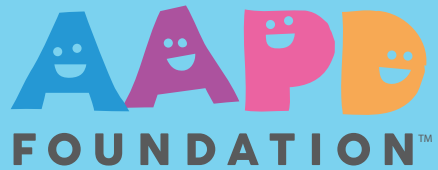
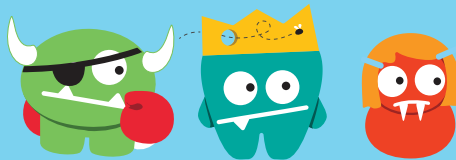


PDT



18 Nearly 5,000 Members Respond to AAPD/ AAPD Foundation KN95 Mask Initiative



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Nearly 5,000 Members
Respond to AAPD/
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American Academy of Pediatric Dentistry

211 East Chicago Avenue, Suite 1600

Chicago, IL 60611-2672

(312) 337-2169

(312) 337-6329

www.aapd.org



Staff Editorial Group

Chief Executive Officer

John S. Rutkauskas
jrutkauskas@aapd.org

Chief Operating Officer and General Counsel

C. Scott Litch
slitch@aapd.org

Senior Publications Director

Cindy Hansen
chansen@aapd.org

Senior Meetings and Continuing Education Director

Kristi Casale
kcasale@aapd.org

Vice President for Development and Charitable Programs

Paul Amundsen
pamundsen@aapd.org

Development and Marketing Manager

Michelle Hidalgo
mhidalgo@aapd.org

Senior Membership and Chapter Relations Director

Suzanne Wester
swester@aapd.org



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Standard	Standard	CR Choice	\$0.35
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TAKE CARE OF YOURSELF AND EACH OTHER

Psychological Safety and Emotional PPE: Taking Care of Yourself and Each Other

by Dr. Jessica Y. Lee AAPD President

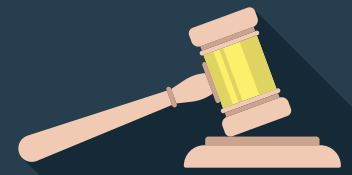


In my last column, I talked about the pandemic and all the precautions we are taking to keep our teams, our families, and our patients safe. Using guidance from the CDC, OSHA, ADA and AAPD, we have implemented engineering controls, administrative controls, safe work practices and proper personal protective equipment (PPE). Throughout the COVID-19 pandemic, we have worked extremely long hours to ensure access to dental care while under the stress and anxiety of keeping everyone safe. The AAPD has made safety its top priority, but that goes beyond the physical safety that we often think about. I was heartbroken to hear and read about some of AAPD family members who are struggling with all the pressures that this pandemic has put on us. The fact is, we are ALL struggling with this. We have been exposed to a traumatic event. As we move forward with life and our practices, these unprecedented circumstances are likely to increase the risk of psychological issues. So, we need to be just as vigilant with our psychological safety and wellbeing and make sure wear the mental personal protective equipment to prevent psychological injuries. There is no doubt that some of what we are experiencing can be compared to post-traumatic stress disorder (PTSD) which can lead to depression, other anxiety disorders, insomnia, and substance misuse.

The good news is that we, together, can minimize and prevent psychological injuries with the proper emotional PPE. This will have to be done by looking out for each other. Evidence shows that health care workers who are thanked and acknowledged for their challenging work will foster resilience. As pediatric dentists, we are by nature grateful people, but we need to be more so during these times. I know I am truly grateful for all the support from all of you! Thank you. We also know that avoidance is a key symptom of traumatic stress. Many of us have been feeling a bit more isolated lately, but if we all think about some friends and family that may have been avoiding us perhaps it is time to reach out. We also been having discussions about the “new normal.” Let’s just face it, there is nothing normal about it. To state such does not validate that things are different and much harder than they used to be. Any connotation to normal makes one believe that there should not be the additional stress and anxiety that we all may be feeling. So, even though we have been in a “new reality”, I refuse to believe that there is anything normal about it.

So, again I am asking for your help. We all need to engage in psychological safety and employ wellness PPE practices. Please thank each other for having the strength, courage, and commitment to continue to provide access to care for children. Please reach out the those that may avoiding social interactions and please recognize that these times are tough with increased stress and financial issues that are facing everyone, but we are strong and resilient. We will get through this by taking care of yourself and each other.

Watch the AAPD Town Hall: Mental Health and Taking Care of You at www.aapd.org.



Legislative, Regulatory and Legal Update

Unless otherwise noted, for further information on any of these issues please contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 or slitch@aapd.org.

FEDERAL NEWS

AAPD Appropriations Priorities Achieved in FY 2021 House Report: \$12 Million for Pediatric Dentistry Training and Support for Fair and Reasonable Medicaid Dental Audits

The AAPD is pleased that our FY 2021 federal appropriations and report language priorities fared well in the U.S. House Appropriations Committee report related to Labor-HHS-Education, H. Report 116-450, that was approved by the subcommittee and full committee and released on July 15, 2020.¹ This success is due to the hard work of AAPD's Congressional Liaisons (Drs. Heber Simmons, Jr., Warren A. Brill, and Jade Miller), attendees at the AAPD's 2020 Pediatric Oral Health Advocacy Conference in Washington, D.C., and our D.C. lobbying firm Hogan Lovells. Specific Congressional report language is as follows:

Support for \$12 million for Title VII Pediatric Dentistry, and Pediatric Dentistry Faculty Loan Repayment:

Oral Health Training

Oral Health Training and Dental Faculty Loan Repayment Program—Within the total for Oral Health Training, the Committee includes not less than \$12,000,000 for General Dentistry Programs and not less than \$12,000,000 for Pediatric Dentistry Programs. The Committee directs HRSA to provide continuation funding for section 748 Dental Faculty Loan Program (DFLRP) grants initially awarded in fiscal years 2016, 2017, and 2018. The Committee continues to support DFLRP awards with a preference for pediatric dentistry faculty supervising dental students or residents and providing clinical services in dental clinics located in dental schools, hospitals, and community-based affiliate sites. (p. 45)

Support for Greater Authority for the HRSA Chief Dental Officer:

Chief Dental Officer—The Committee is pleased that HRSA has restored the position of Chief Dental Officer (CDO) and looks forward to learning how the agency has ensured that the CDO is functioning at an executive level authority with resources and staff to oversee and lead all oral health programs and initiatives across HRSA. The Committee requests an update by February 2021 on how the CDO is serving as the agency representative with executive level authority on oral health issues to international, national, State and/or local government agencies, universities, and oral health stakeholder organizations. (p. 60)

Support for Fair and Reasonable Medicaid Dental Audits:

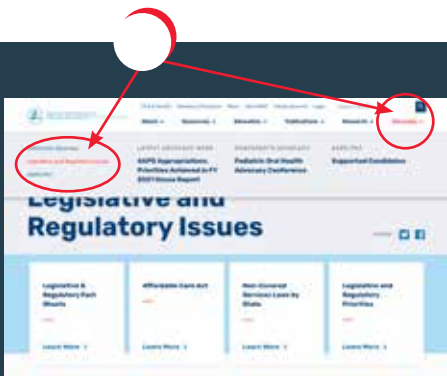
Medicaid Dental Audits—The Committee raised concerns in

House Report 116-62 that failure to use professional guidelines or established state Medicaid manual parameters in the auditing process can result in inaccurate and unreasonable Medicaid dental audits, negatively impacting dentist participation in the program and patient access to care. While State Medicaid agencies (SMA) have significant responsibility in managing provider audits, the Committee believes that as part of CMS oversight of the Medicaid program it is appropriate to issue guidance to SMAs concerning best practices in dental audits and offer training in such practices. The Committee urges CMS to develop such guidance for SMAs, in collaboration with the American Academy of Pediatric Dentistry and American Dental Association, and report to the Committee within 90 days of enactment of this Act on steps taken to develop such guidance. (p. 168)

Support for Filling the Chief Dental Officer Position at CMS:

Chief Dental Officer—The Committee is concerned that the Chief Dental Officer position at CMS has been vacant since October 2017, leaving a significant gap of clinical oral health expertise within CMS. Medicaid provides oral health services to millions of people across the country, including vulnerable populations such as children, pregnant women, and disabled adults. A licensed dentist clinician is an invaluable resource to CMS’s growing oral health strategy to expand access to care. The Committee urges CMS to move forward with filling this vacancy. (p. 162)

¹For the complete report see: <https://www.congress.gov/116/crpt/hrpt450/CRPT-116hrpt450.pdf>



VISIT THE AAPD WEBSITE UNDER ADVOCACY TO SEE THE LATEST LEGISLATIVE AND REGULATORY ISSUES

HRSA Announces 27 Title VII FY 2020 Grants for Postdoctoral Training in Pediatric, General, and Public Health Dentistry

The AAPD is pleased that the federal Health Resources and Services Administration (HRSA) has awarded 27 Title VII FY 2020 grants to enhance postdoctoral dental residency training programs in rural communities and for under-served populations. Title VII funding is the AAPD’s top federal appropriations priority. Over the past 20 years Title VII has led to significant expansion of and quality improvement in pediatric dentistry residency programs. The FY 2020 grants were focused on program outreach to rural and under-served communities, rather than program expansion, based on AAPD’s recommendations that were guided by the 2019 pediatric dentistry workforce report commissioned by the AAPD.

Six awards were directed solely to pediatric dentistry programs, and another ten include pediatric dentistry in collaboration with general dentistry and dental public health. These are indicated in **bold**. **HRSA awarded a total of \$13,004,548, with \$8,092,627 supporting pediatric dentistry.**

The 27 awardees are:

University Of California, Los Angeles

La Maestra Family Clinic, Inc.

Regents Of The University Of California, San Francisco

Howard University, Inc.

Variety Children’s Hospital d/b/a Nicklaus Children’s Hospital

Nova Southeastern University, Inc.

The University Of Iowa

University Of Illinois

President And Fellows Of Harvard College

Trustees Of Boston University

University Of Mississippi Medical Center

East Carolina University

Erie County Medical Center Corp.

New York University

Trustees Of Columbia University In The City Of New York

New York University Langone Hospitals

New York City Health And Hospitals Corporation

Mercy Health Youngstown LLC

The Ohio State University

The Trustees Of The University Of Pennsylvania

The Wright Center Medical Group

Wellspring Health

Christ Community Health Services, Inc.

The Texas A&M University System Health Science Center

University Of Texas Health Science Center Of San Antonio

Carilion Medical Center

University Of Washington

Further details of these awards can be found at <https://data.hrsa.gov/tools/find-grants>. Click on Program Name, scroll down to and select, Postdoctoral Training in General, Pediatric and Public Health Dentistry. Then click on Year and select 2020.

Stark and Anti-Kickback Law Regulatory Revision Proposed by CMS

by C.Scott Litch Chief Operating Officer and General Counsel



On Oct. 17, 2019, the Centers for Medicare and Medicaid Services (**CMS**) released substantive proposed regulatory changes to Stark regulations.¹ The goal is to provide relief for value-based arrangements so as not to run afoul of the Physician Self-Referral law (Stark) and the Federal Anti-Kickback law. These laws are intended to prevent doctors from referring patients for services that would financially benefit them, or taking financial kickbacks to generate new business. The impetus for the proposal is that these laws and implementing regulations can sometimes hinder efforts to improve patient care, especially in an era where health care institutions and providers (more predominate in hospital systems versus dental clinics at this time) are increasingly being paid for quality of care and how well they coordinate a patient's care with other providers.

These laws were described in an earlier Litch's Law Log² that included the following still very sound advice:

"Because of the complexity of these laws, any question about receiving or providing benefits for patient referrals, or your financial interest in another health care facility where your patients might be referred, should be reviewed by an attorney experienced in health law."

With that caveat in mind, below is a general overview of the main CMS proposed regulatory changes.³

CMS attempts to clarify the terms "fair market value," "volume or value" and "commercially reasonable" as these are critical to determining whether there is Stark law violation. CMS proposes that general market value means the same as fair market value, revising the definition of fair market value (FMV) to read:

"The value in an arm's length transaction, with like parties and under like circumstances, or the assets or services, consistent with the general market value of the subject transaction."

General market value will mean:

"[t]he price that assets or services would bring as the result of bona fide bargaining between the buyer and seller in the subject transaction on the date of acquisition of the assets or at the time the parties enter into the service agreement."

Essentially this will permit consideration of the particular characteristics of the buyer, seller, and local market.

Regarding volume or value, this was problematic because previously CMS had considered that Stark law was violated where a flat or fixed amount compensation was augmented to reflect the volume or value of the physician's services and not subject to a FMV defense. CMS proposes to eliminate language that compensation cannot vary in a manner that takes into account volume or referrals to a designated health service (DHS). Note that group practices will need to continue to satisfy the "group practice" definition special rules (or safe harbor) for productivity bonuses and profit shares.

CMS proposes that employed or contracted physicians could make direct referrals to the DHS entity without violating the volume or value standard, nor would a productivity bonus to an employed physician or unit-

based compensation to a non-employed physician. The following examples were provided:

- Physician office space rented from a hospital that is \$5000 monthly, but reduced by \$5 for each diagnostic test referred to the hospital.
- Physician office space rented from a hospital that is \$2000 a month if the physician is in the hospital's top 25% of admitting physicians in the prior month, \$2500 if in the second quartile, and \$3500 if in the bottom half of admitting physicians.

CMS also defines "commercially reasonable" as meaning: "the particular arrangement furthers a legitimate purpose of the parties and is on similar terms and conditions as like arrangements;" and "the arrangement makes commercial sense if entered into by a reasonable entity of similar type and size and a reasonable physician of similar scope and specialty." The effect here is that a proposed "loss" in written arrangements is not necessarily commercial unreasonable.

CMS proposes three value-based exceptions for a core entity called a "value-based enterprise" or VBE. A VBE needs to have a body or person that is accountable for the financial and operational oversight of the VBE, and a governing document describing how VBE and participants intend to achieve a value-based purpose. This would appear to protect value-based entities such as accountable care organizations (ACOs) or clinically integrated networks where a group of providers collaborate to coordinate care. To qualify, the arrangement must be reasonably designed to achieve at least one value-based purpose:

1. Coordinating and managing care of a target patient population;
2. Improving the quality of care of a target patient population;
3. Appropriately reducing the costs to, or growth in expenditure, to payers without reducing quality of care for a target patient population;
4. Transition from health care delivery and payment mechanism based on the volume of items and services provided to mechanism based on quality of care and control of costs of care for target patient population.

This column presents a general informational overview of legal issues. It is intended as general guidance rather than legal advice. It is not a substitute for consultation with your own attorney concerning specific circumstances in your dental practice. Mr. Litch does not provide legal representation to individual AAPD members.

