



Inside this issue:

Give Kids A Smile	5
Master Calendar	5
2013 Leadership Program	6
2012 Take-Aways for Employers	8
The 4 Steps for "Done Right" Accountability	10
President's Message	13
Executive Director's Notes	15
Member Benefits Group	18
Classifieds	21

Vision for the Future

By Phil Smith

The SCDA 141st Annual Session will be held on May 2-5, 2013 at the Kingston Plantation, Embassy Suites Resort in Myrtle Beach. The Central District Convention Committee has been working overtime to develop a first class slate of speakers for your enjoyment. We also have a few surprises planned to entertain your social agenda.

On Thursday we will offer two excellent speakers, Dr. Sam Low and Ms. Joy Millis. Dr. Low is the Associate Dean and professor of periodontology at the University of Florida. He is an advisory faculty member of the Pankey Institute and Past President of the AAP. Dr. Low will present a focus on restorative and cosmetic dentistry with an emphasis on tissue management. This seminar is for all disciplines of dental care.



Joy Millis

Joy Millis is considered by many to be "the implant specialist." She has a long association with dentistry and serves as a consultant for implant delivery, management and marketing in the dental office. She is a visiting faculty member at MCG, University of Texas Health Science Center and the Oregon Health Science Center. She will offer powerful insights in using implants in your practice. A must for doctors and staff alike!

Friday will be more of the quality curriculum you expect from the SCDA Annual Session as we present Dr. Tom McDonald and Mr. David Meinz.



Dr. David Meinz

Dr. McDonald is a general dentist dedicated to comprehensive dentistry. His practice is in Athens, GA. He has served on the faculty of oral rehabilitation at the Medical College of Georgia since 1983. You and your staff will learn to integrate full and optimum oral examination into your practice. Dr. McDonald lectures across the country on all areas of restorative dentistry and occlusion. This lecture should not be missed!

On an uplifting and exciting note, we offer David Meinz. Dr. Meinz is a contributing editor for the Journal of the AGD. He is a frequent guest on radio and television and shares his humorous and accurate perspective on health, nutrition and how to "celebrate 100 birthdays." His course, "What Good is a Dead Patient with Perfect Teeth?," will enthrall you and encourage your healthy connection with your patient base. He is a high energy crowd pleaser.

Our educational curriculum have packed so many special courses into the Saturday session, that this could be the highlight of your weekend. Drs. Rivers, Mallery and Ingraham will offer their excellent implant prosthetic course emphasizing a protocol for large case restorations. Another guest lecturer, Dr. Dave Felton from the prosthetic department of West Virginia School of Dentistry, will share a perspective on restoration durability and longevity.



Glen Lombardi

For dental offices interested in developing a web presence, Mr. Glen Lombardi will guide attendees through the basics and beyond for a digital identity. Step stair production and implementation will be shared with attendees. Other mini-courses will be offered throughout the session weekend. Some will be scheduled during "lunch and learn" forums on the exhibit floor others will occur on Saturday.

The SCDA Convention Committee invites you to visit the official website at www.scdaannualsession.com to register for the event or to preview information for the meeting. See you there!



Dr. Sam Low



Dr. Tom McDonald



Dr. David Felton

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2013 Awards Program

Nomination Guidelines

Please take time to carefully consider individuals who you feel are worthy of these awards. Enclosed is a nomination form which you may use to nominate a candidate for an award. Your nomination form, your letter of recommendation, and the nominee's CV must be returned by January 13, 2013 to the SCDA office at the address indicated below.

Upon review of the forms, the Board of Governors will make the final selections.



Awards Program

GEORGE P. HOFFMANN, JR., DISTINGUISHED DENTIST AWARD

This award is the premier and most prestigious award presented by the South Carolina Dental Association. It is to honor a member or former member for years of outstanding service to the SCDA, the dental profession, and the community. Nominees must have practiced dentistry in South Carolina for a minimum of ten years.

MERITORIOUS ACHIEVEMENT AWARD

The nominee must be a member in good standing of the SCDA who has demonstrated in recent years significant achievement in dentistry in the areas of professionalism, leadership, academics, research, or health care delivery.

JAMES B. EDWARDS CITIZENSHIP AWARD

The nominee must be a member in good standing of the SCDA who has served the citizens of South Carolina in a manner that reflects a positive image of dentistry. Areas of achievement include humanitarian and religious activities, civic affairs, community service, or cultural contributions.

