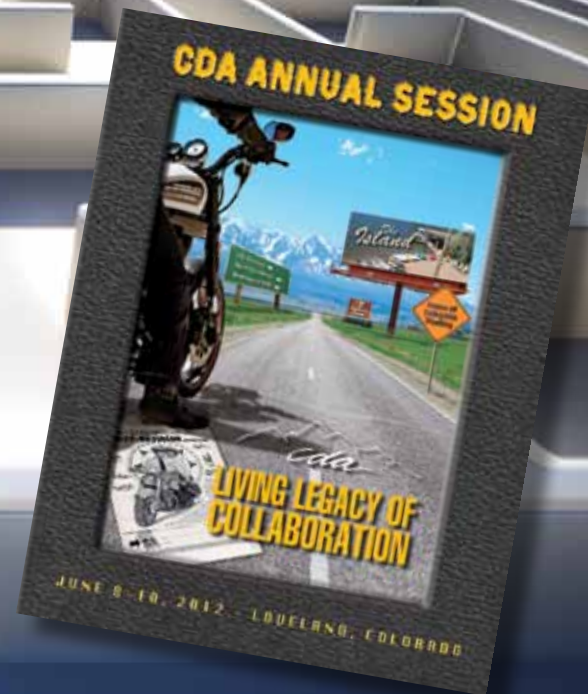


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# An Eye Opening Experience

By Brandon Owen, D.D.S., CDA Editor



**M**y introduction to organized dentistry came about four years ago when **Dr. Tom Pixley** asked me at a lunch if I would

be interested in being a delegate to the House of Delegates at the CDA Annual Session. Not having any idea what it meant to be a delegate at the Annual Session, I blindly said yes. Once I made it to the meeting, I sat with the delegates from Larimer County, and they quickly filled me in on what was going to happen at the House of Delegates meeting. It was a wonderful opportunity for me as a new dentist to get a glimpse of what dental associations do for their members. From that day forward, I knew I would always be a member, and I found myself thinking that I wanted to do more to make the dental profession stronger.

Last year, we had a great number of new dentists serving as first-time delegates. After the meeting, I spent time with a few of those new dentists

and asked them what they thought of the CDA after sitting as a delegate at Annual Session. What I discovered is that they, just like I had three years earlier, finally realized the value of the dental association.

Dr. Pixley is now the CDA president and is hosting the Annual Session in Loveland this June. I can't encourage you enough to not only serve as a delegate to the CDA House of Delegates, but to also attend the Annual Session weekend. It truly is a great way to get a behind-the-scenes look at the CDA and take part in the numerous activities throughout the weekend, which include CE, a BBQ on The Island, brewery tours, golf, a group motorcycle ride, and many other activities in the Loveland/Fort

Collins area. I strongly urge any dentist, with even a limited interest in joining us as a delegate or an attendee, to come and learn about what the dental association is doing for you, its members. Are you truly taking advantage of everything that you're offered through the CDA? Join me in June and find out. 🍷

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# Doctor Heal Thyself

By Brett Kessler, D.D.S.



In January, the CDA completed its Strategic Planning process. Among several other established goals, the process charged the CDA

with being the indispensable resource to support member dentists professionally and personally. As the chair of the CDA Well-Being Committee, I am happy for the opportunity to promote wellness to our members. I was charged with writing a series of articles to remind, inform and educate dentists to take care of the most important asset...themselves.

The *Heritage Dictionary* defines wellness as: *the quality or state of being healthy in body and mind, especially as the result of deliberate effort.*

As dental professionals, we all face challenges: physical, emotional or mental problems, struggles in our businesses, frustrations in the roles we play in our careers, family problems,

legal concerns, and the list can go on and on.

I have never met a dentist who didn't have some cross to bear in his/her career. Some hide it better than others, but all have had to go through some struggles.

I am reminded of a helpful quote from the classic book by M. Scott Peck, "The Road Less Traveled."

*"Life is Difficult.*

*This is a great truth, one of the greatest truths. It is a great truth because once we truly see this truth, we transcend it. Once we truly see that life is difficult – once we truly understand and accept it – then life is no longer difficult. Because once it is accepted, the fact that life is difficult no longer matters.*

*Most do not fully see this truth that life is difficult. Instead they moan more or less incessantly, noisily or subtly about the enormity of their problems, their burdens, and their difficulties as if life were generally easy, as if life should be easy. They voice their belief, noisily or subtly, that their difficulties represent a unique kind of affliction that should*

*not be and that has somehow been especially visited upon them, or else their families, their tribe, their class, their nation, their race or even their species, and not upon others.*

*I know about this moaning because I have done my share..."*

I have done my share too!

