first, I thought the terms and thus the goal were about quality of care. Silly me. It turns out that value/performance is a function of quantity, measured by meeting procedure targets set by the third party.

A "Health and Human Services" (HHS) newsletter published in January 2010 states that little is known about the potential impact these plans will have on dentistry. It goes on to say that it is likely the dental profession will face P4P payments in the near future. HHS and dental benefit plan designers fall into the trap of considering dental benefit plans similarly to medical plans.

They are profoundly different.

In a 2006 article in the *Journal of the American Dental Association (JADA)* titled "Differences between dental care and medical care," author Albert Guay, chief policy advisor emeritus for the American Dental Association, emphasizes that dental benefit plans are not insurance plans, but rather prepaid plans.

Dr. Guay writes that medical diseases have all the characteristics of an insurable risk: they can not be postponed, they are unpredictable and they are unbudgetable. Dental diseases have none of these characteristics.

Dentistry controls costs by regular patient visits. A well-designed dental benefit plan pays 100 percent of diagnostic and preventive care, which is the key to cost control.

Health Hero (www.gohealthhero.com), a blog that promotes Fee for Value plans, claims that FFS reimbursement pays providers regardless of patient improvement, while Fee-for-Value reimbursement corresponds to patient outcomes.

Patients matter in value-based approaches throughout the health care system. Don't FFS providers do the same?

FFS dentists practically invented the term tender loving care and always have been responsive to the needs of patients.

Health Hero aside, most of these so-called value plans seem to be devised by a person who has not made a living treating patients. Further, FFS is often damned as a system that fosters overtreatment, without any evidence to support that assumption.

What these plans do produce are more computers and bean counters, along with their increasing demand for pocket protectors.

A May 2018 JADA article titled "P4P Incentive Program in a Large Dental Group Practice," describes the design and implementation of a P4P plan in the practice.

The article's conclusion is that the complex administrative challenges will require several years to address.

Did the health care planners investigate the health payment systems of other wealthy nations when devising these Rube Goldberg plans? The very people promoting Fee for Value often hype health plans of these countries as more efficient, less costly and overall better than the American health care system.

The 2014 Commonwealth Fund report on international health care systems surveyed 15 wealthy nations and found that health care providers are mostly paid with FFS. Germany, an economic juggernaut in the European Union, pays with FFS exclusively.

Patients and their dentists easily understand a Fee-for-Service system. The relationship between patient and doctor, along with clear fee disclosure of FFS, discourages overtreatment. It's the same system we use to pay for a haircut or having the heels on our shoes replaced.

If it is not absolutely necessary to change, then it is absolutely necessary not to change - an aphorism attributed to many, including President John F. Kennedy. ■

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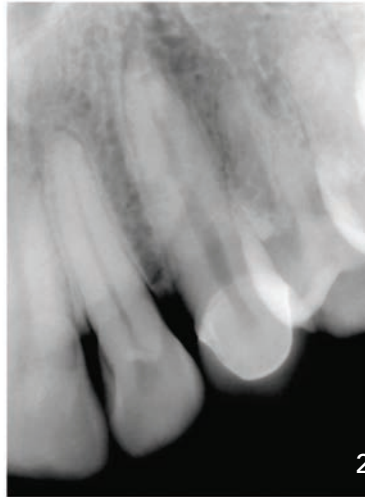
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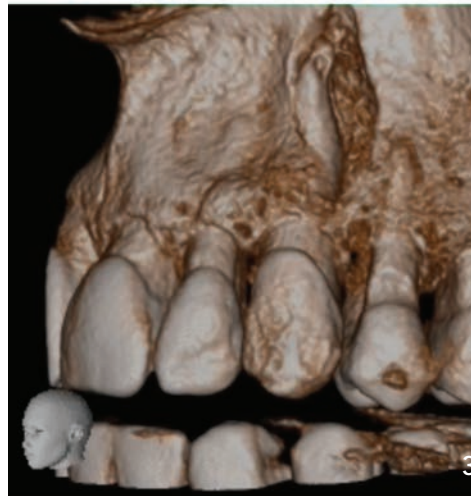


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About our speaker

Dr. Haas is a certified specialist in endodontics and is extensively and passionately involved in continuing education (lectures and workshops) to general dentists and specialists. He is a Fellow of the Royal College of Dentists of Canada and is on staff at the University of Toronto Faculty of Dentistry and the Hospital for Sick Children. He maintains a full time private practice limited to Endodontics and Microsurgery in Toronto. Dr. Haas is a regular contributor to dental magazines and blogs and has lectured internationally on nearly all aspects of modern endodontics. He has no financial or proprietary interests in any product or company.

