

January - February 2019

The DOI Requests Additional Information from Delta Dental

On January 22, the Massachusetts Dental Society (MDS) learned that Delta Dental of Massachusetts submitted a new filing to the Division of Insurance (DOI) that includes additional documentation to support its fee methodology proposal. This will likely result in a new public hearing. It is our understanding that there are no changes to the fee methodology proposal; rather, the filing provides the DOI with additional background material for its evaluation of the existing proposal.

The MDS supports the DOI's close scrutiny of this proposal and believes it is critical to preserve the DOI's authority to oversee Delta's activities as a non-profit company that offers its Premier product under Chapter 176E. The MDS maintains that this authority is an important aspect of our overall strategy

to protect our members and patients. This recent action by the DOI illustrates the importance of this oversight.

The MDS will continue to keep members informed on the status of Delta's proposal as it unfolds. While we do not anticipate any changes to the initial proposal as a result of this latest development, we will be closely monitoring the process and any changes will be evaluated by the MDS Board of Trustees to determine if they are in the best interest of our members.

To ensure that you are up-to-date on the Delta fee methodology proposal, check your emails from the MDS and visit the Delta page on the MDS website (massdental.org/delta) for a detailed background and updates on the Delta issue.

MDS Members Volunteer in Their Communities

In coordination with the Dentist Health and Wellness Committee, the Massachusetts Dental Society (MDS) arranged several volunteer opportunities in December for members seeking ways to give back to their communities during the holiday season. Several MDS members volunteered at The Food Bank of Western Massachusetts, Rosie's Place in Boston, and Toys for Tots in Worcester.

"The MDS has always held service to the community-at-large as one of the core tenets of its mission," says Dr. Ashish Parameswaran, a pediatric dentist in Greenfield who volunteered at The Food Bank in Hatfield on December 1. "In addition to providing free dental care to at-risk members of the community, there are many other service initiatives undertaken by MDS membership.

These projects extend beyond the realm of dentistry in providing help where it is needed most. It was a privilege to be part of such a noble undertaking by the MDS."

The MDS was also able to obtain a few slots for volunteers at Christmas in the City, an annual Christmas party for children and families living in homeless shelters. The MDS volunteers helped make the party a special day for children and families by: greeting and registering their assigned guests; serving the food for their table; bringing them to the multiple exhibits and guest services, including dental screenings and flu shots; and helping every child receive a gift from his or her wish list and a backpack.



MDS members cooked and served lunch at Rosie's Place, a sanctuary for poor and homeless women in Boston's South End.



Volunteers at the Food Bank of Western Massachusetts helped weigh, sort, and package more than 2,800 pounds of produce for distribution to food pantries throughout the region.



Volunteers helped the Worcester Toys for Tots campaign by sorting toys at its warehouse.



Renew your MDS Membership for 2019
at <https://my.massdental.org/>



A Dental Benefit in Medicare

Adding a dental benefit within Medicare is a topic of conversation among agencies that advocate for seniors but also within the ADA. The Council on Dental Benefit Programs, with support from the Council on Advocacy for Access and Prevention (CAAP), submitted a resolution to the House of Delegates at the ADA annual meeting in October that outlined what the Council suggests as an advocacy position if legislation to add a dental benefit to Medicare is introduced in Congress. This comes on the heels of the ADA's increasing awareness of Oral Health America's coalition of consumer advocacy groups that is pursuing conversations with legislators and regulators on adding a dental benefit to Medicare.

The Council on Dental Benefit Programs' resolution states that if legislation were introduced that would add a dental benefit to Medicare, then the ADA should advocate for:

- Coverage for comprehensive services in an appropriate part within Medicare with adequate program funding
- Reimbursement rates at or above median fees (50th percentile) as described in the current ADA Survey of Dental Fees to ensure adequate dentist participation
- Funding for technical support for dental practice participation, including adoption of health information technology standards
- Minimal and reasonable administrative requirements for dental practice participation
- Medicare beneficiaries with the freedom to choose any dentist while continuing to receive the full Medicare benefit

The previous chair of CAAP stated, "No matter the outcome of this resolution, policy makers, legislators, and members of the public look to the ADA for guidance and solutions on solving dental access issues for senior Americans. Based on the ADA vision of 'achieving optimal health for all', the ADA must take an active role in the ongoing discussions to help craft the best strategies for senior dental care."

The resolution did not pass, and instead was referred to the appropriate ADA agencies so that a

comprehensive strategy for addressing the needs of the growing elder care population can be addressed. The Board of Trustees recommended referral and noted that as Americans live longer, growth in the number of older adults is unprecedented. In 2014, 14.5% (46.3 million) of the U.S. population was age 65 and older and is projected to reach 23.5% (98 million) by 2060. Currently, approximately one-half of the U.S. population does not see a dentist for at least one visit a year.

The Oral Health America coalition released a white paper in July 2018 titled "An Oral Health Benefit in Medicare Part B: It's Time to Include Oral Health in Health Care," on the proposed benefit, examining necessity, cost, and needed legislative changes. The ADA evaluated the benefit design developed by the coalition and then began educating the group on the Association's perspective on the benefit design, offering our own analysis on a Medicare benefit.

Members of the Council on Dental Practice believe that any benefit for elder dental care should be a needs-based program rather than the age-based program proposed by Oral Health America. The Council's recommendation is to recognize that a needs-based program maximizes the ability of the program to provide care to those who need it and cannot afford it while preserving Medicare's limited funding and other resources.

The Council on Government Affairs indicated that this is a significant issue for dentistry and seniors, but believes that taking the time to develop a comprehensive strategy for older adults would put the ADA in a strong position to continue to advocate for members and the patients they serve.

Some of the questions asked and discussed within the Councils and Board of Trustees have been:

- Should the ADA advocate for a dental benefit in Medicare or do everything in its power to prevent a benefit?
- Should the ADA develop a policy that we educate or guide any entity that is trying to develop a dental benefit in Medicare to include what we think are best practices?

- Should the ADA be at the table of discussion with the coalition developing this benefit?

The reaction from ADA members on the issue seems to be mixed, based on feedback the ADA Councils have received, as well as correspondence to the Board of Trustees. Some believe it would be a mistake for dentistry to get involved in Medicare while others believe it is a dentist's duty to ensure seniors have access to financing support for dental care. It has become a somewhat charged and heated topic of discussion.

In some respects, it is a philosophical issue. If we are not at the table, no one will win—not our patients, not our communities, and not our practices. Does just saying "No" on issues that affect our traditional means of providing dental care get us anywhere? As with Medicaid, a provider can choose to accept or not accept Medicare. Yes, there are issues around reimbursement, electronic health records, and administrative requirements, and yet, hasn't that been the case with many changes throughout the years? And what about this ADA policy:

Elimination of Disparities in Coverage for Dental Procedures Provided Under Medicare (Trans.1993:705)

Resolved, that the Association seek legislation to provide fair and equitable treatment to all Medicare recipients by eliminating disparities in coverage for dental procedures, and be it further Resolved, that the Association seek legislation which would provide for payment of dental services under Part B of Medicare in cases where the dental procedure is necessary and directly associated with a medical procedure or diagnosis.

This is a challenging and emotional topic. Personally, I believe that, at the bare minimum, the ADA needs to be at the table or, as we have heard many times before, "be on the menu." Please feel free to contact me with any questions at fischj@ada.org.



