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Published by the  
South Carolina  
Dental Association

Design: Maie Burke

[www.scdadental.org](http://www.scdadental.org)

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### President's Message

By Dr. Ron Wilson, SCDA President



Dr. Ron Wilson

Fake news. That is the phrase of the day. Trump has record breaking attendance at a venue. Warren is a Native American. Either true? Who knows and really who cares. It's all about the spin. Who delivers their message the best. Who seems the most credible. "Seem" being the crucial word here. The same can be said about dentistry. Misinformation abounds yet whose fault is it? For all of the hard work we put in here at a local and national level why is that there is such a divide between the membership and the leadership in the ADA and SCDA?

"Communication breakdown  
It's always the same  
I'm having a nervous breakdown  
Drive me insane!"

Much like Robert Plant in the lyrics above I don't have an answer. For all the pomp and circumstances that we go through at our House of Delegates the ADA seems to always do what the ADA wants to do and that leaves many of us scratching our heads. Had you asked me prior to our Annual Session that the new dues restructuring would have passed I would have said an emphatic "NO." But pass it did. This opened my eyes to the schism that exists between the Board of Governors and the General Membership of the ADA.

Does this trickle down locally? I fear it does and that makes me part of the problem. I was talking with Dr. Chad Gehani last week about this very topic. For those of you that do not know it he is the President of the ADA. He assured me that the powers that be in Chicago (our headquarters) truly did have their ears to the rail listening not only to the membership but doing so with a keen eye to the future of our profession. I truly do like Dr. Gehani, and in my short ADA career he is the only President of our organization to not only speak to me but do so on multiple occasions. He may not remember me but he at least acts like he does. He is a hands on leader and an inspiration to me for the next eleven months. The problem is that he is only one man and serves for a one year term. Is it possible for one iconoclast to be able to transition enough change in such a big organization in such a limited amount of time?

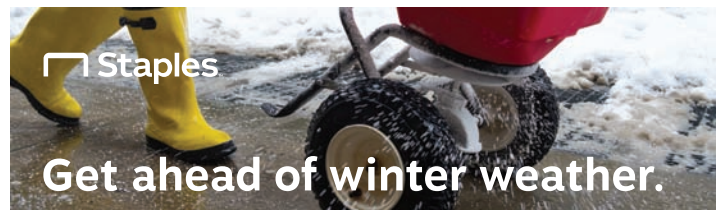
Our profession is being overwhelmed. External forces are making it much harder to practice today than it was even twenty years ago. Educational costs have skyrocketed while dental schools are being forced to ponder the notion of mid levels as a reality which indirectly betrays their own students long term success. Dentists are blamed for the opioid epidemic despite the fact on a numbers front we account for under ten percent of all the prescriptions written for this type of drug. This says nothing regarding the total number of pills. Neither of these topics even scratches the surface when it comes to the actual misinformation campaigns you see online from supposed "experts" that decry our profession as simply sadists out to harm your children with fluoride (the greatest health care initiative of the 20th Century) and selfish enough to think that our education is actually needed to help treat things ranging from TMD to Orthodontics. We aren't talking about rebuilding the engine on a VW Bug. This is healthcare. You can't just figure this out from a YouTube video. Education and experience are actually necessary.

So where am I going with all of this? That is actually a good question. I am

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following in the footsteps of some very good leaders. I can only hope that I can be as effective as they were at guiding our Association through the year as they did though theirs. However, I am going to do my utmost to be there for this Organization. I am not the most connected dentist in the state. I haven't played that game over the years, but what I can pledge to you is that I will be available to each of you whenever you need me. You need an ear? I'm your guy. You need to vent? Yep, that's me. You have a great idea on how to improve advocacy and communication with the newer dentists in the state... then you better reach out to me because that could be a huge positive for everyone. How are we going to do all of this? I have set up an email address ([SCDApres@gmail.com](mailto:SCDApres@gmail.com)) totally dedicated to you the members. Feel free to say whatever you like even if it is negative. The SCDA can't improve if all we have are "yes" men and women agreeing with every move we make. If you know a former member that was disgruntled years ago share the email with them too. I would love to know why and if there is anything I could do to bring them back to the fold. Also if you want me to make recommendations anonymously then you have my word it will be done as such. Let's end the "Communication Breakdown" and do what is right for your Organization. Your SCDA.



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For more information on the SC Healthy Connections Medicaid Dental Program or provider trainings, you may contact your DentaQuest Provider Engagement team at [CarolinaProviders@dentaquest.com](mailto:CarolinaProviders@dentaquest.com)





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## 16th District Trustee Report

By Kirk Norbo



Kirk Norbo

The theme of our board retreat was to look boldly into the future and be prepared for change and disruption. Technology, debt, practice model shifts and patient expectations are just some examples of disruptors dentistry is facing and will face. Change is frightening but it also presents opportunities. Are we prepared? As Mr. Robert Stevenson, our program facilitator said, "If you don't like change, you will hate extinction!"

