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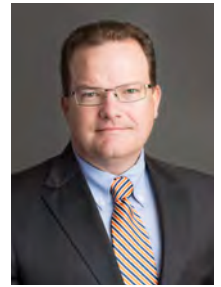
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### The Intersection of Overreach and Onerous Burden

By Dr. Chris Griffin, SCDA President

March 9, 2010: "We have to pass the bill so that you can find out what is in it." House Speaker Nancy Pelosi



Dr. Chris Griffin

By the time you read this article two very important things will have happened. The deadline of July 18, 2016 will have passed and enforcement of Section 1557 by the Office for Civil Rights will be active. Section 1557 by the Office for Civil Rights applies to all Dentists and dental practices that receive certain government payments which include accepting Medicaid or CHIP as well as "meaningful use" payments under the Medicare and Medicaid Electronic Health Records Incentive Program. Section 1557 is part of the gradual "roll out" of the Affordable Care Act (a.k.a. Obamacare) which Representative Pelosi alluded to in her famous quotation. The intent of Section 1557 is to remove communication barriers which may exist between clinicians, staff and clients/patients. But one has to wonder if this is just overreach on the part of the government or just an attempt to place another onerous burden on practitioners and their businesses.

We all agree that communication is paramount to evaluation of a problem, proper diagnosis and ultimately successful treatment of those issues which we face in our offices on a daily basis. And if you have been at it for more than one day, language barriers will ultimately become an issue. Fortunately for me, in 23 years and several different languages, it has never been a deal breaker with the help of a family member or friend of the patient. Often the interpreter will be a child who has masterful proficiency of their native language as well as English.

Implementation of Section 1557 "recommends" participants to have a Sample Access Plan in place for LEP (Limited English Proficiency). Included in this plan is meaningful access to "qualified" interpreters and translators for the languages most likely encountered in your area. Qualified is defined as proficiency in English and the non-English language as well as the ability to interpret effectively, accurately and impartially. A "qualified" interpreter must also have a working knowledge of dental vocabulary, terminology and phrases as well as adhere to principles of client confidentiality. If you are considering using a video remote system, there are clearly defined qualification such as real-time, full-motion video and audio over a dedicated high-speed, wide-bandwidth connection with a sufficient image display per definition and don't forget the proper HIPAA Security Risk Assessments around the technology. Notices of Nondiscrimination are required to be posted in your office, on your website and in significant publications and communications in the foreign languages that will most likely be found in your area. Taglines such as "ATTENTION: If you speak (insert language), language assistance services, free of charge, are available to you. Call 1-XXX-XXX-XXXX."

Now this is not such a bad idea? Improved communication for all? However, there are two caveats you must consider.

1. Yes, it is free of charge to the patient. However, the Dentist or dental practice will be picking up the cost of this service. Furthermore, you will not be reimbursed by the same government programs for which you participate and which makes this requirement your responsibility.

2. In addition, the foreign language interpretation service that YOU are providing includes the top 15 foreign languages found in your area and these vary by geographic location. For South Carolina the list includes: Spanish, Chinese, Vietnamese, French, German, Russian, Korean, Tagalog, Ukrainian, Hindi, Gujarati, Arabic, Portuguese, Japanese and Mon-Khmer (Cambodian).

Although there are more requirements for compliance with Section 1557, these are some of the highlights which leave you wondering a few things:

- How did we ever make it this far?
- Is there really a problem of such a magnitude as to require this type of action?
- What else are we going to "find out" about the Affordable Care Act in the coming months that is buried deep in the 2000+ page document"?

Of course, if you can explain or demonstrate where Section 1557 will fundamentally alter the nature of your dental practice or place undue financial and administrative burdens through such accommodations, you are exempt. Most certainly, it would depend on what the definition of "is" is.

To learn more about Section 1557 please visit [success.ada.org](http://success.ada.org).

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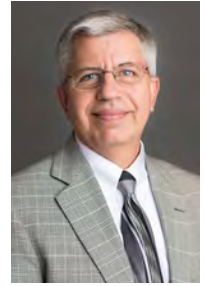
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**South Carolina Healthy Connections Prime**

By Phil Latham, SCDA Executive Director

The Healthy Connections Prime program is a new program for seniors age 65 and older who have both Medicare and Medicaid. The Prime program is part of a national initiative designed to integrate all the services of Medicare, Medicare Part D and Medicaid under a single Medicare-Medicaid plan.



Mr. Phil Latham

For South Carolina dentists this new program will NOT change the way Medicaid works for these seniors. The current Medicaid adult program will continue to operate as it currently does. As a dental office, you may receive phone calls from care coordinators representing these seniors to help verify their dental appointments or maybe even making those appointments. Also, you may see a new style Medicaid card (see example below) which will be carried by this new population of recipients.

This information is just to make you aware of the new prime program and to further emphasize that there have been no changes in the current Medicaid adult program.



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**Master Calendar**

August 12	SCDA Board Meeting	SCDA Office	9:00 am
August 12	MBG Board Meeting	SCDA Office	9:00 am
August 25-27	SCDA DAD Project	Florence	

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## 16th District Trustee Update

By Dr. Hal Fair, 16th District Trustee

We began our June BOT Meeting with a discussion of the ADA's role on the Joint Commission; which is a nonprofit tax- exempt organization that accredits health care organizations and programs in the United States. The ADA has one seat on the Commission. Dr. David Perrott, the ADA representative joined us for the discussion. We all recognize the importance of oral health to overall health. The ADA's role as a member of the Joint Commission allows us to have a voice, across disciplines, on the growing integration of oral and general health.