¹<https://www.federalregister.gov/documents/2019/10/17/2019-22028/medicare-program-modernizing-and-clarifying-the-physician-self-referral-regulations>

²<https://www.aapd.org/assets/1/7/4398.pdf>

³*This column relies heavily on the following articles: Barsky TA (Crowell & Moring LLP) and Melvin DH (McDermott Will & Emery LLP). The Sprint to Modernize and Clarify the Stark Law- Part 1 and Part 2. AHLA Connections, December 2019 (1- 16) and January 2020 (26-32). AHLA stands for the American Health Law Association.*

CMS would exclude from value-based activity the making of a referral. This is confusing because while clearly the Stark law was designed to prevent self-referrals (and the resulting financial benefit), one of the central tenants of value-based care is coordination and management of care. It is hard to see how that goal can be obtained without financial incentives for physicians to refer patients to a particular provider, supplier, or practitioner.

There are proposed exceptions/protections for remuneration between VBE participants or between VBE participants and a VBE:

- Full financial risk- For example, if a clinically integrated network agrees to manage the delivery of care to a payer's enrollees for a set capitated amount of money;
- Meaningful downside financial risk to physician—This is likely to see limited use because either a physician is on the hook for 25 % of the value of remuneration or for ALL costs of a defined set of items and services for a specific period of time;
- Value-based arrangements- The physicians and VBE will not be at financial risk, but arrangements must be in writing to describe activities such as identifying the target population and the methodology to determine remuneration and performance or quality standards.

For all of this to work as intended, HHS Office of Inspector General (OIG) interpretations of the Anti-kickback law must be consistent with Stark regulations, because for many value-based arrangements parties will need to comply with both the Stark and Anti-Kickback laws.

These proposals make the Stark law clearer, but there is still much complexity and perhaps no better example in health law that illustrates how health care is a heavily regulated sector. Whether it is appropriately regulated is an issue for another column.

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 ext. 29 or slitch@aapd.org.



PAC Corner

In Challenging Times Support of the AAPD PAC is More Important Than Ever



I hope you have taken the opportunity to view our PAC appeal video as well as the 2020 PAC Annual Report, both available on the AAPD website at <https://www.aapd.org/advocacy/aapd-pac/>.

Like many AAPD members, I am just getting back over the past few months into the full swing of practice. Your PAC leadership knows it has been a tremendously challenging time for all AAPD members with the extraordinary impact of the COVID-19 pandemic. The past few months have been stressful and emotionally and financially challenging, especially to that period of time when most of us were limited to providing emergency and urgent care.

I realize and understand that when you received your AAPD dues statement voluntary support for our Academy's PAC may not have been at the top of your priority list. However, it's the relationships we form through our PAC and through our legislative visits in Washington, D.C., that make such a big difference in the oral health of America's children and to our practices.

Our AAPD PAC slogan is THE BIG ADVOCATE for little teeth. Here are a few examples of legislative and regulatory advocacy efforts in recent months related to COVID-19:

- Regular updates and advice to AAPD members regarding Small Business Administration loan opportunities: the Economic Injury Disaster Loans – EIDL – and the Paycheck Protection Program – PPP – created under the CARES Act.
- A grassroots alert influencing Congress regarding the application requirements and deadlines of PPP loans. Many of our recommendations were included in the Paycheck Protection Plan Flexibility Act that provides more flexibility for timing of and use of funds.
- The AAPD joined a strong coalition of dental organizations to request financial assistance for dentists from the Department of Health and Human Services – HHS – and Centers for Medicare and Medicaid Services – CMS. This resulted in the release of \$15 billion in Medicaid provider relief funds, with applications open in early June with an Sept. 13, 2020, application deadline that has been extended several times. The AAPD also provided technical assistance on these relief

funds plus the additional relief funds allocated to dentists who are not Medicaid/CHIP providers.

- Speaking of CMS, they issued guidance to state Medicaid agencies providing flexibility for tele-dentistry, and allowance of provider advance payments and rate increases in light of the COVID-19 pandemic. Several state Medicaid agencies have also temporarily enhanced fees in recognition of increased PPE costs.
- In July, the AAPD joined the Organized Dentistry Coalition in a letter to the leaders of the U.S. Senate and House of Representatives that outlines policy priorities to be included in the next COVID-19 relief package. This request for important support to dental practices includes:
 - Tax credits to small businesses for the purchase of additional personal protective equipment (PPE) and safety improvements
 - Temporary and targeted liability protection to small businesses
 - Additional flexibility for the Paycheck Protection Program (PPP) loans
 - Incentives for health care practitioners to work in health-disadvantaged communities that have been further undermined by COVID-19

We also continue work on our main legislative priorities—obtaining Title VII grants to improve pediatric dentistry residency training programs, and ensuring that Medicaid dental audits are fair and reasonable for all. See the *Legislative and Regulatory Update* in this issue for the latest details on these efforts.

I truly appreciate the support so many of you have given our PAC over the years. Our issues and concerns remain regardless of unusual and challenging times, and I hope you find a way to continued or new support of our efforts!

For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at (312) 337-2169 ext. 29 or slitch@aapd.org. A listing of all candidates supported in the 2020 Congressional election cycle will be included in the November *PDT*.

Dr. Cliff Hartmann, PAC Steering Committee Chair

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AAPD 2021

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Thursday, May 27

- Preconference Course
- Early Career Dentist Happy Hour

Friday, May 28

- Keynote Address and Awards
- Scientific Program
- Exhibit Hall
- Learning Labs
- Poster Research Competition
- Welcome Reception

Saturday, May 29

- Learning Labs
- Scientific Program
- Exhibit Hall
- Poster Research Competition

Sunday, May 30

- General Assembly & Research Awards
- Scientific Program
- Exhibit Hall
- President's Farewell Dinner



Registration & Housing

Please know that the AAPD is closely monitoring all recommendations regarding the SARS-CoV-2/COVID-19. We are working very closely with all of our partners that make Annual Session possible to ensure that the health and safety of our members is our top priority. We will inform you in advance should there be any changes that will impact Annual Session and its events.

The meeting will take place at the Hynes Convention Center. Registration and Housing will open December 2020. Complete meeting and hotel details will be posted on the AAPD 2021 website and published in the January 2021 issue of *PDT*. An email will be sent to all members announcing when registration opens as well as all hotels in the AAPD official room block.

2021 Submission Deadlines

Sept. 17, 2020 • Learning Labs, Miniclinics, String of Pearls

Jan. 15, 2021 • International Oral Presentations, My Kid's Dentist & Orthodontics Research Poster Competition

If you are interested in presenting at the 2021 Annual Session in Boston, Mass., please visit the AAPD website at www.aapd.org for the Learning Labs, International Oral Presentations, MiniClinics or String of Pearls submission form. For additional questions, contact Caroline Oliva at coliva@aapd.org.



Learning Labs

Lead an hour-long interactive presentation on a topic of interest to pediatric dentists (50 minute presentation with 10 minute Q&A). Share your idea with up to 25 colleagues in a smaller setting. AV is available for use during Learning Labs, but the session should focus more on discussing the topic with your attendees. One Learning Lab will be held every hour from 8 a.m. – 5 p.m. on Friday, May 28, and Saturday, May 29. (One hour time commitment per speaker)

MiniClinics

Miniclinics sessions consists of eight speakers, each with a 45-minute presentation to a larger audience, based on a clinical topic geared toward pediatric dentistry. Areas of interest include early malocclusion management, clinical techniques using new technologies, legal issues, practice management and new developments in pediatric dentistry.

String of Pearls

A 15-minute presentation per speaker, up to nine presentations per session. In this format, each presenter will bring a single idea or concept and will share it with the group. These little “pearls” provide members with a wealth of information that often can be utilized immediately. Keep your presentation focused on the topic and allow for a question or two from the audience!

International Oral Presentations

A 15-minute opportunity with a 10-minute oral presentation and five minutes for questions from the audience. In this format, each presenter will bring a single idea or concept and will share it with the audience. You must be an international pediatric dentist to present during this session. Keep your presentation focused on the topic and be sure to allow time for questions.

Research Awards

My Kid’s Dentist & Orthodontics Research Poster Competition

All presenters must be registered for the Annual Session to compete. If you are a pediatric dentist, you must be member of the AAPD to present in the research competition. Presenters have the option to compete and be judged or just present their findings. The research competition will take place on Friday, May 28, and Saturday, May 22, 2021, at AAPD 2021 in Boston. **Abstracts are due Jan. 15, 2021.**

AAPD’s Education Passport is Here for YOU

Anytime, Anywhere

Just this past spring, the AAPD re-launched their Education Passport with a newer and even better platform! Have you had a chance to check it out yet? The new site is more user friendly and makes it easier than ever to browse every CE course that the AAPD offers online. You can easily purchase, earn and track your CE hours all in one place.

We know that life can be a little crazy in the world as we know it, so that is why our Education Passport is the ideal place for you to grab some CE on your own time. Purchase sessions at any time to be able to watch and listen to them before or after work or even on the weekend when you have some down time.

Each issue of the *Pediatric Dentistry* journal offers you the opportunity to earn CE units – just purchase the 2020 Journal CE Program in Education Passport and take the Journal CE test anytime.



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¹Data on file.



Strawberry



Melon



Spearmint



Bubble Gum



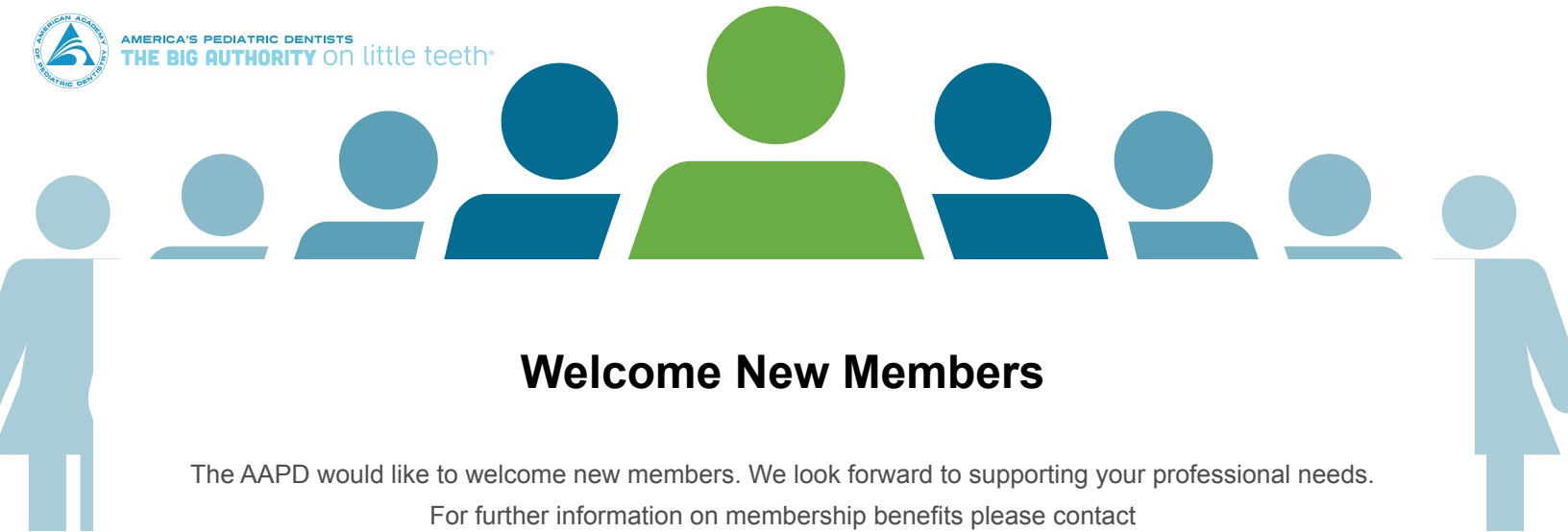
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Welcome New Members

The AAPD would like to welcome new members. We look forward to supporting your professional needs.

For further information on membership benefits please contact
Membership Department at (312) 337-2169 or membership@aapd.org.

Fellow of AAPD

Over 1,400 AAPD members have become a Fellow under the new guidelines. If you are board certified by ABPD and have been an Active Member of AAPD for five years (student membership is not included) then you are eligible to become a Fellow of AAPD. The FAAPD added to your credentials shows your commitment to organized dentistry, scholarship and community.



The term Fellow in a professional association often refers to a person who has distinguished themselves above the standard norm, either by publications or contributions to the profession. AAPD wanted to create that opportunity.

The AAPD Fellow Program was revised, reintroduced and reenergized to the membership to bring fresh meaning and value to the designation. The focus of the fellowship program is to reward and encourage participation in organized dentistry, scholarly activity and community involvement. It is completely voluntary, and certification is renewable every five years.

If you were a Fellow of AAPD under the previous guidelines and did not renew in 2017 it is easier to reinstate your Fellow status with 15 points from two of the four categories, and a \$200 reinstating fee. Letters of recommendation are not needed for reinstatement.

For more information, please contact Senior Membership and Chapter Relations Director Suzanne Wester at swester@aapd.org.

2020 AAPD Resident Recognition Awards

The AAPD Pediatric Dental Resident Committee developed the "Resident Recognition Award" to recognize pediatric dental residents doing innovative and interesting activities in their training programs. Selected residents are awarded with a monetary prize \$200.

Winners are chosen based on activities during residency that contribute to one or more of the following fields: patient care, education (i.e., teaching), research, and community service. Innovation, time commitment, and significance of service to others are the primary factors considered in the selection process.

Please join us in recognizing the 2020 Winners



Dr. Jean Marie Calvo –
University of California – San Francisco



Dr. Robert Lunka –
Virginia Commonwealth University



Dr. Catherine Lee – University of Pennsylvania/Children's Hospital of Philadelphia



Dr. Arlisha Jasmine Hicks –
Nicklaus Children's Hospital

A Contract Is Negotiable

Jillian Muhlbauer, D.M.D.

First adult job coming up. Ready to sign a contract? No!

If you are anything like me, my background is entirely science focused. Even with a broad liberal arts education, philosophy and history requirements filled my schedule rather than any business electives. With a job search looming on the horizon, I do not have the confidence to “talk the talk” when it comes to contracts. What advice have I received thus far? Get a lawyer. Great advice, but that doesn’t preclude a little bit of leg work to familiarize and educate myself with components of employer agreements. After all, you can’t get what you want if you don’t know what you’re looking for.

