

The DOI Issues Final Ruling on Delta Dental's Fee Methodology

On July 19, the Division of Insurance (DOI) issued its final ruling on the Delta Dental of Massachusetts fee methodology for Delta's Premier and Premier PPO plans. As you may recall, as a result of a petition filed by the Massachusetts Dental Society (MDS) in January 2017, the DOI began conducting hearings on Delta's fee methodology. Additionally, you may recall that the MDS also filed legislation to further address issues with Delta. This process allowed the MDS not only to have these hearings, but also to engage in direct, face-to-face discussions with Delta in a manner consistent with the law. Through that process, the MDS was able to dissuade Delta from moving to Total Choice—and its accompanying 30% fee reduction—and from moving the majority of its business to Chapter 175, which would have resulted in the lack of DOI oversight. With the lines of communication open—both during and after the hearings—the MDS was able to continue to talk to Delta and the DOI and obtain the best results possible in this challenging environment. As a result of these discussions with Delta and the DOI, the MDS was able to get additional concessions to the fee methodology, which are outlined by Delta on its member portal.

Effective October 1, 2019, Delta Dental Premier and Delta Dental PPO fees will be decreased by 8.8% (for non-incentive/standard fee schedule rates) from the corresponding 2018 Premier and PPO fees. However, your practice may be eligible for an incentive fee schedule of an additional 1% that would result in a 7.8% reduction. This incentive applies to locations where all providers participate in both the Total Choice PPO and Premier networks and accept

electronic payment (EFT) from Delta Dental of Massachusetts. (See page 6 for more about the incentive fee schedule.) Note that these fees will not be adjusted again until January 1, 2021.

"We want to thank our members for your patience during this process," said MDS President Dr. Janis Moriarty in an email to members shortly after the ruling was announced. "It is only through the unified voice of organized dentistry and the MDS that we can have a seat at the table and ensure our concerns are heard. We understand that no one wants a fee reduction, but given the realities of insurance reform and rising health care costs, this is the best possible outcome in the current environment. The alternative would be disastrous for our members and our profession."

"We have also received assurances that Delta will meet with the MDS to further discuss assignment of benefits in regard to its Chapter 176E products," she continued. (Note: Delta has already agreed to do so for its Chapter 175 products.) "We must continue this process to ensure the best outcomes for our patients and members."

The MDS would also like to thank the DOI for its thoughtful and thorough review of Delta's fee methodology proposal, and supports its decision. The MDS values the DOI's continued oversight of the Delta Premier product and maintaining its not-for-profit Chapter 176E status, which protects the interests of patients and dentists in the Commonwealth.

Learn more at massdental.org/delta.

The 2019 MDS House of Delegates Annual Session Makes History

The 155th Massachusetts Dental Society (MDS) House of Delegates was historical for several reasons. In addition to passing seven resolutions—the majority involving sweeping governance reform—a slate of new Officers and Trustees was sworn in, including three women dentists who will lead the Society in the coming years, one of whom as the first two-term President.

The House of Delegates Annual Session was held on Friday, June 7, 2019, at the Boston Marriott Newton. One-hundred-and-thirty voting Delegates attended, including members representing all 14 Districts, Officers and Trustees, Student Delegates, Past Presidents, and dental school deans. This was the last House of Delegates to be held in June; starting in 2020, the House of Delegates will be held in January to align with the Yankee Dental Congress. This House of Delegates was also notable for its on-the-floor election, as two candidates—outgoing Boston District Dental Society Chair Dr. Meredith Bailey and Dr. L. Jeffrey Lowenstein of the Metropolitan District Dental Society—ran for the position of Vice President of the Board of Trustees. After the two candidates delivered brief speeches, Speaker of the House Dr. Raymond Martin instructed Delegates on the ballot voting procedure whereby ballots would be cast by each District over the course of the morning session. The votes were tallied after the last District had placed its votes, and Dr. Bailey was announced the winner. She will be the first President to hold two consecutive terms on the MDS Board of Trustees, per the new governance structure.



The past, present, and future of women at the helm of the MDS (from left): Past President Dr. Andrea Richman, President Dr. Janis Moriarty, President-Elect Dr. MaryJane Hanlon, Vice President Dr. Meredith Bailey, and Past President Dr. Paula Friedman

It was a strong year for women at the House of Delegates, as Janis B. Moriarty, DMD, a general dentist in Winchester, was sworn in as President. Dr. Moriarty is the Society's third woman President (after Dr. Andrea Richman in 2007 and Dr. Paula Friedman in 2012), and she will be followed by President-Elect Dr. MaryJane Hanlon, associate dean for clinical affairs and Assistant Professor in the department of comprehensive care at the Tufts University School of Dental Medicine.

"We are delighted to welcome Dr. Moriarty as president of the Massachu-

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House of Delegates

Dr. Janis Moriarty's Presidential Address to the 2019 House of Delegates

Janis Moriarty, DMD, was sworn in as the 156th President of the Massachusetts Dental Society at the House of Delegates on June 7, 2019.

Good morning Delegates, Student Delegates, Past Presidents and Speakers, deans, staff, and honored guests. As I begin, I must take a moment to personally introduce to you the senior Past President of the MDS, who served as President when I was four years old in 1971—48 YEARS AGO—and continues to attend our House of Delegates every year: Dr. Arno P. Bommer. Dr. Bommer, please stand and be recognized! Amazing! Thank you for continuing to be an inspiration to all of us.

It is indeed an honor and a privilege to stand before you as the 156th President of the Massachusetts Dental Society. One-hundred-and-fifty-five years in, at a very tumultuous time for dentistry. A time when our profession is being challenged by many external organizations from all angles and in many places. We are being challenged by deep-pocketed foundations on Beacon Hill. We are being challenged by third parties in our own backyard. We are being challenged in the retail sector in malls and pharmacies. And most recently, dentistry is being challenged by our own patients as some of them try to do dentistry at home. The landscape of dentistry is changing quickly, as we are seeing major shifts in delivery models with more DSOs, more categories of providers, increased medical-dental collaboration, and many more dentists graduating from our schools with a rising level of student debt.

Someone in my District caucus last week even went so far as to say that dentistry is under assault. If we are under assault, every one of us in this room can feel comfortable knowing that the MDS and the Tripartite are here for us and will work with us and for us during these trying times. At the state and national levels, advocacy is key to having our voices heard, and the MDS needs to speak with one voice. It takes a united front to protect our patients, practices, and profession.

The MDS has a rich history and much to be proud of. We continue to have a market share higher than the ADA; we continue to run a phenomenal annual Yankee [Dental Congress]; we continue to have strong educational and social programming at the state and District levels; and we continue to build on diversity and inclusion in our membership and leadership.

Despite our successes, the work continues. To be sustainable, we must be willing to adapt and be open to change. I recently read that the Chinese symbol for "change" is comprised of two symbols—one for danger and one for opportunity. Think about that . . . a combination of danger and opportunity. Clearly, this House, in its wisdom, viewed change as an opportunity by voting in our governance restructuring at last year's Annual Session.

These changes began in 2016 when then President Dr. Ray Martin tasked the Board with developing a relevant governance structure that would lead the Society into the next decade, which was one of the objectives of our Strategic Plan. Thanks to [Dr.] Mina Paul and two different Task Forces, the MDS commences today with the rollout of our retooled governance structure and our evolution into a more nimble, flexible, and responsive Society able to meet the more diverse needs of our broad spectrum of members.

We are first and foremost a membership organization, and one of my priorities is to remember the member and work with our staff and Districts to continue to find innovative ways to cultivate an increase in the entire spectrum of membership by engaging members during their first year in dental school and retaining them throughout their careers. The range of membership years continues to increase

as dentists are retiring later in life. According to the ADA Health Policy Institute, the average dentist retires just before he or she turns 69. I personally know more than a few dentists who practice through their 70s and beyond, a few of them in this room!

I believe the changes taking place will only strengthen our Society. They were designed with the success of the MDS in mind. We can't rest on our laurels and must continue to evolve. Of course, there will be some bumps in the road, but the outcome will serve us well.

Undoubtedly, every person who stands before this House as the newly elected President believes he or she will have a remarkable year. But trust me—this year, the MDS is truly going to have a very big year due in large part to the aforementioned governance restructuring. You are all part of history for being at our last June House of Delegates! Our House of Delegates at Yankee begins in 2020. Regional Trustees will begin to be selected this November. Later this morning, we will elect the person who will become our first President to serve a two-year term.

One bittersweet part of this historic year is that our esteemed Executive Director, Dr. Bob Boose, begins his last year of employment before he retires in 2020. The MDS owes Bob a huge debt of gratitude for positioning us at the pinnacle of state Societies. He has singlehandedly created a culture of continuous improvement throughout our Society. He has cultivated an amazing staff, which next to our members, is our second biggest asset. We will miss his vision, his energy, his desire for "not putting the same soap in a different box," and his ability to see nearly everything as a "teachable moment." We will miss his jazzy tie collection, his piano and harmonica skills, and those of us who work with him more closely will miss his ability to educate us about the finer qualities of jazz and bourbon. I personally will miss his occasional episodes of "going full Jersey," complete with the hands going, etc. I'm sure his "farewell tour" will include many surprises along the way, but for now, please join me in a round of applause. For a "non-dental guy," you've done okay!

As much as it is a privilege for us to be entrusted with our patients' care, it is indeed a privilege to be entrusted to lead our Society for the next year. Thank you to the Middlesex District for your nomination and unwavering support. I would never have started on this path to leadership without the encouragement of Past President and Middlesex District member, the late Dr. Alan DerKazarian. Thank you also to my mentors [Drs.] Andrea Richman, Paula Friedman, and of course, Kathy O'Loughlin. Also, to my own dentist, Dr. Fred White from Pembroke, who gave a 15-year-old an afterschool job in the 10th grade and who encouraged me to apply to dental school. I would not be standing here today without his encouragement.