Dr. Hal Fair

Dr. David Perrott joined us to discuss potential governance changes at the joint commission. These changes may result in a smaller board at the commission. To provide Dr. Perrott clear guidance, we passed a resolution reaffirming our belief that the ADA should remain as a member of the Joint Commission board. We also passed the following resolution which will help guide Dr. Perrott:

*ADA supports the efforts of The Joint Commission in governance reform and restructuring. Dentistry plays an important role in population health; therefore, dentistry and the ADA are integral to the mission of the Joint Commission. Accordingly, the ADA believes that its continued corporate membership on the Joint Commission Board is essential.*

We discussed the formation of an ADA/ADAF Task Force to examine the relationship between the Association and the Foundation as well as the future of the Foundation. Subsequently the ADAF passed a resolution asking for the formation of the task force. Dr. Charles Norman is the chair of the task force and both he and Dr. William Calnon addressed the Board about the early work of the task force. The review of the Chicago-based foundation has begun and the task force has selected a consultant with relevant experience and background (the Alford Group). Interviews and document review is well underway. The review of the Volpe Research Center is also underway. This review is being conducted through a "Blue Ribbon Panel" process, which will be both less expensive than use of an outside consultant and will assure review by individuals with a solid understanding of dentistry and dentistry-related research. We will continue to be updated on the work of the task force.

A new credentialing portal project is well underway. Dr. Ziebert briefed the Board on our progress with this project. The provider portal is now open for registering dentist credentials. The payer portal is almost complete and will be open later this summer with a pilot program involving 3 states. Once completed, we all expect this to be a valuable member benefit.

Michael Graham updated the Board on our advocacy work, including Action for Dental Health. The CDHC program continues to grow with new schools developing programs in new states. We continue to face fluoridation battles in the states and are prevailing in most of them. A new edition of Fluoridation Facts, a key tool for state and local societies in these battles, will be released in the coming months. Action for Dental Health is an important aspect of our arguments against dental therapists. Nineteen states are currently fighting the dental therapist issue. In Vermont, the governor just signed a bill permitting dental therapists, over the strong objections of the state dental society. This is part of a career ladder for hygienists there. It is not clear how or when this will be implemented in Vermont. Massachusetts is also fighting this issue. The ADA is assisting MDS and we will monitor events there. The Washington Leadership Conference was a success. Next year, members of ASDA will join us and we expect an even bigger crowd of dentists and students.

The Board considered the work of the House Task Force to Evaluate the Business of the House. The task force proposed two resolutions. Resolution 4 will allow the 2017 House to vote in elections from their seats, using the hand-held devices already used for resolution votes. Resolution 5 will amend the bylaws to require a two-thirds vote to introduce any new business within 15 days of the opening of the House. Resolutions submitted too late to be considered by a reference committee will require unanimous consent. The Board supported both resolutions.

This year, at the 2016 House, elections will be held on Sunday afternoon from 4pm to 6pm. Voting will be by paper ballot. The ballots will be collected, but not counted until Monday morning just before the opening of the House session. This will assure that the results remain confidential until Monday. If a run

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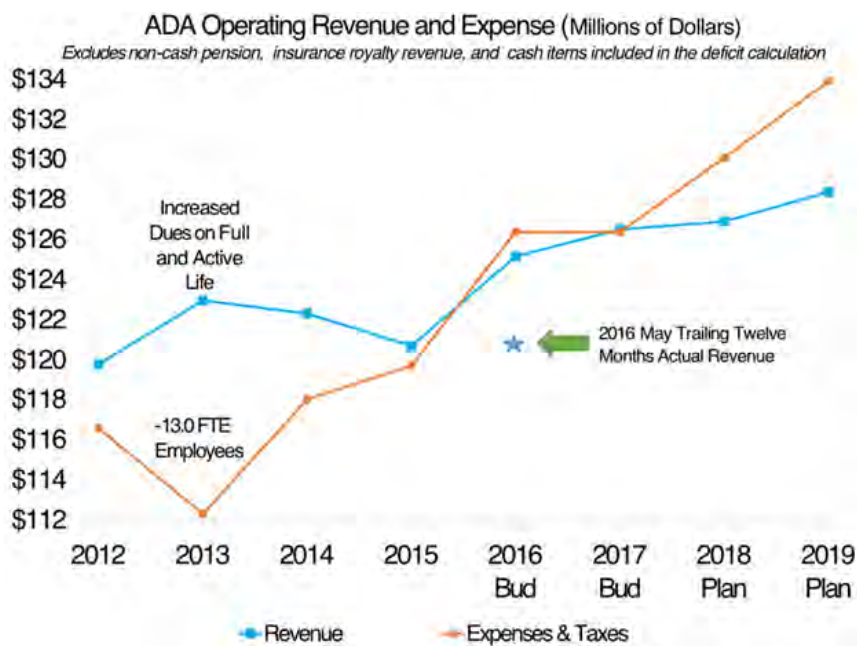
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off is required, it will be held on Monday morning, using electronic ballots in the voting area (as we have done in recent years). We will repeatedly communicate with delegates about this schedule and process in advance of the House.

Our Budget and Finance Committee met over an extended session to begin development of the draft 2017 budget. The Committee will forward a draft budget and Board Report 2, which will highlight material changes from the 2016 budget, to both the Board and to council leadership in advance of our July/August meeting. This will allow council leadership time to review the budget and request an opportunity to be heard by the Board. We thank the treasurer, committee and Finance Division staff for the difficult work undertaken on behalf of the Association.