Here is some food for thought for when you go through the first read of your contract:

Tip #1: Figure out what you want. Before that first job interview, try to rank what is most important to you. Is it mentorship or opportunity for ownership? Perhaps a flexible schedule or mutual practice philosophy? For recent grads, compensation might rank #1, considering hefty loans from dental school. Maybe sedation opportunities or hospital privileges are your priority. Patient population, community engagement, office culture, anticipated commute... The list is endless, but take a moment to reflect on those must-haves – try to understand your own motives, recognizing that it might change throughout your career.

Tip #2: Understand the position you are being offered. Associateships live on a continuum - from pure employee, future partner, or intended practice buyer. Is there a structure in the contract to describe a buy-out plan? Has the practice been appraised prior to your addition to the work force? Are you replacing an associate or adding on to the practice? If it is the latter, what is the marketing plan to acquire more patients to fill your schedule?

Tip #3: Familiarize yourself with a few key differences.

- What does it mean to be an independent contractor versus an employee? Your accountant will want to know! Besides important differences in decision making and financial control, independent contractors are responsible for individually filing income, employment, and social security taxes.
- Understand the ways you can be compensated. Compensation based on salary versus commission and bonus structures should be defined. How does compensation based on collections versus production compare? Do those percentages include hygiene or radiographs? Are lab fees deducted? Are percentages calculated on a quarterly basis to account for the peaks and valleys of pay versus production?

Tip #4: Customize and negotiate to your needs. For most, that first contract is a stock form, rarely tailored to your needs. But it can be. Most employers are willing to add clauses within reason - clauses that matter to you. You won’t get any modifications if you don’t ask. Some to consider asking for:

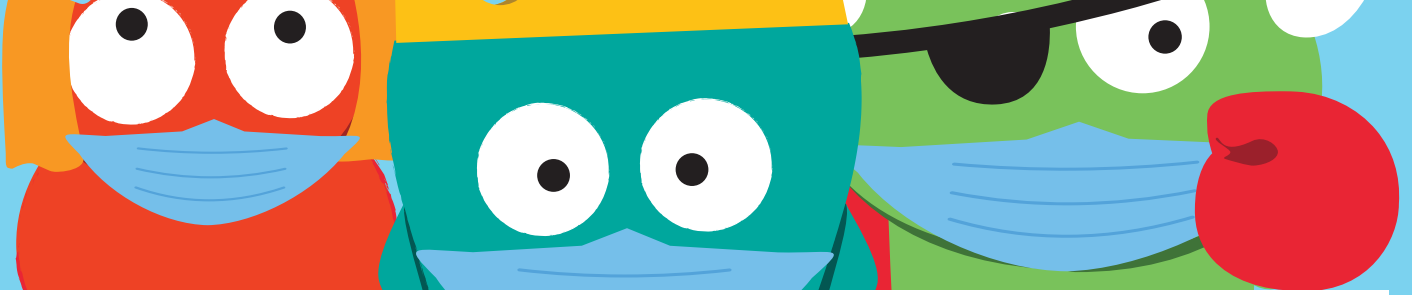
- Inclusion of dues for professional memberships or CE courses.
- Reimbursement for initial on-boarding costs: moving, licenses.
- Understand restrictive covenants. Understand geographic restrictions for multiple or future locations. Is the restrictive covenant active immediately or include an exclusion period? Even if it might not be enforceable, no one wants a lawsuit looming.

Tip #5: Hire an attorney to review your employee contract.

Some provisions, such as restrictive covenants and non-solicitation agreements, can have a long-term impact on your career. Therefore, it is in your best interest to have an experienced attorney read over your contract. Ideally this person will have some experience in contracts specific to healthcare. Consider interviewing attorneys to find the right fit of personality, experience, and practice record. Fee structures are important too!

Nothing you read here represents legal or professional advice. Want more information? The ADA Center for Professional Success has a very informative document titled, “Dentist Employment Agreements: A Guide to Key Legal Provisions.”

Dr. Muhlbauer is a graduate of the Harvard School of Dental Medicine and current second year resident at Children’s National Hospital in Washington, D.C. She is originally from Massapequa Park, N.Y., and is a current member of the AAPD Resident Committee.



Nearly 5,000 Members Respond to AAPD/ AAPD Foundation KN95 Mask Initiative

In the largest single commitment in its 33-year history, the AAPD Foundation allocated up to \$1.6 million to provide all AAPD members with one 50-count box supply of KN95 masks, in a joint collaboration between the Academy, the AAPD Foundation and Henry Schein, Inc. As part of Henry Schein's commitment to help enhance access to care for vulnerable populations, including children, Henry Schein provided these masks to the AAPD Foundation at its cost of acquisition and distribution.

At press time, nearly 5,000 Active, Affiliate and Life members have ordered masks thanks to this initiative.

"Personal protection equipment [PPE] availability should not be a barrier to child dental care," said AAPD President Dr. Jessica Lee. "That's why we are grateful to Henry Schein for helping make these masks available to our members, without financial gain, and to the Foundation for underwriting this important access-to-care effort."

The AAPD Foundation's provision of critical PPE for AAPD members is an extension of its access-to-care mission. The AAPD Foundation purchased the KN95 masks, including paying sales tax and shipping; the AAPD managed the ordering logistics for its members; and Henry Schein leveraged its supply chain network to provide implementation assistance at its cost.

"The Academy and Foundation wanted to make sure there were as few delays as possible in children receiving the care they need," said Foundation President Dr. Charles Czerepak. "Henry Schein's quick response to offer essential supplies helped prevent disruptions in patient care that can help prevent treatable cases from turning into emergencies."

While manufacturers, suppliers and distributors continue face unprecedented demand, coupled with supply chain gaps worldwide, Henry Schein understands the Academy member's front-line role in providing care to our nation's children and the need to ensure this workforce's protection.





Member response was instant, with the Academy receiving more than 3,200 orders within the first 24 hours of the KN95 announcement. Once the mask deliveries began, members posted their gratitude via social media and in communications with the AAPD:

“Having the support and assistance from our Academy and its Foundation is outstanding and speaks to the true concern they have for their members.”

– *Illinois Society of Pediatric Dentists*

“Fortunately, it turned out that our office has an adequate supply of PPE at this time so I donated my 50 masks to the Marin Community Clinic. Thank you for all of your efforts.”

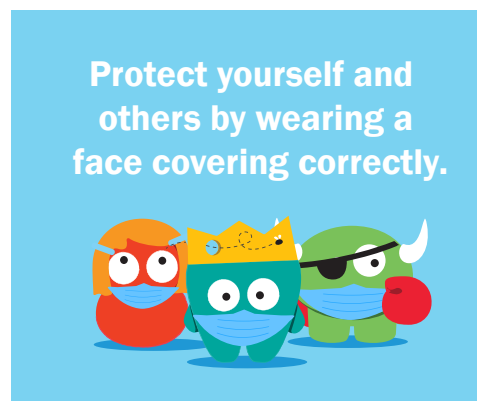
– *California AAPD member*

“A big THANK YOU on behalf of all the Idaho pediatric dentists who benefitted from your efforts.”

– *Idaho Society of Pediatric Dentistry*

Looking for a way to kindly inform your office visitors to follow your mask guidelines? Hang up these great resources in your office to make wearing a mask a little bit more fun!

The Mouth Monsters are here to help encourage masks to be worn in the office. Wearing a mask properly can significantly help stop the spread of disease from person to person. These posters are wonderful for use on social media, websites and to be hung on the wall in the office. The best part is that they are available in English and Spanish!



This collaboration is part of the Academy’s broader effort to provide resources to ensure practice readiness and safe, comprehensive care. The Academy in April released a guide for re-opening practices and it continues its work with local, state and federal government agencies to ensure they recognize children’s oral health care as essential health care.

“Our members are valuable community child advocates who not only provide quality dental care, but can help test for and prevent the future spread of COVID-19 and other infectious diseases,” Dr. Lee said.

In addition to access to KN95 masks, the Foundation’s \$1.6 million commitment will help fund the development of a public education campaign emphasizing dental office safety, and help raise awareness about the importance of access to oral health care for children. The campaign will feature social media, direct-to-consumer outreach, and materials for member use in their practices.

“The receptiveness and enthusiasm of the Henry Schein team has been tremendous,” said Academy and Foundation CEO Dr. John Rutkauskas. “They went the extra mile to help us ensure dentists treating kids had KN95 masks available to them as they re-opened their practices.”



Download yours now from the Mouth Monster hub at mychildrensteeth.org!

AAPD FALL CE COURSES 2020



SEPTEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



NOVEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Tethered Oral Tissues Symposium: Breastfeeding and Beyond

Nov. 13-14, 2020
NOW VIRTUAL

Assessment, diagnosis, and treatment of tethered tissues is an area of interest across dental and medical disciplines. Yet, there is no consensus on terminology or management. This conference will host national and international renowned providers in the areas of dentistry, orthodontics, otolaryngology, sleep medicine, lactation, and speech pathology to present current research and clinical perspectives. These experts represent diverse background and ample time will be provided for a robust discussion of how best to provide care for families.

Our members health and safety is top of mind, which is why the AAPD has made the difficult decision to cancel our in-person Fall Tethered Tissues Symposium. We are excited to bring you the same course, the same amount of CE hours and the same world-class speakers just in a virtual format! The course will still take place the same weekend, Nov. 13-14. We are offering exclusive registration rates for this online format! Head to aapd.org to register and find out more!

Course Chairs and Speakers

Janice Townsend, D.D.S., M.S.
Jade Miller, D.D.S.

Speakers

Eyal Botzer, D.D.S.
Bobby Ghaheri, M.D., E.N.T.
Ann Kummer
Nikki Mills, E.N.T.
Anna Mesner, M.D., E.N.T.
Shannon Sullivan, M.D.
Samantha Weaver
Gina Weismann, D.M.D., R.N.
Audrey Yoon, D.D.S.

CE Credits: 16

Who Should Attend

Dentists, physicians, hygienists, lactation consultants, speech pathologists, myofunctional therapists, and sleep disorder health care providers who wish to review the evidence and perspectives from clinicians of tethered oral tissues.

If you have any questions, please contact Kelly Stancato at kstancato@aapd.org.

Dental Assistant Sedation Course

Oct. 2-3, 2020: Boston, Mass.
Canceled due to COVID-19.

Safe and Effective Sedation of the Pediatric Dental Patient

Oct. 2-4, 2020: Boston, Mass.
Canceled due to COVID-19.



For the first time, AAPD is offering members a Virtual Mini Series for both the Comprehensive Review and Safe & Effective Sedation Courses! We have been working hard with our course speakers to pivot what was our in-person CE content to an all virtual format. The Mini Series provide a more intimate environment and each session focuses on one specific topic. Space is limited for each session to allow our speakers and members to connect and ask questions. The Mini Series officially kicks off on Sept. 16, with Comprehensive Review and will go every Wednesday through Nov. 18, Sedation will alternate with Comp Review every week.

We are so excited to provide our members with CE that is easily accessible and can fit in with any schedule! To find out more and register visit www.aapd.org.

Safe & Effective Sedation Virtual Mini Series is generously sponsored by Sedation Resource.



Title VII FY 2020 Grant for Postdoctoral Training in Pediatric, General, and Public Health Dentistry

Grantee Profile – Howard University Postdoctoral Program in Pediatric Dentistry (HUPPD)

The Health Resources and Services Administration (**HRSA**) awarded 27 Title VII FY 2020 grants for postdoctoral training in pediatric, general, and public health dentistry. Six awards were directed solely to pediatric dentistry programs, and another ten include pediatric dentistry in collaboration with general dentistry and dental public health.

In upcoming issues, we will highlight programs that received this grant. This issue spotlights Howard University's Postdoctoral Program in Pediatric Dentistry's proposed project abstract.

The purpose of this project is to develop culturally competent oral health care professionals in pediatric dentistry who will in turn provide care to underserved, uninsured, underinsured, and vulnerable populations. The oral health workforce must be increased at local, state, and national levels to care for underserved populations. In our Commission on Dental Accreditation-accredited program, trainees pay tuition and receive both didactic and clinical instruction. Located in an inner city with large minority populations, the program has collaborative relationships with several affiliated clinical sites in the community. Seventy percent of all African American dentists were trained at HUUCD. Despite Howard University's contributions, there remains a shortage of underrepresented minority (URM) dentists at the postdoctoral level. In this project, we will enhance and enlarge several aspects of our innovative program in pediatric dentistry to improve oral health in underserved communities. We will train 30 culturally competent pediatric dentists during the project period. Among them, we anticipate at least 70% or more will be underrepresented minorities.

The specific objectives of the proposed project are as follows:

- Expand recruitment and improve retention of underrepresented minority dentists in the practice of pediatric dentistry by offering tuition support to postdoctoral trainees;
- Enhance the clinical training component of the program by augmenting oral health care at a newly established affiliation site, a Federally Qualified Health Center where the target population faces significant, multi-faceted, and complex barriers to access;
- Equip an auxiliary anesthesia facility devoted entirely to treatment of pediatric dental patients and patients with special needs under the supervision of the dental anesthesiologist on staff;
- Provide well-rounded clinical training while serving diverse vulnerable populations in collaborations with the Howard University School of Medicine/Howard University Hospital Department of Pediatrics and Child Health, other Howard University Hospital departments, and satellite community clinics;
- Promote cultural competency and oral health literacy in the clinical and didactic instruction of postdoctoral trainees;
- Establish a project coordinator position to coordinate, facilitate, and improve the educational efficiency of the program; and
- Evaluate performance on project objectives and implement quality improvement processes.

<http://healthsciences.howard.edu/education/colleges/dentistry/departments/advancededucation/pediatric-dentistry>

Project Director: George P. Thomas, DDS, MPH, FACD, FICD

To register, visit www.aapd.org/events

ADA CER.P® | Continuing Education Recognition Program

ADA CER.P is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CER.P does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.



LCP Dental Team Coaching (formerly Julie Weir & Associates) is recognized as the premier consulting firm specializing in pediatric dentistry since 1996.

Five Ways Digital Technology Will Improve Your Practice Today

The COVID-19 pandemic has caused fear, frustration, and confusion in people all over the world. Patients now have new expectations of health care providers regarding safety and communication. Dental practices must embrace new ways to connect with patients, maintain a contactless experience, and still provide the same, if not better, level of service and care. In addition to keeping patients safe, utilizing digital technology in the office increases productivity, efficiency, and streamlines each appointment to get patients in and out quickly.