Rob asked us to view the future from a different perspective. We do not have a crystal ball, but we still need to plan for the future. If we do what we have always done, we will not survive. He shared many examples of companies that did not anticipate the future and their experience of "cascade of events" leading to their downfall. Some examples: The number of credit unions and branch banks have plummeted over the last fifty years.

In 1990 457,000 people worked in newspapers. Last year, it was 38,000.

There are five stages of failure: 1. Hubris—we can't fail; 2. Undisciplined pursuit of more; 3. Denial of risk and peril. 4. Grasping for salvation; and 5. Capitulation to irrelevance. There are lessons in these stages for us.

Technology is a major disruptor. Where are the travel agents, toll booth attendants, bank tellers and countless more? How will drone technology affect pilots? How will 3D printing affect manufacturing? What impact has the internet had on encyclopedias and what will the impact be on libraries? Remember that only twelve years ago, there were no smart phones!

In the next ten years 40% of the Fortune 500 companies will be gone. Extinction is a real risk for every organization. In 2006, 50% of all smartphones were Blackberry models. The iPhone was introduced the next year and we know what happened to Blackberry. This happened because the customer changed. Customers changed what they wanted and how they wanted it. Sears is another example. Its catalogue WAS the internet of its day. RadioShack is gone.

How does this relate to us? ADA market share in all segments—all age groups— has dropped over the last ten years. This translates directly into revenue. What keeps new dental graduates from joining the ADA? If they work at a DSO, the employer meets their needs, not the ADA. "What's in it for me?" WIIFM. That is the question these potential members are asking.

Here are some things new dentists want:

1. Third party payer help
2. Debt relief
3. Clinical resources
4. Advocacy
5. Help run the business.

Students do not even realize some of these needs.

The ADA has been doing a lot of the same things in the same way for decades. "This is the way we've always done it." This is a major risk. Uber reinvented the taxi business as a software business because it was willing to do things differently. Same with AirBNB. Walmart does this by focusing on subtraction. Walmart asks, what is the stupidest thing we do around here? Swiss watchmakers, in contrast, rejected digital watches because they did not have a mainspring. And watches ALWAYS have a mainspring! We need to move away from resisting change.

Boeing embraces change by assigning managers to be the "eyes of the enemy." Their job is to develop strategies to obliterate the company. They identify weaknesses and then Boeing addresses those weaknesses. What are our weaknesses? Is it the huge list of other national dental organizations? Declining membership? Is it DentalTown? Other dental publications? Is it our very structure? Our complexity is "nuts," in Rob's phrase. A lack of focus is another risk. We cannot be fragmented in what we need to do best.

Following Rob Stevenson's presentation, Stephanie Moritz focused our attention on trends specific to the

Continued from Page 4

dental profession. What will the profession look like in the future? Disruption will absolutely affect the face of our profession, the ADA and the dental consumer.

How are dentists changing? White, male, solo practice dentists have dominated the market for a hundred years. That is not the future. Future dentists will be far more diverse, more female, and will engage in a greater variety of practice models. Future dentists will also have less loyal patients who will shop for price and convenience. And there will be less interest in ADA membership.

The good news is that we have loads of data and insight into our market segments, both current and prospective. Third-party payer problems are common to most. So is debt and a need for clinical guidance. We are using this data and these insights to help us focus on a few priority segments—those segments with the greatest potential for membership.

We all know Millennials and Boomers. But we need to look toward the future. Centennials, or Gen Z, will be a huge demographic. They are about twenty years old today. They are more diverse. They rely on the internet for information and they are choosing dentistry as early as high school. That is our future!

Disruption is present in dentistry. There will be more dentists per patient in 2030, while we will still have local shortages. Solo practice is declining and large group practices will continue to increase. Dentist earnings and income remains flat. We see trends in utilization too. Growth will slow. Restorative work will decline while preventive work will increase. Technology is an obvious disruptor. AI, 3D printing laser dentistry and robotics are all here or coming fast. Health policy is another disruptor. There is a lot of uncertainty. We will see the value agenda come to the forefront. Alternative providers like therapists continue to arise.

In the face of all of this, what is the role of the ADA? Associations experiencing growth are innovative, have a clear value proposition for membership, attracting millennials and are digitally strong. How are we doing against these standards? We are making progress on these issues but we are not there yet.

How is the consumer changing? Patients are now a major disruptor. They have far more choices and higher expectations than ever before. With the growth of consumerism, patients as consumers have new expectations. Related trends include Undoctoring—patients who are seeking out health information on their own. They also do direct-to-consumer whitening and teeth straightening. How does the ADA play a role in this? Another trend is the loss of loyalty. Patients, again and consumers, shop around. They look for reviews and shop for cost. They want cost transparency and convenience.