In order for the MDS to remain viable for the next 155 years, we must continue to meet the current and emerging needs of our members. We are 5,000-plus strong—5,000-plus strong-willed individuals who all chose a profession that holds a special position of trust within society. In return, the profession makes a commitment to society that its members will adhere to high ethical standards of conduct. We have many more commonalities than we do differences, and I hope you will all work with our leadership this year as we strive toward our mission of improving the oral and overall health of the Commonwealth through member engagement, as we position ourselves as THE most trusted resource and advocate for oral health in Massachusetts.



A Bimonthly Newsletter
of the Massachusetts Dental Society

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House of Delegates

The MDS House of Delegates Makes History, continued from page 1

sets Dental Society's Board of Trustees," says MDS Executive Director Dr. Robert Boose. "She has been a valued member of our Board as President-Elect and throughout her previous tenure as Secretary and Trustee. We are honored to have her lead the Society to advance the profession of dentistry and champion oral health in the Commonwealth over the next year."

Dr. Moriarty will be one of 13 women serving as President at the state level this year, the most in the American Dental Association's 160-year history. (Read Dr. Moriarty's address to the House of Delegates on page 2.)

New Officers and Trustees

The House of Delegates was presided over by Speaker of the House Dr. Raymond Martin, a general dentist in Mansfield and MDS Past President. Eight officers were sworn in for the 2019–2020 term: Dr. Moriarty as President; Dr. Hanlon as President-Elect; Dr. Bailey, assistant clinical director of dentistry at the Fenway Community Health Center in Boston, as Vice President; Dr. Martin as Speaker of the House; Thomas Trowbridge, DDS, MD, an oral and maxillo-facial surgeon in Lowell, as Treasurer; Philip Howells, DDS, a general dentist in Northborough, as Assistant Treasurer; Richard Marchand, DMD, a general dentist in Yarmouth Port, as Secretary; and Howard M. Zolot, DMD, a periodontist in North Andover, as Immediate Past President.



President Dr. Janis Moriarty and Past President Dr. Howard Zolot

The Board welcomed two new Trustees this year: Paul Aswad, DMD, a general dentist in Needham, representing the Metropolitan District Dental Society, and Barry Cohen, DDS, a general dentist in Winthrop, representing the North Metropolitan District Dental Society. Additionally, four MDS members were selected as Guest Board Members and will attend Board of Trustees meetings and participate in discussions in a non-voting capacity:



Keri Discepolo, DDS, a faculty member at the Harvard School of Dental Medicine and Boston Children's Hospital; Alec Eidelman, DMD, a general dentist in Boston; Harrison Mackenzie, DMD, a general dentist in Franklin; and AnhPhi Nguyen, DMD, a general dentist in Quincy.

Resolutions

In addition to Resolution 1-19, the 2019–2020 MDS Annual Budget, the House voted to approve six other resolutions, including Resolution 2-19, an Amendment to the MDS *Constitution and Bylaws* to implement recommendations of the MDS Governance Transition Task Force, which addresses the transitional period and Trustee terms as the organization transitions from District Trustees to Regional Trustees. Resolution 6RC-19, an Amendment to the MDS *Constitution and Bylaws* Regarding Remediation Process for Non-Compliance with Society Policies, also passed. This resolution entails compliance with the Society's policies, including the District Bookkeeping Policy, the Regional District Operating Manual, and other policies the Society may adopt. In the event of a District's non-compliance with one or more policies, the MDS may institute a probationary period for such District during which time the MDS will temporarily manage and oversee the operations of such District.

To read the final resolutions, visit massdental.org/hod. The amended MDS *Constitution and Bylaws* can also be viewed online at massdental.org/bylaws. To learn more about the Annual Session, visit massdental.org/hod.

The MDS Honors 50-Year Practitioners at Annual Session

The following dentists were recognized as 50-Year Practitioners during lunch at the House of Delegates.

Peter P. Audette, DMD
Michael A. Blau, DDS
Darrell C. Blumer, DDS
Rene H. Bonneau, DMD
William L. Bourassa, DMD
Michael G. Broutsas, DDS
John S. Cassella, DMD
Ronald M. Chaput, DDS
Edward S. Cohen, DMD
Gerald S. Cohen, DDS
John A. Collins, Jr., DDS
Edward M. D'Eramo, DMD
Jeffrey F. Dwyer, DDS
James J. Fasy, DDS
Donald L. Feldman, DMD
Kenneth L. Fontecchio, DDS
Donald A. Forbes, DMD
Joel R. Frankel, DDS
Anthony P. Giannetti, DDS
John G. Hedstrom, DDS

John R. Hennessy, DDS
Loren S. Howell, DDS
Richard S. Hymoff, DMD
William D. Irving, DMD
James G. Judge, DMD
Leonard B. Kaban, DMD, MD
Michael D. Keefe, DMD
Roger Kellerman, DDS
John A. Kellogg, DDS
Robert L. Kittredge, DDS
Stuart A. Klein, DDS
Ira S. Lapidus, DMD
Howard A. Levine, DMD
Paul F. Levy, DDS
Paul E. MacDonald, DMD
Charles M. Malkemus, DDS
Peter T. Messier, DDS
S. Murray Miller, DDS
John D. Mitsch, DMD
Robert A. Najarian, DDS

Robert R. Nersasian, DMD
Richard B. Nimberg, DMD
Paul F. Niosi, DMD
Kenneth T. Nolan, DDS
Daniel R. Olsen, DDS
William G. Pappas, DMD
Roger R. Paquette, DMD
Mario M. Paredes, DDS
Jeffrey R. Parsons, DMD
Bruce H. Person, DMD
Sheldon A. Piperno, DDS
Ronald T. Plotka, DDS
Ralph P. Pollack, DMD
Paul W. Ponicherter, DMD
James T. Reilly, DMD
David L. Rodman, DDS
Peter M. Schortmann, DMD
Edward J. Schreier, DDS
Philip E. Schwartz, DDS
Richard A. Schwartz, DMD

Norbert J. Shay, DMD
David J. Shelsy, DDS
Arnold D. Silverman, DDS
Randall M. Sneider, DMD
Robert L. Soper, DDS
Stanley Starr, DDS
Gerald G. Udler, DMD
David S. Wald, DMD
Arnold R. Wallins, DDS
Stephen J. Walsh, DDS
William H. Waters, DDS
Arnold Watkin, DDS
Allen L. Weiner, DMD
James P. Whitman, DMD
Mark E. Wilner, DDS
Steven A. Wolman, DMD
John A. Wright, III, DDS
Allan H. Yacubian, DMD
Jerry A. Zanni, DDS

MDS Foundation



MDS Foundation Chair Dr. Robert Lewando (right) welcomed the South Shore District Dental Society, represented by outgoing Chair Dr. Pelly Chang, into the Morton Society.



Dr. Mark Doherty (left) was welcomed into the Salmon Society in recognition of his generous cumulative gifts to the MDS Foundation.



The Boston District Dental Society, represented by outgoing Chair Dr. Meredith Bailey, was welcomed into the Salmon Society.

The MDS Foundation Recognizes Donors at Annual Session

At the MDS House of Delegates Annual Session on Friday, June 7, MDS Foundation Chair Dr. Robert Lewando recognized the following members and District Dental Societies for their generous and continued support of the MDS Foundation:

- The South Shore District Dental Society was honored for reaching the Morton Society giving level, designated for those whose lifetime contributions total \$10,000–\$14,999
- The Boston District Dental Society and Dr. Mark Doherty, Southeastern District Trustee, were welcomed into the Salmon Society for their donations totaling \$5,000–\$9,999

- Dr. John Pietrasik was acknowledged in absentia for a donation that welcomed him into the Alan K. DerKazarian Society, which recognizes gifts totaling \$15,000–\$24,999

It is due to the generous support of its donors that the MDS Foundation is able to fulfill its mission of increasing access to oral care and improving the oral health of Massachusetts residents through grants and volunteer hours. If you are interested in learning more about the Foundation and the organizations and programs it supports, please visit massdental.org/foundation.

The MDS Foundation accepts donations online and by mail. In addition, the Foundation accepts memorial or tribute donations in honor of loved ones or a special occasion. Visit massdental.org/foundation/giving 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.



Henry Schein Preferred Pricing Program

For New Customer Enrollments only:

- ✓ 10% off your first Connections order as a new member of the program**

The Massachusetts Dental Society (MDS) and Henry Schein Dental have partnered to support MDS members with their everyday practice needs. Together, we have crafted a comprehensive program to offer MDS members the most inclusive selection of consumable products, equipment, services, and value-added technology solutions to optimize—and reap the benefits of—practice management efficiencies.

For additional information or to enroll in the Henry Schein Preferred Pricing Program, please contact the Massachusetts Dental Society* at **800.342.8747** or massdental.org/henry-schein

*Member Eligibility - Must be an active MDS member and agree to a 30-Minute Member Benefits Meeting with your local Henry Schein representative (FSC).

**Offer good for first order as MDS member, may only be applied on Connections orders, no other discounts may be combined with this offer.