A Bimonthly Newsletter
of the Massachusetts Dental Society

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Practice Management

Labor Law Poster Updated to Reflect Minimum Wage Increase

On January 1, 2019, the minimum wage in Massachusetts increased to \$12.00/hour. The Attorney General's Office has updated the Wage & Hour Laws notice, which is one of the seven state postings that all Massachusetts businesses—including dental practices—must display. To stay in compliance with these recent changes, updated posters must be downloaded, printed, and posted next to your current labor law poster.

The MDS no longer provides state posters; however, members can use MDS Member Savings Program Partner J.J. Keller to keep your posters up-to-date. Sign up for J.J. Keller's Labor Law Poster Update Service and you'll receive updated posters at no additional cost whenever a mandatory change, such as the minimum wage increase, occurs. This means you will not need to worry about any changes for the next one, three, or five years, as J.J. Keller will simply mail you a new poster when/if any changes occur to either the federal or state labor laws. The posters are available in both English and Spanish. Learn more at massdental.org/jj-keller.

If you prefer to maintain your poster updates on your own, you can do so by continuing to monitor the relevant changes at <https://www.mass.gov/service-details/massachusetts-workplace-poster-requirements>.

[illegible]

Ten Minutes Saves a Life! App Helps Dentists During Office Emergencies



The American Dental Society of Anesthesiology's (ADSA) Anesthesia Research Foundation has developed a free mobile app as part of its Ten Minutes Saves a Life![®] initiative to optimize patient safety and outcomes in office medical emergencies. The Ten Minutes Saves a Life! program supports crisis resource management team training in the use of emergency drugs and equipment during the critical 10-minute interval between recognition of a patient's medical emergency and arrival of emergency medical service personnel.

With the app, users can view crisis sheets, calculate drug dosages, and more. The app is available on Apple's App Store for iOS or Google Play for Android users. For more information, please visit ADSHome.org.

Sign of the Times

What's on your office sign? According to Massachusetts regulations, any advertisement—including dental practice signs—must include the name of at least one owner of the practice who is currently licensed to practice dentistry in the Commonwealth. Take the time to review your sign and be sure you are in compliance. Read the regulations at [mass.gov/regulations/234-CMR-500-requirements-for-the-practice-of-dentistry-dental-hygiene-and-dental](https://www.mass.gov/info-details/234-CMR-500-requirements-for-the-practice-of-dentistry-dental-hygiene-and-dental).



Practice Management Q&A

Question: A recent news story reported on a study suggesting that Oral-B Glide floss could be tied to potentially toxic chemicals. What should I tell patients who express concern?

Answer: No restrictions on the use of this particular brand of dental floss have been issued by the U.S. Food and Drug Administration, the regulatory agency that oversees dental products marketed to the public. The ADA Science Institute is currently examining the evidence, but it is important to keep in mind that the news is reporting on a single study with a limited number of participants. Public health decisions should be based on the collective weight of scientific evidence.

Practice Management

Noncompetition Agreements: What You Need to Know About the Recent Changes



The rules for employee noncompetition agreements in Massachusetts changed effective October 1, 2018. If your dental practice has these agreements in place, you should be aware that the rules apply to all Massachusetts-based employees, including independent contractors. If you have noncompete agreements in place now for some employees, you do not have to modify existing agreements; however, if you later amend those agreements, you may need to update the noncompete provisions to comply with the new rules. Employers may want to revisit existing noncompete agreements to ensure consistency throughout the workforce and whether those noncompete agreements are still needed.

Some other significant changes in the law include the stipulation that new agreements must provide “garden leave” pay during the noncompetition period, which must be at least 50% of the employee's highest base salary during the last two years. Also, new noncompete agreements can only last 12 months in duration. You can read an extensive Q&A specific to Massachusetts dental practice owners in the Winter 2019 *JOURNAL OF THE MASSACHUSETTS DENTAL SOCIETY* (massdental.org/journal). You should also review the law in its entirety at mass.gov/info-details/massachusetts-law-about-noncompetition-agreements.

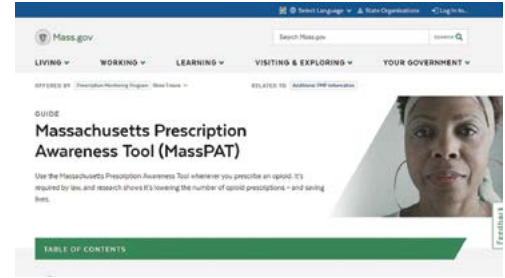
Prescription Monitoring: It's the Law

The MDS Dental Practice and Benefits Committee reminds all dentists who write prescriptions that Massachusetts state law requires you to:

1. Enroll in the MassPAT Prescription Monitoring Program
2. Query the Prescription Monitoring Program (PMP) database prior to issuing a prescription to a patient for a Schedule II or III narcotic drug and prior to the first time prescribing a benzodiazepine to a patient

If you or an assigned delegate in your practice are not performing this database lookup as required, you are not complying with the law and are putting yourself and your practice at risk.

The MDS expects that in the future, the Board of Registration in Dentistry (BORID) will take disciplinary action against those who do not comply, so take the necessary steps and be sure you are in compliance. Learn more about the PMP by watching the MDS's PMP Update: Recent Changes to Improve Access and Workflow Webinar at massdental.org/webinar and visiting mass.gov/MassPAT.



Time to Review Your Business Associate Agreements

The MDS Dental Practice Committee encourages you to take some time out of your schedule to review your business relationships to determine if any of them provide access to your patient information. If they do, you must have a business associate agreement to comply with the Health Insurance Portability and Accountability Act (HIPAA).

In general, a HIPAA business associate agreement is necessary for a person or entity that does something for the dental practice that involves access to patient information but is not a member of the dental practice's

workforce. This ensures that the business associates will appropriately safeguard protected health information for your patients. The business associate contract also serves to clarify and limit, as appropriate, the permissible uses and disclosures of protected health information by the business associate.

Some examples of these business entities include billing services, document storage companies, shredding and recycling firms, collection agencies, tech support firms, law firms, and accountants.



from the
MDS
MASSACHUSETTS
DENTAL SOCIETY
**Dental Practice and
Benefits Committee**

The Importance of Patient Feedback

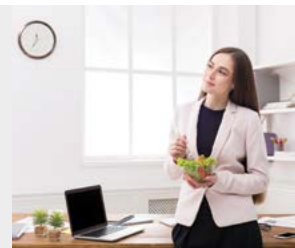
Make it a point before the patient leaves your office to ask questions about his/her appointment experience. Giving the patient that opportunity may lead to uncovering something that should be improved in your office, such as issues with wait times, front desk processes, or appointment scheduling, etc. Listen carefully to the responses, and address these issues head on—you may be spared a bad review or the loss of a patient.

Every Monday, the MDS Dental Practice and Benefits Committee emails *Dental Practice Insights*, a weekly tip that members can immediately incorporate into their practices. If you've missed any of the emails, all *Dental Practice Insights* are archived at massdental.org/insights. Have a tip to share? Submit it to membership@massdental.org.

Give Me a Break

In Massachusetts, you are required to provide a 30-minute meal break to an employee if he or she works more than 6 hours in a day; this time does not have to be paid. During their meal break, employees must be free of all duties and free to leave the workplace. The MDS Dental Practice and Benefits Committee advises that you provide a bona fide lunch break (i.e., an employee is relieved of regular duties to eat a meal) of at least 30 minutes for all qualifying employees.