Venture capitalists are also involved in dental disruption. They are involved in dental products, insurance, practice and business models. Tend is a new start up disrupting what consumers will expect in the dental office. It's goal is to take fear and apprehension out of the dental experience. It is a consumer experience. This business is focused on the patient experience. Everything is digital and comfortable. There are other startups in the field as well. LEVEL brings dental care to mid-size companies and cuts out the insurance middle man. HENRY relies on dental vans to bring care to the consumer. What is the role of the ADA in the face of all of this? How will ADA be the disruptor? We need to be willing to step outside of our comfort zone.

### **WHAT IS THE TOP ISSUE FACING THE ADA IN 2025**

Through various exercises, we identified membership as the number one issue the ADA will face in 2025. We then asked, what problems do we face that slow down, complicate or confuse our efforts to address membership? Responses included:

- Cumbersome membership process/No auto renewal/Too easy to let membership lapse
- Influence of faculty on membership
- Value proposition
- Weak grassroots/New members not welcome
- Digital communication
- Tripartite system complexity
- Customer service too easy to let membership lapse

Of these problems, we identified the need for a compelling value proposition as the primary problem we could address in such a way as to have the biggest impact, soonest on the ADA. Some of the specific steps

Continued on Page 6

we may take to address this were:

- Easy joining (and staying) process
- Consistent messaging
- Manage reputational risk
- Define value proposition
- Market the proposition
- Innovation: ADA dental benefit plan
- Service: Concierge service
- Feature: Marketing plan directed to the public about ADA dentists
- Focus on saving members money throughout career and list the specific savings
- Clear messaging throughout the tripartite
- We are there for you to solve your problems throughout your career
- Digital communication

The plan moving forward will be to define our value proposition and then effectively communicate it to the dental community. Being able to articulate a well-developed value proposition statement will go a long way in recruiting new members into the ADA fold! One of the most difficult things any ADA members is faced with is having a conversation with a nonmember and conveying exactly what the ADA can do for them. ADA staff will prepare a draft statement of our value proposition for the February Board meeting. Once finalized, we will roll out the value proposition and plans for its use during the Management Conference.

The biggest piece of news that I know most of you have heard about is the pending litigation concerning Delta. We, the board, have been counseled to simply mention the lawsuit and not talk about this in a public forum. I would encourage state and local leaders to do the same. Suffice it to say that the lawsuit addresses anti-trust violations that concern price fixing and market allocation. Please avoid emails, social media groups, or any other activities that may jeopardize any level of our tripartite system.

This concluded the retreat. Best wishes for a health 2020 for each of you and your family!

## We are pleased to announce...

Dr. Andrew Spiguzza has acquired the Loris, SC practice of Dr. Wesley Teal.

Dr. Robin Turner of USDT is pleased to have assisted in this transition.



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## The South Carolina Recovering Professional Program (RPP)

By Phil Latham, Executive Director



Phil Latham

There is an ever-increasing number of addition problems in our society. Some statistics from the US Surgeon General's report and Centers for Disease Control report that:

- Over 21 million Americans have an alcohol and/or drug addiction.
- 91 Americans die daily from opioid abuse.
- 66.9 million Americans use tobacco products.
- The three most abused drugs in the world are legal: tobacco, alcohol and caffeine

The Recovering Professional Program (RPP) in South Carolina is a confidential professional substance abuse monitoring service contracted through the Lexington Richland Alcohol and Drug Abuse Council (LRADAC) to address the problem of impaired healthcare professionals. The RPP was developed originally by LLR for the S.C. Boards of Dentistry, Medical Examiners, Nursing, and Pharmacy to provide a consistent, accountable mechanism for early identification, referral and monitoring of licensees with substance abuse problems.

The RPP is designed both to be an alternative and a supplement to the Dental Board's disciplinary process. The RPP accepts both board referrals and voluntary participants for a five-year monitoring program in which licensees have an opportunity to return to safe effective practice. Voluntary participants remain anonymous to the licensing board so long as they are compliant with RPP requirements. The program management is funded through LLR. Participants pay all costs associated with their individual participation, such as evaluation, treatment, and drug screens.

The participating boards, professional associations, and agencies are represented on the RPP Advisory Committee, which provides advice and guidance to the RPP and agencies on policy matters. The Advisory Committee also provides oversight for the participating boards of RPP compliance with procedures approved for their licensees.

The RPP mission is "committed to the protection of the public's safety through the early identification of impaired health professionals who are in need of assistance and the return to safe practice through appropriate referral and effective monitoring, rehabilitation and recovery."

More information on the RPP is available at [www.scrpp.org](http://www.scrpp.org).

### History of the South Carolina Dental Association 150th Anniversary, 1869-2019

Dr. Gene Atkinson has announced the release of this 336-page book. He has spent eight years compiling this book including, 265 pictures of SCDA moments, and recounts the history with a special emphasis on the last 50 years.

The cost of this history book is \$25 each (Great gifts for friends and family) to maintain a copy please contact the SCDA office 803-750-2277 or [scda@scda.org](mailto:scda@scda.org). First 100 year book also available for \$5.00.