Henry Schein Preferred Pricing Program includes the following exclusive benefits:

- ✓ Field Sales Consultant (FSC): MDS members will have a highly trained professional FSC assigned to their practice. Your dedicated FSC will assist you with every day challenges to help identify and access our extensive practice resources.
- ✓ Connections Program & Merchandise Formulary: MDS members will receive exclusive benefits and special offers on Henry Schein's comprehensive portfolio of products and services. Members will also be enrolled in a customized supply formulary where they will receive a blended discount on 15,000 of the most commonly used dental merchandise items.
- ✓ Quarterly Promotions: MDS member will be able to take advantage of exclusive promotions run quarterly on Henry Schein private label products, gloves, etc.
- ✓ X-Ray Calibrations Discounts: MDS members will receive discounts on x-ray calibrations.
- ✓ Education & Training: MDS members will receive discounted tuition on various MDS/HSD sponsored events including Quarterly Compliance Trainings, etc.
- ✓ Practice Analysis and Practice Care Planning: MDS members will have access to a variety of tools and analytics reporting specifically designed to streamline ordering, increase staff efficiency, and optimize spending, etc.

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DENTAL SOCIETY**
Member Savings Program

Practice Management

Read the Delta Fee Methodology Package Carefully

Delta Dental of Massachusetts recently sent all participating providers a package of information regarding the new fee methodology that was approved by the Division of Insurance. The MDS has received numerous questions from members regarding the materials.

Delta's new fee methodology, which will be effective October 1, 2019, applies to Delta Dental Premier and Delta Dental PPO. These fees will be decreased by 8.8% (for non-incentive/standard fee schedule rates) from the corresponding 2018 Delta Dental Premier and Delta Dental PPO fees unless you qualify for the incentive fee.*

The MDS encourages you to read the information in the package from Delta carefully. There is no action required unless you want to do any of the following:

- Enroll in the DSM Massachusetts Insurance Company, Inc., (DMIC) PPO And Premier Plan (Total Choice). Note: The DMIC plan name is DMIC PPO And Premier Plan—not to be confused with Delta's "legacy" Premier Plan.
- Update your DMIC participating listing if you participate in the DMIC PPO And Premier Plan (Total Choice) and your information has changed

- Enroll in electronic funds transfer (EFT) with Delta Dental of Massachusetts
- Terminate your Delta provider agreement(s)

*If you are eligible for the incentive reduction from the corresponding 2018 Delta Dental Premier and Delta Dental PPO fees, the fees will decrease by 7.8%. How does a practice become eligible for the incentive fee schedule? For locations where all providers (1) participate in the DMIC PPO And Premier (Total Choice) network and (2) accept electronic payment (EFT) from Delta Dental of Massachusetts, the reduction from the corresponding 2018 Delta Dental Premier and Delta Dental PPO fees will be 7.8%. Contact Delta if you think you qualify but your package does not reflect this.

If you do not wish to take any of the above actions, the package is for informational purposes only. Refer to the package of information for procedures to follow if you do wish to take any of the above actions. The package also provides information on your new fee schedule that goes into effect on October 1, 2019.

Questions? Contact Delta Dental's Professional Relations team at prteam@greatdentalplans.com or 617.886.1009.

What's in Your Wallet?

Your ADA card, we hope. The MDS wants to make sure you are taking advantage of all of your member benefits. If you need proof that you are a member (e.g., to access discounts for endorsed products and services such as Mercedes-Benz or hotel and car rentals), you can download and print a temporary ADA membership card directly from your ADA member profile online. Visit ada.org and use your ADA number as your user ID to access your member account. Select the option to "print" membership card. Then complete the order form at massdental.org/About-MDS/Membership/My-Membership/Membership-Card-Request-Form to get your permanent personalized membership card and keep it in your wallet so you can access your ADA number easily.

Also, be sure to check out the MDS Member Savings Program (massdental.org/member-savings) to see how our partners can help you save on a variety of services.



Educate Your Patients on HPV with New Brochure

According to the Oral Cancer Foundation, approximately 12,000 Americans ages 15 to 24 are infected with the human papillomavirus (HPV) every day. It's important that your patients (and their parents or guardians) are educated on HPV and the readily-available vaccine that can help protect against the most common sexually transmitted virus and infection in the United States.

The American Dental Association's new brochure *Oral Health and the HPV Vaccine* explains how the HPV vaccination helps protect against infection from a virus that may lead to cancer and how the vaccine, available since 2006, could prevent nearly 90% of HPV-related cancers in the country. The brochure also discusses who should get the vaccine, at what age they should get it, and how many doses are needed based on U.S. Centers for Disease Control and Prevention recommendations.

To order the brochure for your office, visit <https://ebusiness.ada.org/productcatalog> and search for product code W153 or contact the ADA Catalog at 800.947.4746.



Practice Management Q&A

Question: Am I Required to Provide After-Hours Emergency Care for My Patients?

Answer:

Yes. Dentists are obligated to make reasonable arrangements for the emergency care of patients of record. The MDS Dental Practice and Benefits Committee encourages you to educate your patients—before an emergency arises—on how you can be reached after hours in the event of a dental emergency. A charge of patient abandonment may result from a failure to make reasonable arrangements, so take the time to educate your patients on this important policy. The ADA *Principles of Ethics and Code of Professional Conduct* addresses the ethical obligations of dental practitioners with regard to emergency care of patients. Read the *ADA Code* at <https://www.ada.org/en/about-the-ada/principles-of-ethics-code-of-professional-conduct>.



Practice Management



Barter Agreements: What You Need to Know

Some dentists agree to trade their work for other professional services. This use of bartering is not new—it dates back thousands of years, before there was hard currency. But before you set up a plan to say, barter dental services for landscaping or a home improvement project, you must understand the risks and potential liabilities associated with this type of arrangement.

The MDS Dental Practice and Benefits Committee recommends that you carefully weigh the risks of entering into a barter agreement. If you choose to move forward with a barter agreement, make sure you create a written agreement that clearly specifies the services to be traded. The plan should include the estimated value of each service, details of what services are being provided, and the corresponding time frame for completion—recognizing that treatment plans need to be based on clinical findings and may vary from the initial findings. Similarly, the patient should create an agreement that outlines exactly what is included on his or her end. Both agreements should explain what happens if there is a problem with the treatment plan or services rendered. Remember, dentists have an ethical responsibility not to abandon a patient in active treatment, so proceed with caution and keep accurate documentation in the patient's record just as you would for any other patient.

There may be situations where bartering is a good decision, but be sure to speak with your malpractice insurer prior to entering into a barter agreement. Also, the Internal Revenue Service has some rules addressing bartered income, so be sure to consult with your accountant. And, if the patient has insurance, you may be bound by your participating provider contract to bill for services. When in doubt, think twice about entering into a barter arrangement.



PFML Withholding Delayed Until October, But July Action Needed

Over the past several months, the MDS has been informing members about the new Paid Family Medical Leave (PFML) law and what is required of Massachusetts employers. This includes the requirement that all Massachusetts businesses—including dental practices—that employ one or more individuals are subject to PFML and must submit contributions on behalf of workers and covered individuals. Originally, employers were instructed to submit contributions beginning July 1, but the contribution withholding date was delayed until October 1, 2019. However, the July 1 deadline for updating your labor law posters and providing your employees with written notification on PFML was not delayed and all employers should have updated their labor law posters by July 1.

PFML requires employers to provide eligible employees with up to 26 weeks of paid, job-protected family and medical leave in a single benefit year. Note that benefits for PFML will not be available for employees to use until January 1, 2021.

Per this law, Massachusetts will require employers with 25 or more employees to provide PFML to workers through a state-run plan. Employers with fewer than 25 employees must submit contributions on behalf of employees to cover a portion of the PFML. The new law requires each employer to contribute to and participate in the state-run program, unless the employer opts out under strict statutory and regulatory guidelines.

Learn more about PFML and your requirements at www.mass.gov/guides/a-guide-to-paid-family-and-medical-leave-for-massachusetts-workers.



Improve the Patient Experience

You may provide the best care to your patients using state-of-the-art technology and training, but if the experience your patient has in the waiting room is not positive, you may lose the patient and receive negative reviews on social media.

The MDS Dental Practice and Benefits Committee encourages you to spend time training your team members in the art of good, thoughtful customer service and make sure they understand the importance of their role as practice ambassadors. Talk about this topic in your morning huddle and role-play scenarios to be sure everyone is on the same page and is willing to go the extra mile. Consider asking your front desk personnel to stand, smile, and shake the hand of every new patient at the first appointment to welcome them to your practice—small gestures that will help promote a warm, inviting experience.

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? Send it to membership@massdental.org.

Who Has to Take the Pain Management Class?

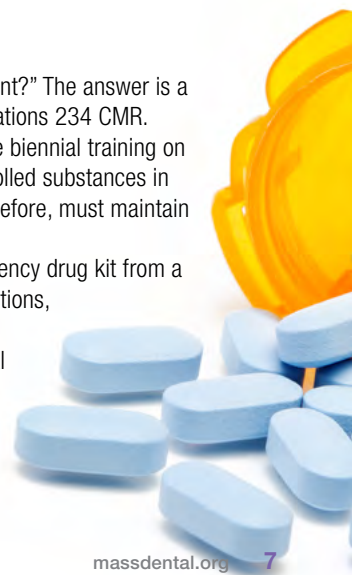
The MDS Member Assistance Center receives many calls from members asking, “who has to fulfill the pain management requirement?” The answer is a bit complicated as it involves one statutory provision, MGL c. 94C, s. 18(e), and the Board of Registration in Dentistry (BORID) regulations 234 CMR.

MGL c. 94C, s. 18(e) requires ALL dentists with a current Massachusetts Controlled Substance Registration (MCSR) to complete biennial training on safe and effective opioid prescribing/pain management. While several dentists—especially orthodontists—may not prescribe controlled substances in their daily practice, all dentists are required to maintain a current emergency drug kit in their offices per BORID regulations and therefore, must maintain a valid MCSR and take the required pain management class.

Why? According to BORID, a dentist may not order a new emergency drug kit or replenish the content of his/her existing emergency drug kit from a dental wholesaler without also providing a valid MCSR number to the wholesaler. Therefore, even if a dentist does not write prescriptions, he/she must maintain a valid MCSR for the sole purpose of ordering/replenishing the required emergency drug kit.