For more information on this requirement, visit mass.gov/guides/breaks-and-time-off#meal-breaks.



MDS Foundation

Access to Care Grants Awarded to Four Organizations

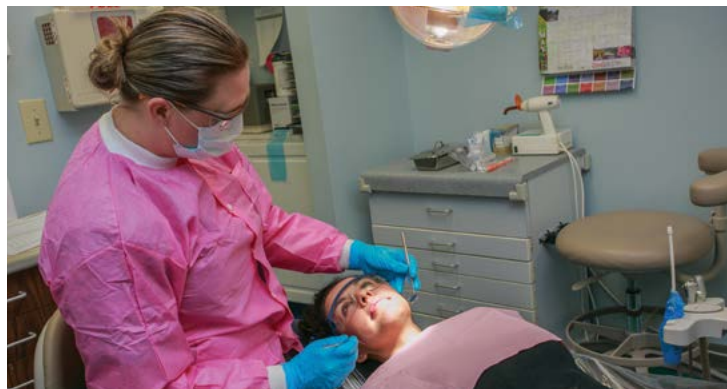
Each year, the MDS Foundation awards Access to Care Grants to deserving organizations across the Commonwealth. The goal of these grants is to improve the oral health of Massachusetts residents by supporting sustainable programs that increase access to dental care for underserved populations. Congratulations to the 2018–2019 recipients:

- **The Forsyth Institute in Cambridge** was awarded \$15,000 to help the organization provide oral health care to immigrant children at 60 sites. In previous years, MDS Foundation grants have helped the ForsythKids portable dental program focus on unaccompanied minor children who are newcomers to the United States in Lynn and Somerville. ForsythKids will expand these efforts to target all recent arrivals at its sites.
- **The Greater Roslindale Medical and Dental Center (GRMDC)** in Boston was awarded \$25,000 to expand dental access to its patients and improve integration between its medical and dental departments. The GRMDC will focus on children and expectant mothers as they present for mandatory physicals for all school children and prenatal medical appointments.
- **Hillcrest Dental Care, Inc.,** in Pittsfield was awarded \$20,000 to provide care to underserved Berkshire County children via a portable dental unit, which is expected to serve at least 400 children in its first year. The portable dental unit will visit sites such as Head Start, other early childhood programs, public and private schools, the Salvation Army, and places of worship.
- **Volunteers in Medicine Berkshires (VIM)** in Great Barrington was awarded \$16,000 to fund additional dental hygienist hours to support the all-volunteer dentists in its free dental clinic. VIM expects to treat an additional 200 patients in the upcoming year.

To learn more about the MDS Foundation or donate, visit massdental.org/foundation.



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MDS Foundation Targeted Grant Will Support Free Dental Screening for Seniors

Each year, the MDS Foundation awards gifts from its three grant programs: Access to Care Grants, Targeted Grants, and Ambassador Grants. Targeted Grants provide funding to organizations or programs that increase access to dental care on a smaller scale than the larger Access to Care Grants. Targeted Grants are limited to \$2,000 and are open to public organizations on a rolling basis.

Recently, the Foundation awarded \$2,000 to the Elder Dental Program, which is based in Attleboro.

The Targeted Grant will cover a portion of the program's operations for a free dental screening clinic being held May 4 in Norfolk County. The clinic will be open to any resident living in Massachusetts who is 60 years or older. Seniors will receive a dental screening by a volunteer dentist, as well as an oral cancer screening. To date, Elder Dental has screened more than 1,200 low-income seniors.

If you know of an organization that would benefit from a Targeted Grant, visit massdental.org/targeted-grants to learn more.



MASSACHUSETTS
DENTAL SOCIETY

FOUNDATION

Ambassador Program

Join your colleagues in giving back to your community through the MDS Foundation Ambassador Grant Program!

To learn more and apply, visit massdental.org/ambassador.

YANKEE INSTITUTE 2019 CONTINUING EDUCATION

Register now at massdental.org/ce

SATISFY THE BORID AND STATUTORY BIENNIAL REQUIREMENTS ALL IN ONE DAY AND SAVE

Friday, March 8

AMERICAN HEART ASSOCIATION: BLS FOR HEALTH CARE PROVIDERS

8:30–11:30 am • CE Hours: 3 • WORKSHOP



Kelly Hartman, MEd

INFECTION PREVENTION & CONTROL–2019: EVALUATING YOUR COMPLIANCE

12:00–2:00 pm • CE HOURS: 2 • LECTURE



Kathy Ecklund, RDH

PAIN MANAGEMENT FOR THE DENTIST

2:30–4:30 pm • CE HOURS: 2 • LECTURE • Complimentary for MDS Dentist/Auxiliary Member



David Keith, DMD

DIGITAL DENTISTRY

(Follow-up to Yankee Dental Congress 2019 Digital and Esthetic Dentistry Seminar.
Attendance at Yankee Program not required.)

Wednesday, April 3 • 6:00–9:00 pm • CE Hours: 3 • WORKSHOP

Location: Trinity Dental, 1 Huntington Ave., Unit B, Boston MA 02116

Complimentary light dinner included



Gerard Kugel, DMD,
PhD

New Three-Session Program! ACCOUNTS RECEIVABLE PROGRAM

Thursdays, April 4, 11, & 18

CREATING A PROACTIVE ACCOUNTS RECEIVABLE SYSTEM THAT WORKS!

April 4: Session 1: Creating a Financial Policy That Works

April 11: Session 2: Understand Proper Billing Techniques for Insurance and Patient Reimbursement

April 18: Session 3: Creating a Proactive Accounts Receivable System and Checks and Balances
That You Must Have in Place

5:30–8:30 pm

CE Hours: 9 • LECTURE



Nancy Kagan, RDH



Blake Cohen

PERIODONTAL INFLAMMATION

Friday, April 5 • 10:00 am–1:00 pm

CE Hours: 3 • LECTURE



Thomas Van Dyke, DDS,
PhD

ETHICS, OBLIGATIONS, AND EXPOSURES FOR THE DENTAL PROFESSIONAL

Tuesday, April 9 • 5:30–8:30 pm

CE Hours: 3 • LECTURE



Vincent P. Dunn



Raymond K. Martin,
DDS

Visit massdental.org/ce for additional 2019 courses.