About CDS meetings

Regional Meetings are free to CDS members and their staffs, as well as dental hygienist members of the Illinois State Dental Society. A fee of \$250 is charged to dentists who are not ADA members. The fee may be applied to membership for the current year.

Advanced registration is not required to attend. On-site registration begins at 8 a.m. Registration for Regional Meetings ends 30 minutes after the start of the program.

Each attendee is issued a badge with a barcode that captures the time of entry. Badges are scanned at the end of the program as attendees leave. No partial credit will be issued. CE credit forms will be emailed to registered attendees after each meeting.

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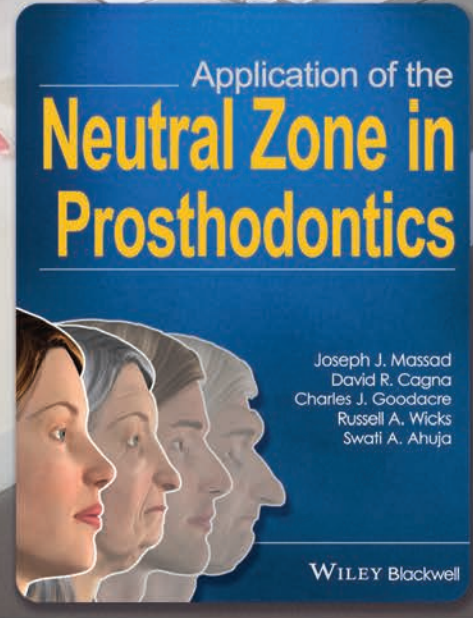
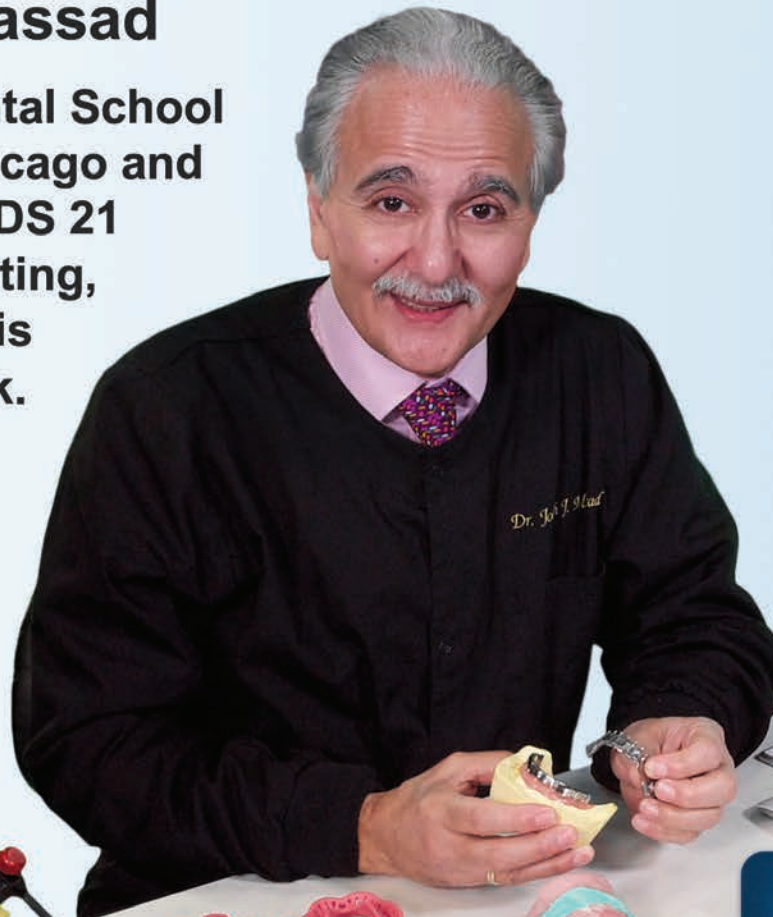
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