Online Appointment Requests and Scheduling

- **Stay competitive** with practices in your area as many dental practices already have online scheduling in place. Studies say that 94 percent of patients would select a dental practice because it offers the ability to schedule appointments online.
- **Keeps your schedule full** as most online appointments are made for the same day or next day.
- **Offers flexibility for patients** to schedule appointments outside of normal business hours.
- **Be sure the online scheduling company can integrate with your software and follow your block schedule.** Consider customizing the scheduling feature to allow only new patients, preventive visits, and emergencies to reserve appointments online.
- **Online appointment requests should be closely monitored** by a front office team member. During business hours, all requests should be responded to right away.

Digital Patient Intake Experience

- **Implementing digital new patient registration forms and digital health history updates saves time** for both the patient and team, as well as lowers costs by ordering less paper and printer ink.
- **Boosts front office efficiency** by eliminating extra steps such as printing paper forms, manually entering information, and scanning the forms into the practice management software.

- **Improves accuracy of data entry** as the front office team does not have to read and interpret handwritten forms.
- **Protects patient privacy when using secure forms on a secure internet connection.**
- **Decreases no-shows and cancellations** as patients are more invested having filled out their new patient registration forms in advance.
- **Customize forms to include all demographic, insurance, and dental/medical history information.** New patient registration forms should contain all financial agreements, appointment agreements, consent for authorized persons, HIPAA forms, and any other form deemed necessary by your state.
- **Email and/or text new patient registration forms** to the responsible party once the appointment has been scheduled. Send a text and/or email reminder if forms have not been received by the practice within 7 days of appointment. This gives the patient ample time to return the forms so the front office team can check insurance eligibility and get a full breakdown of benefits.

Electronic Patient Communication

- **Utilize two-way text message and email** when communicating with parents regarding appointments, outstanding accounts, and practice updates. Patients are more likely to respond first to a text message before an email or phone call.
- **Flag priority messages** regarding accounts or special notes regarding an appointment. Be sure these important messages or notes are saved in the patient's account and shared during Morning Meeting, as needed.

- **Maintain HIPAA compliance when sending texts and/or emails.** The entire team should attend HIPAA training each year. If it has been longer than one year since your last training, be sure to schedule a training as soon as possible. There may be options for virtual HIPAA training in your area if trainers are not physically coming into the offices at this time.
- **Keep it professional.** It can be easy for professionalism to get lost in electronic communication, especially in two-way text conversations. Review with your team the importance of professionalism and tone when sending texts and emails to patients.
- **Automate messages** through customized templates to increase efficiency.
- **Communicate with patients often**, especially as changes are constantly occurring. Newsletters should be sent weekly or bi-weekly, depending on changes happening in the practice. When important changes do occur, make sure a text is sent out to all patients as well.
- **Create a calendar** that marks dates for social media posts, deadlines for newsletters, and when texts and emails should go out to patients. If you do not create a calendar for these things, it may not get done!

Contactless Payments

- **Keeps patients and team members safe** by eliminating contact during the check-out process.
- **Contactless Payment Options**
 - **Apple Pay, Samsung Pay, or Google Pay.** With these options, no physical card needs to exchange hands. Since COVID-19 started spreading in the United States, it is estimated that the use of contactless payments has risen over 20%.
 - **Online payment portal.** Your website should have an online portal in which patients can view and print statements, as well as pay their account balances. Patients want to pay when it is convenient for them, and most often, it is outside business hours. Additionally, checks are being used less frequently, which means without the option to pay online, they may feel inconvenienced or frustrated when finding the time to call the office to make a payment. With an online payment portal, patients can make a payment anytime, anywhere.
 - **Links through text and email.** To receive payment quicker, send a text message to the financially responsible parent about the outstanding account along with a copy of their statement and a link to make a payment on your website through the online portal. Keep in mind that the easier we can make this for them, the more likely patients are to do it.

- **Card on file.** In the past, keeping cards on file was met with more hesitation. As dental practices move forward, it is becoming easier and more accepted to keep cards on file. In fact, it is becoming desired from patients who want the same payment options and flexibility as they do in the retail industry. The best way to gather card information is during the registration process. To keep the information secure, be sure all credit card information can be stored with your credit card merchant and that it is encrypted.

Teledentistry & Hybrid Care

- **Hybrid care is here to stay.** As the need for remote dentistry increases, dental practices must find a way to implement it in their offices. Since teledentistry is new to many providers, it is important that this service is well planned out and discussed with the entire team to eliminate confusion. Schedule a training with your team to run through step by step how the virtual visits will flow.
- **Contact your malpractice insurance** to ensure teledentistry is covered under your plan.
- **Consider what types of appointments can and will be available for teledentistry visits.** Most providers do not see new patients through a virtual visit; however, many will see existing patients in cases of emergencies or clinical consultations.
- **Create a teledentistry appointment type in your practice management software** and create a spot for these appointments in your block schedule. While children are out of school, consider placing these blocks in the harder to fill slots in the day, from 10am to 2pm. As children return to school, consider having one teledentistry block in the morning and one in the afternoon for flexibility around school schedules.
- **Tell your patients about this service** through your practice newsletters, social media, email blasts or text message. Be sure to include how your patients can reserve teledentistry appointments and how they will access the virtual appointment at their scheduled time.
- **Decide how your virtual visits will be accessed.** Many patient communication softwares are offering teledentistry services, such as access to patients' records and secure video portals, to keep communication streamlined and efficient.
- **Be sure to contact all payers** and see how each one is reimbursing teledentistry visits. Some payers may only be reimbursing these codes during the pandemic. In addition, ask payers if teledentistry will be reimbursed for virtual visits that cross state lines, if appropriate. California does not allow this.

- **Bill them properly.** According to the ADA's coding guidelines for teledentistry visits, you should report one of the two designated teledentistry codes in addition to other procedures, such as a limited exam, re-evaluation, post-operative visit, or dental case management. The main difference between the two codes below is that one should be billed for a live, two-way interaction through technology (e.g., Zoom Video or video portal) and the other should be billed when the dentist evaluates a condition using radiographs, photographs, etc. outside of a live interaction.
- **D9995 teledentistry – synchronous; real time encounter.** Reported in addition to other procedures (e.g., diagnostic) delivered to the patient on the date of service
- **D9996 teledentistry – asynchronous; information stored and forwarded to dentist for subsequent review.** Reported in addition to other procedures (e.g. diagnostic) delivered to the patient on the date of service

The COVID-19 pandemic has changed the way dental practices do business. For most doctors, this pandemic has exposed what is most broken in their practices. Instead of focusing on what is broken, we can choose to focus on what can be learned from it. The practices who are going to succeed are the ones who choose innovation, maintain focus on the positive, and define new ways to do business. Will this be you?

“In a chronically leaking boat, energy devoted to changing vessels is more productive than energy devoted to patching leaks.”

Warren Buffett

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ASK YOUR DENTIST ABOUT
SEALANTS

THE BIG AUTHORITY on little teeth

What are sealants?
 Sealants protect the grooved and pitted surfaces of the teeth, especially the chewing surfaces of back teeth where most cavities in children are found. Made of clear or colored plastic, sealants are applied to the teeth to help keep them cavity-free.

What is the treatment like?
 The application of a sealant is quick and painless. It takes only one visit. The teeth to be treated are first cleaned and polished. The surface to be sealed is then prepared with a special light. Your child will not even feel the application.

How do sealants work?
 Some of your child's teeth and their surfaces, especially the chewing surfaces, are naturally a little sticky. It is these sticky surfaces that allow the tiny germs and acids to invade teeth. Sealant material fills up to these sticky surfaces, creating a barrier to stop germs and acids from reaching the rest of the tooth.

How long do sealants last?
 Research shows that sealants can last for many years if properly cared for. However, your child will be given the option to have a reapplication every 3-5 years. If your child has good oral hygiene and avoids biting hard objects, sealants will last longer. Your pediatric dentist will check the sealants during regular dental visits and recommend an application or repair when necessary.

Which teeth should be sealed?
 The second line of baby teeth help the newest, permanent teeth that are still in the process of growing and forming. As the permanent teeth of the jaw and the baby teeth come in, sealants can be placed on the chewing surfaces of the baby teeth. Sealants can also be placed on the chewing surfaces of the permanent teeth. Any teeth, front or back, upper or lower, that have the potential of cavities. Tell us your pediatric dentist, so we can help you decide if sealants are right for your child.

If my child has sealants, are brushing and flossing still important?
 Yes! Sealants are only one step in the plan to keep your child's teeth free of cavities. Brushing, flossing, balanced nutrition, limited snacking, and regular dental visits are still essential to a healthy, healthy smile.

The American Academy of Pediatric Dentistry (AAPD)
 The American Academy of Pediatric Dentistry (AAPD) is the national authority on children's oral health. As advocates for children and family, the AAPD promotes evidence-based pediatric oral and dental guidelines, education and infection prevention, practice and guidelines, and other health care professionals who have research and provide excellent pediatric dental care for the pediatric dentist and general dentist who care for children. Founded in 1942, the AAPD is a non-profit professional membership association representing the specialty of pediatric dentistry. Its highly qualified pediatric primary care and comprehensive dental specialty dentists for children, children, adolescents and adults with special health care needs. For further information, please visit the AAPD website at <http://www.aapd.org>.

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Risks of Violence Toward Children: Another Side Effect of COVID-19

Homa Amini, D.D.S., M.P.H., M.S. • Paul S. Casamassimo, D.D.S., M.S.

COVID-19 has unleashed an unexpected, intense tsunami in our country. Besides loss of life, COVID-19 has wreaked havoc on health systems, education, and the economy. COVID-19 occurrence is low in children, but infection presents potential secondary harms to this population. Medical colleagues have sounded the alarm and evidence suggests that parental stress is often a major predictor of physical child abuse and neglect (CAN).¹

According to the CDC, one in seven U.S. children have experienced CAN in the past year. Approximately 1,770 children died of CAN in 2018. Children from low socio-economic (SES) families experience abuse/neglect at five times the rate of those from higher SES. In 2015, the total lifetime economic burden associated with CAN was around \$428 billion.² Adverse childhood experiences increase the risks of injury, future violence victimization and perpetration, substance abuse, sexually transmitted infections, delayed brain development, lower educational attainment, and limited employment opportunities.³

Case Study

Chief Complaint: A four-year-old female presented to the emergency department (ED) with infantile seizure, unresponsiveness, and external signs of trauma and skin burns.

History of Present Illness: The child's mother is homeless and living with caregivers of unknown relation. Her 19-year-old daughter brought the child to the ED. The child reported in normal health when put to bed and woke up with swollen eyes and facial blisters. Upon questioning, the mother states child fell down the stairs last week.

Examination: Normocephalic head, abrasion injuries to bridge of nose, eyelids, forehead, chin, and severe left buccal skin involving the left oral commissure and intraoral soft tissues with white frictional abrasion along the lower labial mucosa and gingiva showing erythematous, edematous, and frictional abrasion along mandibular anterior teeth. Tooth #O had class II mobility, #P was avulsed, #Q had class III mobility (displaced from socket) with alveolar buccal plate fracture (Figure 1). Neck examination deferred due to C-collar.



Figure 1

Assessment/Diagnosis:

Retinal hemorrhage, subdural/subarachnoid hemorrhage, bruising, normocytic anemia from blood loss, abrasions, genital contusion, subdural hygroma, dental trauma, cardiopulmonary arrest.

Treatment: Admission, medical stabilization, treatment of injuries under general anesthesia.

Prognosis and Discharge: Post-surgery discharge to foster care due to likelihood of child abuse. Traumatic brain injury.

Discussion

The American Psychological Association warns that due to stay-at-home orders, many children are at a greater risk for CAN. For some, home may not be a safe place due to unprecedented stress on caretakers caused by reduced access to resources, job loss or strained finances. A disconnection from social support of extended family, child care, schools, religious groups and other community organizations adds another layer of complex-

Resources

These resources will help you recognize child maltreatment and take the appropriate actions if you suspect child abuse and neglect.

Oral and Dental Aspects of Child Abuse and Neglect

In all 50 states, health care providers (including dentists) are mandated to report suspected cases of abuse and neglect to social service or law enforcement agencies. This report reviews the oral and dental aspects of physical and sexual abuse and dental neglect in children, and the role of pediatric care providers and dental providers in evaluating such conditions. (*Pediatr Dent* 2017; 39 (4): 278-83.)

<https://www.aapd.org/research/oral-health-policies--recommendations/oral-and-dental-aspects-of-child-abuse-and-neglect/>

Mandatory Reporter Training

Most states offer free mandatory reporter training to help in identifying and reporting possible child abuse and neglect. The link below provides a list of a few mandatory reporter training websites. For more information on training in your state, visit your state child welfare website or agency.

<https://cbexpress.acf.hhs.gov/index.cfm?event=website.viewArticles&issueid=132§ionid=6&articleid=3412>

ity. Even parents with well-developed skills are being tested during these difficult times. Children are also experiencing their own stress and uncertainty about the pandemic. Under stress, parents may be more likely to react to children's anxious behaviors or demands in aggressive or abusive ways.^{2,3}

Lack of connection with school systems, including counselors and teachers, has removed some safeguards that catch signs of maltreatment. With fewer primary care visits and increased telehealth, it is harder for providers to detect signs of non-accidental trauma.^{1,3} As each state resumes dental care, pediatric dentists are in a unique position to identify CAN. Nearly 50 to 75 percent of CAN cases involve trauma to mouth, face, and head.⁴

Let us be vigilant in our assessments during these unprecedented times. Early recognition of child abuse and neglect can save lives! Stay well.

References

- ¹<https://www.apa.org/topics/covid-19/domestic-violence-child-abuse>
- ²<https://www.cdc.gov/violenceprevention/childabuseandneglect/fastfact.html>
- ³<https://www.samhsa.gov/sites/default/files/social-distancing-domestic-violence.pdf>
- ⁴<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5450479/#ref2>

How to Report Suspected Child Maltreatment

This website offers available national and local resources for assistance and information about reporting suspected maltreatment.

<https://www.childwelfare.gov/topics/responding/reporting/how/>

Recognizing the Signs and Symptoms

This fact sheet promotes a better understanding of the federal definition of child abuse and neglect, the different types of abuse and neglect including human trafficking, and recognition of their signs and symptoms.

<https://www.childwelfare.gov/pubPDFs/whatiscan.pdf>

State Statutes on Mandatory Reporting

This report from the U.S. Children's Bureau shares information on mandatory reporting laws for all states.

<https://www.childwelfare.gov/pubPDFs/manda.pdf>

Do-It-Yourself Dentistry: A Rising Trend With COVID-19

Enterprising 12-year-old Noah raids the family toolbox to fix his orthodontic appliance. Emma bleaches her teeth with pantry items for a virtual party with high school friends. Sophia, mother of four, goes online to buy fluoride varnish. In the wake of the COVID-19 pandemic, the AAPD is concerned that patients and parents have a growing tendency to turn to do-it-yourself (DIY) dentistry, including repairing braces, bleaching teeth, and applying fluoride varnish. The AAPD urges its members to communicate with their practice families about keeping up healthy dental habits at home – and avoiding DIY dental treatments or attempting to diagnose dental problems based on online information.