YANKEE INSTITUTE 2019 CONTINUING EDUCATION

Register now at massdental.org/ce

STEVE STONE, DMD, 27TH ANNUAL PROGRAM OF CONTINUING EDUCATION FOR THE ALLIED DENTAL HEALTH PROFESSIONAL BREAKFAST AND LEARN

Sunday, April 28

MIND BODY PROFESSIONALISM

9:00 am-12:00 pm • CE Hours: 3 • LECTURE

Location: The Verve Crowne Plaza Hotel, 1360 Worcester Street, Natick, MA 01760

The following grants have been applied to this program:



Christina DiBona
Pastan, DMD

HUMAN RESOURCE MANAGEMENT PROGRAM

CHOOSE THE ENTIRE FOUR-SESSION PROGRAM OR REGISTER FOR PACKAGE 1 & 2 or 3 & 4

Mondays, April 29, May 6, 13, 20 • 5:30-8:30 pm • LECTURE

CE Hours: 12 (4-Session Package) • 6 (2-Session Package)

APRIL 29 **SESSION 1: EMPLOYMENT LAWS AND RISK MANAGEMENT**

MAY 6 **SESSION 2: EMPLOYEE POLICIES AND DOCUMENTATION**

MAY 13 **SESSION 3: RECRUITING AND RETENTION**

MAY 20 **SESSION 4: PERFORMANCE MANAGEMENT AND TERMINATION**



Laurie LaBrie



Kathy Pauzé

RADIOLOGY CERTIFICATION PROGRAM

Thursday, May 2 • LECTURE SESSION: MDS Headquarters • 8:30 am-4:30 pm

Saturday, May 4 (Choose one) • CLINICAL SESSIONS

Boston University Henry M. Goldman School of Dental Medicine

Lecture 5/2 Clinic 5/4 7:30-11:30 am

Lecture 5/2 Clinic 5/4 10:30 am-2:30 pm

CE Hours: 11 • LECTURE/HANDS-ON

Lunch is included the day of the lecture session only.



Mary Ellen Sholes

New Two-Session Program! BOTOX® & DERMAL FILLERS

Wednesday, July 10, and Thursday, July 11

THE COMPLETE FACE: BOTOX® WITH CADAVER REVIEW WORKSHOP

Wednesday, July 11 • 8:00 am-12 pm and 1:00-5:00 pm

CE Hours: 8 • HANDS-ON

DERMAL FILLER TRAINING WITH CADAVER REVIEW WORKSHOP

Thursday, July 12 • 8:00 am-12 pm and 1:00-5:00 pm

CE Hours: 8 • HANDS-ON



Gigi Meinke, DMD



BEACON HILL DAY

Wednesday, May 1, 2019

9:00 am–3:00 pm, Omni Parker House, Boston



**SAVE
—THE—
DATE**

Join your colleagues to speak directly with your legislators about the issues that affect your patients, your career, and the future of the dental profession.

massdental.org/bhd

#BeaconHillDay

Issues that will be discussed include:

- Increasing access to oral health care
- Ensuring appropriate training and supervision of midlevel dental professionals
- Proper oversight of dental insurers
- Dental plan transparency
- Reforming dental licensure exams

Don't miss your chance to shape the future of dentistry!

For more information, visit: massdental.org/bhd

BEACON HILL DAY is an essential part of MDS advocacy efforts because it enables lawmakers to hear about the priorities of organized dentistry directly from dentists. This is your chance to mobilize with dentists and dental students from across the state to speak with one voice and have an impact on the legislative process.

Questions? Contact:

Marwa Alnaal, MDS government affairs coordinator
malnaal@massdental.org • 508.449.6042

MDS★PAC

Political Action Committee

To keep the profession of dentistry strong, we must have . . .

ONE VOICE

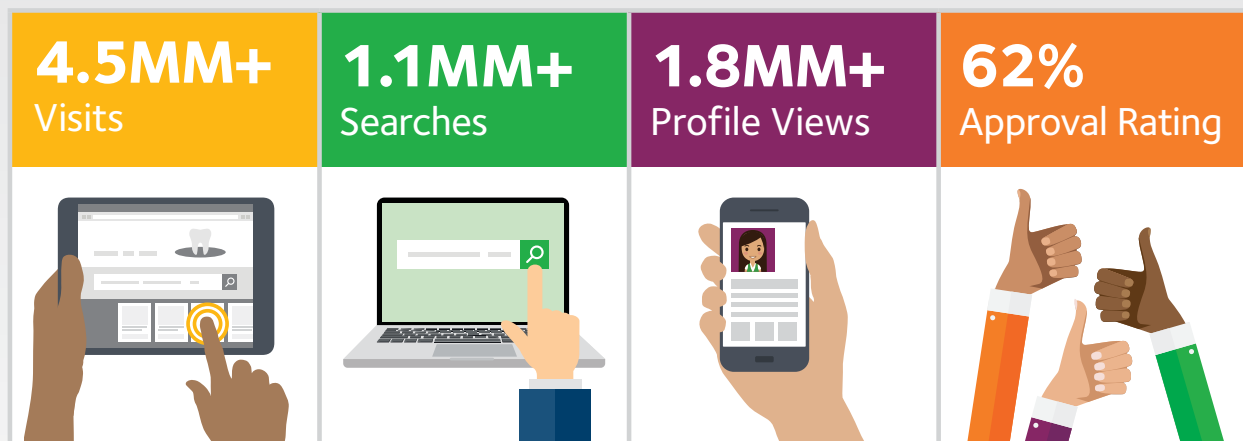
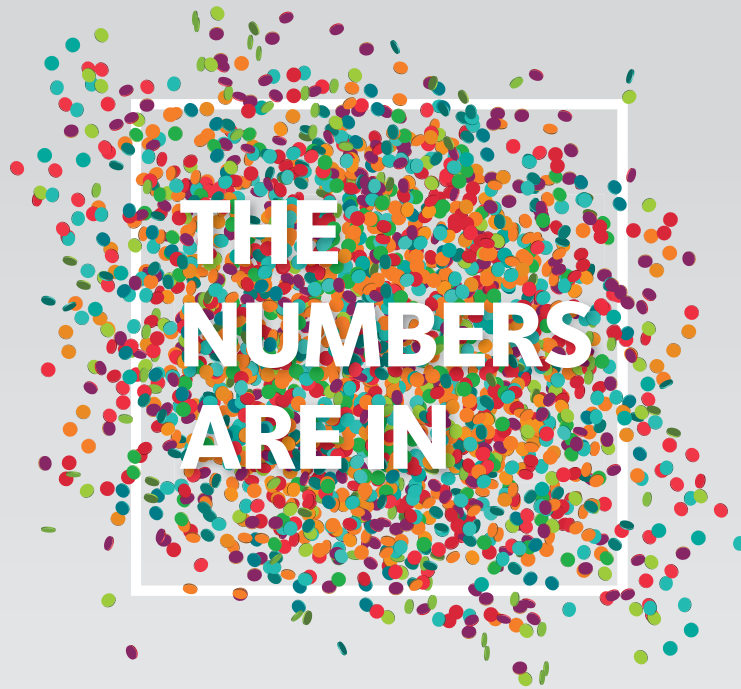
WHAT IS THE MDS-PAC?

The MDS-PAC is the political action committee of the Massachusetts Dental Society. The MDS-PAC seeks to create a favorable political environment by supporting pro-dentistry candidates and facilitating the political involvement of MDS members.

How does the MDS-PAC help me?

The MDS-PAC is an integral component in ensuring that a pro-dentistry legislative agenda is advanced on Beacon Hill.

To contribute, visit
massdental.org/pac



April 1, 2017 - November 30, 2018

Patients are using ADA Find-a-Dentist® to find you!

Put your best face forward, go to **ADA.org/myFADprofile**
and update your Find-a-Dentist profile now!

ADA®

JOB OPPORTUNITIES AVAILABLE

UNIQUE CAREER OPPORTUNITY: General dentist needed for established and growing private group practice in Western Massachusetts. Excellent pay package with medical, dental, and retirement benefits. State-of-the-art technology includes digital pano, CEREC Omnicam, WaveOne Gold Endo system, guided implant placements. Average compensation \$200K–\$350K. If you have excellent clinical and interpersonal skills, don't miss this opportunity to grow your professional skills. Experience or GPR training preferred but not required. Please call or email to inquire on this wonderful opportunity. *Non-corporate and non-health center.* Please call 413.210.3636 or email drchen@holyokemalldental.com.