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## Hidden Treasure in Your Wallet

Credit card points can help you make the most of winter vacation

Vacation is more than an opportunity to relax, unwind and spend time making memories with family and friends. It is an essential part of living a healthy and balanced life. Time away from the office can help productivity in the long run as returning to work rested and refreshed improves mood, focus and stress levels.

The [Framingham Heart Study](#) — the largest and longest-running study of cardiovascular disease — found that men who didn't take a vacation for several years were 30 percent more likely to have heart attacks than men who did take time off. And women who took a vacation only once every six years or less were almost eight times more likely to develop coronary heart disease or have a heart attack than women who vacationed at least twice a year.

If you're dreaming of a weekend getaway or a big family vacation, the credit card points that you've racked up throughout the year can help you plan a memorable winter adventure while relieving some of the strain on your wallet.

In 2018, ADA Preferred Rewards Visa Signature cardholders redeemed over 4.2 million rewards points on airfare, hotel stays, rental cars, gift cards and cash back.

### Get the most value when redeeming your rewards points

Every one of the thousands of different credit cards has a distinct set of strengths and weaknesses. Credit cards affiliated with a specific store, airline or hotel chain will often give the best redemption value when bonus points are used within that brand family. For the almost 17,000 dentists who are ADA Preferred Rewards Visa Signature cardholders, the redemption value is weighted in favor of airfare on over 450 airlines with no blackout dates. The card offers redemption levels that enable members to receive tickets up to a value of \$450 in exchange for 25,000 reward points, making the value of each dollar spent 1.8 times better than a straight \$1 to one point redemption.

Dr. Melanie Armfield uses the credit card to pay office expenses and uses the points to travel. "We go to visit our exchange students all over Germany so we've been able to take the family there and often one or two of the tickets will be paid for with our ADA credit card [points.]" Hear more about her experience in [this short video](#).

However, if what you need to fuel your winter travel is some extra spending power in the form of a gift card, cash back or hotel stay, you can still use the points you've built up to offset vacation costs. ADA Preferred Rewards Signature Visa cardholders receive a straight \$1 to one point value on these redemption categories.

### Pay attention to point earning potential year-round

Throughout the winter and all year-round, make sure you're building up the reward points you can use for fun by taking advantage of accelerated earning opportunities. Many credit cards offer extra points on specific types of purchases, some with rotating categories based on the time of year. With the ADA Preferred Rewards Signature Visa card, ADA members earn five times the points on ADA-affiliated expenses including ADA Catalog purchases

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## Advocacy and Third-Party Issues Seminar

### EDUCATIONAL OBJECTIVES:

Dental benefits and third-party issues are typically rated as one of the most critical concerns confronting dentists. The SCDA staff often receive questions as to what the SCDA and ADA are doing to help dentists when it comes to working with dental benefit plans. The SCDA and ADA have been and continue to be extremely active in advocating for dentistry.

Registrants will learn what the ADA is doing at both the federal and state levels regarding proposed legislation. You will learn how to receive individual assistance and receive information on the many valuable resources the ADA has to assist and educate dental offices on dental benefits issues.

### INSTRUCTORS:

#### Dennis McHugh

Dennis McHugh is the manager of the American Dental Association's Dental Benefit Information Service and works in the Practice Institute's Center for Dental Benefits, Coding and Quality (CDBCQ). CDBCQ is the ADA agency responsible for promoting resources and information on dental benefit plans to employers and member dentists. In addition, CDBCQ responds to requests and helps resolve problems from member dentists regarding concerns with third party payers. He has been with the ADA for 16 years and prior to that spent 7 years working for the American Association of Orthodontists.

**Date: Friday, April 17, 2020**

**Location:** Cooperative Conference Center, 169 Laurelhurst Ave, Columbia

**Registration:** Begins at 8:30 a.m. **Seminar:** 9:00 a.m. – 12:00 p.m.

### THIS EVENT IS OPEN TO SCDA MEMBER DENTISTS AND THEIR STAFF

**Cost:** \$25 – SCDA Member Dentist and \$10 – Each Additional Staff Member  
Three (3) Hours of Continuing Education – Practice Management/Patient Relations

(Registration/Refund Deadline: Friday, April 3, 2020 – No Refunds Will be Allowed After this Date)

### Advocacy and Third-Party Issues Seminar

Sponsored by the SCDA Member Benefits Group and the SCDA

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South Carolina Dental Association is an ADA CERP Recognized Provider. ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. South Carolina Dental Association designates this activity for 3 continuing education credits.



Continued from Page 10

(like patient education brochures and the CDT book), ADA continuing education and ADA annual meeting registration.

ADA Preferred Rewards Signature Visa cardholders can opt in via email with U.S. Bank to receive two times the points on rotating categories which may include gas stations, grocery stores, restaurants and more. If members are not signed up to receive emails for their ADA Visa account, they should contact U.S. Bank at **1.888.327.2265** to receive emails to take advantage of these opportunities.