AAPD Messages

To best protect the health of their children, parents are encouraged to schedule regular visits with their pediatric dentists as they reopen for preventive care in their communities.

Now more than ever, pediatric dentists want patients' families to know that dental care for children is a medical necessity. With all the precautions in place, it is safe to visit the dentist. In a dental home, both the child and the parent are introduced to healthy dental habits and the prevention of dental diseases. It's not only cost-effective, but can improve a child's quality of life.

The AAPD – and the American Dental Association – agree that dental diagnoses and treatments are not do-it-yourself projects. Ongoing supervision by a dentist is critical for any dental care.

Specific to fluoride varnish, the AAPD 2018 Policy on Use of Fluoride reports that professionally applied topical fluoride treatments, including fluoride varnish, are effective at reducing cavities in children at risk for tooth decay. Equally important, it states that fluoride varnish should be applied by trained dental or other health professionals by prescription, or through the order of a dentist after a comprehensive oral examination, or by a physician after a dental screening has been performed. Children at risk for tooth decay should receive a professional fluoride treatment at least every six months.

Fluoride is one of the top ten public health accomplishments of the last century. Like surgical procedures, drugs, and other treatments, it needs to be used under the guidance of a dentist. Fluoride is a case of "a little is good, but more is not better," because too much fluoride can lead to fluorosis of the developing teeth. For example, the AAPD recommends a rice-sized amount of fluoridated toothpaste for children under age three, and no more than a pea-sized amount for ages three to six years.

During a dental visit, the pediatric dentist reviews the child's medical and dental history and thoroughly examines the child's mouth, observing oral and facial development and looking for signs of potential problems. Parents learn about tooth development, the causes and prevention of oral diseases, and appropriate diet and home dental care targeted to the dental needs of their child.

DIY dentistry is not in a child's best interests, but parents can do much at home to protect a healthy smile. Make sure your children brush for two minutes, twice a day, with fluoridated toothpaste. It is also important to maintain healthy eating habits, including limited snacks each day. Encourage your children to drink water or milk instead of juice, soda or sports drinks as well.

This technical brief offers practical information and top-quality photos on restorative choices for children's teeth, including stainless steel crowns. It also provides solutions for pediatric dentists, parents, policy leaders and insurers to help all children receive the best treatment using proven restorative choices.

Download it now at www.aapd.org!



Welcome ABPD Director: Edward Ginsberg, DDS



Edward Ginsberg, DDS

The American Board of Pediatric Dentistry is excited to welcome Dr. Edward L Ginsberg, who will serve as a director of ABPD from 2020-2026. Dr. Ginsberg has been a Diplomate of the American Board of Pediatric Dentistry (ABPD) since 1992. His service to ABPD includes: Examiner for the Oral Clinical Examination since 2008; OCE Subcommittee member and Part Leader; and, most recently, as the Chair of the Oral Clinical Examination.

Dr. Ginsberg is the founding partner of the Smiles4Children pediatric dental group practice, in Catonsville, Ellicott City, and Eldersburg, Maryland. A 1982 graduate, with honors, of the University of Maryland School of Dentistry, he completed pediatric dental specialty training at Maryland in 1984. Dr. Ginsberg is a Clinical Associate Professor in the Division of Pediatric Dentistry at the University of Maryland. He has been a part-time member of the department since 1985.

Ed is a member of the Johns Hopkins Hospital Craniofacial Team and an examiner for the sedation committee of the Maryland State Board of Dental Examiners. He is a Fellow of the American College of Dentists, International College of Dentists, and the American Academy of Pediatric Dentistry (AAPD).

Dr. Ginsberg has also served as the president of the Maryland Academy of Pediatric Dentistry and the Maryland Society of Dentistry for Children. He is a life member of OKU dental honor society and has completed the AAPD Kellogg Leadership Institute at Northwestern University.

Ed and his wife, Jeannie, have 2 married children and 4 grandsons. In his leisure, Dr. Ginsberg enjoys spending time with his family, swimming, biking, running and photography.

Honored to have been selected as the newest director, Dr. Ginsberg is excited to join the Board of Directors after working closely with this organization for the last 12 years. He has shared that what he most admires about ABPD is that this organization is never complacent. During his as-

sociation, he has been impressed by ABPD's desire to improve upon the certification process and its continuous evaluation and analysis of outcomes. Dr. Ginsberg believes that the organization is truly interested in what is best for our specialty and ultimately best for the children we treat every day.

As a director, he seeks to increase relationships and collaboration with other dental and medical specialty boards, as is outlined in the Strategic Plan.

As a director, he seeks to increase relationships and collaboration with other dental and medical specialty boards, as is outlined in the Strategic Plan. Dr. Ginsberg feels that, "In understanding the certification process of other specialties, we can continue to enhance and improve upon our own examinations. Sometimes it's not necessary to 'reinvent the wheel' when other organizations have already established proven best practices which are successful."

Dr. Ginsberg is excited about the opportunity to continue his service with ABPD as a director, and ABPD is looking forward to having him share his skills and leadership as a member of the Board of Directors.



Leila Younger, DDS, MS
Immediate Past President, ABPD
Board Certified 1998
Barrington, IL



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Coding Corner



The American Academy of Pediatric Dentistry (**AAPD**) and the American Dental Association (ADA) have recently released guidance for dental practices regarding the use of COVID 19-related Personal Protective Equipment (**PPE**) as outlined by the Centers for Disease Control (**CDC**). With these new CDC recommendations comes a rise in expenses for your dental practice. Historically, normal costs related to PPE, sterilization procedures and overall universal precautions have been considered inclusive of the procedure – a practice business expense.

Many of the ADA recognized dental specialty organizations and the ADA have asked payers to consider not bundling the fee for these additional PPE expenditures, and instead treat them as a non-covered service, billable to the patient. Refer to your Preferred Provider Organization (**PPO**) Processing Policy Manual for specific details. Medicaid payment policies differ greatly from private commercial carriers and will be discussed later in the article.

The AAPD recommends reporting D1999 – unspecified preventive procedure by report – as an interim solution to reporting the required additional PPE. As with all CDT codes that include “by report” in the nomenclature, a narrative is required.

When sending electronic claims, the narrative should be limited to 80 characters when entered in the remarks section of the 2019 ADA Dental Claim Form. The chart note should include the type of additional PPE used. D1999 should be reported on a per-visit basis.

As previously stated, the dental specialty organizations and the ADA have reached out to payers asking them to increase reimbursement and/or allow a separate fee for PPE. The AAPD

has been receiving valuable PPE information from the various state Public Policy Advocates. MCNA Nebraska, the state Medicaid dental managed care plan, is covering \$10 per patient visit when the D1999 code is submitted. The same approach is being taken by Delta Dental of Rhode Island and Delta Dental of Arizona through the end of August. North Carolina Medicaid is implementing a temporary across the board fee increase of five percent.

Delta Dental of Virginia has chosen a different way to help with these expenses. They have established a Provider Assistance Program (**PAP**) to provide financial assistance to practices due to requirements necessitated by COVID-19. They indicated that the PAP payments are to help providers pay for the extra cost of PPE. Payments are calculated on the claim volume from January and February. Delta Dental of Virginia states the funds will be a one-time payment via a check and they are sending those payments to participating providers this month.

Of particular interest in the updates, states may increase Medicaid and CHIP service payment rates to recognize increases in costs associated with personal protective equipment (PPE). States have the option of increasing service rates to incorporate PPE costs or paying an add-on to a service rate for PPE costs. However, Medicaid regulations prohibit providers from charging beneficiaries for the cost of PPE and require providers to accept as payment in full the amount paid by the agency plus any deductible, coinsurance or copayment required by the plan to be paid by the individual.

The AAPD is in the process of collecting more PPE reimbursement data and will be releasing it in the near future.

For more information, please refer to the ADA COVID-19 Coding and Billing Interim Guidance on PPE at https://success.ada.org/~//media/CPS/Files/COVID/PPE_Coding_Billing_Guidance.pdf?utm_source=cpsorg&utm_medium=covid-resources-lp-pm&utm_content=cv-coding-and-billing-guidance-ppe&utm_campaign=covid-19

For more information or questions please contact AAPD Dental Benefits Director Mary Essling at (312) 337-2169 or messling@aapd.org.

Media Mix

AAPD on CafeMom.com

The AAPD was referenced in an article on teething.

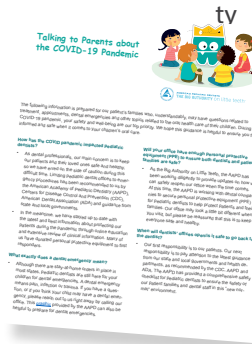
“Because adults can’t recall what the teething process feels like, and babies can’t tell us in words what they are feeling, we have to rely on information provided by experts such as the American Academy of Pediatric Dentistry to guide us.”

Read the full article at <https://thestir.cafemom.com/baby/224718/these-are-the-teeth-that-hurt-the-worst-when-coming-in>.

AAPD COVID Response Materials – FAQ

To reassure patient families the health and safety of our children is a top priority, AAPD developed consumer-facing materials, including a frequently asked questions document, that speaks to patient families directly, addressing common concerns and questions.

Download the FAQ document at <https://www.aapd.org/globalassets/media/covid-19/aapdparentfaq.pdf>.



Stay up-to-date on AAPD Latest News by visiting the News Room on the AAPD website under the About section.

Leaders Speak in Sound Bites at 2020 Media Training

“Hear no evil, see no evil, speak no evil, and you’ll never be a television anchor,” according to journalist Dan Rather. AAPD leaders discovered the evils – and the great benefits – of working with media outlets to tell the stories of pediatric dentistry in virtual Media Training Workshops held on July 27 and 30, 2020.

After a quick review of tactics for handling media interviews, attendees participated in a series of practice interviews on topics of interest to the media, followed by personalized review and critique. Topics included COVID-19 and Dental Office Safety, Infant and Toddler Dental Care, Access to Care, General Anesthesia, and the Use and Safety of Fluorides.

The AAPD welcomes the following leaders to its list of national media spokespersons: Drs. Joel Berg, Vanessa Carpenter, Scott Cashion, Charlie Czerepak, Gila Dorostkar, Ed Ginsberg, Paul Kennedy, III, and Angela Stout.



Nine Common Money Mistakes New Practitioners Make

Avoid these Missteps to Pursue Building Yourself a Stronger Financial Foundation

Jeffrey E. Wherry, CFP®, CLU®, ChFC®

Director of Research and Planning

Treloar & Heisel Wealth Management
www.treloaronline.com

Are you a new dental practitioner? Whether you've just finished dental school or are just graduating from a specialty residency program, here are some common pitfalls you'll want to avoid when it comes to managing your finances.

Mistake #1: Not having a cash cushion for emergencies. We can't stress this enough (and we never tire of saying it, because most people come out of the gate without any cash reserves). Everyone should have, at a bare minimum, three months of their spending (not income, but actual spending) in a money market or savings account. We say three months because in the unfortunate event that you're disabled, in the best-case scenario, provided you have purchased adequate insurance, it would likely take 90 days before you receive any replacement income from your disability income insurer. Over time you want to systematically save to create a six to nine-month cash reserve.

Mistake #2: Thinking your emergency reserve fund is investable. You do not want to invest this money in the stock market or some other vehicle that is illiquid and at risk. The money needs to be readily accessible, available to you at a moment's notice without any penalty. Put your cash reserves into a money market or savings account at your bank. If you want a slightly higher interest rate you may want to shop for an FDIC-insured bank online.

Mistake #3: Not educating yourself on the right way to repay student loans. Every situation is different. Federal student loans offer income-driven repayment plans with low initial payments that can be advantageous. You can temporarily use an income-driven plan to build an emergency fund, a home down payment fund, or pay off higher interest credit card debt. Income-driven plans do offer the potential for for-

giveness of remaining balance after 20 to 25 years. However, the amount forgiven is taxed which could create a significant cash flow strain. Furthermore, payments increase with income and many practitioners may find that higher payments will be enough to pay off the loan. Because private student loan refinancing lenders often offer much lower rates than current federal rates, it may be a better, and lower cost choice to refinance when cash flow allows.

Mistake #4: Paying off student loans too quickly. Often people feel like they have to get their loans reduced because the sheer volume of the debt feels so overwhelming. Closer to the truth for most people is that if the loan is at a low interest rate and you can get a better return on your money in a retirement account or an investment that exceeds the rate of interest on your loan, you are better off not accelerating your debt payments.

Mistake #5: Getting lured into a variable rate loan. We're currently experiencing the lowest interest rate period in our history, and it's a great time to get low, fixed rates. But this great opportunity may not last as long-term rates may go back up. Some people fall prey to attractive, low introductory rates on mortgages and other financing, but these are deceptively low in the beginning and end up costing a lot more over time.

Mistake #6: Mistaking youth for being invincible. Lots of younger people disregard the need for insurance because they mistakenly believe that nothing bad will ever happen to them. Sadly, this is far from the truth. Every dentist should have disability income insurance: It protects your ability to generate an income in the event that you can't work. Everyone should have an umbrella policy: it provides protection in the event that you are subject to a general lawsuit. Say you're in a car accident and the other party sues you, your base limits on your auto and home may run out. You should maximize the liability in your auto and home coverage, and then buy an umbrella policy in case you are the subject of a personal injury lawsuit.

Mistake #7: Deferring their dream of practice ownership because of fear. Many graduates delay buying into a practice, because they fear that their student debt load may hurt their application. The fact is that many lenders finance close to 100% of a new practice even for borrowers who have student loans. What banks are looking for is cash flow. If it looks like you will have the cash flow to repay your loans in a timely manner, they may very well take a risk on you.

Mistake #8: Buying too much house, or too much car. After years of being in school and living a student life, many graduates have a pent-up need to splurge on something big. For some, it's a fancy house, for others it's a fancy car. Something to keep in mind is that you don't want your debt (student loans, mortgage, credit cards, etc.) to exceed 30% of your gross income – even if banks will often lend you more. Banks don't necessarily care that you are saving toward your retirement. You, however, should care about saving for retirement, and that may mean living in a smaller home so you can accomplish both goals.