NEW DENTIST AWARD

The nominee must be a member in good standing of the SCDA who has been in practice ten years or less or who is under forty years of age. The nominee must have demonstrated leadership qualities through service to dentistry.

DENTAL TEAM MEMBER AWARD

The nominee must be an assistant, hygienist, a front desk staff person, or a laboratory technician who is a dental team member in a private office. The nominee must be from an office of a South Carolina Dental Association member and the nomination must be made by a South Carolina Dental Association member. The criteria for evaluation include:

- The nominee demonstrates that he/she holds the profession of dentistry in the highest regard.
- The nominee has five or more years of experience in the dental field.
- The nominee promotes the interest and betterment of the profession through the team concept of dentistry.
- The nominee participates in community activities that bring credit to the dental profession.
- The nominee demonstrates enthusiasm for his/her work and creates innovative ideas about patient relations and managerial modifications that improve the delivery of patient care.

SPECIAL RECOGNITION AWARD

The nominee may be any individual who deserves recognition for special achievement or an extraordinary deed related or unrelated to dentistry. This award provides for special circumstances that do not conform to the other awards.



2013 Awards Nomination Form

Category of Award

Name of Nominee

His/Her Address

Please attach your typed letter of recommendation and the nominee's CV.

Awards may or may not be granted at discretion of the Board. A sitting Board member may not be nominated.

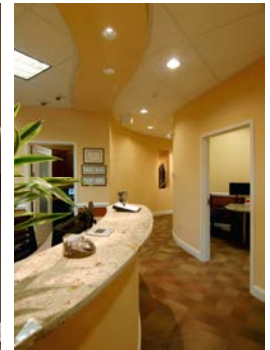
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Name (Print)

Date

Telephone(s)

Approved, Board of Governors



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SCDA Mission

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.

Are You Retiring?

Please Notify the SCDA

Call the SCDA office and ask for a retired affidavit so that you can continue to receive all the member benefits you've come to enjoy and expect, but at a quarter of the cost! You can also request a free copy of "Closing a Dental Practice" or click here to go to the SCDA's website to download a copy. Contact Christy Meador at 800-327-2598 or by emailing her at meadorc@scda.org.

1 out of every 10 dentists will suffer from alcohol or drug abuse at some time in their lives.

If you or someone you know needs help, contact the SCDA's Dental Assistance and Advocacy Committee: 800.327.2598

Are Your Workplace Posters Current?

Visit <http://www.llr.state.sc.us/aboutUs/index.asp?file=Posters.htm> to make sure!

Give Kids A Smile, Presented by a Caring Dental Community

By Phil Smith



ADA American Dental Association®

February will mark the eleventh year that the South Carolina dental community developed and presented a free children's dental care program. The project, known as Give Kids A Smile, was initiated by the ADA, and embraced by the South Carolina Dental Association. When it was launched most of the affiliate partners in dentistry stepped up to give of their time and resource.

In the beginning, there was a single project staged at the Midlands Technical College Campus dental clinic. Much like the "DADS Day" effort, dentists came from all around to screen and restore the teeth of children who had needs and no insurance or resource. The outcome was a big success. GKAS was a true gift to the community, and all involved knew it was a needed gift from dentistry. Few early participants would have expected that our donated service could exceed \$1,500,000, yet that is what has occurred in 2012 with over \$400,000 generated. The contributions have risen by over ten fold from that first year. Our project has evolved, and beginning February 2013, another "Give Kids A Smile" is to begin.

SCDA is encouraging dentists, hygienists, assistants and other volunteers to share your time and skills for this year's GKAS month.

Throughout the state there will be offices and locations set up to receive kids for dental care. To be eligible, a child must be between the age of 6 and 18, and have no dental insurance coverage. Treatment is free, and cleanings and screenings are encouraged.

A number of locations are based in technical college clinics, but some private or charity clinics are opening their doors. In the evolution of care delivery, numerous dental offices open their practices for scheduled kids on Fridays or incorporate care into the regular day. Whatever the model in your area, please consider participating.

Each district has a contact for volunteering, or you may enroll by contacting Christy Meador at the SCDA office at meadorc@scda.org or 803-750-2277. Your help is needed so please commit to helping.