In addition, ADA members should check that their state dental society is one of the 46 societies co-endorsing the [ADA Preferred Rewards Visa card](#), because that means any state purchase, including dues payments, receive two times the rewards points.

Last year, ADA members who paid their Great West insurance premiums with the ADA Preferred Rewards Signature Visa card received two times the points (capped at \$2,500 per member) on over \$1.5 million in charges. That means that more than 3 million bonus points were accumulated for use on something potentially more fun, if less necessary, than insurance premiums.

### A last note before you hit the road

Before leaving home in search of adventure or that relaxing beach retreat, be sure to notify your credit card issuer by phone or online to let them know when and where you'll be traveling. This helps guard against unnecessary fraud warnings or even a possible freeze on your account because the bank suspects your card has fallen into the wrong hands miles away from where they know you live. And, if you are traveling outside the country, find out whether or not your credit card charges a foreign transaction fee. Many cards — including the [ADA Preferred Rewards Signature Visa card](#) — do not these days.

*This article was provided by U.S. Bank, provider of the [ADA Preferred Rewards Signature Visa card](#), and originally appeared in the summer 2019 issue of [Dental Practice Success](#).*



**Buying your first practice doesn't have to be painful.**

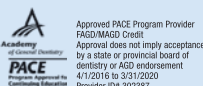
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## SCDA Knowledge Corner


### Employee Manual 2020

If you don't have an employee manual, now would be a great time to implement one or review the one you already have in place. Policies are essential because they codify your expectations of staff, including how patients should be treated, how the staff should interact with each other, and how you expect the practice to be managed.

It's a good idea to work with a human resources professional or a local attorney who specializes in employment law to either help you develop policies or to review the complete manual before you release it to staff. This will help protect you and the practice by ensuring that your policies comply with all relevant laws and regulations. Also available *The ADA Practical Guide to Creating and Updating an Employee Policy Manual-J670BT* \$109.95 for members.

This is a list of some things to consider including in your practice's employee manual:

- Administration: who is responsible for establishing and administrating personnel employment, policies and promotions.
- Payroll procedure
  - Tracking work hours
  - After-hours and overtime policy
  - Vacation, sick, leave of absence, attendance, carry over from year to year time
- Dress code
- Benefits
- Job description
- Non-discrimination and Anti-Harassment Policy
- Personal Conduct
  - Personal use of office equipment i.e. Computers, postage, telephones, supplies etc.
  - Keys or door codes
  - X-ray equipment
  - Use of personal property i.e. technology during working hours i.e. Cell phone etc.
  - Social media policy discussing the workplace, patients, co-workers
  - Reporting Financial and related misuse of funds ie. Petty Cash
  - False information or misrepresentation
  - Breach of confidentiality
  - Theft or dishonesty
  - Conviction of a felony
  - Drug or alcohol abuse
- Passwords – confidentiality
- New Hire policies:
  - Establish any new hire probationary/induction period
  - Consent for identity and background screening
- Drug testing policy



### February is National Children's Dental Health Month

Planning for 2020? Don't forget National Children's Dental Health Month coming up in February! Posters and activity sheets for your patients are available, featuring the theme "Fluoride in water prevents cavities! Get it from the tap!" and celebrating the 75th anniversary of community water fluoridation. The free materials are a fun and interactive way to teach patients the benefits of drinking tap water.

Visit [ADA.org/NCDHM](https://ADA.org/NCDHM) to order or download our free activity and poster sheets, available in English and Spanish.

# Classified Ads

## Dental Related Services

**Palmetto Dental Personnel Inc.** is owned and operated by a dental professional with 29 yrs experience and has exclusively provided professional staff for Columbia and the surrounding areas. PDP has dental hygienists, assistants & front office personnel available for temporary and permanent positions. Contact Gail Brannen 800-438-7470, fax 866-234-8085, [gbrannen@palmettodentalpersonnel.com](mailto:gbrannen@palmettodentalpersonnel.com) or [www.palmettodentalpersonnel.com](http://www.palmettodentalpersonnel.com).

**Intraoral X-Ray Sensor Repair/Sales-** We repair broken sensors. Save thousands over replacement costs. Specializing in Kodak/Carestream, major brands. We buy/sell sensors. American SensorTech 919-229-0483 or [www.repairsensor.com](http://www.repairsensor.com).

**Dentappraisal-** Practice Valuations specializes in nationwide dental practice valuations. Our independent, in-depth valuations help you identify/verify a sales price or find significant growth opportunities in your current or future practice. Visit us at [www.dentappraisal.com](http://www.dentappraisal.com) or contact our dental CPA at 877-419-4884 or [kevin@dentappraisal.com](mailto:kevin@dentappraisal.com) to discuss your valuation.