Mistake #9: Not seeking professional advice. The internet, self-help books, webinars and a myriad of well-intentioned friends and relatives will all want to tell you what to do with your money. But these lay voices cannot provide the advice of an experienced professional versed in the financial life of dental and medical practitioners. Assemble a team to advise you from the start. You may not have much in assets to begin with, but the foundation you establish needs to be strong. Find an attorney, a CPA, a lender and a financial advisor – who all specialize in working with dental and medical professionals.

If you have any questions, don't hesitate to contact us!

Treloar & Heisel is a financial services provider to dental and medical professionals across the country. We assist thousands of clients from training to practice and through retirement with a comprehensive suite of financial services, custom-tailored advice, and a strong service-focused support team. For more information visit us at www.treloaronline.com.



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TH-200060

Patient/Family Communications Materials to Brighten the Day for Your Patients

Brighten the day for your patients by sending them this new "Stay Home, Stay Healthy" poster from the AAPD – or posting it on your practice Facebook page. A Spanish poster is available too! For more free downloads of positive patient materials based on sound science, visit the AAPD parent and caregiver website. Pediatric dentists know that it's all about the kids, and remember YOU are the big authority on little teeth within your own community.



Opportunities

For information regarding placing a listing in *PDT* or *Pediatric Dentistry* please visit the AAPD Career Center at <http://jobs.aapd.org> or call (312) 337-2169.

SEEKING PEDIATRIC DENTISTS

ALASKA—ANCHORAGE. Pediatric dentistry opportunities in Anchorage, Alaska! Southcentral Foundation is the largest Alaska Native-owned healthcare system in the state. Our award-winning model of care is based on our belief that the journey to wellness is a responsibility shared between patient and provider. Why work for Southcentral Foundation? Our benefits are designed around your health and wellness. We offer one hour per week of paid wellness leave, on-site fitness and daycare facilities, competitive salary packages, and much more! Our clinical team environment is one of the most robust in the country. Our data-driven, non-RVU approach means that compensation is salary-based; encouraging a practice focused on wellness, not quantity. Our integrated and accessible approach to care makes your job easier. Our clinics coordinate patient care with integrated care teams that have access to specialists in multiple disciplines. Southcentral Foundation Pediatric Dentistry Clinical Setting. No after-hours call. No production demands. No billing. No insurance constraints on patients. 4-day/10-hour schedules, no evenings, no weekends. Specialty-trained, certified dental assistants. Full-time Case Management Support team. 8 quiet/sedation rooms with nitrous oxide. 12 open bays. 3 operating room suites. Faculty opportunities with NYU Langone Dental Medicine Advanced Education in Pediatric Dentistry. Benefits: Sign-on bonus. Relocation assistance. One hour per week of paid wellness leave. Malpractice coverage. Employee-matched retirement plan. License fee coverage. Opportunities for advancement. CDE stipend with additional leave hours. Student loan repayment options. Generous paid leave. 12 paid holidays. Access to care: Electronic health and dental records. Complimentary formulary with on-site pharmacy. Access to multi-disciplinary team of specialists, including oral and maxillofacial surgeons, orthodontists, endodontists, prosthodontists, periodontists, and certified cleft lip and palate team. On-site complementary services such as traditional healing, medical specialists, and health and wellness center. Anchorage, population 300,000, is the largest city in Alaska and home to a wide variety of cultural activities, museums, restaurants, and shopping. Alaska's vast, natural beauty presents unmatched experiences for outdoor enthusiasts, including biking, hiking, cross country and downhill skiing, snowboarding, rock and ice climbing, backpacking, camping, canoeing, wildlife excursions, and gold panning. Alaska is known as the land of the midnight sun, basking in 19.5 hours of daylight on the summer solstice. Summer temperatures reach into the mid to upper 70s, and the landscape transforms into green trees and flower blossoms. Near winter solstice, the shorter days bring the possibility of breathtaking displays of the northern lights. To express interest in the Pediatric Dentist opportunity, please apply online: <https://recruiting2.ultipro.com/SOU1048SOF0/JobBoard/ad76c3a2-99d8-4135-8b8f-9da6caf393b7/OpportunityDetail?opportunit>

ityId=0e74c0c4-6e8b-4bd4-8ade-146a84a840a8 OR contact Jamal Joseph at (907) 729-6515, jjoseph@southcentralfoundation.com. Minimum Qualifications: Graduation from an accredited dental school. Licensed as a Dentist in the State of Alaska for all non-intermittent positions. Permitted to Administer Moderate Sedation in the State of Alaska. Completion of an approved pediatric dental residency. Must be Board certified or Board eligible. BLS and PALS certification required.

ALASKA—EAGLE RIVER. Full time Pediatric Dentist Associate opportunity in Eagle River, ALASKA, potential partnership or owner opportunity. Join us in an exciting, growing practice that patients love! Beautiful, modern, facility especially designed for pediatric dentistry. Our supportive, long term, team of experienced professionals are ready to support your transition and success. Moving bonus to help you relocate and excellent salary!. Leanne@AlaskaBusinessConsulting.net or call 907-351-3459.

ARIZONA—GOODYEAR. Full time 4 to 5 days a week. Established full-time "growing" pediatric practices in 3 locations in Goodyear, AZ, Surprise, AZ, Buckeye, AZ. This successful Phoenix, West Valley, group private practice has a great advantage with an open concept. Four full time pediatric dentists and orthodontist in an open concept design. On average, our doctors are scheduled a four day work week, with one day a month (negotiable) of surgery under general anesthesia, including the local hospital. Expect minimal on-call duties, and a schedule proven to allow flexibility for family planning and maternity leave. \$1,000-\$1,200/day based on experience (% of collection also available). Private Insurance only - no Medicaid. 401k, and health insurance available after the first year. Contract year to year. No weekends Good hours, Good Team! Join Palm Valley Pediatric Dentistry & Orthodontics today!. Doctorate D.D.S. or D.M.D. degree from a dental school accredited or eligible to become board certified through the examination process of the American Board of Pediatric Dentistry (ABPD). Must be actively licensed by the Arizona State Board of Dental Examiners. For more information please contact odolghier@gmail.com.

FLORIDA—CLEARWATER. We are located in the beautiful West Coast of Florida in Pinellas County, and have 5 locations available as a turnkey opportunity for the right doctor(s). We are a group practice consisting of orthodontists, and will soon be adding Oral Surgery. Three of the locations have had Pediatric Dentistry for over 10 years, with a patient base ready to be serviced. We have recently lost two doctors over the past 3 months during the Covid-19 shutdown, and are looking for driven doctors to take over the practices. This opportunity allows for ownership of the practices while sharing facility expenses, and is turn key. The prior practices produced over \$1,200,000/year on a 4 day/week schedule, and have tremendous greater potential. The goal is to bring in the right doctor(s) to take over the Pediatric Dentistry portion of our group, and continue expanding in the future. Please contact us for more information at dr.em@allsmiles.com.

GEORGIA—ATLANTA. D4C Dental Brands is looking for pediatric dentists on behalf of Dentistry for Children of Georgia to work in its pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Dentistry for Children of Georgia offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

GEORGIA—BRASELTON. Privately-owned pediatric practice seeking an immediate opening in the northern suburbs of Atlanta. People are drawn to this area for the amazing balance of outdoor activities along with great school districts. This combination has led to our practice experiencing amazing growth between our two locations. We are a fun office that truly believes in presenting an experience for each patient that enters our facilities. We truly feel it's our privilege that families choose us and we strive to never allow our office to feel like a mill or dental factory. We are seeking a confident candidate that wants to find a practice to call home with exponential growth potential! This is truly a special opportunity for the right individual with a very competitive compensation package! Please send [C.V. amber@startlifemiling.com](mailto:C.V.amber@startlifemiling.com).

ILLINOIS—CRYSTAL LAKE. Pediatric dentist needed full time to join existing long established pediatric dental practices. 45 minutes from Chicago! Strong support staff with excellent patient volumes. Mentorship with our network of 14 other pediatric dentists available. No papoose, in office sedation with dental anesthesiologist when required. Excellent income potential. Completion of an accredited pediatric dental residency. For more information please contact scottg61081@gmail.com.

ILLINOIS. We are looking for a highly motivated, compassionate pediatric dental associate with excellent communication and clinical skills for a full-time or part-time position (3-5 days/week) at our growing pediatric dental practices. Mondays through Saturdays are available. The ideal candidate will join a work culture based on building relationships among co-workers, patients, parents, while balancing life and work. We believe in continuous professional and personal growth with core values of positive attitude, strong work ethic, integrity, empathy, open to change, and being a team player in a fun environment. We have 2 practices (one in Forest Park and one in Elmhurst) with an excellent reputation and referral base from the area general dentists, pediatricians and local community. Both offices are state of the art with paperless charts, digital radiography, and updated patient communication technology. We provide comprehensive pediatric dental care and treatment under General Anesthesia in an office setting by a board certified anesthesiologist. Our patient base is composed of private insurance and cash patients. We have highly skilled and compassionate dental assistants who work to create a positive experience specific to every family's needs and expectations. Our goal is for every patient to feel welcome, safe and know we care about each of them personally. Recent graduates from a US accredited Pediatric Dentistry program and experienced candidates are welcome to apply. If you are interested in this position, we would love to hear from you. Please send us your resume with a cover letter to mychicagopediatricdentist@gmail.com. We look forward to hearing from you!

INDIANA—EVANSVILLE. Newly on the market is a thriving pediatric dental practice for sale outside Evansville, IN. Located in a medical plaza with over 5,500 square feet, the practice is warm and welcoming for young patients. In proximity to Louisville and Owensboro, KY as well as Evansville, the practice is centrally located in Southern IN. While the practice currently has six operatories, there is expansion opportunity for three additional, already plumbed ops! To learn more about this successful pediatric dental practice, read below: 6 operatories. Expansion opportunity for three additional ops. Collections of \$1.7 million. \$600,000 in adjusted EBITDA. 120 new patients per month with 6,000+ active patients. The current doctor is seeking a partner to continue the growth of the practice. To learn more, contact Kaile Vierstra with Professional Transition Strategies via email: kaile@professionaltransition.com or by phone: 719.694.8320. We look forward to hearing from you!

INDIANA—MUNCIE. D4C Dental Brands is looking for pediatric dentists on behalf of Dentistry for Children of Indiana to work in its Muncie, Indiana pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a

great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Dentistry for Children of Indiana offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

IOWA—CEDAR RAPIDS. Iowa Pediatric Dental Center is looking for pediatric dentists to work in its pediatric dental practices in Coralville, Muscatine, and Cedar Rapids. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our awesome pediatric clinic, where we provide unmatched care for our patients by providing our team of doctors with cutting edge technology, continued education and opportunities for growth, and mentorship while you build the practice of your dreams. The office is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Current residents are encouraged to apply. Sign on bonuses offered! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Des Moines Children's Dentistry offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. Des Moines Children's Dentistry is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

IOWA—WEST DES MOINES. Des Moines Children's Dentistry is looking for pediatric dentists to work in its pediatric dental practices in West Des Moines, Iowa. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our awesome pediatric clinic, where we provide unmatched care for our patients by providing our team of doctors with cutting edge technology, continued education and opportunities for growth, and mentorship while you build the practice of your dreams. The office is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing

in specialists. If you want to change lives, keep reading! Current residents are encouraged to apply. Sign on bonuses offered! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Des Moines Children's Dentistry offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. Des Moines Children's Dentistry is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

MASSACHUSETTS—NEEDHAM. Chestnut Dental is looking for a full-time or part-time pediatric dentist to join our team of talented, caring dental professionals with opportunities in our Needham and Bedford, Massachusetts offices. Comprehensive benefits package, including guaranteed salary. Chestnut Dental is a highly regarded family practice specializing in pediatric, orthodontic, and adult dentistry. We strive to provide a superior experience with the highest quality dental care. We treat our patients as we would our family, and are committed to their optimal health. Qualified candidates must be pediatric board certified or board eligible. Visit us www.chestnutdental.com to learn more about our practice. We look forward to meeting you! Chestnut Dental is an Equal Opportunity Employer. Pediatric Board Certified or Board Eligible. Current BLS/PALS Certification. Massachusetts Dental License. Nitrous Anesthesia Permit B or C. DEA/MSCR Certificates.

MISSOURI—KANSAS CITY. Exciting practice opportunity for a full-time Pediatric Dental Specialist to join our growing multi-specialty dental group. Practices are doctor-owned and managed, with a team of Pediatric Dentists, Orthodontists, and General Dentists working together to form this well-established and successful group. Great service and existing marketing strategies; averaging over 150 new patients per month. Offering 32-35% of collections, with a starting base salary of \$12k+ per month. Average pediatric dentist works 4 days/week & 2 in newly remodeled, state of the art multi-specialty office and 2 in OR for general anesthesia cases. Earning \$420k/year, not including ownership profit distributions from all other practice profits, including orthodontics. Incredible growth potential, with room for expansion to additional locations, including Texas & Colorado. Investment and ownership opportunities available for the entrepreneurial-minded individual. Ask about our sign-on bonus! Click <https://www.compassdentalservices.com/careers> to apply online or for more information. Call 913-601-4413 or email sbahr@thesmiles.com for more details about this exciting opportunity. D.D.S./D.M.D. with Pediatric Specialty Program Completion.

NEBRASKA—SCOTTSBLUFF. We are Pediatric Dentistry of Nebraska and are looking for a great clinician and easy going personality to join our

team..We are flexible on schedule, you manage your own treatment, and you will work with some really down to earth people..We enjoy the drama free lifestyle of practicing our profession!.We have a brand new facility we built and need another Pediatric Dentist to help us out..We have 6 ops and 8 bays that two Dentists will work in..Scottsbluff is a beautiful, family oriented town..One short flight to Denver!.Everything is negotiable for the right person. Give us a call and let's see what we can do!
www.pediatricdentistryofwy.com

NEW JERSEY—HOWELL. Busy pediatric office looking for outstanding pediatric dentist to join our wonderful team three.days per week.. Compensation is based on a percentage of production. Monmouth County is a wonderful place to raise a family. Please send resume to DrJay@kdkinhowell.com.