Once we realize that we are not alone in our struggles, the weight of the world is lifted and our attitudes shift to begin to face and then solve our issues head on.

I urge you to take some time to define your wellness goals. Start small, start big – just start. Wellness is a result of different things for different people. This could mean the more obvious goals of exercise and healthy eating. It could mean spiritual development or making a greater effort to prioritize time with family. Still yet, it could mean decreasing stress by granting yourself an hour (perhaps lunchtime) each day to walk outside, read a book, listen to music or simply relax. There's always an excuse for not having enough time for wellness, but if you make it a priority, time can always be found.

Remember, the CDA has a multitude of resources to help. Live life with intention and inspire others to join you. 🌱

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# Head and Neck Skin Cancer

# Are We Missing The Forest Through The Trees?

By Paul Corcoran, D.D.S.;  
Louis Depaola, D.D.S., M.S.; Karen Nern, M.D.  
and Jean Urquhart, M.D.

Oral cancer examinations have been the standard of care in dentistry for many decades.<sup>1,2</sup> Should dentists also be performing head and neck skin cancer examinations? There are 35,000 diagnosed oral cancers per year and 7,500 deaths.<sup>3</sup> However, there are 30 times that amount when it comes to skin cancer – over 1,000,000 diagnosed skin cancers per year and 12,000 fatalities.<sup>4</sup> 7% of skin cancers are life threatening melanomas.<sup>5</sup> Approximately 75% of all skin cancer deaths are from melanoma.<sup>6</sup> The majority of skin cancers are found on the head and neck.<sup>7</sup> The scope of this problem is significant. One in five Americans will develop skin cancer.<sup>8</sup> More than one person per hour dies from melanoma.<sup>9</sup> Since 1994, non-melanoma skin cancer has increased over 300% and melanoma has doubled.<sup>10</sup> Skin cancer accounts for 50% of all diagnosed cancers.<sup>11</sup> Since many patients see their dentist more frequently than their medical doctor, dentistry is in a unique position to reduce the mortality/morbidity of this most common malignancy.<sup>12</sup>

As with all cancer, early detection is the key.<sup>13</sup> 99% of skin cancer patients survive with early detection.<sup>14</sup> Metastasis and mortality, as well as surgical scarring and morbidity, are drastically reduced with early detection.<sup>15</sup>

So how do we perform the clinical examination and what do we look for to provide this early detection? The first part of the clinical examination is a visual screening of the skin on the head and neck to look for any suspicious lesions.<sup>16</sup> The second part of the clinical examination is palpation. The palpation we are already doing for oral cancer can easily be extended to include the lymph nodes and skin lesions of the head and neck region.<sup>17</sup> Start by palpating the submental area, proceeding to the three groups of nodes associated with the submandibular gland. Next, move to the parotid gland and the pre- and post-auricular nodes. Continue posterior to the occipital nodes, looking for lymphadenopathy, which can be an indicator of skin or other cancers (lymphoma, metastatic oral cancer, etc.). A patient fitting some or all of this profile is indicated for referral to a dermatologist.

There are three primary types of skin cancer: basal cell carcinoma (BCC), squamous cell carcinoma (SCC) and melanoma.<sup>18</sup> BCC and SCC are both slow growing and relatively easy to treat.<sup>19</sup> Melanoma can spread quickly and is relatively difficult to treat if it has already metastasized. If caught early, however, melanoma is highly curable.<sup>20</sup>

BCC begins in the basal cells of the skin. These basal cells produce new skin cells as old cells die. BCC typically starts as a pearly white or pink bump that bleeds easily. It can also look like a scar, mole or scaly skin. BCC is four times more prevalent than SCC<sup>21</sup> and 80% of BCC is found on the head and neck.<sup>22</sup> Three in 10 Caucasians develop BCC within their lifetime.<sup>23</sup>



Figure 1

## Case Report: BCC

A 67-year-old man presents with a history of multiple sunburns, family history of skin cancer, psoriasis and chronic actinic keratosis. A pink, non-healing abrasion that has bled easily for several weeks duration is noted. (Figure 1) Review of systems for this patient was unremarkable. The dermatologist performed a shave biopsy of the lesion.<sup>24</sup> The pathology report was positive for BCC. The patient was treated with a two-stage Mohs surgery, a microscopically controlled surgery, and healing was uneventful.<sup>25</sup>



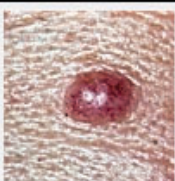
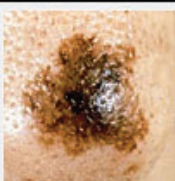