The MDS Dental Practice and Benefits Committee encourages all dentists to maintain their MCSR and take the required biennial training on safe and effective pain management every renewal cycle. If you have questions, please contact the MCSR at mcsr@massmail.state.ma.us.

Additionally, the Yankee Institute is offering “Pharmacological Management of Acute Dental Pain” as part of the CPR, Infection Control, and Pain Management package on Wednesday, October 2, 2019. This all-day CE event will help you fulfill BORID's mandatory requirement courses for licensure. Register today at massdental.org/ce.



Member Savings Program Spotlight

Improve Your Collections with RTR

The Member Savings Program is pleased to announce a new partner: RTR Financial Services, Inc. (RTR), which is a national leader in account management services dedicated to helping dental practices improve revenue collections for a healthy bottom line.



RTR's team of diverse and experienced professionals leverage the firm's core competencies in data analytics, advanced technology, and utilize a proprietary platform for all types of collection needs. The result? You can maximize revenue collections while maintaining your practice's—and RTR's—reputation and integrity. RTR strives to have zero complaints, settling all matters consistent with its motto, "Resolution with Respect."

While RTR has baseline receivables procedures established, it will work with MDS members to customize a receivables and collection process that addresses your specific concerns, challenges, and needs. With three main plan options (Collection Program, Collection Program with Litigation, and Insurance Follow-up) at discounted pricing for MDS members, there's something for every practice. What's more, there are no start-up fees and contracts can be canceled at any time with no penalties.

Ready to take control of your collections? Visit massdental.org/RTR to learn more.

Need Help with Human Resources?



Then MDS Member Savings Program partner HR2fit should be your first call. HR2fit offers a complete array of human resources services scaled to fit your dental practice, with *Fortune* 500 quality service.

HR2fit will help you free up countless hours of employee relations, training, recruiting, and benefits administration, so you can focus on growing your practice. It offers service packages designed to meet your specific dental office needs, and MDS members receive a 20% discount on all service packages. HR2fit can help you with:

- Employee training and development—Training programs, such as HIPAA, Preventing Workplace Discrimination & Harassment, and Health & Safety in the Workplace
- Employee relations—Improve employee loyalty and workplace productivity, which are key contributors to organically building your business reputation
- Recruiting and staffing—An average hire can take between 40 to 60 hours of your time for the full hiring cycle. HR2fit provides full-service recruiting and staffing to find the ideal candidate to enrich your business.
- Benefit administration—Outsourcing your benefit administration will provide you with extra time to grow your business and peace of mind knowing that your employees are receiving accurate benefits

Visit massdental.org/HR2fit and leave the HR headaches to HR2fit.

It's Summertime and Patient Communication Is . . . Easy?

Ahh summer—days that seem to stretch on forever, relaxed work hours, impromptu BBQs, and trips to the beach. For every one of your patients breathing deeply and digging their toes into the sand, there's another one (or three) balancing camp drop-off and pick-up times, car pool schedules, and trying to fit in as much family fun as possible, all while secretly counting down the days until school starts again. Whether you're competing with last-minute vacations or over-booked schedules, summer can be a tough time to keep your dental chair occupied. Before you hang a "Gone Fishing" sign on the practice door, pour yourself a large iced tea and read on to learn how an effective automated recall system from new MDS Member Savings Program partner ProSites can help you reach your patients during the dog days of summer.

Last-minute cancellations and no-shows are gray clouds in a full schedule's sunny sky. Whether they're juggling swim lessons and tennis camp or enjoying a spontaneous mid-week getaway, chances are your patients' schedules look a lot different than they did six months ago when they booked their teeth cleaning. Appointment reminders are critical to full books any time of the year, but good luck getting patients to answer the phone when they're chauffeuring the soccer team or relaxing by the pool.

Automated email and text message reminders are the first line of defense against holes in your summer schedule. Not only do automated messages save your front desk team time, but patients are much more likely to respond to a text or email than take a call (FYI, this is just as true in January as it is in July). A patient recall system with two-way text messaging allows patients to conveniently confirm their appointment directly from their smartphone. Plus, it's non-invasive, so you don't run the risk of interrupting them mid-way through that sizzling summer novel.

Ok, your automated reminders went out but apparently Bob is already on his way to the beach. How can you quickly fill his slot? Group text messaging allows the front desk team to easily reach out to patients who have asked to be notified of earlier openings. This feature saves time by messaging several patients at once, increasing the likelihood that Bob's vacant slot is filled before his feet even hit the sand.

Since summer means fewer commitments for some, it can also be a prime opportunity to re-engage patients who may have let appointments lapse earlier in

the year. Automated communication systems take the hassle out of patient recare by sending overdue treatment reminders at pre-defined intervals. To ensure no one falls through the cracks because of a change in phone number or mailing address, be sure to use a system that employs multiple outreach methods (i.e., phone, postcard, email, and text message).

Finally, what June and July lack in terms of hygiene production is often made up in August with the back-to-school push. This is when parents take stock of everything that needs to get done before their little angels head back to school. Sports physicals and dental visits suddenly take precedence over lemonade stands and pick-up basketball games. Your schedule fills up and family messaging comes in handy. The family messaging feature consolidates reminders, so families bringing multiple patients to one visit receive a single message instead of a reminder for each individual. Not only does this feature keep your dental practice current with technology, you also get bonus points for providing a streamlined patient experience!

At the end of the day, summer is fleeting. So, enjoy it—find an automated recall system that works for your dental practice and relax knowing your bases are covered. Reach out to a ProSites Internet Marketing Advisor at 888.932.3644 to discuss your specific practice needs and potential ways that patient communication solutions from PracticeMojo can help. Learn more about ProSites and the savings available to MDS members at massdental.org/ProSites.

Article written on behalf of ProSites by Heather Frechette-Crowley of Root Marketing, a firm specializing in content that connects businesses with their target audience. ProSites is endorsed by the MDS for its website design and digital marketing services. To learn more, or to start a free trial, call 888.932.3644.



YANKEE INSTITUTE

2019 CONTINUING EDUCATION

Register now at massdental.org/ce

RADIOLOGY CERTIFICATION PROGRAM

Thursday, September 5 • LECTURE SESSION: MDS Headquarters • 8:30 am–4:30 pm

Saturday, September 7 • CLINICAL SESSIONS (Choose one)

Boston University Henry M. Goldman School of Dental Medicine

Lecture 9/5 Clinic 9/7 7:30–11:30 am

Lecture 9/5 Clinic 9/7 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

REAL WORLD OCCLUSION

Wednesday, September 18 • 6:00–9:00 pm • CE Hours: 3 • HANDS-ON

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

Complimentary light dinner is included.



Gerard Kugel, DMD,
PhD

WHEN, WHY, AND HOW TO BIOPSY ORAL LESIONS

Wednesday, September 25 • 5:30–8:30 pm • CE Hours: 3 • HANDS-ON

Location: MDS Headquarters



Mark Lerman, DMD

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

Wednesday, October 2

AMERICAN HEART ASSOCIATION: BLS FOR HEALTH CARE PROVIDERS

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



Kelly Hartman, MED

INFECTION CONTROL, CDC, AND OSHA 2019

"Just Tell Me What I Need to Do!"

12:00–2:00 pm • CE Hours: 2 • LECTURE



Steve Marble

PHARMACOLOGICAL MANAGEMENT OF ACUTE DENTAL PAIN

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



Richard Harold, DMD, JD

Visit massdental.org/ce for additional 2019 courses.

Advocacy

The MDS Weighs in on Brookline's Flavored Tobacco Ban

Reducing tobacco use is a priority issue for the MDS due to the oral health complications caused by smoking and tobacco products, including gum disease and oral cancer. In May, the MDS joined fellow members of the Tobacco Free Mass Coalition in urging Brookline Town Meeting members to vote in favor of an article to tighten the town's flavored tobacco product sales restriction policy, which passed overwhelmingly. To help reduce tobacco use and nicotine addiction—especially among youth—the town voted to remove an exemption for mint, menthol, and wintergreen products, as well as the exemption for retail tobacco stores. Because of the cooling properties and reduced throat irritability of menthol cigarettes, they are associated with increased initiation and greater addiction.

Last year, the MDS voiced support for proposals to restrict the sale of menthol cigarettes to adult-only tobacco retailers in Somerville and Needham. Both measures passed, and more towns throughout the Commonwealth are considering similar restrictions. At the state level, the MDS also supports An Act Regulating Flavored Tobacco Products (H. 1902), legislation that would ban the sale of flavored tobacco products in Massachusetts. Learn more about this legislation at massdental.org/legislation.



Beacon Hill Takes Action on MDS Legislative Priorities

The 191st General Court is well underway on Beacon Hill, and the MDS is advocating for several bills that would impact you, your dental practice, and the oral health of the Commonwealth.

On May 7, then-President Dr. Howard Zolot testified before the Massachusetts Legislature's Joint Committee on Public Health to communicate MDS support for An Act to Improve Oral Health for All Massachusetts Residents (S.1215/H.1916) and An Act Relative to the Restoration of MassHealth Adult Dental Benefits (S.1212/H.1917).

The comprehensive legislation to improve oral health would create a new class of midlevel providers called dental therapists, while enacting commonsense requirements to protect patients. It also calls for oral health education for community health workers, education and assistance for local and regional boards of health related to community water fluoridation, and information for parents on the importance of children's oral health.

"The MDS is proud to have worked with the

sponsors of this legislation in crafting a commonsense solution for issues we face here in Massachusetts," said Dr. Zolot. "The oral health issues faced by some Massachusetts residents cannot be solved by a simple one-pronged solution. Only a comprehensive solution will make a substantial impact."