Master Calendar

January 11	DenPAC Board Meeting	SCDA	10:00 AM
January 13	SCDA Awards Deadline		
January 18	Radiation Safety Exam	Midlands Tech- Airport Campus	11:00 AM
January 19	Stay Out of Jail: The Top Coding Errors	Greenville Tech	8:30 AM
January 25	2013 Leadership Event	Columbia Conference Center	9:00 AM

2013 Leadership Program

South Carolina Dental Association



Save the date for
January 25, 2013

9:00 AM
Columbia
Conference
Center

Phone: 803.750.2277
Fax: 803.750.1644
E-mail: brownm@scda.org

The 2013 SC Dental Association Leadership Program will be held on Friday, January 25th at the Columbia Conference Center and you are cordially invited to attend.

Our keynote speaker for this morning event will be Mr. Michael Dunn of Dunn Associates. Mr. Dunn is a government relations expert with over 30 years experience and he'll explore with attendees the important role that individual dentists play in the political impact of the profession and discuss grassroots techniques that will empower dentistry to win in the legislature. Further speaker information can be found at www.dunnassoc.com.

There is no charge for you to attend this event, but please RSVP to Mr. Mark Brown at brownm@scda.org as seats will be limited. Lunch will be provided.

Special thanks to Delta Dental for sponsoring this event.



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2012 Take-Aways for Employers



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As we wind down 2012 and head into another whirlwind year for businesses (and not necessarily in a good way) in 2013, it is prudent to take a look at some of the trends and important issues affecting employers and that employers will continue to face next year.

Union Organizing

The National Labor Relations Board ("NLRB" or the "Board"), the five-member board appointed by the President, has been extremely aggressive in its efforts to expand union representation among the country's employees and targeting what it considers to be improper practices by employers by "chilling" employee rights. So, what has the Board done in terms of decisions?

1. Employers CANNOT prohibit employees (with the exception of supervisors and managers) from discussing their salaries and wages.
2. Employers CANNOT prohibit employees (with the exception of supervisors and managers) from talking about matters under investigation by Human Resources, such as complaints of harassment or discrimination, or investigations regarding employee misconduct.
3. The Board is again actively attempting to force employers to post the Employee Notice Regarding Rights Under the NLRA, which it promulgated for posting last year. At this moment, employers are NOT required to post the notice as a result of legal challenges to the Board's authority to require this, but this has not deterred the Board from continuing its pursuit.
4. The Board utilized its rule-making authority to make it easier for unions to organize companies, by shortening the election time and process, and allowing the creation of very small bargaining units for purposes of organizing just a small component or department of a company rather than the entire work force.
5. Employers are prohibited from disciplining employees for making derogatory remarks about the company on the employees' social media.
6. Certain "at-will" disclaimers on handbooks may violate employees' rights to seek union representation

Interestingly, some of these rulings are contrary to other federal agency positions. For example, the EEOC strongly encourages and, in some cases, requires confidentiality with regard to its investigations as well as employer-conducted investigations. This puts employers in a quandary as to how to proceed when certain situations arise.

Additionally, the Board has created an extremely employee-friendly website, encouraging employees' use of it. For more insight and to view the website, check out www.nlr.gov.

DOL Audits Regarding Improper Classifications

The United States Department of Labor (the "DOL") was busy in 2012 ferreting out employers who improperly classify employees as independent contractors. The premise is that unless an individual providing services is a true independent contractor, then the employer is defrauding and cheating the government out of taxes due to it.

The DOL will continue these efforts and will continue to penalize and fine employers misclassifying employees as contractors. Employers should take a close look at these relationships and ensure that the proper relationship is created and maintained to avoid such audits, penalties and fines.

The DOL has also announced its intention of continuing its search for employers improperly classifying non-exempt employees as exempt, in an effort to avoid paying overtime pay properly. Employers should review their employees classifications and modify them accordingly. Simply identifying an employee as "salaried" does not entitle an employer to avoid paying that employee overtime.

EEOC Interviewing Guidelines

The EEOC also issued new interviewing guidelines in 2012, on which it will continue to monitor employers in 2013. It has essentially taken the position that arrests and convictions may only be considered in certain circumstances, depending on what the arrest or conviction was for, when it occurred, and the job for which the candidate is applying.

Employers should consider reviewing and possibly modifying their interviewing and hiring criteria to conform to the EEOC guidelines if they want to avoid violations imposed by the EEOC. The guidelines are available on the EEOC's website at www.eeoc.gov.