## Locum Tenens/Positions Wanted

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. View specific opportunities at [www.DentalPower.com](http://www.DentalPower.com) or 800-710-9720.

Highly skilled Dentist with 17 yrs of experience treating patients/ managing team members and unblemished license. Seeking **FT private practice** Associateship to better serve patients in the Mt Pleasant/Charleston communities. Trained in the Dawson Academy/ CEREC technology, amongst other techniques. [mkatz628@aol.com](mailto:mkatz628@aol.com) / 860-214-0751.

## Positions Available - Dentists

Our Lady of Mercy's Johns Island needs **volunteer SC licensed dentists**. M-Th & Tue evenings. Jakki at 843-559-4493.

**Volunteer-Helping Hands Dental Clinic** (Georgetown). Th 5 pm. 843-527-3424 or [acct.hhands@gmail.com](mailto:acct.hhands@gmail.com).

**Columbia** dental practice seeking highly motivated associate who desires income growth. Send resume to [james@garnersferrydentistry.com](mailto:james@garnersferrydentistry.com)

Creston Dental & Braces--Seeking **Associate Dentists** both FT/PT for opportunities in Charleston, Rock Hill, Columbia, Anderson, and a traveling role. Earn daily guarantee up to \$825/DAY + up to \$20K sign-On bonus/\$500 month student loan repayment/relocation/full benefits! Contact Renee Baron today at (404) 862-9685 or [rbaron@hunterspence.com](mailto:rbaron@hunterspence.com).

Large group practice seeking **associate dentist**. Positions in Indian Land and Rock Hill. Competitive/excellent pay for qualified candidate. Experience preferred. State of the art facility. Must have great work ethic, excellent skills, good chair-side manner. Email CV [smilingdds1@gmail.com](mailto:smilingdds1@gmail.com)

**Associate Dentist** needed in Chapin/Lake Murray area PT/FT needed in privately owned, fee for service practice. Potential buy-in opportunity available. Send resume to [southcarolinadentist7@gmail.com](mailto:southcarolinadentist7@gmail.com).

**St George/Santee/Holly Hill, SC-** Looking for dentist to expand our staff at growing dental group. 4-5 days per week in St. George/Santee. Prefer to live within 25 miles of practice. 8 dental hygienists/16 op practice. Contact 843-560-2226 or [drgarris@bellsouth.net](mailto:drgarris@bellsouth.net)

D4C Dental Brands is currently hiring a **Pediatric Dentist** for positions in SC. We are dental specialists owned practices looking for support for one of our locations in Charleston. Our offices are child friendly, fun and committed to quality dental care. We offer benefits and competitive compensation. Visit us online [d4cdentalbrands.com](http://d4cdentalbrands.com).

Benevis is currently **seeking FT/PT Associate Dentists**, Orthodontists, Endodontists, Pediatric Dentists, Oral Surgeons and Anesthesiologists. Looking for talented dentists who are interested in making a difference in communities. Competitive compensation, student loan repayment, sign-on bonuses, relocation, 401K, paid time off, health insurance and more. Edolia Wright [edwright@benevis.com](mailto:edwright@benevis.com).

General dentist **1 to 2 days a week**. \$550-\$750 daily depending on experience, or 32% of collections. Downtown Columbia up to date office needs gen, endo, os & pedo. [generaldentaldesk@gmail.com](mailto:generaldentaldesk@gmail.com).

**Fully equipped mobile unit** traveling to rural SC is looking for a dentist to help change lives, need your help. Contact [thepalmettopalace@gmail.com](mailto:thepalmettopalace@gmail.com).

**Florence** area group practice seeking Associate Dentist. \$200-300K possible for motivated, experienced candidate. FT or PT opportunity possible. New grads welcome to apply as well. Email resume to [jtepper409@yahoo.com](mailto:jtepper409@yahoo.com) or call 843-992-7348.

**Myrtle Beach** opportunity! 40+ year successful dental practice seeks additional dentists to replace those who are retiring or will be relocating. Great place to live, work and play. Please submit thorough resume. Complete privacy guaranteed. [ryclry@aol.com](mailto:ryclry@aol.com).

Are you a Dentist looking for a busy and established practice in **Rock Hill**? Look no further. Competitive compensation, benefits packages available, complete business and operational support, and Comprehensive treatment planning to majority PPO/fee-for-service patients. What more could you want? Email resume or referrals to [mary.barfield@dentalonepartners.com](mailto:mary.barfield@dentalonepartners.com) or visit [www.dentalonejobs.com](http://www.dentalonejobs.com) today.

Dr. Alex Sharifian, owner dentist of Redstone Modern Dentistry in **Indian Land**, is seeking a growth-minded dentist to join his practice. He is prepared to invest significantly in someone who wants to own and grow a thriving, modern practice. Lucrative compensation & excellent benefits. [voelkern@pacden.com](mailto:voelkern@pacden.com).