Dr. Zolot added, "Massachusetts is best served by requiring dental therapists to work in partnership with licensed dentists as part of a comprehensive approach to care that includes oral health education, disease prevention, and readily available access to fully trained and accredited dentists."

The MDS also submitted written testimony to the Joint Committee on Public Health, which held a hearing on legislation related to dental licensing exams and pupil dental health. The MDS expressed support for An Act Relative to Dental Licensing Exams (H.1992), which would eliminate the problematic live patient component of dental licensure exams while allowing the Board of Registration in Dentistry flexibility in adopting an alternative exam

model. The MDS also encouraged the committee to take favorable action on An Act Relative to Pupil Dental Health (H.1891), which would require that every student receive a dental exam prior to enrolling in kindergarten.

In addition, the MDS submitted testimony to the Joint Committee on Revenue in support of An Act to Promote Healthy Alternatives to Sugary Drinks (S.1709/H.2529), which would impose a tax on sugar-sweetened beverages. The MDS also submitted testimony to the Joint Committee on Health Care Financing to support An Act to Provide Medicaid Coverage for Tobacco Cessation (S.704/H.1129), which would close loopholes in the MassHealth tobacco cessation benefit and expand access to cessation counseling by allowing trained and approved dentists and behavior health practitioners to provide cessation counseling to patients on MassHealth.

Visit massdental.org/testimony to read the MDS testimony.



The MDS Urges Scrutiny of DIY Dental Services

Many Massachusetts Dental Society (MDS) members have expressed growing concern about the risks that do-it-yourself (DIY) orthodontic devices and remote teledentistry pose to patients. Without an in-person consultation with a licensed dentist and review of X-rays, patients who are not proper candidates for clear aligner therapy may begin using these devices or patients may experience issues during their treatment that are not being identified due to the lack of appropriate supervision by an orthodontist.

The MDS has launched a new webpage—massdental.org/DIY—to help inform the public about the potential risks of DIY dental services and the benefits of an in-office visit. Please consider sharing this information on your practice's social media platforms and with your patients.

While the American Dental Association is encouraging dentists to submit their concerns as part of a citizens' petition to the U.S. Food and Drug Administration, the MDS has asked dentists to share your experiences treating patients impacted by DIY orthodontic services.

The information shared with the MDS will help the Society prepare a public record to communicate with state regulators and educate the public.

If you have stories to share with the MDS or know any patients who would be interested in speaking with regulators or the media on this topic, please email advocacy@massdental.org.

Membership

MDS Family Night at the Paw Sox

MDS members and their families enjoyed a gorgeous night of baseball, food, and fun at the Pawtucket Red Sox game at McCoy Stadium on Saturday, June 22. In addition to cheering the Paw Sox on to a 3–0 win against the Indianapolis Indians, MDS members and guests of all ages enjoyed an all-you-can-eat barbecue in a special reserved tent and watched a post-game fireworks show.

Among the attendees were the Zaluski family of Rehoboth: Dr. David Zaluski and his father Dr. Robert Zaluski (both pictured below, second photo from left). The elder Dr. Zaluski grew up in Pawtucket and caught many Paw Sox games over the years. While he was disappointed that the Paw Sox will be moving to Worcester, Dr. Zaluski was glad to have a chance to enjoy a game in the BBQ tent, which he had never done before. Thanks to all for coming out to the park!

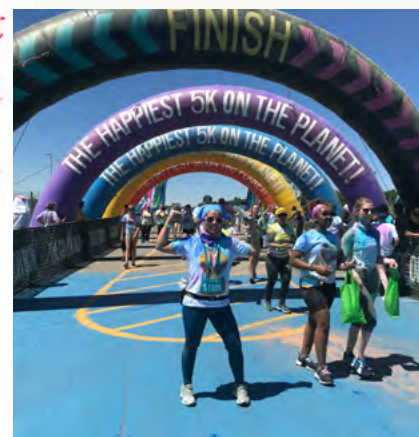


Ready, Set, Color Run!

On Sunday, June 9, 2019, more than 30 MDS members laced up their running shoes and ran (or walked) in the Color Run at Gillette Stadium. Sponsored by the MDS Dentist Health and Wellness Committee (DHWC), the MDS Color Run participants made their way through the 5K course while varying shades of colored powder were tossed at them from the sidelines. After the run, the team gathered in the MDS tent to socialize and cool down with post-race refreshments and snacks.

“The DHWC is engaged in finding ways to promote health and wellness for all of our members,” says DHWC Chair Dr. Sean Rayment. “Healthy doctors are better doctors, and being healthy allows us to more fully enjoy our careers. The DHWC is aware of the many mental, physical, and emotional challenges that we face throughout our careers, and the Committee is always looking for ways to address these challenges through healthy lifestyle choices.”

Interested in joining the Dentist Health and Wellness Committee? Visit massdental.org/get-involved.



Membership

Mentor Program Launches with Social Event

The MDS has been working with the American Student Dental Association (ASDA) over the past few months to connect MDS member dentists with dental students from the Boston dental schools through a new mentor program. The goal of this program is to facilitate relationships that last beyond a one-time shadowing or externship experience and help dental students in their journey through dental school and transitioning into practice. To celebrate the launch of this new program, the MDS and ASDA hosted a social at Clerys in Boston

on Wednesday, June 12, for participants to meet and mingle with other mentors and mentees in the program. More than 40 dentists and students came out to the South End for a night of socializing and networking. The response to the program has been extremely positive.

"My professional experience as a dentist has been positively shaped by great mentors that continue to invest in me," says Mentor Dr. James Lee, East Middlesex District Trustee.

"I am so thankful that my mentors challenged me to grow in and outside of the profession and encouraged me to actively serve in organized dentistry. I am honored to have the opportunity to give back through the MDS and ASDA District 1 Mentoring Program, and it has been a pleasure getting to know my two wonderful mentees, Dr. Mina Ihsan and Ms. Ritika Bahri [DMD '20, Boston University Henry M. Goldman School of Dental Medicine]. As they navigate important stages in their careers, I am thrilled to be a part of their journey because they are the future of our profession!"

Dr. Ihsan shares Dr. Lee's enthusiasm for the program. "I was overwhelmed with exams when I got the email about the Mentoring Program," she says. "Being by myself in the United States—and the first dentist in my family—left me with many questions that needed answering from someone with experience. I applied to the program immediately, hoping to get the guidance that I was looking for."

"I am lucky to have Dr. James Lee as my mentor. His advice has been extremely helpful and goes beyond clinical dentistry. He has opened my eyes to many things I have to consider to be a successful dentist clinically and socially. I learned a lot and I am still learning from him. I appreciate this opportunity by the MDS and ASDA, and would love to give back in the future."

If you are interested in becoming a mentor, please contact Janine Avery, MDS membership engagement coordinator, at javery@massdental.org or 508.449.6007.



Dr. Mina Ihsan says mentor Dr. James Lee's advice has been extremely helpful.



Pack Your Bags for PORTUGAL

Marquette University School of Dentistry

CE LAND TOUR TO PORTUGAL • OCTOBER 25–NOVEMBER 2, 2019



FOR MORE INFORMATION CONTACT:

Jodi Murphy - Cruise and Travel Partners

Tel: 610.399.4501 • Cell: 610.420.9364

Email: cruiseandtravelpartners@comcast.net

massdental.org/portugal-ce-trip

Please note: Participation in the trip described in this document is entirely voluntary and MDS makes no promises concerning educational content, safety, or otherwise. No information or facilitation provided by MDS shall represent an endorsement of the Trip and MDS does not regulate, supervise, recommend, warranty, or make any statement concerning the safety of, the Trip. All risks inherent in the Trip, such as property damage, illness, unfamiliar healthcare systems, crime affecting me or my belongings, strikes, government uprisings, acts of God, and acts of terrorism, are assumed by the participant and neither MDS nor any of its directors, officers, trustees, advisors, or employees shall be liable for any injury or harm arising from participation in the Trip.

Mission:

To improve oral and overall health of the Commonwealth through member engagement

Vision:

To be the most trusted resource and advocate for oral health in Massachusetts

2018-2019 Membership Year in Review

MEMBERSHIP STATISTICS



Member Dentists: **5,367**
Districts: **14**

A STRONG MEMBERSHIP BASE

Nearly
49% of new members are female
80% of dentists in MA participate
93% of members renew annually

Advocacy • Networking • Engagement • Mentoring

PROTECTING & SUPPORTING MEMBERS

PEER REVIEW

\$1,000
estimated

Legal Savings
per peer review case

NO LOST OFFICE TIME

26 MEMBER SAVINGS PARTNERS AND GROWING...



The combined buying power of membership is utilized to negotiate benefits, services, and pricing.

KEEPING MEMBERS INFORMED

PRACTICE GUIDANCE

- Compliance support
- Weekly tips
- Best practice recommendations
- Three award-winning publications
- Timely email and social media updates



ACCESS TO EDUCATION



- Up to 25% Savings on Registration
- 112+ Free Courses

YANKEE INSTITUTE CONTINUING EDUCATION

- Continuing Education Classes throughout the state
- Complimentary Webinars

MEMBER ASSISTANCE CENTER

Advice that you can rely on for the issues that matter to you:

- Regulation updates
- Practice management
- Insurance
- Coding
- Technology
- Compliance
- HIPAA
- OSHA

580

Member Assistance Center
Calls Resolved Monthly



ADVOCACY & VOLUNTEERISM



THE CHARITABLE ARM OF THE
MASSACHUSETTS
DENTAL SOCIETY

13

MDS Foundation
Grants Awarded

6

Bills on the MDS
Legislative Agenda

191

Beacon Hill Day
Registrants

\$81,000

in MDS-PAC
Contributions

ENROLL TODAY! massdental.org/join



ADA Practice Transitions

A few years ago, the ADA Board of Trustees began researching options and ideas for a new business model in an effort to plan ahead to secure the well-being of the Association for the future. After two years of research, two opportunities were identified to provide real and tangible benefits to member dentists:

- Build a relationship between established dentists and new dentists
- Boost a dentist's career

The Board approved funding to move forward with the design of the program and to implement a pilot project. The two main elements of the pilot are:

- An online platform that facilitates connections between new and established dentists to aid important transitions
- Purchase up to two dental practices in order to place new dentists in these practices with the express intention of selling the practice to those dentists after a target period of time

A for-profit subsidiary and governance team was formed and then the name, logo, and trademark were developed. The resulting product is ADA Practice Transitions (ADAPT), an intricate software platform that is unlike any other platform in that a mentoring aspect of the service will work with both parties involved and guide the relationship from start to finish, ensuring the best possible outcomes for both.