Dr. O'Loughlin reviewed for us our progress under Members First 2020. There is no question that we are a complex organization and our governance complexity adds to the difficulties we face in achieving our goals. While we are in good shape financially, at the moment, the numbers and projections make clear that our expenses are growing faster than our revenue and (depending on various factors) we will be facing structural deficits in coming years. The following chart, which assumes no significant changes, looks into the future and illustrates this point. We can turn these lines and delay the point when revenue and expense lines cross so that we have time to react thoughtfully and effectively.

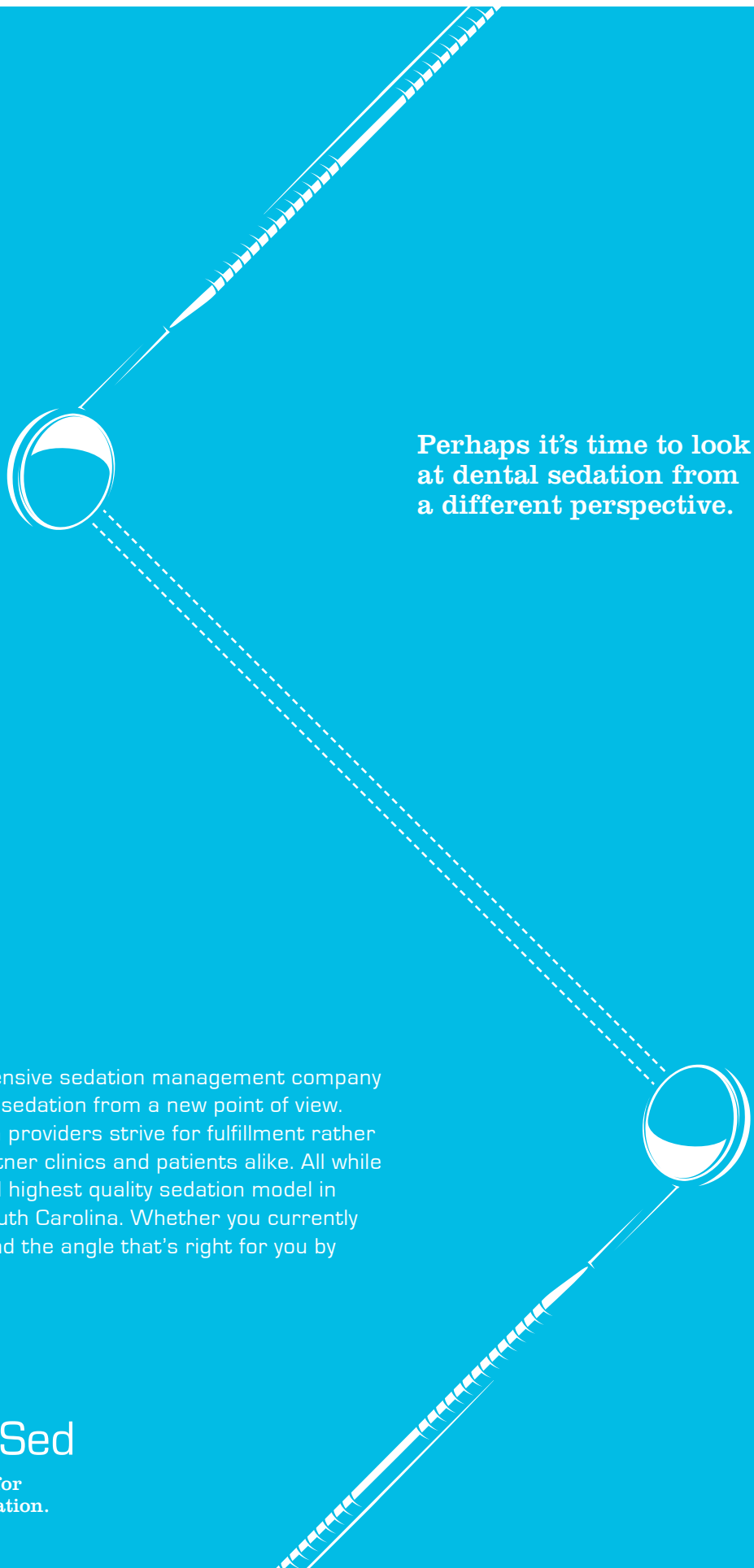


Part of the issue relates to our decreasing dues revenue, but our non-dues revenues also are not growing quickly enough. We need to remember the steeply discounted dues paid by new dentists in their first five years out of school. This same population is a target population for our membership team. The result is that progress we make in this area will not be felt in the finances for several years. We will closely monitor our trends as we approach the midpoint of our strategic plan next year.

This review of financial trends and projections caused us to consider some fundamental questions. Will our current business model allow us to meet our objectives? Are fundamental changes needed? If so, how extensive? What can we learn from other associations that have achieved greater revenue growth? The good news is that our look forward over several years has allowed us to consider these questions in a thoughtful way now, instead of two or three years from now. This will allow us to react in a timely way. We authorized retention of an outside expert over the next year to guide us in examining these questions. In the coming months, we will consider how we will undertake this important work.