GENERAL DENTIST ASSOCIATE IS NEEDED for a busy general dental practice in Southern NH. 65% FFS and 35% dental insurances. Great income opportunity for the right candidate. One-hour driving distance from downtown Boston. PT position leading to FT. At least 3 years of experience in general dentistry including oral surgery and endo. Good communication skills, flexibility, ability to work independently, knowledge of insurances are a must. Please send your resume to wingsbmdental@gmail.com.

COME JOIN OUR 5-STAR PEDIATRIC/GENERAL TEAM: Seeking a pediatric dentist to join our highly rated and amazing team! We have a new state-of-the-art practice that runs on a fully digitized system. Our current team is highly skilled and motivated, and our patients are loyal. Averaging about 100 new patients per month since January 2017; we need more help! Excellent pay/benefit package to be discussed upon meeting. Office located conveniently 15 minutes off Mass Pike and 5 minutes off I-91 in Western MA. Please contact 413dentist@gmail.com.

GENERAL DENTIST: Privately owned office with three locations is looking for a compassionate, patient-focused general dentist. Part-time or full-time position available depending on associate's needs. The primary location we are hiring for is a cozy four-operator practice located in beautiful Jamestown, RI. The office is recently renovated and completely digital. Willingness to travel to other MA locations if needed would be a plus. The office currently offers sedation dentistry and is equipped with a state-of-the-art CEREC Omnicam. Experience preferred but not required. Please contact Stacie at 508.994.2255 or sbrito@coastaldentalgrp.com.

MULTISPECIALTY DENTAL OFFICE MANAGER— Our busy, multispecialty practice is seeking a full-time salaried office manager to run all facets of the practice. Our current office manager, who has been with us for 10-plus years, must leave due to extenuating circumstances. The qualified applicant should have ample experience as a dental office manager and/or exceptional front desk coordinator. The applicant should be friendly, professional, and able to manage all aspects of the office efficiently and effectively. We currently are offering general, cosmetic, periodontic, oral surgery, and endodontic services, and are adding in pediatric services in the next few months as a separate but connected office to the practice. Experience with this transition would be very beneficial. Salary and benefit package offered are excellent and are commensurate to experience. Please forward a cover letter and resume to morrisonmd@yahoo.com. We look forward to hearing from you!

SEEKING EXCEPTIONAL PERIODONTIST: Our Boston multispecialty practice is seeking an exceptional periodontist to join our practice. The position is for one day a week (Friday) with the potential to add in more days as needed. A perio "practice within a practice" would be ideal. Our current periodontist is leaving after 8-plus years to start her own practice. The qualified candidate should have exceptional clinical skills, be comfortable and friendly, and be able to provide all aspects of periodontal services to our patients. Experience and willingness to extract

third molars comfortably and reliably is a must. We are not a Mass Health provider. Please send a cover letter and your resume to morrisonmd@yahoo.com. We look forward to hearing from you!

CLINICAL DIRECTOR/RESIDENCY PROGRAM DIRECTOR—Cambridge Health Alliance. Cambridge Health Alliance (CHA) is an award-winning health system based in Cambridge, Somerville, and Boston's metro-north communities. We provide innovative primary, specialty, and emergency care to our diverse patient population through an established network of outpatient clinics and two full-service hospitals. As a Harvard Medical School and Tufts University School of Medicine affiliate, we offer teaching opportunities with medical students, residents, and various trainees. CHA is recruiting for a general practice dentist to provide clinical and academic leadership within CHA's Department of Dentistry and the CHA/Harvard School of Dental Medicine (HSDM) General Practice Residency Program. Full-time opportunity includes dedicated time for clinical, academic, and administrative duties. Incoming dentist will be responsible for HSDM curriculum development, precepting and didactics, grand rounds, faculty development, resident performance, and participation in conferences and lectures. Oversight and mentorship of all dental support staff excluding the dental leadership team, including department providers, hygienists, dental assistants, and administrative support. Incoming provider will actively participate and contribute to site and department quality and process improvement initiatives. Qualified candidates must have a DDS or DMD and successful completion of a general dental practice residency program. Ideal candidates will have a passion for providing the highest quality health care to the socioeconomically and culturally diverse patients of our community. Excellent communication skills, collegial and team-based approach to care, and a desire to engage and invest in our Department of Dentistry preferred. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. To learn more and apply confidentially, please visit www.CHAproviders.org. Cover letter/CV may also be emailed directly to lanastasia@challiance.org.

SOMERVILLE—GENERAL DENTIST NEEDED. Looking for a general dentist part-time in Somerville. Can start end of October. Office is located between Tufts and Assembly Row. Compensation based on experience. Experience preferred. Please send resume to comfortablynumdentistry@gmail.com.

ASSOCIATE DENTIST WITH OPPORTUNITY FOR PARTNERSHIP. Full-time dentist opportunities in Springfield, Holyoke, and Chicopee, MA. We offer partnership/buy-in for candidate who displays leadership and a desire to direct their own team. We offer PTO, medical/dental/vision insurance, 401(k), paid malpractice, professional dues, CE allowance. Base salary \$170K, performance bonus plus \$15K sign-on bonus. This position offers unlimited earning potential and the opportunity for ownership. Call Gretchen at 207.730.2360. Email resume to GBufo@NewEnglandFamilyDentistry.com.

PT DENTAL HYGIENIST: We at Hudson Smiles Family Dental are looking for a PT hygienist. Hours are Monday (9 am–5 pm), Wednesday (10 am–7 pm), Friday (9 am–5 pm), and one Saturday/month (8 am–3 pm). If interested, please apply with resume to hudsonsmiles@yahoo.com.

DENTAL ASSISTANT: Location: US-MA-Shrewsbury. Requisition ID: 2018-5209. Category: Dental Assistant. Description: Now is the time to join Shrewsbury Dentistry. You will have opportunities to learn new skills from our team of experienced professionals. If you're ready to take your career to

To place a classified ad, visit massdental.org/classifieds to submit an ad online. Payment in advance, covering number of insertions, is required. Questions? Contact Connie Bailey at 800.342.8747, ext. 220.

50 words or less (per insertion) . . . \$55

50¢ each additional word
(Rate includes immediate Web posting.)

MDS Box \$15 extra

Upon processing, all classified advertisements are posted on the MDS website at massdental.org.