2013

Next year and those following will continue to be challenging for employers, with the onslaught of health care requirements, as well as changes employers will be required to make in order to protect their businesses from challenges and scrutiny by employees and federal and state agencies.

This is a perfect time to train your managers and supervisors, have your employment contracts, non-compete agreements, policies and procedures reviewed and revised OR put into place if you do not already have them. Please do not hesitate to contact us at kris.cato@rtt-law.com for any assistance in these or other legal services.

Concerned About Rate Gain?



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The Four Steps for “Done Right” Accountability

By Dr. Rhonda Savage, Guest Contributor

Every job in the dental practice is important. The dental team feels empowered and encouraged when they are given responsibility. And with responsibility comes accountability to the team, the doctor, the practice, and patients. Accountability is often viewed negatively, as if it’s just a way to point a finger at someone to blame or highlight failure. But accountability *done right* is exactly the opposite. It is a system within the practice that gives the team members the time, tools, and training they need to succeed. There are four key steps to accountability done right:

Step #1: Sole Responsibility. For each specific job – recare/recall, scheduling, ordering supplies, etc. – one person is put in charge and is clear on the expectations and the training needed to accomplish the task. It’s a good idea to put expectations in writing so there are no miscommunications, and expectations should include both measurable goals (such as past due account balances) and desired behavior. For example, your goal could be to reduce A/R to less than 5% of production, with the behavior to make use of a patient financing company like CareCredit.

Step #2: Time. Clearly defined time is scheduled for the team member to work on the job. If not, it’s almost guaranteed the job will not get done. This means that if, for example, we want the person in charge of recall and reactivation to make calls Tuesday, Wednesday, and Thursday from two to three in the afternoon, then that person is not also trying to juggle answering in-bound phone calls or patient care.

Step #3: Due Date. Each job should have a non-negotiable completion date. The date could be months away, later that day or an ongoing event scheduled on the calendar. For example, recare and reactivation reports on the doctor’s desk the first working day of each month.

Step #4: Follow Up. When you follow up, the doctor has the opportunity to praise and appreciate what the team member did. Daily coaching is a big part of follow-up. Creating a culture of coaching is one of the ways you can make change stick and it can be done in many different ways. In daily coaching it is about helping the team along the path of success. If something goes wrong, take a deep breath and choose the best time to discuss the situation with the team member in a way that is productive.

One great technique that can make daily coaching easier is the “feel, felt, found” technique that clearly states intention. This is how it works. Let’s say you have two team members who seem to bicker, even in front of patients. The coaching might go something like this:

Alice and Linda, I **feel** we have a communication challenge and it’s affecting the superior level of patient care we as a team are committed to providing. When you were in conflict in front of our patient today, I could tell they **felt** uncomfortable, and I did, too. I have **found** that the best way to keep our practice and team healthy is to discuss any issues between team members privately. It is **my intention** to always provide our patients with a comfortable, welcoming and warm environment, and both of you are an important part of that. So in the future, please do not argue in front of patients again.

Accountability done right is:

- Putting one person in charge of a task
- Giving the time and training to succeed by a specific due date
- Giving appropriate and encouraging coaching

This will ensure a positive impact on the team’s morale, patient care and the practice’s health.

Dr. Savage started her career in dentistry in 1976 as a dental assistant. After graduating Cum Laude from Seattle University and then with honors from the University of Washington School of Dentistry, Dr. Savage spent almost two decades in private practice and also as an active duty dental officer in the U.S. Navy during Desert Shield/Desert Storm. Today, Dr. Savage is CEO for Miles Global, an internationally known and well-respected practice management and consulting firm exclusively serving dentists. Dr. Savage can be reached at Rhonda@milesglobal.net



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President's Message



Dr. Thomas Edmonds

I sure do have big shoes to fill, even though her feet are smaller than mine. Huh? I'm talking about our Past President Betsy Jabbour and the exemplary job she did "running the ship" last year. She did not toot her own horn, but simply enabled those around her to stay focused on the task at hand. She embodied my theme words of embrace, engage and empower throughout the year. Also, her ability to perceive things no one else would notice was such an asset and I'm grateful she will be on the SCDA board watching my back this year.