The pilot phase of this project was launched in May 2019 in Maine and Wisconsin. So far, the platform is functioning as expected and has been well received. New features to the platform will be driven by feedback from customers in the pilot states. The feedback received so far has been very positive, for example:

"This is the best thing to come out of the ADA in years."

"The release of this service was fate—I had worked with other companies and nothing seemed worth buying."

"I really liked the platform—it made me think about what was important."

In the two pilot states, the software mentoring "match" platform is the element that is currently active. The governance team for ADAPT made the decision recently to focus on the match aspect and hold off on purchasing any practices for the time being.

The first matches between a prospective associate/buyer and a dentist looking for this person were to be offered in June 2019. The pilot is scheduled to run through the first quarter of 2020 and, at that time, the Board will decide whether to continue to scale the project to other states. If it is considered successful, the project will be released in five to eight additional states in 2020 and will only expand in states that welcome and support the service. Regardless of the decision to continue the project or not, any dentists whose matches are in process will continue to be supported through their transitions.

We realize that some dentists are concerned about the confidentiality of their personal information on the platform. Rest assured that a dentist's information will not be shared with anyone without your consent. When initial matches are presented, the information that is shared at that time is about philosophy of care, not personal information. Only with mutual consent is personal information shared to facilitate a meeting.

The ADA Business Innovation Group Board (a new ADA subsidiary in which ADAPT resides) is fully staffed and working diligently with regular updates to the Board of Trustees. At this point in the project timeline, every phase has been delivered on time and within the allocated budget, which is a great sign!

This member benefit is a much more detailed and specific process to match prospective parties. Information on one's philosophy of care, lifestyle, clinical care preferences, and a personality assessment are a few of the categories of information collected from each party, with the intent to make a successful match. The cost of this service will be approximately half the cost of what a commercial broker would charge. The rate for members will be less than the rate for non-members. Given the detail of this process, there is a higher chance of a successful match than with the traditional process of finding an associate or buyer.

I suggest you visit adapracicetransitions.com and view the information provided. If you might be interested in this service at some point in the future but don't reside in one of the pilot states, scroll down to the "Join the pilot program" section for the link to a form for those that are interested but are not in one of the pilot states. Submitting your information and interest will provide the governance team with an idea of how much interest there is for this service and where to possibly plan the next launch.

This is an exciting endeavor for our Association and the long-term goal is to help dentists avoid closing their practice without a replacement and to assist new dentists find a secure and successful match.

If you have any questions about this pilot program or anything else, please feel free to contact me at any time at fischj@ada.org.

Wine Country CE Weekend

Where do you begin when you are ready to start your own dental practice? What are critical things you need to know if you want to be a successful practice owner? Member Savings Program partner Bank of America Practice Solutions is partnering with A-dec to help answer these questions with a unique practice ownership continuing education experience in Oregon Wine Country on November 8, 2019. Dental Business Academy 2019 is available to any dentist interested in starting his or her own practice. Attendees will learn how to:

- Hire the right team and keep them motivated
- Attract new patients and keep them coming back
- Properly negotiate a lease
- Know when and which corporate entity to choose
- Maximize profitability through cash flow and taxation strategies
- Prepare yourself for loan approval



The day-long seminar in Newberg, OR, offers 7 CEUs and wraps with a reception and Oregon winery dinner experience. The registration fee is \$299 and includes meals and hotel accommodations for two; however, through the Member Savings Program, MDS members can save up to \$100 on registration. Members will receive \$100 off their registration through October 11 and then \$50 off for the remainder of the registration period. Use code 2019DBAN when you register. The deadline to register is October 24. Visit a-dec.com/ce for more information and to register.

EQUIPMENT TO BUY OR SELL

DENTAL OFFICE CLOSING—All dental equipment on sale! Three dental operatories including two massage patient chairs, three digital X-ray units, four Kodak digital X-ray sensors, front desk equipment and chairs. Autoclave, compressor, and suction less than two years' old. All in fantastic working order. Great for upgrade of existing equipment or a start-up. Please contact BK2162@yahoo.com.

INTRAORAL X-RAY SENSOR REPAIR/SALES: We repair broken sensors. Save thousands in replacement costs. Specializing in Kodak/Carestream, Dexis, and major brands. We also buy/sell sensors. American SensorTech: 919.229.0483/www.repairsensor.com.

JOB OPPORTUNITIES AVAILABLE

ASSOCIATE DENTIST WORCESTER COUNTY—Looking for an associate dentist in a family-oriented practice for two days a week. We have been in practice for more than 17 years in Worcester County. We are up-to-date with technology and have digital X-rays, CEREC machine, and looking to get a laser soon! Interested doctors, please apply with a cover letter and resume to mdchar@gmail.com.

ASSOCIATE DENTIST—BELMONT, PART-TIME. We are currently looking for a part-time associate for our office, Gentle Dental Belmont! This is a well-established office with a great reputation. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care, a comprehensive approach to full-service dentistry, along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access to complete dental care for patients. Excellent compensation and benefits package, including: paid medical, malpractice, and 401K retirement, plus unlimited earning potential. Future opportunity for equity position. For immediate consideration, please email your CV to priyanki.amrolliwala@42northdental.com or call/text 617.480.6355.

FULL-TIME ASSOCIATE WANTED. Are you looking for an opportunity to learn and grow within your career? We have an incredible opportunity: We are looking to add a full-time associate to our growing practices. Dr. Brendan McLaughlin, periodontist, has two locations in prime areas (Framingham and Somerville) that he would like to add an associate to. Contact 508.872.2624 or danielle@dentplant.net.

PART-TIME ENDODONTIST: Busy, growing multi-specialty practice located in Northborough seeks part-time endodontist for 1–2 days/week. Brand-new state-of-the-art facility and equipment. Please contact alexander.moheban@gmail.com.

AMAZING ASSOCIATE OPPORTUNITY: General dentist opportunity (North Shore). About us: We take our vocation seriously and are passionate about delivering uncompromising clinical care. Our doctors and staff continue to train to deliver an ever-improving level of care. All our staff members are the highest qualified in their fields: dentists, assistants, hygienists, and patient coordinators. In addition to routine services, we offer cosmetic, rehabilitative, and implant dentistry. The opportunity: Provide exceptional patient care with an established, large, fee-for-service private practice with a proven track record, large new patient flow, and high patient retention. What we offer: strong compensation package (\$250K-plus); full-time position with benefits; mentorship program; CE reimbursement; opportunity to work with an award-winning practice. Position requirements: minimum two years' experience of clinical patient care; high level of ethics and integrity; communication excellence; and empathetic and a patient-first mentality. Send CV and cover letter to massdentalopportunity@gmail.com.

GENERAL DENTIST - FULL-TIME: We have a thriving practice and have doubled our new patient flow. Because of our practice's growth, we have an amazing opportunity to join our practice, with the following qualifications: an associate general dentist who is open to learning; a dentist who wants to take CE to constantly improve their abilities; a good communicator or someone willing to be taught and learn; someone who is enthusiastic, passionate, caring, kind, and gentle; someone who loves dentistry and is not afraid of working comprehensively; a dentist who wants to work in a great private practice that is high-tech and proactive—Lasers-Er,Cr:YSSG iPlus, Biolase diode, DEKA CO2 laser, CEREC, CBCT scanner, digital X-rays, intraoral cameras, fully computerized, and more; earn more than \$200K per year and enjoy dentistry as never before. Our practice is in the downtown area of Springfield. Springfield is located in Western Massachusetts and has much to offer. We are located on the Interstate 91 corridor, close to snow skiing, theater, and beaches with short drives to Boston and New York City. The cost of living is fantastic and the area is growing. The quality of life has never been better. Recently, MGM-Springfield opened its doors and the City of Springfield renovated the Transportation Center. Many updates are happening in Springfield with Duryea Way, which is next to our historic building. Our practice opened in 1985, and emphasizes restorative, cosmetic, and implant dentistry. I am an LVI-trained dentist and do full-mouth rehabilitations and have a strong periodontal-based practice implementing PerioProtect and other forms of treatment. Our fees reflect our expertise and the high quality of care we deliver. In addition to working in my practice, I lecture and teach hands-on courses internationally on implant surgery and bone regeneration for Advanced Implant Educators (AIE) as well as lecture for Megagen. View our new dental practice that moved to its new location in August 2015 on our website at www.mygreatsmile.com and take our Google Tour. Please contact drpeck@mygreatsmile.com.

PEDIATRIC DENTIST—CHESTNUT DENTAL (FULL-TIME). Excellent opportunity for full-time pediatric associate in Needham/Franklin. Career growth, exciting team atmosphere, and highly competitive benefits package. Guaranteed salary. Pediatric residency and/or prior practice experience required. Visit us at www.chestnutdental.com to learn more. Qualified candidates, please contact Christine Thompson, Human Resources Manager, at cthompson@chestnutdental.com.