Issue Ad Deadline
March-April February 1
May-June April 1
July-August June 1
September-October August 1
November-December October 1
January-February December 1

Although the Massachusetts Dental Society believes that advertisements published in the MDS CONNECTION are from reputable sources, the Society neither investigates the offers made nor assumes responsibility for them. The MDS reserves the right to decline and/or withdraw advertisements at its discretion.

the next level and gain valuable experience, apply today! Overview: Now is the time to join our practice. We are growing and are looking for exceptional team members to grow with us. You will have opportunities to learn new skills from our team of experienced professionals. Do you thrive in an office that has a full patient load from the time the doors open to the time the doors close? Do you get excited about working for a company who believes in nothing less than clinical excellence for every patient? If the answer is yes, then joining our practice as a dental assistant is for you. This busy office will keep you on your toes while providing a rewarding and exciting career. About the opportunity: If you care about your career as much as you care about your patients, join our practice, an office supported by Pacific Dental Services®, and build relationships that will keep patients coming back for years to come. As a dental assistant, we recognize your efforts and care about your career development. We know how important you are to patients, your colleagues, and the business—that's why dental assistants receive ongoing technical training, encouragement to grow and succeed, and the kind of balanced lifestyle that leaves you feeling ready to greet each new opportunity with a smile. We offer competitive compensation and benefits, including medical, dental, and vision insurance, paid time off, and child care assistance. Plus, once you meet the team and see the level of patient care they provide, you'll wonder why you didn't find us sooner! About you: In addition to necessary industry certifications and education, as a dental assistant, you will possess outstanding time management, communication, and technical skills. You'll gather information about each patient's history, preparing them for and assisting with treatment, comply with all regulatory and clinic-mandated policies, and advocate for the best outcomes among patients and your fellow care providers. To excel with us, you'll bring a can-do attitude, a proactive nature, a strong sense of ownership and integrity, and a desire to continue to learn and grow. Ready to get started? We are too! Apply today! Pacific Dental Services is an equal opportunity employer and does not discriminate against any employee or applicant for employment based on race, color, religion, national origin, age, gender, sex, ancestry, citizenship status, mental or physical disability, genetic information, sexual orientation, veteran status, or military status. *Full bonus will be paid through payroll on the pay date for dental assistant's first full pay period. If the dental assistant's contract is terminated prior to 12 months of service at the office, dental assistant will be responsible to repay 100% of the bonus. If the dental assistant contract is terminated within 12–18 months of service, 50% of the bonus will be owed. Apply at <http://www.Click2Apply.net/r64x2vbcprtdqnb> or contact RussellS@pacden.com.

DENTAL ASSOCIATE WANTED: Part-time with buy-out possibility. \$1.3M gross production last year. Awesome waterfront location in Ludlow. Great staff

and patients. Possibilities are limitless. Contact Steve J. McDaniel, DDS, at 413.583.2070 or stevejmcDaniel@gmail.com.

PT PROSTHODONTIST: Our multispecialty practice in Newton is looking for a prosthodontist for two days a week. We are a long-established, independently owned, quality office looking for an experienced practitioner with interest in occlusion and occlusion-related disorders. Please send resume to jackiebmhak@comcast.net.

FRONT DESK: Our multispecialty practice in Newton is seeking a reliable full-time front desk person. Will consider part-time. Candidate must be self-motivated with strong interpersonal and relationship-building skills, excellent written and verbal communication skills, and an ability to multitask in a fast-paced environment. Computer proficiency and experience with Dental Vision a plus. Competitive salary commensurate with experience. Please send resume to pquinn@wabandental.com.

FT HYGIENIST: Busy Newton multispecialty dental practice seeks FT hygienist (4 day). PT considered. Excellent salary and benefits. Great team of co-workers. Ability to work with children as well as adults a must. Orthodontic experience a plus but will train on the job. Please send resume to Szaragoza@wabandental.com.

AMAZING OPPORTUNITY FOR FULL-TIME ASSOCIATE AT 100% FEE-FOR-SERVICE PRACTICE. We are a fee-for-service general/prosthetic dental practice on Cape Cod seeking a full-time associate dentist to join our team. One doctor is retiring, allowing an associate to come in and produce immediately. We recently moved from a small four-operator practice to a brand-new, state-of-the-art, six-operator (with ability to expand to eight operatories) facility. We are well-known and respected in the area for providing the highest quality of dental care with a personal touch. We are up to date with all the latest technology, including CEREC, 3D cone beam, 3D printing, etc., which allows us to provide precise and efficient dentistry. All services can be completed at our office, allowing an associate to grow their skills in any area they desire (prosthodontics, esthetic dentistry, endodontics, implantology, oral surgery, TMD, periodontics, etc.). Current owner was previous associate and collections surpassed \$1M/year working 30 hours/week. Office grossed \$2.4M+ in collections last year before moving to new, larger office. Our new office is a spacious, clean, and welcoming space for patients and staff. This is the chance to do amazing dentistry and get compensated for your hard work. We are non-corporate, non-insurance, and love what we do! Email nelsondentistry709@gmail.com.

DENTIST: Onsite Dental Care is looking for dentists to join our team throughout Massachusetts. Onsite Dental Care provides state-of-the-art dental services to residents of assisted living communities

throughout Massachusetts. If you have a caring and compassionate demeanor and are motivated to be an integral part of a growing company, this is a unique opportunity. Our mission at Onsite Dental Care is to care, respect, and be an advocate for our patients; our efforts will improve the quality of care they receive and the quality of their lives. Please contact Fran Maxner at FMaxner@onsitedentalcare.net.

ASSOCIATE DENTIST FT/PT IN SOMERVILLE. Seeking a FT/PT general dentist to join our multispecialty practice in Somerville, one of the hottest growing areas in the Boston area. Great opportunity with future growth! Willing to provide membership on advanced procedures. Two-plus years of experience preferred. Please contact 617.947.9022 or assemblydental@gmail.com.

REGISTERED DENTAL HYGIENIST: Seeking part-time RDH (approximately 20 hours/week) for growing, energetic general dental practice in Milton. Hours include Tuesday, Wednesday, Thursday evenings, alternating Friday/Saturday mornings. Newly built, state-of-the-art facility, enthusiastic team who seeks to provide exceptional dental care and experiences to our patients. Competitive salary and benefits. Contact miltondentist480@gmail.com.

LEAD GENERAL DENTIST—HOPKINTON: 2-3 DAYS/WEEK. Seeking a part-time general dentist 2-3 days per week to join an ortho-pedo office as the lead adult general dentist. This is a great opportunity for a confident individual who can practice independently, is able to render a great service, and wants to build their own patient base. Our patients need comprehensive dental treatment and a dentist that they can trust. Looking to start around January 1. Please contact Nancy at info@dentalplacehopkinton.com.

PEDIATRIC DENTIST—PART-TIME: Excellent part-time opportunity available for a pediatric dentist in the North Shore area of Massachusetts. The applicant selected will be joining a well-respected dentist/owner of a successful private pediatric/orthodontic dental practice with a great reputation for providing superior care and compassionate patient service. You will be surrounded by skilled and caring staff dedicated to providing the highest quality dental care in a chartless office with the latest technology. If you have outstanding clinical and communication skills and would appreciate the opportunity to become an integral part of a great team, please respond with your resume and cover letter, including days you would be available. Experience will elevate you to the top of the list, but we will consider recent or 2018 graduates of a pediatric dental residency program. Please contact Jennifer Prestage at prestage.jennifer@gmail.com.

PART-TIME DENTAL HYGIENIST: Busy general practice in Southborough is seeking a part-time hygienist to join our team in January 2019. Hours include Tuesday (7:30 am–4:30 pm) and Wednesday (3:30 pm–7:30 pm). Great opportunity to work in a well-established practice with a fun and caring team. Please send resume to doctors@southboroughdental.com.