Our chief communications officer briefed us on our renewed communications efforts throughout the Association. Our work includes national campaigns as well as a research-driven approach to communications based on specific descriptions of different target audiences (both member and consumer personas). Of course, our communications efforts will include a strong digital presence. We are also now consolidating the many communications campaigns we typically have into a small number of consolidated and coordinated campaigns. This will increase the impact of our messages going forward. Finally, we reviewed three videos--on ADA membership, the code of ethics and fluoride. These are great examples





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ETHICS: <https://youtu.be/0VCcymTKG6U> or <http://www.ada.org/en/public-programs/advocating-for-the-public/fluoride-and-fluoridation/fluoridation-videos>

Our membership division provided us with an overview of our client services approach to supporting state societies. We have divided all state societies among a group of outreach managers, so that each state society can have a single point of contact for help and information. The outreach managers can help coordinate the varied work done by the ADA at or through the state level. In addition, we learned about a new service we will be offering the states, a management firm states can use, as they see fit. States can use the firm to help with a specific project or task. WJ Weiser is the name of the association management firm and will act as an endorsed provider. Any contract with a state society will be directly between Weiser and the state society. This firm has experience with other associations with similar issues and our membership division is working with Weiser to be sure Weiser has a firm understanding of the tripartite.

Our relationship with ASDA is a very important one, and it is multi-faceted. ASDA leases space from the Association in the Chicago building. We are working with ASDA to assure that ASDA's needs are fully satisfied. Next year, the WLC will be a joint endeavor with both the ADA and ASDA. We all look forward to working with ASDA at the WLC. Licensure is an area of common interest to both ASDA and ADA and we will continue to work closely with them. The ADAT exam is another area of common interests. The cost of the exam can be a source of friction between the two organizations and we will continue to work with ASDA to explain the advantages of the exam. (On our ADA Connect site, we have posted a slide deck and FAQs on this topic for your use.) Finally, in July, the ASDA board will be joining us for part of our meeting and we look forward to that opportunity.

Licensure is a very important topic for the profession. The Board was updated on the work of the Licensure Taskforce. The work can be quite contentious and we all thank the task force members for their efforts. One goal of the task force is to increase professional mobility through licensure portability. This issue is certainly complicated by state's rights, on one hand, and the strong desire of newer dentists for licensure portability, on the other. The work continues, including education of state dental boards and general membership on the key issues. The task force meets again this August, with the ADEA licensure task force. Additional meetings will certainly be required.

We concluded our meeting a discussion on CODA. CODA is an independent commission and maintaining the relationship with the Commission is an important task. The ADA-CODA Taskforce may seek time during the annual session to help educate members about the CODA budget as CODA works toward being financially independent. The Taskforce is also addressing some governance issues and that work will be ongoing.

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## New Endorsed Messaging Provider Protects Your Practice

By Mark Brown



Mr. Mark Brown

As you know, dentists face many complex regulations when it comes to sharing patient information electronically because of HIPAA regulations that protect the security of patients' health records. Whether you are collaborating with a colleague or sending records to a patient's new practitioner, the security of the email system that you are using is essential to maintain HIPAA compliance.



After an extensive review of numerous companies, the SCDA Member Benefits Group identified iMedicor's iCoreExchange as a great solution for SCDA Members who are looking for a way to communicate electronically in a secure and HIPAA compliant manner with both patients and colleagues.

*"The recent endorsement of iMedicor for secure email delivery is in an effort to assist SCDA Members in getting HIPAA compliant as it relates to electronic communications. Any personal health identifiers that need to be sent electronically should be done so via a protected mechanism and iMedicor offers that vehicle in a user-friendly manner and at discounted rates for our members."* **Craig N. Little, DMD, Chairman – SCDA Member Benefits Group, Inc.**

We are pleased to announce this new endorsement and invite you to evaluate the iCoreExchange for your practice.

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## OCR Ramping up Focus on HIPAA Audits in 2016

By Don Douglas, COO at iMedicor, an SCDA Endorsed Company

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In recent reports issued by the Office of Inspector General for the Department of Health and Human Services (OIG), the Office for Civil Rights (OCR) was criticized for their failure to effectively enforce HIPAA privacy standards and follow up on breaches containing protected health information (PHI).

The OCR promised to increase their oversight and responded before the end of 2015 with the announcement of three HIPAA settlements exceeding \$5 million. It appears Leon Rodriguez, Director, Office for Civil Rights wasn't kidding when he stated "These changes.... strengthen the ability of my office to vigorously enforce the HIPAA privacy and security protections...."

A review of privacy violations during the period of 2009 to 2011 showed that 54% of violations demonstrated non-compliance with at least one privacy standard, with two common violations being prominent: (1) restricting uses and disclosures of PHI (2) implementing safeguards to protect patient Health Information (PHI).

In September 2015, the OCR awarded FCI Federal with a \$770,000 contract to conduct phase 2 audits which were scheduled to begin in early 2016. These audits will focus on privacy rule requirements and security rule requirements including administrative, physical and technical safeguards, and will be directed at health care providers (including dental practices), health plans, and business associates.

Although the HIPAA privacy rule has been around since 1996, the first penalty wasn't imposed until 2008. Since 2012, enforcement has increased dramatically, with twenty-one penalties ranging from \$50,000.00 to over 3.5 million, 7 of which were in excess of \$1 million.

With audits increasing, what questions should we be asking?

- Are our policies and procedures up to date with the current HIPAA privacy rule?
- Is our staff up to date with the current HIPAA privacy rule?
- Are we complying with administrative, technical and physical safeguards when addressing HIPAA and the transfer of protected health information?
- Have we properly identified all business associates and ensured a Business Associates Agreement has been signed?
- Have we conducted a proper risk assessment?
- What technology is available to help prevent HIPAA violations?