EXPERIENCED DENTIST NEEDED IN WESTERN MASSACHUSETTS. Full-time general dentist needed in a dental practice in Western Massachusetts. Successful candidate must be competent in molar endodontics, surgical extractions, and be comfortable with digital impressions using CS 3600 intraoral scanner. GPR or two years' post-graduation experience. Visa/immigration sponsorship available. Please contact compassionatedentist@gmail.com.

PEDIATRIC DENTIST NEEDED FOR QUALITY ORTHODONTIC PRACTICE. Excellent opportunity for a pediatric dentist to join an established orthodontic practice in the MetroWest area. Excellent potential for growth, ownership and more. Modern office in a growing community. Please contact MDS Box 1459.

GENERAL DENTIST PART-TIME—We are a privately owned, growing dental office in Watertown seeking to hire a general dentist to join our team. Career growth, team atmosphere, and guaranteed salary. If you are interested in joining our team, please provide us with your CV for review to MDS Box 1460.

ASSOCIATE—NATICK, FULL- OR PART-TIME! We are currently looking for a full- or part-time associate for our office at a busy location in Natick. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient

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) ... \$75

70¢ 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.

care and a comprehensive approach to full-service dentistry, along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access to complete dental care for patients. Excellent compensation and benefits package includes paid medical, malpractice, and 401K retirement, plus unlimited earning potential. Future opportunity for equity position. For immediate consideration, please email your resume to priyanki.amrolliwala@42northdental.com or call/text 617.480.6355.

GENERAL DENTIST: Busy Lebanon, NH, dental practice is seeking to hire a full-time associate dentist. We offer a generous compensation package with benefits including dental/health/malpractice insurance, vacation pay, continuing education, and 401(k). Relocation expenses considered for the right candidate. Earn a great income practicing dentistry in a beautiful area of the Upper Valley while working in a pleasant environment with a fun, friendly, and experienced staff. Please email your resume and letter of interest to DentalCareNH@gmail.com.

WEEKEND OPPORTUNITIES FOR DENTAL RESIDENTS AND FINAL-YEAR STUDENTS in rural Massachusetts, about a 2.5-hour drive from Boston for two weekends (Saturdays and Sundays) a month. Transportation/accommodation provided. OMS, endodontics, pediatrics, and prosthodontics residents. Final-year students for dental hygiene! Please send resume and references by email to Hiring Manager at ruraldentalgroup@gmail.com.

DIRECTOR OF PRACTICE: GENERAL DENTIST. TWO POSITIONS AVAILABLE—PEABODY AND BOSTON. We are currently seeking an experienced general dentist for a clinical director position. This is a unique career opportunity in which the successful candidate can transition to an equity position within 6 months. We offer a generous benefits package, which includes quarterly bonuses, additional CE reimbursement (not to mention that we host several free CEs throughout the year), family health insurance, phone and entertainment allowance, 401K. The ideal candidate must have one-plus years of demonstrated success in a fee-for-service practice setting, along with a desire to provide direct patient care while managing day-to-day operations with the assistance of a proven practice management team. Significant chair-side experience, excellent team-building and leadership skills are a must. Directors are the primary care provider of a generous patient flow, in addition to working cooperatively with and mentoring associates. Additionally, the candidate must be able to work with our specialists to expand growth in specialty departments within the practice. The directorship position can prove to be personally, professionally, and financially rewarding for the right person. This is the perfect position for a doctor who would like to

focus all of his or her energy and interest on patient care while minimizing the non-clinical headaches. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care and a comprehensive approach to full-service dentistry along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access to complete dental care for patients. For immediate consideration, please email your resume to priyanki.amrolliwala@42northdental.com or call/text 617.480.6355.

PERIODONTIST POSITIONS AVAILABLE IN ARLINGTON, FRANKLIN, HUDSON, NEW BEDFORD, PLYMOUTH. We are currently seeking a periodontist for full- and part-time opportunities. Candidates must be proficient in hard- and soft-tissue therapy and placing implants. Ability to work well with hygienists performing initial therapy and excellent communications skills are a must. Our specialists enjoy the benefit of internal referrals and group practice support. Each practice has a well-trained and experienced clinical support team. Full-time doctors with solid clinical and interpersonal skills can earn \$500K-plus yearly. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care and a comprehensive approach to full-service dentistry, along with a strong focus on quality, service, and patient satisfaction. For immediate consideration, please email your resume to priyanki.amrolliwala@42northdental.com or text/call 617.480.6355.

ASSOCIATE DENTIST: Seeking a full-time associate dentist for a well-established practice in the heart of Peabody! Join a practice with a stellar team, enjoy plenty of mentorship, and the chance to work with specialties! In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care and a comprehensive approach to full-service dentistry, along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience, from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access to complete dental care for patients. Excellent compensation and benefits package includes: paid medical, malpractice, and 401K retirement, plus unlimited earning potential. Future opportunity for equity position. For immediate consideration, please email your resume to priyanki.amrolliwala@42northdental.com or call/text 617.480.6355.

FACULTY POSITION, GROUP PRACTICE LEADER—PREDOCTORAL TREATMENT CENTER. The Boston University Henry M. Goldman School of Dental Medicine (GSDM) invites applications for a full-time faculty position to serve in an administrative and clinical role as a Practice Leader for the Pre-doctoral Patient Treatment Center in the Department of General Dentistry. The role of Practice Leader for the Pre-doctoral Patient Treatment Center in the Department of General Dentistry is complex with broad responsibility for the management of a clinical practice comprised of approximately 14 third-year and 21 fourth-year pre-doctoral students. The position requires close collaboration with assigned clinical faculty and with the School's Advanced Education programs and associated faculty. GSDM, located on the Boston University Medical Campus in Boston's historic South End, is the premier dental school in Boston serving the needs of a diverse, multicultural patient base. As a leader in the area of digital dentistry, the Henry M. Goldman School of Dental Medicine offers a highly advanced, collaborative learning environment in which teaching, research, and community service are uniquely combined to prepare tomorrow's dental professionals. The Henry M. Goldman School of Dental Medicine promotes excellence in learning through innovative collaborations, external partnerships, and a strong commitment to diversity and inclusion. We seek support and promote diversity in our faculty and staff to broaden students' academic experience and to enrich our campus community. Candidates must be sensitive to the needs of and possess an interest in working in an academic community that is diverse with regard to gender, race, ethnicity, religion, nationality, sexual orientation or identity, disability status, age, and protected veteran status. Boston, the capital of the Commonwealth of Massachusetts, is the 21st largest city in the nation and is consistently ranked as one of the best U.S. cities for students with access to world-renowned educational resources, outstanding cultural institutions, and major professional sports teams. As the business and educational hub of New England, Boston is a sought-after recruiting ground for international employers. Outstanding transportation resources provide easy access to New England and metro NY/NJ destinations, and one of the nation's busiest international airports is located 15 minutes from central Boston, offering direct daily flights to Asia, Europe, the Middle East, and other destinations. Basic qualifications—Requirements: DDS/DMD degree (or equivalent); international applicants must present with a minimum of a 1-year post-graduate residency training from a U.S. accredited school; applicants must be eligible for full or limited dental licensure in the Commonwealth of Massachusetts; experience in CAD/CAM and cone beam computed tomography (CBCT). Preferred qualifications: board certification; prior teaching experience; advanced training in restorative dentistry; training in CAD/CAM and cone beam computed tomography (CBCT). Department contact for questions (electronic responses are preferred): Ms. Catherine Mirarchi, Administrator Group Practice, Department of General Dentistry, Boston University Henry M. Goldman School of Dental Medicine, 635 Albany Street, Suite 519 Boston MA, 02118. Phone 617.358.3335. Email cmirarch@bu.edu.

ASSOCIATE DENTIST—Thriving practice in Southern Vermont is seeking a full-time dentist to join our team. Our practice focus is comprehensive dentistry. We are committed to patient health and great patient experience. We value excellence and are committed to a strong team. We are looking for another team member who values these same things. One-year minimum experience or GPR/AEGD required (we are willing to mentor a dental associate, as well). Competitive compensation package including 401(k). If you are looking to join a growing practice in idyllic Southern Vermont, please send your resume to lauraf@greenmountaindentist.com.

ASSOCIATE POSITION—Quality-oriented multi-specialty group practice seeks a part- to possible full-time general dentist. This position requires a high standard of care and excellent communication

skills. Three well-established practices located north of Boston in Haverhill, on the North Andover line, and in downtown Reading. All three practices are privately owned and have easy access to the highway and parking. Competitive compensation and benefits. Please contact Farnedd@aol.com to forward resume or more information.

LOOKING FOR HYGIENIST ON TUESDAYS AND THURSDAYS. Growing periodontal practice located in Belmont is seeking a dental hygienist who is well versed in scaling and root planning, and is licensed to give local anesthesia. Great customer service and patient management skills are a must. Contact ars@schrott-perio-implants.com.

FULL-TIME GENERAL DENTIST (ASSOCIATE) WANTED. Fantastic opportunity to join a highly successful downtown Framingham private practice. Wonderful opportunity to grow and expand your skills. Office is digital, paperless, and has state-of-the-art equipment. We offer a generous salary. Owner of practice is Dr. Brendan McLaughlin. Contact Danielle at 508.872.2624 or danielle@dentplant.net.

PERIODONTIST NEEDED. We are currently seeking a periodontist for a part-time opportunity. Our practice is located in Tewksbury. Candidates must be proficient in hard- and soft-tissue therapy and placing implants. Ability to work well with hygienists performing initial therapy and excellent communication skills are a must. Contact drbustillo@shawsheendental.com.