So, what will we be watching this year? Or better yet, what will we be doing about it? I will take this opportunity to share with you our legislative agenda for 2013, and give a little perspective on what it means to your practice. The good news is that Dr. Jim Mercer will continue to lead our legislative efforts.....actually that's great news. BUT, anything legislative must be embraced by a MAJORITY. Our first opportunity to show our majority will be the February 7 Legislative Day in Columbia. For most of you this will be the only day you will be asked to take time out of your practice and collectively advocate for dental issues affecting all people in our state. We will enjoy breakfast

with our legislators at the Palmetto Club at 8 AM and then proceed over to the state house make our presence known! Look for more details to come soon.

"So, what will we be watching this year? Or better yet, what will we be doing about it?"

So, let's look at what will be on our legislative plate this year:

- **Assignment of Benefits Bill** - don't you love having a check for service rendered made out to the patient instead of your practice when you requested otherwise? We continue to advocate for a solution to this dilemma.
- **Rural Incentive Funding** - supporting graduates who will practice in a needed rural setting
- **COHC funding** - a community oral health coordinator who will improve medicaid outcomes
- **Medicaid Services** - advocacy, including reinstatement of a limited adult program
- **Donated Dental Services** - renew funding
- **Anesthesia** - State Board looking at possible permit process for those providing certain sedation techniques. We will advocate for a reasonable and fair procedure to insure safety for practitioners and their patients.
- **Nurses Independent Practice Legislation** - haven't we had a similar discussion in dentistry? We will be watching this very closely.
- **Health Care Reform** - how it will impact the delivery of dental services in your practice. This has the potential to drastically change our practices in the near future.

I will cover some of these in greater detail in future articles, and look forward to filling Betsy's shoes as best I can!



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Executive Director's Notes



Mr. Phil Latham

The South Carolina Dental Association (SCDA) has been speaking of the Donated Dental Services (DDS) program for several months. Recently, the SCDA sent a letter to the membership asking for participation in this worthwhile program.


The DDS program is a collaborative, direct way that the dental profession reaches out to individuals with special needs. These individuals are our most vulnerable residents: disabled, elderly and medically compromised people who can neither afford treatment nor obtain public aid.

The DDS program is designed by dentists and for dentists. The program is operated efficiently by the National Foundation of Dentistry for the Handicapped (NFDH) through DDS coordinators right here in our state. More than 14,100 dentists and 2,800 labs volunteer for DDS nationwide. For a quick introduction to DDS, watch this short video by Dr. Gordon Christensen, NFDH Board Member, at www.nfdh.org.

Participation could not be easier. Dentists and labs take care of the patients, DDS does everything else; no headaches, no red tape. A DDS Coordinator is the liaison between the patient, the labs and the dentists, answering any and all questions, assisting the patient, the lab and the dentist with anything and everything. The goal of DDS is to return patients to good oral health, enabling them to reach an affordable maintenance level.

"The program is operated efficiently by the National Foundation of Dentistry for the Handicapped (NFDH) through DDS coordinators right here in our state."

If you have not signed up to participate in this program, please do so today. You can do through the national website mentioned earlier or call the SCDA today for information on how to get involved.




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Enhance Your Web Presence with Mobile

By Mark Brown



Mr. Mark Brown

In a technologically advanced age, people are accessing the Internet from multiple devices and locations. Whether you are in the comfort of your own home, at the office or on the go, you can connect to the Web from virtually anywhere. Just as you would not use outdated techniques or technology to treat a patient, you don't want to ignore the newest and best mediums available to broadcast your website.

To maintain a strong Web presence for your practice, it is important to stay current with the channels that are available for reaching your patients who use the Internet, and that means ensuring your site is fully compatible for viewing on mobile devices. It is all about making those great features and functions available on your full website, such as your office directions and appointment requesting, accessible on a patient's smaller mobile device.

By establishing your mobile presence, your site is tailored to the needs of mobile users and the capabilities of all mobile devices. Don't miss out on an amazing opportunity to broaden the breadth and depth of your marketing reach to a growing number of patients who use their smartphones for everything. Officite is available to help you take the next step in improving your Web presence through a mobile website. Officite is endorsed by the SCDA Member Benefits Group, providing SCDA members discounts up to 37% off. Get your mobile website today by visiting <http://www.officite.com>, or by calling (866) 731-8834.

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BOULDER HAZED & INFUSED—4.85% ABV IS AN UNFILTERED DRY-HOPPED ALE "HAZED" IN ITS NATURAL STATE AND "INFUSED" WITH A CRYSTAL AND CENTENNIAL HOP BLEND, CREATING A FLAVORFUL AROMATIC BREW. JUST ENOUGH YEAST IS ADDED TO GIVE A FULL MOUTHFEEL AND A SMOOTH, EASY FINISH. SO SIT BACK, RELAX AND GET HAZED.