WORCESTER AND METHUEN PRACTICE OPPORTUNITIES: As a doctor at Cortland, you will be changing lives, one smile at a time. Dentist-owned and operated since 2002, Cortland believes everyone deserves access to quality, affordable dental care—and this belief drives everything we do. We are excited to share that we now offer ownership participation for the dentist who is looking to invest in a successful practice model and make a difference in their community at the same time. We currently have an ownership opportunity for new offices located in Worcester and Methuen. Our ownership model provides: Proven business model with support from an experienced clinical and business leadership team; opportunity for ownership in a brand-new practice with minimal up-front costs; internal financing available; estimated annual compensation earnings in excess of \$250K including guaranteed daily rate of \$650; learning through best-in-class training

programs and company-provided ADA-approved continuing education; numerous other benefits, with an estimated \$20K value (medical, 401(k) matching, paid time off, etc.); opportunity to participate in community- and mission-based events each year including Operation Troop Treats, Sharing Smiles Day, and other local events. We expect you to have: DDS/ DMD from a dental education program accredited by the Commission on Dental Accreditation; current, valid license to practice dentistry in state where providing care (license must be in good standing) or eligible for licensure; other certifications as required by state to include: CPR, DEA, etc. You'll stand out of the crowd if you have: interest and experience in providing dental care to children; a passion for educating patients about dental health; compassion and a strong desire to care for underserved families; previous leadership or ownership experience. Please contact zrhinesmith@benevis.com.

FULL-TIME LEAD GENERAL DENTIST: Lead dentist position, inherit large patient base (1,600+) from retiring dentist. High earning potential (\$200K+), introductory daily minimum, benefits. Privately owned, patient-focused family practice. Partnership opportunity. Two years of practice experience required, general practice residency/AEGD preferred. New Bedford. Please email CV and cover letter to admin@clearcoastdental.com.

ENDODONTIST—FRAMINGHAM: Multi-doctor private practice (doctor-owned) looking for part-time endodontist. Flexible, good location, no PPOs. Email rstdmd34@aol.com.

PART-TIME ORTHODONTIST POSITION IN GREATER BOSTON: A busy general dental office located about 20 minutes from Boston is looking for a part-time orthodontist. Ortho day is very busy and productive, compensation is collection-based. If you are interested, please send resume to orthodontistboston@gmail.com.

PART-TIME ASSOCIATE: Modern well-established practice with a vibrant, motivated, and supportive team is seeking an associate dentist. We are looking for a driven individual who is committed to excellent patient care and is a good communicator to join our team in the Boston area. This is a great opportunity with long-term employment and partnership track potential. Email resumes to doctors@dentalar.net.

GENERAL DENTIST: Fantastic opportunity to join a highly successful private practice in Western Mass. Outstanding compensation package, average of \$250K–\$350K. Guaranteed \$1K daily draw, health insurance, 401(k), and lodging. Please email CV to gardnerdental@verizon.net.

ASSOCIATE DENTIST—What we are looking for: We are looking for a full-time enthusiastic, highly motivated dentist to join our team. Interested candidates must promote a professional and welcoming atmosphere to enhance the superior quality of service and treatment offered to our patients. They must also be licensed and accredited, must be dependable, punctual, and able to communicate professionally. About the office: We are two general dental practices located in Milford NH (suburb of Nashua) and Malden MA (suburb of Boston). We strive to provide our patients with excellent customer service in a very professional, yet personalized, warm, friendly, and fun environment. Office hours are Monday–Thursday and occasional Fridays if interested. Ideal schedule would be to work 2 days a week in each location for a total of 4 days a week. Primary responsibilities: Be present on site from 7:45 am–5:30 pm approximately; treatment planning services; informing patients as to why treatment is recommended; informing patients of risk benefits of services provided; providing dental services; act as a general leader/example in the office. Skills needed: Must have the ability to work under pressure without letting it show to patients; must have the organizational skills necessary to

How to Reply to an Ad with a Private MDS Box Number

Reply to an MDS Box classified ad by emailing advertising@massdental.org (include the Box Number as your subject line) or mail your response to: MDS CONNECTION Classified Box _____, Two Willow St., Suite 200, Southborough, MA 01745. All responses will be promptly forwarded to the advertiser.

juggle issues and situations throughout the day; must be able to listen, communicate, and assess situations with accuracy; must exhibit a sincere ability to work well with people; experience with EagleSoft Software is a plus. Compensation: Based off a percent of production with a guaranteed daily rate, whichever is in your favor. Please reply soon with your cover letter and resume. We are looking to fill this position quickly. Contact Dr Chad at chadborer999@gmail.com.

DENTAL DIRECTOR: Dream job! Great earning potential as a full-time dentist/dental director for our state-of-the-art office in Mattapoisett. Potential to become partner within two years. Willing to become oral conscious sedation certified, and become trained in placing implants (we reimburse for training). Molar endo experience recommended, but not necessary. Office hours are Tuesday–Thursday 8 am–6 pm, and Friday 8 am–1pm. Closed Mondays, but can work in our Peabody practice if interested. Salary plus commission. Please contact sharon@varinosdental.com.

FT/PT GENERAL DENTIST NEEDED. Seeking a general dentist for a busy multispecialty practice located in the Symphony Hall area in Boston. Compensation based on experience. Experience preferred. Please send your resume to cardental@dibadmd.com.

JOB OPPORTUNITIES WANTED

GENERAL DENTIST FOR PRN WORK: 12 years of experience. Excellent treatment planning and communication skills. Looking for hygiene checks and single column fill-in work. Will work hourly or per diem. Let me help if you're on vacation, sick, on maternity leave, open an extra day per week, evening hours. Based in Jamaica Plain and prefer MBTA access to office in Boston, Cambridge, etc. Excellent references and will email you my CV. Tufts graduate. Contact 207.249.9104 or davidsamuelh@gmail.com.

PART-TIME PERIODONTIST POSITION NEEDED. A board-certified periodontist is looking for a part-time position in a periodontal or multispecialty practice. Proficient in all aspects of periodontal and implant therapy with many years of experience. Please contact 617.433.8027 or unident23@hotmail.com.

EXPERIENCED GENERAL DENTIST LOOKING FOR PT POSITION. Compassionate and hard-working general dentist with 19 years of experience. Searching for PT position preferably in MetroWest location and private practice. Please contact limmanuel2@yahoo.com.

PRACTICES FOR SALE OR RENT

MOVE-IN-READY DENTAL OFFICE SPACE IN SCITUATE—Located directly across from Greenbush commuter rail. 2,011-sq.-ft. space has four ops, plumbed for a fifth, private consult area, staff area, lab, and private back office. All existing furniture and dental equipment are in working condition and available for purchase. Ideal for any practice looking to move in and start treating patients right away. Call 617.792.4784.

BUSY GENERAL DENTAL PRACTICE FOR SALE: Located in Southern NH, 45 miles from Downtown Boston. Spacious, established for 25-plus years; 65% fee for service, 35% major insurances. Four-plus operators. Plenty of parking. Restorative and cosmetic dentistry, crown and bridge, oral surgery, some endo. Good hygiene program. Reasonable lease. Great income opportunity up to \$1M-plus/year. \$1.5M firm. Contact MDS Box 1447.

TURN-KEY DENTAL OFFICE SPACE in Plymouth County area for sale. Located on busy Route 18 between Routes 123 and 44. This 1,463-sq.-ft. condo unit has three ops, staff area, and private office. All existing

furniture and dental equipment (ADEC) are available for purchase. Ideal for any dental practice looking to expand or for a start-up. Please call 413.404.1125.