FULL-TIME/PART-TIME ASSOCIATE DENTIST: Busy state-of-the-art dental office in Boston. Looking for a motivated and compassionate dentist to join our practice, focusing on providing quality dental care. We perform all phases of general dentistry, including implants and Invisalign. For immediate consideration, please send your resume to info@washingtonparkdental.net.

PEDIATRIC DENTAL ASSOCIATE—We are a privately owned, state-of-the-art pediatric dental office in Newburyport, MA, seeking to hire an energetic pediatric dentist to join our team. Associate must have excellent interpersonal skills to communicate and create lasting relationships with our wonderful young patients and their families, as well as our amazing group of team members. The doctor started the practice 12 years ago and we have continuously grown with hard work and a nurturing philosophy. We are currently in a spacious, brand-new facility with modern amenities, new equipment, and current dental technologies. We are an outstanding group who cares for our patients in a fun and friendly atmosphere, and we are searching for the right doctor to help us continue to provide quality dentistry for our young patients. If you are interested in joining our team, please provide us with your CV for review. Email drlindi@gmail.com.

ASSOCIATE DENTIST—GENTLE DENTAL ARLINGTON: Seeking a full-time associate dentist for Gentle Dental Arlington. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care, a comprehensive approach to full-service dentistry along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access to complete dental care for patients. Excellent compensation and benefits package includes: paid medical, malpractice, and 401K retirement plus unlimited earning potential. Future opportunity for equity position. For immediate consideration, please email your resume to priyanki.amrolwala@42northdental.com or call/text 617.480.6355.

PEDIATRIC DENTIST—GREAT HILL PEABODY. Pediatric dentist needed in our practice two days per month at Great Hill Peabody, a well-established

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.

and reputable office. Flexible schedule/hours. Our experienced and dedicated pedo team travels with our specialist to each office and is responsible for scheduling and patient management. Excellent clinical and communication skills are a must. Unlimited earning potential. In our established, multispecialty group practice, we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care, a comprehensive approach to full-service dentistry, along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. For immediate consideration, please email your resume to priyanki.amrolwala@42northdental.com or call/text 617.480.6355.

GENERAL DENTIST FULL-TIME—Chelmsford. A unique opportunity for a general dentist seeking a stable career in an established, general dentistry group practice in a privately funded center. This is a salaried position, with growth and advancement potential for the right individual. We provide a range of primary dental services to a large and stable patient population. We are seeking a self-motivated, enthusiastic, friendly, and caring individual with great communication skills and a strong work ethic. Applicants must be highly proficient in composites, amalgams, removable prosthodontics, and must be comfortable and competent with treating patients of all ages. Candidates should have 3–5 years of experience; a public health or community health background or proven interest desirable. Candidates must have a license in good standing, and be fully licensed in the Commonwealth of Massachusetts, or be eligible for such a license. This is a full-time position and includes two evenings per week and two Saturdays per month. We offer a competitive salary and a benefits package, which is unsurpassed. Our benefits include family medical, dental, vision, and pharmacy coverage, as well as paid vacation and sick time. Disability, life insurance, malpractice insurance, continuing education costs, and an unrivaled pension plan are all provided as benefits at no cost to you. Please contact MDS Box 1461.

ASSOCIATE POSITION—ENDODONTIST: Our well-established successful multispecialty practice in Fall River is looking for an endodontist to come join our team. Our specialists enjoy the benefit of internal referrals and group practice support. If you're passionate about quality dental care and enjoy working in a cutting-edge dental practice, submit your resume today! Please contact marisa1100@aol.com.

GENERAL DENTIST—Fantastic opportunity to join a highly successful private practice in Worcester County. Office treats a full range of patients in a great environment. Practice averages over 75 new patients per month. Well-trained, long-term staff. Family-friendly community. We are seeking a highly motivated and caring individual with great communication skills. Candidates should have experience in public health, composite fillings, extractions, crown and bridge, and be comfortable treating all ages. Excellent compensation, earning between \$250K–\$350K annually. Guaranteed \$1K daily draw pay, health insurance, 401(K), lodging available. Full- and part-time position. Please contact MDS Box 1462.

EXPERIENCED GENERAL DENTIST P/T-F/T. Southeastern MA. We are a premier, well-established growing general and specialty practice in Southeastern Massachusetts. We have a highly

trained staff, intraoral cameras in all 13 treatment rooms, and a 3D scanner in our newly renovated building. The focus of our practice is comprehensive care dentistry. Our patients, management systems, and standard of care reflect this focus. Qualifications: We are searching for an outstanding general dentist who wants to be successful both clinically and financially. Successful candidate will be experienced and/or will have completed a residency, will have solid patient communication skills, and must have a desire to broaden education on an ongoing basis. (Sign-on bonus for the right candidate.) Our team is committed to delivering exceptional care and service. For the dentist who feels the same way and who wants a home where they feel respected, appreciated, and part of a team to practice with for years to come, this position is a career-changing opportunity. Please contact sandy@ghentadentalgroup.com.

ORTHODONTIST FOR PEDO ORTHO PRACTICE PART-TIME—Personable orthodontist needed two days a week in MetroWest Boston. Must have good communication skills. Experience preferred. May lead to full-time with ownership potential. Please email CV and information to advertising@massdental.org and use MDS Box 1458 in the subject line.

PRACTICES FOR SALE OR RENT

NEWTON—IN-HOME PRACTICE AND HOME FOR SALE. 118 Meadowbrook Rd., Newton. Rare opportunity of mixed-use residence and office space. Lower level features dental practice with waiting room, reception, three offices with separate entrance, as well as a full bath and half bath. Living room, dining room, kitchen, and den complete the second level. Third level features generous bedrooms. Open your medical or financial practice and enjoy the best commute. The dental practice is also for sale, either combined with the home or separately. Call Sandy Tobin, Coldwell Banker, at 781.820.4720 or email SandyTobinRE@gmail.com.

DENTAL OFFICE SPACE: South Coast Dental office location (32 Hillman Street, New Bedford, MA). 4,200-sq.-ft. building for sale/lease. First floor 2,500 sq. ft. with six-operatory dental offices available and full in-house lab space. Second floor 1,700 sq. ft. available. Thirty-five year history of a successful dental practice. Easy access to major highway and 30 off-street parking spaces. Contact Dr. Jon Ruel at 508.496.8177 or ruelmd@aol.com.

OFFERING A UNIQUE OPPORTUNITY: Own a small tastefully appointed office on beautiful Cape Cod. Located near Cape Cod Hospital in Hyannis. This facility would be ideal as a start-up for a younger dentist or for someone interested in a more relaxed pace of patient care. Growth potential is only limited to the imagination and creativity of the prospective buyer. Present owner would like to retire but would stay on as necessary to preserve continuity of care and cash flow. Contact information for interested parties is as follows: cell 774.994.1068 or email jmrgeo@gmail.com.

DENTAL PRACTICE FOR SALE—SOUTHERN, NH, CLOSE PROXIMITY TO MA BORDER. GP available in quintessential community. Leased space —1,200 sq. ft., four treatment rooms, EagleSoft, I/O cameras, Schick sensors, pano, soft-tissue laser, and CAD/CAM. Practice is highly profitable. Owner/seller providing some specialty services. Owner dentist looking to bring in FT associate providing for the ability to purchase the practice in the next 12–24 months. For details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #NH117.

COMPLETE DENTAL OFFICE FOR SALE OR LEASE ON MARTHA'S VINEYARD. Recent circumstances make available a four-operator 2,000-sq.-ft. dental office, complete with records, instruments, and some supplies. Unit has private apartment. Island is in desperate need of dentist. Real estate available. Contact the landlord at 508.693.1001 or email rmmacdm@gmail.

BRISTOL COUNTY, MA—DENTAL PRACTICE FOR SALE. \$2.5M general practice partnership opportunity south of Boston. For more details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at tyler.russell@henryschein.com or 617.447.8760. #MA206.

DENTAL PRACTICE FOR SALE—ESSEX COUNTY, MA. General practice with three ops. Lots of growth taking place in this resort, residential, and manufacturing community. Building and practice being sold together. For details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA207.

DENTAL PRACTICE FOR SALE—PLYMOUTH COUNTY, MA. General listing in coastal community on Buzzards Bay; \$620K in collections with four treatment rooms. R/E also for sale or lease. For details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA208.

DENTAL PRACTICE FOR LEASE WITH OPTION TO PURCHASE—Suburban Boston dental office positioned in one of the strongest economic areas of Massachusetts. Dental practice located in single-family ranch-style building permitted for commercial use, zoned SRC, and is directly on a main street with high traffic count, yet back off street with serene gardens. The 4,109 sq. ft. total includes a 1,424-sq.-ft. main level with 807 sq. ft. of living space in the lower level. Fully equipped with two operatories, autoclave, radiography, and history of successful business practice. Please contact 781.626.0337.

DENTAL OFFICE SUITE—Milford, MA, dental office suite for sale in medical/dental condo building. 2,000 sq. ft. Five operatories. Long history of a successful

dental practice in this location—practice recently relocated due to growth. Dental suite will be a great space to start a new dental office or to move an existing practice. Please contact Alexandra at zandraml@gmail.com if interested.

SERVICES

OSHA COMPLIANCE/TRAINING: Health Care Support Services, Inc., has developed, implemented, and maintained health and safety compliance programs for over 20 years. Our goal is to help you maintain a safe work environment and comply with regulatory standards. Mock audits/annual training/program development. Contact Marc Selman at 978.866.2832 or email info@hcss-inc.com. Visit www.hcss-inc.com.

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 to help 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.

See more classified ads at massdental.org/classifieds.



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

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

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in cooperation with the Dental Societies of Connecticut, Maine, New Hampshire, Rhode Island, and Vermont