ReGenesis Health Care is a federally qualified community health center serving **Spartanburg and Cherokee** counties. RHC has been awarded funding to establish a new facility in Union, SC. We are seeking to hire a Staff Dentist to provide general dental services to our patients. Contact Milikah 864-504-3611 or [mbrown@myrhc.org](mailto:mbrown@myrhc.org).

**Seeking an associate** for our highly visible, established, busy, all digital practice located in suburb of Charleston, SC. Must be proficient in all phases of general dentistry. 1-2 years experience or GP residency preferred. Competitive pay, high growth potential. Schedule consistent. Looking to hire by January/February. [rngilreath@hotmail.com](mailto:rngilreath@hotmail.com)



**Pediatric Dentist** - Columbia, SC  
Newly built, and fast-growing private, non corporate office located in Forest Acres in Columbia. This office is looking for the perfect fit for a high-touch pediatric experience, centered on patient care. Competitive compensation package. Contact [Michaelrdoover@hotmail.com](mailto:Michaelrdoover@hotmail.com)

Coastal Kids in **Charleston** is looking for an Oral Surgeon to work in a state of the art sedation and surgery center. We offer 401k, medical, dental and vision benefits, great work life balance and above average compensation. Contact Dr. Isabel Driggers to learn more [isabel@coastalkidsdental.com](mailto:isabel@coastalkidsdental.com).

**Associate Orthodontist** needed 2-3 days per month in mainly FFS general dental office that has a large orthodontic patient base. Base pay plus bonus. This would be ideal for someone who recently opened a practice of their own and needs a few extra days per month until their practice picks up. Please email resume [matthew@mundodontistry.com](mailto:matthew@mundodontistry.com).

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

Columbia dentist looking for professional to fill full time **dental assisting position**. Candidate should possess the following- dental assisting experience with xray & nitrous certification, excellent communication skills, highly motivated team player. 803-750-5494 or email resume for a confidential inquiry [mysmiledoc@bellsouth.net](mailto:mysmiledoc@bellsouth.net).

#### **Practices/Office Space Available**

**Satellite dental office**; 52 foot trailer. One operatory fully equipped white coastal chair. One operatory plumbed and ready. Lab, reception, business office, 1 full bathroom and HVAC included. Ready to move to your location. \$25,000 OBO call 803-617-8701.

Office for rent in **Surfside Beach**, for afternoons 2:00 or 3:00, Monday-Saturday. 5 operatories, reception, waiting room, lab, lounge, fully equipped. [office@dunesdentalservices.com](mailto:office@dunesdentalservices.com).

**Pee Dee Region, SC**- Well-established Orthodontic office located on prime real estate. Consistently producing \$830,000 per year, this spacious office has one private treatment room along with a large bay with 5 chairs. The real estate is valued at \$335,000. Contact Henry Schein Professional Practice Transition Sales Consultant Courtney Howell Robinson, 843-324-0703, [courtney.robinson@henryschein.com](mailto:courtney.robinson@henryschein.com). #SC117

General practice for sale in **Pee Dee Region**. Attractive, renovated facility, 3,500 sf with 8 ops (3 used for hygiene). Excellent streetside visibility. Steady new patient flow even with limited marketing. 2019 income projected to be \$1M+. Contact McGill & Hill [transitions@mcgillhillgroup.com](mailto:transitions@mcgillhillgroup.com).

**Columbia** opportunity with excellent cash flow: large office, which has 4 ops and uses Dentrax software is located on the east side of Columbia. The practice collections are \$700K+ per year. The owner leases the space, so this could be an excellent merger opportunity. SC-6070 Contact: AFTCO 800.232.3826

Profitable **Metro Columbia** opportunity: very profitable practice, generating \$635K on a 4-day week, is in a stand-alone building. The office is completely digital and modern with 3 ops and room for expansion. The practice is almost 100% FFS with a solid active patient base. SC-6000 Contact: AFTCO 800.232.3826

100% FFS in **Clemson Area**: well-established practice is in a highly desirable area. The office is in a stand-alone building that will allow for continued growth. The practice has gross collections of almost \$500K. The office has 7 modern ops with computers in each room. SC-6004 Contact: AFTCO 800.232.3826

Established and fully equipped dental practice for sale in **North Augusta**, SC. Four operatories, new PAN/CBCT, Tru Def scanner, digital x-rays, and all software installed and functioning. 1660 sq feet. On average grossing \$485,000/year for the last 3 years. Fully equipped and ready to function immediately. Financing available [nasmilecareers@gmail.com](mailto:nasmilecareers@gmail.com).

**Spartanburg**- Dental office available 1463 E. Main St, previously occupied by a pedodontist. To inquire please call 864-583-4110.

**Greenwood** dental office for sale or lease. The free standing building has 6 to 8 operatories with a city owned children's park beside it. 864-229-6719.