BROOKLYN LAGER—5.2% ABV AND AN AMBER GOLD IN COLOR AND DISPLAYS A FIRM MALT CENTER SUPPORTED BY A REFRESHING BITTERNESS AND FLORAL HOP AROMA. CARAMEL MALTS SHOW IN THE FINISH. THE RESULT IS A WONDERFULLY FLAVORED BEER, SMOOTH, REFRESHING, AND VERSATILE WITH FOOD: DRY-HOPPED, FRESH, FLOWERY, FIRM, FLAVORFUL.

SEE YOU AT BREWS AT THE BLUES!

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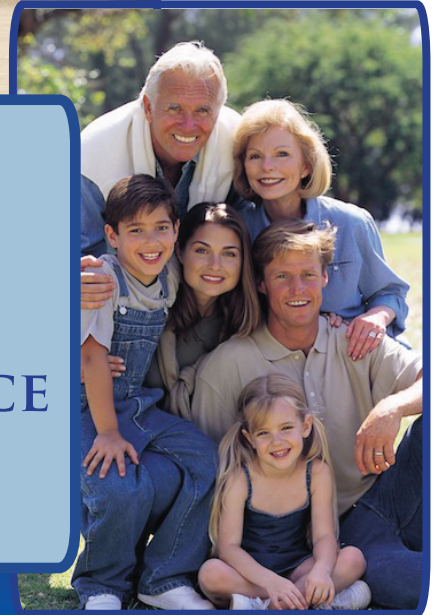
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- Non-Surgical, Surgical and Regenerative Periodontal Therapy
- Surgical and Restorative Implantology
- Fixed and Removable Prosthetics
- Oral Medicine/Oral Surgery/Oral Pathology
- Pediatric and Adolescent Operative Dentistry
- Endodontics
- Pediatric Dentistry
- Orthodontics
- Esthetic/Cosmetic Dentistry
- Practice Management/Marketing

The second day workshop will give each participant hands-on experience with the various wavelengths, performing surgical procedures on in-vitro models. Real time videos of routine laser procedures will be part of the in-depth discussion of specific instrument settings and techniques for laser surgical procedures.

Dr. Bob Convissar, founder of Full Spectrum Seminars, is a pioneer in Laser Dentistry. He was one of the first to incorporate Lasers into general practice, with over 22 years of experience with Diode, Erbium, CO2, and Nd:YAG wavelengths. He has authored/coauthored 4 textbooks and over a dozen peer reviewed papers. He has seen and heard it all—the truth and the hype--and works diligently to convey his knowledge and the benefits while dispelling the myths. Dr. Convissar recognizes that knowledge, proper training and certification will build the confidence required to allow you and your staff to incorporate Lasers effectively into your practice and use them to their fullest capacity. His latest textbook, Principles and Practice of Laser Dentistry is the # 1 selling laser dentistry textbook in the world.



COURSE DATES

April 26-27, 2013

LOCATION

Atlanta, GA

PRICE

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COURSE INSTRUCTOR

Dr. Bob Convissar

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Locum Tenens: helping SC dentists since 2009. Contact Dr. John McGeary at 803-240-1452 or email johnmcgeary@hotmail.com.

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Dentist Needed. Looking for associate dentist, **general or pediatric**, to help with two offices. Location **Columbia and Florence**. Full or part time position available. Must love working with kids. State of the art facilities with all new equipment and digital xrays and charts. Please send resumes to fax 866-415-7943

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Dentist needed 2-2 1/2 days weekly in Columbia, SC. Duties to include endo and anterior. Please contact Karen 803-738-2424 and/or email resume to cdcsmlies@live.com.

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Kool Smiles General Dentistry for Children and Adults- Charleston and Sumter SC We are **currently seeking energetic and compassionate Associate Dentists** for our busy offices! We are a growing dental practice providing comprehensive general dentistry services to children and adults. At Kool Smiles, our dream is to create a world of happy, healthy smiles. Join a

hard-working, fun-loving team who share a passion for working with a purpose. Our offices are modern and equipped with state-of-the art equipment. We offer competitive compensation plus benefits for all full-time employees. You are just one step away from earning a great living and doing something greater! Contact Rosa Neal-Prillerman at rnealprillerman@ncdrllc.com.