When transferring patient health information (PHI), specifically electronic PHI, there are 5 technical safeguards addressed in the HIPAA privacy rule:

- Access Control - §164.312(a)(1)
  - o Unique User Identification
  - o Emergency Access Procedure
  - o Automatic Logoff
  - o Encryption & Decryption
- Audit Controls - §164.312(b)
- Integrity - §164.312(c)(1) – Authenticate Electronic Protected Health Information
- Person or Entity Authentication - §164.312(d)
- Transmission Security - §164.312(e)(1)
  - o Integrity Controls
  - o Encryption

A common misunderstanding when dealing with implementation is the term "Addressable" versus "Required". If an implementation specification is "required", the specification must be implemented as stated. An "addressable" implementation specification does not mean "OPTIONAL", but it provides flexibility on how to comply and must be implemented if it is "reasonable and appropriate" to do so. A covered entity will need to perform one of the following for each addressable specification:

- (a) Implement the addressable implementation specifications.
- (b) Implement one or more alternative security measures to accomplish the same purpose.
- (c) Not implement either an addressable implementation specification or an alternative.



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## DentaQuest and SCDHHS

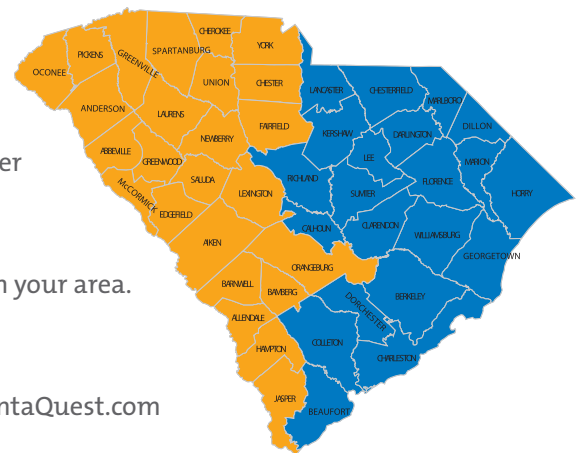
Working together to improve the oral health of South Carolina's residents

DentaQuest manages the Healthy Connections dental program. We greatly appreciate the contributions of providers. Our provider web portal makes it easy for you to submit claims and authorizations, check member eligibility and more. Responsive service from our call center reps keeps your offices running at peak efficiency.

To learn more about the Healthy Connections program or DentaQuest, contact a provider relations representative in your area.

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The covered entity's decision must be documented in writing and must detail the factors considered as well as the results of the risk assessment on which the decision was made.

Technology for transferring electronic protected health information (ePHI) in the market place today varies from encryption plug-ins that meet only one or two of the security standards to fully HIPAA compliant products providing coverage for all five technical safeguards. When selecting a HIPAA compliant messaging provider make sure you ask the following questions:


- Does your provider utilize the DIRECT Trust protocol, providing identity verification?
- Is there a file size restriction for attachments and x-rays?
- Does your provider store your emails for a minimum of 6 years per HIPAA?
- Does your provider incorporate encryption technology?
- Can your provider demonstrate their ability to provide an audit trail?
- Can you communicate with entities outside of the network in a fully HIPAA compliant manner?
- Does your provider back up data regularly?

With the internet and continual flow of information at our fingertips, "I didn't know" no longer holds water. Simply stated, the federal government has discovered how to generate revenue utilizing the HIPAA privacy rule. Although you might think "it would never happen to me", it only takes one disgruntled employee or upset patient to file a complaint with the OCR on your practice.

The failure to comply with the HIPAA can result in costly punitive fines and potentially put your practice at risk. Don't be the example everyone else learns from.

Resources:

- HHS.gov – Office of Civil Rights
- Is your dental practice completely HIPAA compliant? By: Dr. Lorne Lavine
- Expect Increased Focus on HIPAA Audits in 2016 – By: Andrew J. Weissenberg, Iseman, Cunningham, Reister & Hyde LLP, Albany/ Poughkeepsie, New York
- OCR expected to increase HIPAA audits in 2016. By: Akanksha Jayanthi



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By Maie Brunson, Membership and Marketing Manager

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### South Carolina Dental Association

This App helps serve the South Carolina Dental Association. The South Carolina Dental Association represents member dentists in order to promote and provide optimal oral health care to all citizens of the state of South Carolina by serving as an advocate to advance the profession of dentistry.



# Classified Ads

## Dental Related Services

**Palmetto Dental Personnel Inc.** is owned and operated by a dental professional with 20+ yrs experience and has exclusively provided professional staff for Columbia and the surrounding areas for 20 yrs. PDP has dental hygienists, assistants and front office personnel available for temporary and permanent positions. Contact Gail Brannen 1-800-438-7470, fax 866-234-8085, email [gbrannen@palmettodentalpersonnel.com](mailto:gbrannen@palmettodentalpersonnel.com) or [www.palmettodentalpersonnel.com](http://www.palmettodentalpersonnel.com).

Kodak/Carestream & Shick Intraoral X-ray Sensor Repair. Specialize in repairing Schick CDR & Kodak / Carestream RVG 5100 & 6100 dental X-Ray sensors. Repair & save \$1,000's over replacement cost. We purchase old/broken sensors [www.RepairSensor.com](http://www.RepairSensor.com)/919-924-8559

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## Locum Tenens/Positions Wanted

**Dentist available for locum tenens.** Available daily, weekly or monthly. General Dentistry. 20 years+ private practice, 8 yrs contract dentistry. Private practice, city and county dental clinics. Dr. Garland L. Slagle 843-837-4126.