MIDDLESEX COUNTY: 35-year GP with four ops located in professional medical building near Route 128. 1,000 sq. ft.; second floor; handicapped access (heated ramp, elevator); ample free parking. Collections \$220K–\$230K. Practice sold with condo. Asking price for the practice: \$150K. Condo: \$427K. For more details, contact Henry Schein Professional Practice Transitions Consultant Alex Litvak at 617.240.2582 or alexander.litvak@henryschein.com. #MA191.

WESTERN MASSACHUSETTS: Hampden County. New listing! Established general practice with consistent high revenue (\$600Ks). Seller willing to work part-time post sale. Four ops, intraoral cameras, digital X-ray, laser unit. Practice open 4 days/week, 4.5 hygiene days/week. Predominantly restorative, prosthetic practice. Building is available for sale or lease. Please contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.477.8760 or tyler.russell@henryschein.com. #MA166.

DENTAL SPACE AVAILABLE—NORTH STATION, BOSTON. 2,800-sq.-ft. street-level medical office space available in beautifully renovated condo building on a busy corner. Catch your patients on their way to and from North Station. Space is brand new and ADA accessible. Visit easternlandco.com. Contact Steve Pleines at 617.286.3830 or spleines@easternlandco.com.

DENTAL OFFICE IN TORRINGTON, CT. 1,500 sq. ft., three ops, in business since 2012. Average collections \$550K. Asking price \$220K. Please contact 603.738.6808.

CAPE COD: Enjoy a unique lifestyle and the year-round vibrant, energetic, and arts-centered community of Cape Cod while operating a well-known and successful practice. The Cape is absolutely the best area of New England to raise a family. The practice collects \$1.4M and is growing. The hygiene department is well established and productive. Four modern operatories, exam and consult room that could be fifth operator, conference room, staff lunchroom, and significant parking on a well-traveled roadway. State-of-the-art equipment includes digital X-rays with pan/ceph, electric hand pieces, I/O camera, soft-tissue laser, & CAD/CAM. Practice and property are for private sale and I will consider a phased buy-in for the right buyer. Contact MDS Box 1448.

WORCESTER: GP dental office for sale, newly renovated, 2,400 sq. ft., three ops with room for two more. State-of-the-art equipment. Average collections \$240K on two days/week. Lots of growth potential. 8,500-sq.-ft. multi-family apartment building to be sold with practice, asking price \$650K. Very motivated seller. Please contact amdm2008@gmail.com.

SPACE FOR LEASE: APEX CENTER, MARLBORO. Newly built, beautiful, Euro-chic office in an extremely busy area (Apex Center, Marlboro) Ideal for specialty office—pediatric, endo, ortho. Perfect for a satellite GP. Has all the latest equipment and a steady flow of patients. Please contact 781.258.5747.

FULLY EQUIPPED OFFICE FOR LEASE IN EVERETT 1,200-sq.-ft. dental office space with parking, newly built office, retail floor, in an extremely busy area/ street, four operatories, fully plumbed, equipped, computerized, and digitized. Ideal for dentist looking to open an office or expand into the area, with zero overhead, great opportunity with Encore casino

bringing 4,500 new employees to the area. Rent will include space and equipment or only office space if you have your own equipment. Very attractive rent. Contact MDS Box 1450.

SEEKING PRACTICES

I AM LOOKING FOR A GP PRACTICE TO BUY FROM A RETIRING DENTIST. I have been a solo associate dentist for a long time and now ready for ownership. Ideally within 120 miles of Boston in MA or NH. \$600K+ collections. Suburban or rural. No broker involved. I promise to take good care of your patients, staff, and the surrounding community. Contact massdentist1@gmail.com.

LOOKING FOR ORTHODONTIC OFFICE TO PURCHASE FROM RETIRING ORTHODONTIST. Hard-working and responsible orthodontist is ready for ownership. Ideally within 90 miles of Boston. If you are planning

to retire and are looking for a younger orthodontist to take good care of your patients and staff, please contact dentalpracticesearch2018@gmail.com.

SERVICES

BUYERS: We offer more than 25 years of dental experience in the Greater Boston area to provide you with confidential professional advice to help locate and finance the proper practice for you, the buyer. We will guide you and the seller through the entire process, helping to structure a transition that makes sense. Because a practice worth buying should not have to be advertised, we have never had to advertise a practice. We make every attempt to show you only those practices that may be of interest to you, and all fees are paid by the seller. Please contact Arthur B. Gordon, Northeast Dental Consulting, Ltd., at 978.774.2400. Fax: 978.750.1444. Email: arthur@thedentalbroker.com.

SELLERS: If you are considering the sale of your dental practice, we offer more than 25 years of dental experience to provide you confidential expert advice. We work closely with you, the seller, and your professional advisors helped to mediate a transaction that makes good common sense while keeping professional fees as reasonable as possible. We take pride in the fact that we have never had to advertise a practice in order to sell it. We have sold some of the premier practices in the Greater Boston area and we look forward to helping you. Please contact Arthur B. Gordon, Northeast Dental Consulting, Ltd., at 978.774.2400. Fax: 978.750.1444. Email: arthur@thedentalbroker.com.

CONTEMPLATING RETIREMENT? Obtaining the maximum for your practice is always the goal; however, is your practice in the right "shape" to receive the maximum? United Dental Brokers of

America can help. Please feel free to give me a call or email me today to discuss your plans for transitioning your practice. You are under no obligation, and all contact with United Dental Brokers will be kept completely confidential. Please contact Lori Bell at lori@udba.biz or 508.405.6938.

PAY ONLY 6% TO SELL YOUR PRACTICE . . . SAVE MONEY & HEADACHES. Use my experience as a dentist who bought and sold two practices of my own. I had your concerns and feel your pain. Let me help you as a colleague to sell your practice that you built with years of hard work; I have eager buyers. Please contact dentistbroker@gmail.com or 617.955.6563.

See more classified ads at massdental.org/classifieds.



Peer Review

The Peer Review Program, conducted by the Massachusetts Dental Society (MDS), is available to help you and your patient resolve disputes without incurring expensive legal fees. The Peer Review Program is a non-legal, non-punitive process available exclusively to MDS members. The program relies on the good faith between both parties to resolve their differences in order to promote the best possible oral health of the patient.

To learn more, visit massdental.org/peer-review.



Asking a Question Is the Best Way to Get the Most Out of Your Membership
Call 800.342.8747 for the Member Assistance Center



The Massachusetts Dental Society's mission is to help all members succeed. With that in mind, we created the MDS Member Assistance Center (MAC), a member-only service designed to help MDS members get the most out of your membership. The MDS's state-of-the-art call center enables members to speak directly with a MAC representative.

Call if you:

- ▲ Need practice management advice
- ▲ Have a question on dental billing or coding
- ▲ Require information on regulations
- ▲ Wonder if a marketing mailer is legitimate
- ▲ Want guidance on Peer Review
- ▲ Have questions on an MDS Member Savings Program partner
- ▲ Face a situation in your office you are not sure how to handle

MAC representatives will also be reaching out to members to ensure that you are informed about:

- ▲ Required registration deadlines
- ▲ Important regulatory advisories
- ▲ Information on how to get involved in MDS programs and activities
- ▲ Volunteer opportunities

The MDS Member Assistance Center is available Monday–Friday from 8 am to 4 pm.



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