**North Charleston, SC**- Gorgeous 3 op, General practice just 1 mile off I-26. Seller would like to close by soon. For details contact Courtney Howell Robinson, 843-324-0703, [courtney.robinson@henryschein.com](mailto:courtney.robinson@henryschein.com). #SC1118

#### **For Sale**

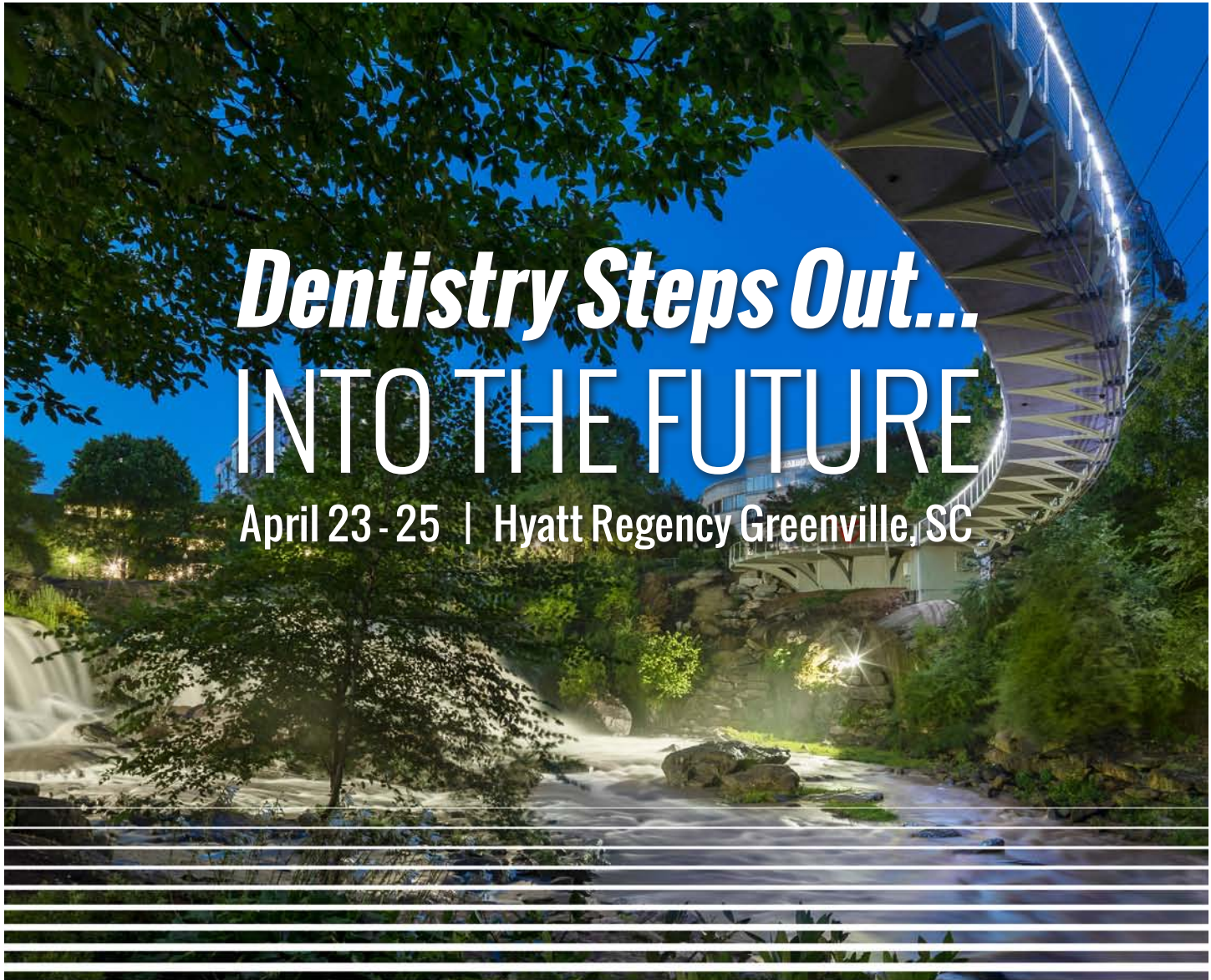
**For Sale:** Dental equipment chairs, units, lights, cabinetry, x-ray, vacuum, compressor, sterilizers and handpieces. Any and all things dental call 843-697-7567.

For Sale: **I-CAT- 2008 Gendex GX-CB500**. This unit is in good working condition and was recently pulled from service and professionally de-installed. \$35,000 contact [charles@mstxs.com](mailto:charles@mstxs.com) or 843-697-7567.

Brand new, never been used, Astra Tech **Implant System**. Includes hand piece, inventory of implants, basically everything needed to start implants in your practice. [hmfingar@gmail.com](mailto:hmfingar@gmail.com).

**For sale:** Dental equipment, chairs, lights, cabinetry, x-ray. Call 803-783-2686.

SCDA  
120 Stonemark Lane  
Columbia, SC 29210



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**151<sup>st</sup> SCDA Annual Meeting**