Since 1975, **Dental Power has been placing dentists seeking work!** We have clients in SC with fill-in/locum tenens needs, short-term assignments (mobile dentistry and school based programs), long-term contract work and associate position openings. You can learn more and view specific opportunities at [www.DentalPower.com](http://www.DentalPower.com) or 800-710-9720

**General dentist seeking full-time associate position.** Chapin, Irmo, Lexington & Columbia area. 2015 WVU graduate, AEGD Certificate, flexible, dependable, available summer 2016. Proficient in restorative, removable prosthodontics, anterior & premolar endodontics, extractions comfortable working with children. Email Elizabeth Fitch DDS at [fitche04@gmail.com](mailto:fitche04@gmail.com)

## Positions Available - Dentists

Our Lady of Mercy's Wellness House Dental Program on Johns Island needs **volunteer SC licensed dentists** to provide er & basic dental. M-Th and Tue evenings. Contact Dr. John Howard or Jakki Jeff at 843-559-4493. Large group dental practice looking for **associate dentist** to join our expanding team in Columbia, SC. Competitive and excellent pay for qualified candidate. Experience preferred. State of the art facility. Candidates must have great work ethic, excellent skills and good chair-side manner. Email CV to [bromanoea@yahoo.com](mailto:bromanoea@yahoo.com)

**Volunteer at the Helping Hands Dental Clinic** (Georgetown). Licensed SC dentist, to provide extractions. Thur Evenings 5:00 pm. Contact Tracy Jones at 843-527-3424 or [acct.hhands@gmail.com](mailto:acct.hhands@gmail.com).

**Associate Dentist** in Charleston (Ladson) in a growing private practice (5-10 yrs experience). Seeking a gentle and caring Page 18

Dentist who is thinking of their future and interested in a long term career. Excellent clinical skills and enjoy restorative, implant and cosmetic dentistry. 843-312-7847 or email [Trish.Nicklas@yahoo.com](mailto:Trish.Nicklas@yahoo.com)

**Associate Dentist FT/PT** in Myrtle Beach. Fee for service, no PPO's or HMO's. Digital and paperless! Fully trained, highly experienced team. Income potential is excellent. E-mail CV and cover letter to [lisa@marketcommondentistry.com](mailto:lisa@marketcommondentistry.com)

**General Dentist, Hygienist and Assistant** with experience needed for a fast pace new dental practice in Georgetown SC. Offering-paid vacations, sick days and 401K. Please fax resume to 843-527-7553.

Thriving private practice **seeking an enthusiastic & talented associate** to support our continued growth. Our practice is newly constructed and in the heart of lively and growing Lexington, SC. We are looking for an associate to join our highly skilled, experienced & dedicated team. Email resumes to [pgoose@gmail.com](mailto:pgoose@gmail.com) or 803-736-9991

**Pediatric Dental Opportunity-** An exceptional opportunity to join a growing Pediatric Dental & Orthodontic practice with multiple locations in the Charleston area. Join a TEAM in fun, well-respected, state of the art paperless practice with competitive salary and benefits. To learn more, please email [isabel@coastalkidsdental.com](mailto:isabel@coastalkidsdental.com) or call 843-818-5437.

Coastal SC, **PT or FT General Dentist** with 2-3 years experience to perform all aspects of general dentistry in an exceptional environment with advanced technology. Loyal staff of 15-20+ years. Benefits/retirement included. Email resume to [hazteal@yahoo.com](mailto:hazteal@yahoo.com).

**Associate Dentist** position available in Fort Mill in an established but growing practice (at 2 years experience). Seeking a compassionate Dentist with excellent clinical skills who enjoys restorative, crown & bridge, preventative and cosmetic dentistry. Please contact Dr. Jasper at 803-548-4353 or [drjasper@jasperdentistry.com](mailto:drjasper@jasperdentistry.com).

Successful, fee-for-service, multi-doctor practice seeking **Associate Dentist** with proficiency in all areas of general practice and endo a plus. Prefer 3-5 years of experience. Position is initially 3 days per week with possibility for more. Located minutes from the beach in beautiful Charleston. Email CV to [pinappledentistry@gmail.com](mailto:pinappledentistry@gmail.com).

**ElderCare mobile dentist needed full time.** Deliver dental services to eldercare population in nursing homes. The dental care will be provided in the nursing homes which will consist of mainly exams and screenings. Will work closely with a Registered Dental Hygienist. Care provided at nursing homes throughout SC. Contact [mbh@prohealthdent.com](mailto:mbh@prohealthdent.com).

Excellent **Associate opportunity** in a paperless fee for service practice focused on complete health dentistry. We are a well respected team based practice that provides quality advanced dentistry. We are seeking a motivated Associate with surgery and endo

experience. Interested candidates reply to [drehortman@sc.rr.com](mailto:drehortman@sc.rr.com).

**Part-time Endodontist** needed in Lancaster to treat patients in our office one day a week. Please contact Chad Tolbert at [tolbert81@yahoo.com](mailto:tolbert81@yahoo.com).

**General Dentist needed** in Greenwood to treat children. Excellent opportunity to be an Associate in this brand new pediatric dental office. This is not a corporation so there will not be anyone looking over your shoulder. Experience treating children is preferred. Contact [ellis3dmd@gmail.com](mailto:ellis3dmd@gmail.com) or 803-413-5100.

Busy multi-discipline practice **seeking pediatric dentist.** Candidate must be certified or recent pediatric experience. Position is for 4 or 5 days, depending on your preference. Sign on bonus and health insurance benefits available. Contact [aminish@mdadental.com](mailto:aminish@mdadental.com).