NEW YORK—CAPITAL REGION. Our growing pediatric dental practice is looking for our next future partner. Our group currently consists of 5 partners who are board certified pediatric dentists. Our office, where smiles grow, has been the leading pediatric dental group in the area for more than 30 years. We have established strong professional relationships with the pediatricians, hospitals, and dentists in our area. Our respected position in the local medical and dental community has provided us with continuous referrals that keep our practice growing and thriving. Our offices provide state of the art care for children and patients with special health care needs in a safe, nurturing environment.. We utilize sedation dentistry and hospital dentistry, in addition to the routine care we provide in our offices. We also offer laser dentistry..We continuously strive to offer the most comfortable and positive experience for our patients and their families through dental education, a variety of treatment options and excellence in clinical expertise. From the second the patients walk in the door, through until they complete their visit at check out, our group of caring, long term team members ensures a pleasant visit. Our team practices in beautiful upstate new york, in the capital region surrounding albany. The location is ideal for all that it can offer being that it is situated within a three hour drive to boston, new york city and montreal. In the immediate area, saratoga springs, lake george, and the adirondack mountain region offer an endless number of outdoor activities, horse racing, art and culture. We offer a path to partnership for the right person and a very competitive salary and benefits package, including health care, ce,401k, malpractice insurance, and more.. We would love to meet qualified candidates who are interested in joining our group. Come visit us for a day and see our practice. To chat or learn more about us, please call Dr Jennifer Charlesworth at (518) 785-3911. Certificate in pediatric dentistry.

NEW YORK—CLIFTON PARK. WANTED: Superhero Pediatric Dentist. "There is a superhero in ALL of us, we just need the COURAGE to put on the CAPE." – Superman The Smile Lodge is looking to grow its team of dental marvels. Offering six weeks of vacation and a starting salary of \$400k...this job not only offers very competitive benefits but also exponential growth for the right leader. Avenging dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our HOWS and WHATS once they have experienced our passion for our WHY, because every child deserves to smile. We invite you to visit The Smile Lodge at

your convenience! For More Information: Contact The Smile Lodge new dentist outreach team at HR@smilelodge.com. benefits Highlights: *\$400K Yearly Salary, 4 days/week *Ownership Potential *6 Weeks of Vacation *Licenses, Dues, MLMIC, and CE Reimbursement *Healthcare Insurance Stipend *401K *Long-term Disability

NEW YORK—SARATOGA SPRINGS. We are seeking a Pediatric Dentist to join our practice! We are a single doctor practice located in beautiful Saratoga Springs, NY since 2002..Our stand alone office features 3 state of the art treatment rooms, a 3 chair hygiene room, digital X-rays and a completely paperless EHR system. If you are looking for an opportunity that will allow you to hit the ground running, this is the office for you..Our well trained staff efficiently handles all the day to day tasks to allow you to focus on dentistry. The schedule runs smoothly and we have fun everyday!.Check out our website at www.byrnekidsdental.com to see what we are all about. If you would like to find out more about this position please send your resume to dr.nikki@hotmail.com. NYS dental license (or ability to obtain prior to starting)

NEW YORK—VESTAL. Are you interested in making a difference in the life of a community and its children? Enjoy practicing the skill and art of pediatric dentistry in a newly-built themed office. You can accomplish your professional and personal goals in the Southern Tier of New York. Go on a wine-tasting tour in the scenic Finger Lakes Region; hike along the waterfalls and gorges of Ithaca; ski the Catskills and Endless Mountains in the winter; take a short drive for a weekend getaway to New York City or Philadelphia. Established, vigorous practice with 40-year roots in the community seeks talented and dedicated associate. Part-time and full-time positions considered. Your senior partners welcome your involvement in all aspects of pediatric dentistry, including hospital privileges and more. Benefit from working with well-trained, dedicated staff members who truly love the challenge of working with children and their parents. If you are the kind of person who enjoys the challenge of a lucrative, fast-paced practice and has the desire to be a direct and positive influence within the local medical community, then Valley Dental Pediatrics is waiting for you. Please send C.V. to Dr. Michelle Tunison :drtunison@valleydentalpediatrics.com or Dr. Jessica Campbell campbelldds@gmail.com board eligible, certificate in pediatric dentistry, New York State Dental license.

NORTH CAROLINA—CHARLOTTE. Growing pediatric practice in Greater Charlotte is looking for a patient focused, career oriented pediatric dentist to join our team driven practice. The ideal candidate is excited to allow the team to drive and manage the business so the dentist can focus on patient care..Someone who enjoys developing meaningful relationships with patients and team members and someone willing to engage in community activities to interact with parents and patients.. Candidate must be comfortable working in a fast paced environment, seeing several pediatric patients each day and maximizing care delivered for parent convenience..Eaglesoft experience a plus..Excellent communication skills..Bi-lingual also a plus (Spanish). Practice is open Tuesday - Friday from 8-5..Competitive pay and benefits..3 years or more experience preferred..Serious inquiries only please. D.D.S. or D.M.D. license. 3 years experience. Surgical Experience. Sedation Certification.

NORTH CAROLINA—GREENSBORO. Opportunity for a pediatric dentist. Greensboro, north carolina. Who We Are - A group of committed professionals who create a fun environment so that kids love to come to the dentist. Our warm, supportive, energetic, hard-working and highly trained Team, working in a combined orthodontic pediatric dental practice, delivers high quality patient care and exceptional customer service. Our rapidly growing practice has earned over 800 5-star Google reviews and has been named one of the "Best Places to Work in the Triad" twice by the Triad Business Journal..Our dentists have been named "Best in the Triad" six times by Triad Mom's on Main. Who We Are Seeking & An ethical, honest and personable pediatric dentist with sound clinical skills who interacts well with parents, patients and Team members. What We Offer & Full or Part-Time employment with potential for ownership, a healthy work/life balance, mentoring, and a very competitive compensation package that includes guaranteed daily minimum salary, medical, dental, vision and life insurance, 401K retirement plan, professional liability insurance and a continuing education allowance. Greensboro, the third largest city in North Carolina, is convenient to the coast and mountains and offers an exceptional quality of life, low cost of living, mild climate, five colleges and universities, a vibrant arts scene, and excellent public and private schools. Please submit a letter of interest, curriculum vitae, and three references to: Dr. Michael A. Ignelzi, Jr. at ignelzi@SmileGreensboro.com. Applicant will have completed pediatric dentistry specialty training, hold a North Carolina dental license and able to obtain a North Carolina Moderate Pediatric Conscious Sedation permit.

NORTH CAROLINA—HUNTERSVILLE. Dentistry for Kids is a well established practice in the Charlotte metropolitan area, specializing in pediatric dentistry and orthodontics..We are seeking a pediatric dentist to join our growing multi-specialty practice..We are offering 3 days per week, as well as competitive compensation and benefits package. If you are kind, compassionate, energetic, patient, and have a strong work ethic we would love to hear from you! We require completion of a post-graduate program in pediatric dentistry.

NORTH CAROLINA—WILKESBORO . We are a high quality, multi specialty practice in the triad and foothill areas of North Carolina seeking a talented pediatric dentist to join our rapidly growing practice full time. We offer a generous minimum salary or a percentage of production, whichever is greater with an opportunity to grow. We also offer health benefits, 401K, and profit sharing. New grads welcome. Contact Dr. Chad Shobe at 336.945.5555 or send your c.v. to chadshobedds@gmail.com. Visit our website at www.southerndentalnc.com.

NORTH CAROLINA—WILSON. Wilson Pediatric Dentistry 2401 Wooten Blvd SW, Suite F Wilson, NC 27893 Wilson Pediatric Dentistry is seeking a part-time or full-time associate pediatric dentist to add to our team in Wilson, NC. We are located 45 minutes east of Raleigh. If you are looking for autonomy, this is the practice for you! Exceeding all CDC guidelines with iWave air purification system in place..Partnership opportunity available if interested. You must have completed an accredited Pediatric Dentistry Residency Program to qualify. INCLUDED: Hospital privileges in the local hospital - up to four days a month available.

Sign-on bonus prorated over 12 months for first year / CE allowance. To apply: please send your C.V. to Jasmine R. Elmore @ dr4babyteeth@gmail.com You must have completed an accredited Pediatric Dentistry Residency Program to qualify.

OHIO—BOWLING GREEN. Join Our Team at Bowling Green Pediatric Dental Group in Bowling Green, OH! Our group philosophy is simple. Our want to pioneer a new culture in dentistry starts with bringing good people into our group. It is not enough to simply put our like-minds in the same room. We are committed to providing the ultimate freedom, individuality, to those who want to do the right thing for the patient, and for each other. We provide a strong group of individuals for focus and support. We use proven methods in administration that we have learned over a decade's time, paired with growth initiatives that will guide us to where we are going, to pioneer a future in dentistry that we all want to be a part of. Let's Put the Patient First Together. We want to put the patient first, together, with you. We realize that this cannot happen unless a doctor and their clinical team is first taken care of. NADG offers to take care of all the essential business administration tasks, and even offers clear paths to a healthier financial outcome for our doctors. Choose to Practice Group Dentistry, not Corporate Dentistry. Earn a competitive salary, retain true clinical autonomy. Ownership opportunities with equity. Full benefits for full-time work. CE & Mastery programs. Malpractice insurance. How We Support You: Marketing. Finance. Insurance. Billing. Information Technology. Patient Service Center. Human Resources. A Path to Partnership for Associate Dentists. NADG is offering the Path to Partnership for high-performance associate doctors. We leverage our financial expertise to

help you reach a sustainable and profitable career. The path begins when you start a career with us, and ends when you are given ownership in our group as a partner. Responsibilities. Educate patients regarding their comprehensive treatment options. Maintain an environment where patients are comfortable and understand their health is our top priority. Support the growth and development of our teams and practices. Provide exceptional dental care. Qualifications. D.D.S. or D.M.D. from an accredited school. Successful completion of a Pediatric Residency. Dedication to integrity and achieving the highest standards of ethical patient care. To learn more about this opportunity, contact Rupesh Parikh at parikhr@nadentalgroup.com or (614).657.1171.

OHIO—CLEVELAND. D4C Dental Brands is looking for pediatric dentists on behalf of Dentistry for Children of Ohio to work in its Cleveland pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency

from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Dentistry for Children of Ohio offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

OHIO—OREGON. Part or Full-Time. If you're looking to make your professional mark on a community, this is your chance. Build valuable relationships with patients and get involved with the greater community of Oregon, Ohio while providing top-notch dental care. Well established practice, long term team members, great location! Our talented and dedicated support team will work alongside you to help ensure your success. Mentorship is available working along side an experience pediatric dentist. Office is a very stable and busy practice with long term employees. Option to add EFDA to team if wanted. As an associate pediatric dentist you'll enjoy the following: Base salary with performance incentives to earn more. Sign-on bonus of \$20,000 (Full-time, partial for part-time) Relocation package. Student Loan Repayment Assistance Program. Full time benefits include yearly CE allowance, paid professional liability, 401K with company



How Would You Like To Have The Best, The Happiest, And The Most Competent Pediatric Dental Assistants *Who Actually Make You Money?*

The Pediatric Dental Assistants Association is proud to accept memberships from qualifying pediatric dental offices. Take a look at everything that is included in your exclusive membership:

- The Annual PDAA Conference* - an excellent place to keep your PDAs connected and excited to be part of bigger community of high-performing PDAs.
- Pediatric dental assistant video training modules in key practice areas with optional Q&A assessments.
- Email support from Dr. Haugseth personally.
- 24/7 access to videos and training modules to allow learning during downtime at the office, at the house, or even from a tablet.
- Opportunity to request new training modules to be developed.
- A bi-monthly newsletter filled with fun, helpful news and information.

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As a PDAA member, your practice receives terrific benefits. Your dental assistants gain valuable knowledge and training. Their increased abilities help grow and develop your practice. And overall communication and patient care are greatly improved. Learning new skills and sharpening the skills of your existing assistants is the key to keeping your practice happy, productive, and profitable.

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match and group health/wellness plans. Practice 2-5 days per week with family friendly days/hours. Equal Opportunity Employer/Drug Free Workplace www.puredentalbrands.com. Candidates must be licensed to practice in the State of Ohio with no board reprimands or issues..New residency grads welcome to apply!

OKLAHOMA—EDMOND. Growing 17 year old practice for sale in the progressive Edmond community on northern edge of Oklahoma City..Practice and building are both for sale..5 operatories with room to expand..Active recall system, in-office restorative and sedation..GA cases treated at outpatient surgery center..80% insurance and 20% Medicaid..Seller will help in transition if buyer so desires..4 day a week practice but Fridays could be scheduled in as well..Call schedule is shared with several other pediatric dentists allowing you to be off most weekends..If interested, email gator92@protonmail.com, or call Bobby.(405) 437-7309.

OREGON—HOOD RIVER. Title: Pediatric Dentist: Immediate Opening with Signing Bonus. Have a passion for helping others have a wider and brighter smile Join our team at A Kidz Dental Zone. Where patient interaction is focused on Happy Kidz, Healthy Smiles, for a Lifetime! At A Kidz Dental Zone our main focus in providing an inviting environment for all our patients and their families through a caring staff and exceptional dental and orthodontic care. A Kidz Dental Zone has an immediate opening for an experienced, compassionate and motivated pediatric dentist interested in opportunities to provide care focusing on prevention and community involvement. About A Kidz Dental Zone. We have been in practice since 1999 in the heart on Hood River and opened our doors to The Dalles community in 2013. We are surrounded by Mountains, rivers, streams, biking & hiking trail and all of the outdoor adventures the Gorge brings. At A Kidz Dental Zone we believe that every child deserves quality dental care. We work hard to ensure that all the children in the communities that we serve have access to specialized dental care and strive to become an integral part of the community that we serve. Why Should You Apply. Competitive Compensation. Signing Bonus. Production Bonus Potential. Top benefits including: Health Insurance, 401K Retirement Plans, Profit Sharing, and Health Savings Account. Paid Professional Liability Insurance. Paid Vacations. Continuing Education Reimbursement. Opportunity for future partnership. Team that focuses on family and individuals.A Kidz Dental Zone of Hood River is committed to maintaining a drug-free and safe workplace. A post-offer drug test to detect the use of illegal drugs is a part of our hiring process. A Kidz Dental Zone of Hood River does not discriminate on the basis of race, color, national origin, sex, age, or disability in its health programs and activities..For more information please contact sue@akidzdentallzone.com.