General or pediatric dentist needed in a growing and highly productive area in Columbia. The position is for a two or two and half day work week (Monday, Thursday and possibly Friday). We are looking for a dentist who is team oriented and enjoys working with children and young adults. Email or call me to find out more information on how to apply for this position. Chad@kidsfirstdentalsc.com or 803-772-4949

GP dentist needed 2 days weekly. We are located in the Lake Wylie/Fort Mill area. Our office is modern and fast growing. Fax resume to 803-831-2172 or send to smile@carolinafamilydentistry.com.

Dentist Needed! General or Pediatric! Part-time or Full-time! In Irmo area! Send Resume to childrensdentalgroupsc@gmail.com or fax 803-781-5142

Associate dentists needed for four-location office (Myrtle Beach, Murrells Inlet, Georgetown and Andrews). Email or fax resume and credentials to seasidesurgical@gmail.com or 843-650-6701.

Our Lady of Mercy's Wellness House Dental Program is in need of volunteer dentists to provide emergency and basic dental care to underserved, migrant worker and their families and working poor on James, Johns and Wadmalaw Islands. Dentist must have an active SC dental license or a SC restricted volunteer license. Providers are needed daytime hours Monday-Thursday and also Tuesday evenings for emergency clinic. Dentist have the opportunity to work with dental students and residents from MUSC. If you feel you would like to share in the spirit of this mission please contact John P Howard DMD or Annette Maranville RN at 843-559-4493

Coastal South Carolina general practice **looking for a part-time associate.** Please email resume to smiles@gentledentistryllc.com or fax to 843-221-4750.

General dentists needed throughout the state of SC. For immediate consideration please forward your cv in confidence to scott.williams@dentalonepartners.com. For a detailed discussion, you may contact Scott at 919-437-8665.

North Carolina- Associate opportunities in select NC locations. General practice providing care from first tooth thru age 20. A desire to work in a positive, team oriented environment a must! Pedo experience helpful but not necessary. Excellent compensation package with guaranteed salaries. Contact Roger Walters, SmileStarters (704-816-1403) or email rwalters@smilestartersdental.com New grads encouraged!!!

Seeking a full-time dentist for a private practice in Greenville, SC. Please call 864-906-6502

Dentist responsible for providing patients with a full range of dental services to optimize oral health. Must have SC license, and residency/1 year experience. Benefits package includes medial/dental/vision coverage, vacation/holiday pay, 403b, CME leave and allowance. Forward cover letter of interest with salary requirements and CV to hrdept@newhorizonfhs.org or contact human resources, New Horizon Family Dental Care, Greenville, SC at 864-312-6001

University Dental Associates is **looking for Dentists to join our team** in Charlotte and the triad area of North Carolina. Our doctors enjoy a comprehensive compensation and benefit package including medical, malpractice, disability and life insurances, flexible spending, and 401K program with employer match. Please contact Silvestre Gonzalez at sigonzalez@amdpi.com

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Anderson, SC- Practice for sale immediately. 1,750 sq ft., 4 operatories, panerex and digital x-ray. Contact 864-356-2731 for more information

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Dental office in Greenville SC for Lease! Located at 1908 North Pleasantburg Drive, Greenville, SC 29603. 1200 sq ft. freestanding building wired and plumbed for a dental office. For more information please contact Dr. Holcombe at 843-522-3837 or by email at docforeyes2020@gmail.com.

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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.

- Classified advertising is \$35 on a per issue basis. There is no charge for Help Wanted/Job Wanted (Job Bank) ads for members. The public can place ads for \$35 on a per issue basis. Ads are posted to the SCDA website during the month(s) of publication at no additional charge. Please use **no more than 50 words**.
- All ad copies and cancellations must be received no later than the 20th of the month prior to publication, which will occur on the first of the month, with remittances accompanying the ads.
- Job Bank ads can be kept confidential if so desired. If you are interested in receiving information from or submitting information to the Job Bank, please call the SCDA office.
- If you have registered with us previously and have found work or filled your position, please let us know so that we can take your name out of our files.
- Contact: SCDA Bulletin, ATTN: Maie Brunson, 120 Stonemark Lane, Columbia, SC 29210; call 800-327-2598; fax 803-750-1644; email brunsonm@scda.org.

Other News

To keep up with other goings on within the dental profession, just follow the links below:

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