Great Expressions has **full-time, solo opportunities** for Dentists in metro-Atlanta, including: Fayetteville, Lilburn, Douglasville, Stockbridge and Newnan, GA. Six-Figure Draw vs. Percent of Production w/ sign-on or relocation possible as well! Clinical Freedom and Treatment Autonomy! Defined career-path, health/dental, 401K, time-off, malpractice assistance, CE. Call 678-836-2226!

**Full time Associate** needed for busy, up-to-date practice in the Goose Creek/Charleston, SC area. Please email CV to [rngilreath@hotmail.com](mailto:rngilreath@hotmail.com) or [sonya@goosecreekfamilydentistry.com](mailto:sonya@goosecreekfamilydentistry.com).

Great opportunity for full time **General Dentist Associate** in Camden SC with partnership tract. 4 day work week with 6 weeks of vacation. Great technology in practice (CBCT, CEREC, IV Sedation) and mentorship available. Base pay range \$125k-\$165k based on experience. Contact [mwammons@gmail.com](mailto:mwammons@gmail.com) or 803-432-3571.

Columbia Oral Health Clinic, a 501c3 non-profit desires a **PT dentist.** Treatment procedures include simple and complex restorative and oral surgical procedures and complete and partial denture prosthodontics. The position is salaried and offers tuition reimbursement of up to \$50,000. All inquiries may be made to [cohc@sc.rr.com](mailto:cohc@sc.rr.com) or call 803-779-4795.

**Associate dentist needed in Florence, SC** for a well established, highly productive dental office. Experienced staff. Currently working M-W, but can add days if necessary. Recent graduates welcome to inquire. Please email cv to [dr.rogers@charter.net](mailto:dr.rogers@charter.net) or fax 864-715-0690. Call 864-200-1999 for details.

**Seeking Associate Dentist in Sumter, SC** Great Respect, Benefits & Bonuses! Fast growing, privately owned dental office. Huge opportunities for advancement. With our unique bonus system & promotion policy your income potential is essentially limitless. We offer the newest most advanced equipment/procedures, educational support, allowances for CE, and flexible hours. [evelyn@ehorneassoc.com](mailto:evelyn@ehorneassoc.com)

**Associate needed in Oconee County-** Excellent opportunity for motivated quality oriented General Dentist with exceptional communication skills. Enjoy working with a fun loving team that values relationships with each other and patients in an atmosphere of excellence, integrity and compassion. Contact [oconeescdentist@gmail.com](mailto:oconeescdentist@gmail.com).

**General and Pediatric Dentists needed in Barnwell, Williamsburg, Georgetown and Horry County.** FT/PT Dentist needed that enjoy working with children. Please call for more information 843-839-4554 or [mendez\\_marlene@yahoo.com](mailto:mendez_marlene@yahoo.com)

**Heartland Dental openings in SC!** If you are an outgoing and positive Dentist looking for career satisfaction and continuing education opportunities, join a Heartland Dental supported office! We currently have positions available in: Columbia, Lexington, Rock Hill and Greenville. For more information, please apply online at [heartland.com](http://heartland.com) or contact Allison Varner 217-540-8389 or [avarner@heartland.com](mailto:avarner@heartland.com).

Dentist: **Consulting firm seeking practice transition consultant nationwide.** Immediate need in SC. Full training and support. Unlimited earning potential. [careers@paragon.us.com](mailto:careers@paragon.us.com) or 866-898-1867.

Mid America Health is seeking **full & part time dentists!** We offer competitive and full time positions offer benefits including PTO and paid holiday with medical, dental and vision insurance, 401k and a HSA available. SC dental license and DEA required, malpractice provided. Join our team today at [www.mahweb.com](http://www.mahweb.com).

Kool Smiles is hiring in SC! We are currently **hiring PT or FT for all Dental Specialties:** Oral Surgery, Orthodontist, Pedodontist and Dental Anesthesiologist. We have locations in: Rock Hill, Greenville, Anderson, Columbia, Sumter, Orangeburg and Charleston. For more information, please apply online at [koolsmilesjobs.com](http://koolsmilesjobs.com) or contact Emily Platto 770-508-6810 or [eplatto@benevis.com](mailto:eplatto@benevis.com)

Large group dental practice looking for associate dentist to join expanding team. **Positions available to Fort Mill, Indian Land and Rock Hill.** Competitive/excellent pay for qualified candidate. Experience preferred. State of the art facilities. Candidates must have great work ethic, excellent skills and exceptional chair-side manner. Interested candidates email CV [bromanoea@yahoo.com](mailto:bromanoea@yahoo.com)

**Associate (or Part Time) Opportunity in Myrtle Beach-** Part time or Full time. Mature, restorative patient clientele. Minimum 1 year private practice experience and proficient in molar endo. Opportunity for buy-in and/or buy-out. Six operatories with room for expansion. Long term lease in place. Potential for 7-figure practice in two years with an aggressive associate. Contact: [chadrlamar@yahoo.com](mailto:chadrlamar@yahoo.com)

**York Technical College,** 452 S. Anderson Rd, Rock Hill SC, 29730 is looking for a Dental Technology Instructor in Health & Human Services Division. To apply complete an online application at [www.yorktech.edu/hr](http://www.yorktech.edu/hr). York Tech College is an equal opportunity.

**Associate Dentist needed in Darlington, SC.** Immediate opening with ownership interest available. Sign on bonus with long

term contract. Call 864-200-1999 or email [dr.jscottrogers@gmail.com](mailto:dr.jscottrogers@gmail.com) for details.

**Associate Dentist needed in Murrells Inlet** for thriving practice operating 4 days a week. Full-time or part-time available. Contact 864-993-6675 or [jenmitchell17@gmail.com](mailto:jenmitchell17@gmail.com).