OREGON—SALEM. Be the change you want to see in the world; - Mahatma Gandhi. My name is Dr Tim. I started Acorn Dentistry for Kids in 2017 with the vision to fill a significant void in our area of Oregon and change the way pediatric dentistry is done. With personal investment, a lot of sweat equity, and more great doctors coming on board, we are growing to five clinics and 8 doctors within 3 years. We are a group of entrepreneurial-minded doctors that don't believe the current corporate takeover trend is good for us or our patients. We

are looking for more pediatric dentists to be a force for good in the Pacific Northwest. If that's you, keep reading. Acorn Dentistry for Kids is leading the way in creating the ultimate patient and family experience for ALL families in the community. Most dentists around here - including pediatric dentists - got into school claiming they want to help the underserved, yet close their doors to those most in need of their help and compassion once they get into practice. We choose to take care of every child in our community regardless of which insurance they have (or lack thereof). We also do not segregate private and Medicaid insured kids on our schedule. We stand for equal access and quality treatment for all kids. We also have zero tolerance for poor treatment of employees that help us serve our community. We pay them well, provide benefits and do not see them as disposable; like many offices do. We spend a lot of time and resources on developing our team, starting with a full two weeks of culture and communication training upon hire. Together we have developed our core values that provide the framework for the Acorn Culture: 1. We Are One; 2. Lead With Compassion; 3. Be Emotionally Proactive; 4. Be Yourself and Let Your Passion Shine; 5. Seek Personal Connection with Patients and Each Other; 6. Be a Little Acorny; 7. Be a Lifetime Learner; 8. Innovate and Embrace Change; 9. Be Humble; 10. Be Grateful. We train as a team each month on these values, and performance reviews use our values as the framework for our discussions and decision making. These are led by the doctor, NOT an office manager. We also have no lead dental assistants and no office managers. Instead, we have created a leadership structure where anyone who chooses to put in the work and qualify for it gets to be in the leadership group, creating accountability for each individual as well as the team. No one wakes up in the morning and says, "I can't wait to be managed today." But we do wake up and say, "I want a good leader" and "I can't wait to be a leader." That is the environment we are creating. IF YOU SEEK TO BE A LEADER FOR GOOD IN EVERY ASPECT OF YOUR LIFE, this is the opportunity you have been looking for. Come join an incredible group of doctors and team members that love and support each other and our patients each and every day, as we continue to grow and serve. Mentorship by more experienced doctors is built-in, but is also great for an experienced provider to jump right in and add to the momentum we now have. We all help each other be the best doctors and leaders we can be. We offer equal equity ownership after only one year. Guaranteed \$250,000+ during first year associateship (all associates currently earning more than that), plus all professional fees and CE covered, with medical/dental/vision plan in place. Oh, and by the way, you also get to live in the pristine Pacific Northwest where all sorts of outdoor adventures await. The Pacific Ocean, snow sports, water sports, hiking, biking, farm tours, city life and quaint small towns are all at your fingertips. The foodie culture's not too bad either :) Come discover why Oregon is such a desirable place to live. Please respond to this ad to find out more about this incredible opportunity. We look forward to sharing it with you. Must be entrepreneurial minded and want to be a team leader. For more information please contact timrichardsondds@gmail.com.

RHODE ISLAND—CRANSTON. Well established pediatric dental office serving the Rhode Island community for over 35 years is seeking a motivated and caring pediatric dentist..Our practice, which is non-corporate is owned/managed by three Diplomates of the American Board of Pediatric

Dentistry who have a passion for treating children.. The position is initially part time or full time, with goal of full time leading to partnership track.. Experience is welcomed, mentorship available.. We offer a very competitive salary and benefits package for the right person, including health care, CDE allowance, malpractice insurance and more. If moving from out of state, we will reimburse packing/moving fees..We have two modern offices equipped with the latest digital technology including all digital radiographs. Our offices are located near the beaches, a major Ivy League institution, and the culture and diversity of Providence, RI..To find out more information about our office, please contact Nicole Robbio at nrobbio@peddenti.com or call (401) 943-7535.

SOUTH CAROLINA—CHARLESTON. Coastal Kids is looking for pediatric dentists to work in its Charleston, South Carolina pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Coastal Kids of South Carolina offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc.Coastal Kids is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

SOUTH CAROLINA—HILTON HEAD. Be part of a very reputable Pediatric Dental practice in the community. We are looking for a part-time and full-time pediatric dentist. Candidates must LOVE what they do! We have a great working atmosphere where our highest priority is to make every patient and every parent happy. We offer IV sedation and general anesthesia at an outpatient surgical center to provide the best care to our patients. Our offices are growing and we currently have 3 offices in Bluffton, Beaufort, and Hilton Head, South Carolina and we are planning on expanding into Georgia. We are looking for a motivated, fun loving team member to join our office. We offer a competitive compensation plan which includes relocation expenses, retirement plan, health insurance, malpractice insurance, and a continuing education allowance. We are located between Charleston, South Carolina and Savannah, Georgia. If you love living at the beach and being outdoors, then this is the place for you. Please send letter of interest,

curriculum vitae, and three references to: Dr. Terri Hubbard at tthauburn@mindspring.com Must have graduated from an accredited Pediatric Dental program. SC Dental license required.

SOUTH DAKOTA—RAPID CITY. Pediatric Dentist. Are you looking for a career opportunity with a Pediatric Dentist owned, state of the art facility? Black Hills Pediatric Dentistry was established over 34 years ago and is located in Rapid City, South Dakota. Our campus includes a Pediatric Clinic, an Adolescent Clinic, and a Surgical Center dedicated to providing comprehensive dental treatment under general anesthesia. Enjoy the dental career you love, coupled with the endless outdoor attractions of the Black Hills. We offer an excellent work-life balance with a 4-day work week, summer hours, and an optional ownership path for the right candidate. Loan reimbursement, sign-on bonus, and starting salary of 250K or 35% adjusted production whichever is greater. Current associates make between 275K-450K. For more information, please send your C.V. to pamm@bhpdsc.com or call (605) 341-3068.

TENNESSEE—FRANKLIN. Pediatric Dental Care, located in Franklin, TN, is looking for a highly motivated, driven, and enthusiastic pediatric dentist to work with our awesome team. Our practice environment is fun and fast-paced. We're passionate about growing personally and professionally—and pushing the limits of WOWing our parents and patients is the everyday norm. In this position, you'll be able to expand your professional skills but the really cool part is doing work that matters. We take our work seriously. We see lives changed on a daily basis and that motivates us to work even harder. We also take family seriously. While we're at work, we focus on work. But when we go home, we focus entirely on our families. That's because we value family time as much as you do. This focus on intentionally being where you are throughout your week is what makes our practice one of the Best Places to Work in Williamson County. Let's just talk about a couple of factors that make us feel this is a Dream Opportunity Location, Location, Location! Nestled a mere 21 miles away from Nashville, Historic Franklin, TN is an oasis. Consistently appearing in Top 5 Best Places to Live in America lists. This area is brimming with Southern charm and hospitality. With rolling hills, plantations, Victorian and Antebellum houses and porch swings, it's sure to draw you in. A place people often referred to as God's Country' simply for its beauty and charm. Bustling brooks, horses, cows, post and rail fences, historic buildings, stately homes, and country stores will make you want to go for a drive and get lost for an hours. If you are looking for a strong and reliable economy, you've found it in Franklin, TN. With 58% of the population having a Bachelor's degree (or higher), the average salary being \$103,543 dollars, and the population being just over 78,321, and an expected growth forecast of 153% by 2040, this is an ideal place for anyone to call home. Enjoy a cost of living that is 4% lower than the National average in one of the wealthiest cities, in one of the wealthiest counties in America. If you come to Franklin, TN you are going to hear about the amazing schools. With \$145 million awarded in scholarships (in 2016) and 100% of Williamson County students taking the ACT's, people are very proud of the 44 schools in this area. Our Practice Pediatric Dental Care is a doctor owned well established practice with a top-notch reputation. We are known for our conservative and virtuous approach. The pediatric dentist we are looking

for will provide support to our office and must be passionate about educating our patients and parents about the importance of oral health. For the right fit, ownership/equity buy-in is an option. This option is not for everyone and is not offered without both sides feeling that partnership is in everyone's best interest.

TEXAS—BELTON. We are a clinician owned group that consists of board certified Pediatric Dentists, Orthodontists and Oral Surgeons with an Associate Pediatric Dentist opportunity available in the Killeen-Temple-Fort Hood Metropolitan area. This is a growing community with opportunities to settle down outside of the fast paced urban lifestyle while still being only an hour away from all that the Austin area offers. Copperas Cove is known as the "Five Hills" area due to its beautiful creeks and valleys and the Belton area has a wonderful school district that received the Texas Education Agency's highest accountability rating (met standard) based on student performance on the State of Texas Assessment of Academic Readiness. Please email your C.V. to joinourpractice2010@gmail.com for more information. TX License.

TEXAS—MISSOURI CITY. Pediatric Dentist seeking associate pediatric dentist part time Tues/Thurs work week. Located in the master plan community of Missouri City/SugarLand. Looking for a dentist who wants to make a home here. Busy private practice, great staff, well run office. Please send resume to wavesoffundental.com or fax. No phone calls please.

VIRGINIA—HERNDON. D4C Dental Brands is looking for pediatric dentists on behalf of Dentistry for Children of Virginia to work in its Herndon and Fairfax pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Dentistry for Children of Virginia offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. For more information please contact alycia.tooill@d4c.com.

WASHINGTON—SPOKANE VALLEY. We're finishing construction of our brand new "home-like" 23 chair dental office in September 2020!

We are looking for an awesome individual, who happens to be a pediatric or kids dentist, to join our family of an orthodontist and 4 general dentists to provide patient-centered, service-leadership care to our patients, from children to the elderly. Our Values and Principles: Growth, Respect, Integrity, Tenacity, Transparency, WeB4Me, Loyalty to Patients, and to Choose Happiness. Our Just Cause Building Lifelong Smiles. We create Life-Changing IMPACT for our team, patients and community through the art of dentistry. We build up the right people to do extraordinary things, and measure success with how we touch the lives of our community. 2 Compensation Options: Associate with Earned Equity track, or pathway to Partnership. Other Compensation Information: Daily Minimum. Moving Expenses Options. Student Loan Repayment Options. Medical 401k. \$5,000 CE match annually. \$3,000 dental annually. We also offer: Expanded Function Dental Assistants. Restorative Hygienists that do Anesthetic Autonomy and Mentorship. Requirements. Hungry - Humble - Smart. WA License. 2yrs+ Experience. <https://drive.google.com/file/d/11D9hNJ9YswBkGqyMQyHr16SBHhmqdLyV/view> For more information please call (206) 755-6436

WASHINGTON—WALLA WALLA. Have a passion for helping children have a wider and brighter smile Join our team at Craik Pediatric Dentistry. Where patient interaction is focused on Happy Kidz, Healthy Smiles, for a Lifetime! At Craik Pediatric Dentistry our main focus in providing an inviting environment for all our patients and their families through a caring staff and exceptional dental care. Pediatric Dentist: Immediate Opening with Signing Bonus. Craik Pediatric Dentistry has an immediate opening for an experienced, compassionate and motivated pediatric dentist interested in opportunities to provide care focusing on prevention and community involvement. About Craik Pediatric Dentistry. At Craik Pediatric Dentistry we believe that every child deserves quality dental care. We work hard to ensure that all the children in the communities that we serve have access to specialized dental care and strive to become an integral part of the community that we serve. Our office is located at the foot of the Blue Mountains in Walla Walla, Washington, were wineries are beginning to rival the sweet-tasting Walla Walla onion as the hallmark of this lovely town. In fact, the combination of excellent wineries and appealing scenery has put Walla Walla on the map as one of the country's hottest new wine touring regions. The town's rich history, starting with the Indian tribes who first settled here followed by the early pioneers, the establishment and subsequent tragic demise of a famous mission and then a gold rush, is also a tourist draw. Fascinating museums and historic attractions bring this past to life. Music and the arts are a vital part of this culturally conscious college town, which boasts one of the oldest symphony orchestras west of the Mississippi, frequent summertime blues and jazz concerts, arts festivals and at least 15 art galleries. A revitalized downtown features restored 19th-century buildings, restaurants, galleries and wine-tasting rooms. If you're itching for outdoor fun, head east for hiking, mountain biking and fishing in the Blue Mountains or take the relatively easy Stateline Loop bike trail to Oregon and back. Our clinic has 6 ops outfitted with ability to go to 8 in center of Walla Walla. We operate 4 full day schedules and use state of the art technology such as the Solea Laser and operate in office GA

with our pediatric anesthesiologists. Why Should You Apply. Competitive Salary. Signing Bonus. Quarterly Bonus Potential. Top benefits including: Health Insurance, 401K Retirement Plans, and Health Savings Account. Paid Professional Liability Insurance. Paid Vacations. Continuing Education Reimbursement. Team that focuses on family and individuals. Great work week hours that allow you to enjoy all that Walla Walla has to offer! Craik Pediatric Dentistry is committed to maintaining a drug-free and safe workplace. A post-offer drug test to detect the use of illegal drugs is a part of our hiring process. Craik Pediatric Dentistry does not discriminate on the basis of race, color, national origin, sex, age, or disability in its health programs and activities. For more information please contact sue@akidzdentazone.com.

WISCONSIN—GREEN BAY. Looking for an Associate Dentist to join our thriving practice in the Green Bay/De Pere, WI area; option for buy-in available. Guaranteed salary, plus bonus, sign on bonus, 401k, profit sharing, medical benefits, multi doctor support system..We offer State of the art office equipped with latest in technology. A focus

on quality, patient-driven care is a must..Kids Dental Experts® is committed to providing high quality dental care with an emphasis on superior service to our patients and parents. If you love working with children and looking for a satisfying career; we are seeking a self-motivated Dentist to provide high quality patient care in a fast paced, well established and respected practice. The right individual must be proficient in treating children at a high level of compassion and quality and have aspirations to commit to our practice and the community. We offer full service dentistry for children including orthodontics/invisalign, 3D scanning for impression free treatment, in office oral sedation, in office general anesthesia, and general anesthesia at local hospitals. At Kids Dental Experts® you can expect to see a steady flow of new patients and at the end of the day you will find a truly rewarding career. We currently have a full schedule of patients waiting for you. Kids Dental Experts® elite dental team provides you the tools and resources so that you can focus your entire day on providing quality patient care. Our highly skilled and trained team allow continued support throughout the day. Our multiple locations are a great place to

raise a family with excellent school systems, great neighborhoods, restaurants and entertainment.. Convenient access to boating, fishing, hunting, walking/running/biking trails, multiple golf courses, major sports teams, paddle boarding, kayaking, and cross country ski trails..Enjoy an area that offers the beauty and excitement of all four seasons. Graduating residents encouraged to apply. Interested candidates should email CRV julieanderson@kidsdentalexperts.com.

WISCONSIN—MARSHFIELD. 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 assume a very active patient load. We offer a new associate an outstanding wage and benefit package with the potential of ownership. This is an excellent opportunity to step into an active practice and become an equal partner in a large group practice. If you are interested, please send C.V. to Dental Clinic of Marshfield, P.O. Box 929, Marshfield, WI 54449, Attn: Mr. Neil Armitage or call (715)387-1702 or email neil.armitage@dentalclinicofmarshfield.com for additional information.

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