#### **Positions Available- Staff**

**Ortho Assistant needed** in Charleston-two locations (Mt Pleasant & N. Charleston) seeking positive, upbeat assistant. 4 days per week. Please email resume, photo and salary history to [843dentaljob@gmail.com](mailto:843dentaljob@gmail.com) [www.garrettsmiles.com](http://www.garrettsmiles.com)

Seeking **mobile dental hygienist-** provide dental cleanings on-site to residents of nursing homes in South Carolina. Will be lead hygienist. Travel is required. Contact [mbh@prohealthdent.com](mailto:mbh@prohealthdent.com).

A brand new, private practice dental office is looking for energetic, motivated, reliable, quick-learning **dental assistant** to join the team. Experience preferred. Must be able to assist all aspects of dentistry and be familiar with Eagle Soft. Please email resume to [brigitte.lorbecki@gmail.com](mailto:brigitte.lorbecki@gmail.com).

**Dental Assistant Irmo area-** Join our team and take pride in introducing children to a lifetime of dentistry. Our assistant must have a minimum of 1 year experience, nitrous oxide and x-ray certified, dependable, enthusiastic, able to communicate well with parents and children, energetic, positive. Fax resume to 803-781-8401.

**Office Manager Irmo area-** Must possess excellent communication skills, customer service oriented, positive attitude, energetic, ability to multitask, successfully address conflict resolutions, attention to detail, self motivated, leadership, dependable, extrovert and professional. We offer vacation and sick leave and 401k. Salary commensurate with experience. Fax resume to: 803-781-8401.

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**Southwest SC #8930** -Gross collections-\$936K; 3 operatories; 4 days. For more information contact Dr. Earl Douglas at 770-664-1982 or [earl@adssouth.com](mailto:earl@adssouth.com)

**Columbia General Practice #8843**-Gross collections-\$559K; sale price \$449K. 3 operatories; 1300 sqft. office space. For more information contact Dr. Jim Howard at 919-337-1162 or [jim@adssouth.com](mailto:jim@adssouth.com)

**SW Greenville #9016**-Gross Collections-\$640K; 5 operatories; 4 days For more information contact Dr. Earl Douglas at 770-664-1982 or [earl@adssouth.com](mailto:earl@adssouth.com)

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**Lowcountry/Coastal SC-** oral surgery practice with periodontist in this highly desirable area of South Carolina. 3 operatories with new equipment added in 2015! Contact Henry Schein Professional Practice Transitions Consultant Courtney Howell Robinson, 843-324-0703, [courtney.robinson@henryschein.com](mailto:courtney.robinson@henryschein.com) #SC107

Established Dental office for sale. Great location! **Sumter SC.** Real estate, supplies, equipment, Practice management Database, furnishings etc. 5 operatories, lab, lounge, private office, 3 baths, waiting area. Collections \$900k when working, seller price \$300k. Seller became disabled Dec. 2015, retired. Please email [dochollidaysumter@gmail.com](mailto:dochollidaysumter@gmail.com)

Dental practice for sale in **Charleston SC-1057** Rarely available! Practice for sale in the fastest growing part of the city. 5 operatories, all digital, Cerec available as well. Mostly fee for service practice collecting approximately \$600,000. Beautiful professional building. Dr moving. Tremendous growth opportunity. Most procedures referred out. 678-482-7305 or [info@southeasttransitions.com](mailto:info@southeasttransitions.com). Listing ID SC1057. [www.southeasttransitions.com](http://www.southeasttransitions.com)

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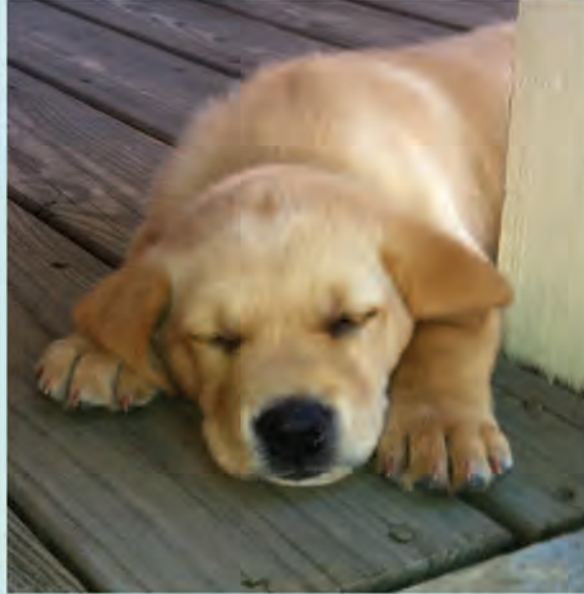
**Spartanburg: Dental office for sale.** 1,500 sq ft. Three operatories. Plumbed for nitrous. Super location, attractive and well maintained building. Like new equipment and chairs. Perfect for start-up, satellite or specialty practice. Priced reasonably. [drcrout@aol.com](mailto:drcrout@aol.com) or 864-316-6364 for more information.

**Darlington general dentistry** practice for sale. Practice is well equipped, paperless, digital & Eaglesoft. Some PPO & fee for service. Average collections of \$500,000 on 3 days per week. Possible owner financing for the right candidate. Call 864-200-1999 for details.

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**For Sale:** Dental equipment chairs, units, lights, cabinetry, x-ray, vacuum, compressor, sterilizers and handpieces. Any and all things dental call 843-697-7567.

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800-327-2598 toll free in SC  
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