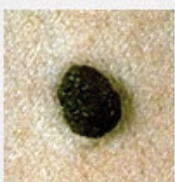



SCC typically starts as a tender pink bump with a central crater. SCC is twice as prevalent in males.<sup>26</sup> The incidence of SCC increases with age and peaks at age 65.<sup>27</sup> SCC of the lip and ear are at higher risk of metastasis than SCC on other areas of the skin.<sup>28</sup>



### Case Report: SCC

This 67-year-old female presents with a pink papule with central ulceration on the left side of her nose. She reported it started as a pimple one month ago and has grown quite rapidly. (Figure 2) She denies any other risk factors for skin cancer. Review of systems for this patient was positive for type II diabetes and facial surgery. The dermatologist performed a shave biopsy of the lesion.<sup>29</sup> The pathology report was positive for SCC. The patient was treated with three-stage Mohs surgery. The significant wound healed by secondary intention, the process of healing a wound without the benefit of surgical closure. The patient's recovery was unremarkable.

Melanoma, the most dangerous form of skin cancer, develops in the melanocytes that produce melanin (the pigment that gives your skin color).<sup>31</sup> If the skin receives excess UV light, the melanocytes may begin to grow abnormally resulting in melanoma. This is the most serious form of skin cancer. This cancer is most often found in white males.<sup>32</sup> Most melanomas manifest as a new lesion. One third, however, arise from a pre-existing mole that converts to a melanoma.<sup>33</sup> Many, *but not all*, show

Normal Mole	Melanoma	Sign	Characteristic
		Asymmetry	when half of the mole does not match the other half
		Border	when the border (edges) of the mole are ragged or irregular
		Color	when the color of the mole varies throughout
		Diameter	if the mole's diameter is larger than a pencil's eraser

Photographs Used By Permission: National Cancer Institute

Figure 3

the ABCDE features. A: asymmetry, B: irregular borders, C: different colors, D: diameter of six millimeters, E: evolution (has there been a change in the existing mole?).<sup>34</sup> (Figure 3) Note that a diameter of six millimeters is a soft guideline.<sup>35</sup> Melanomas can be as small as two millimeters and many moles greater than six millimeters are benign. Patients who have had melanoma are at high risk for recurrence.<sup>36</sup> Lesions suspicious for melanoma are often screened with a dermatoscope or confocal microscope, but biopsy is the only way to make a definitive diagnosis.<sup>37</sup> Early diagnosis and treatment are very effective.<sup>38</sup> Later diagnosis and treatment are much more difficult. Therefore, we must be aggressive in our referrals to the dermatologist.

### Case Report: Melanoma

This 73-year-old female presents with a six millimeter hyper pigmented macule on her right posterior neck. Note how well this

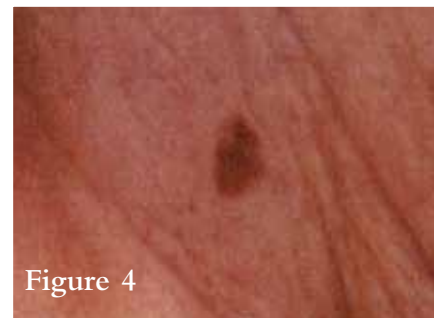
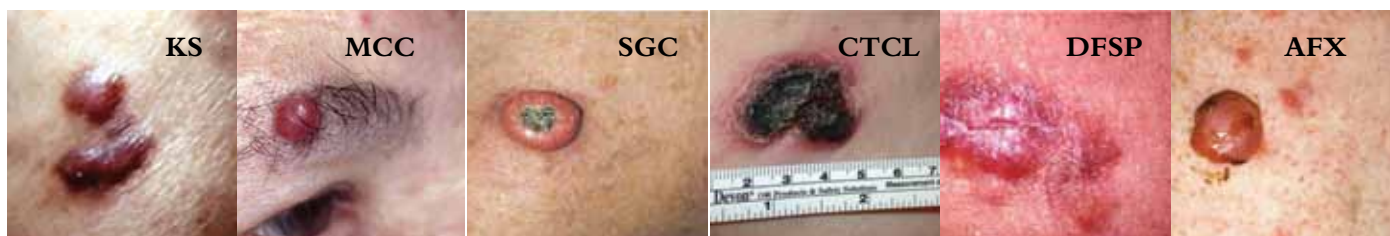


Figure 4

macule matches the danger signs of melanoma. (Figure 4) She reported a past history of benign moles, and this current mole was changing color. Review of systems for this patient was unremarkable. The dermatologist performed a shave biopsy, which pathology reported was positive for superficial melanoma. The patient was treated by excision using blunt dissection through the dermis into the subcutaneous fat. This patient healed well because the melanoma was detected early.

While the aforementioned are the most common types of skin cancer,

CANCER continues on page 12

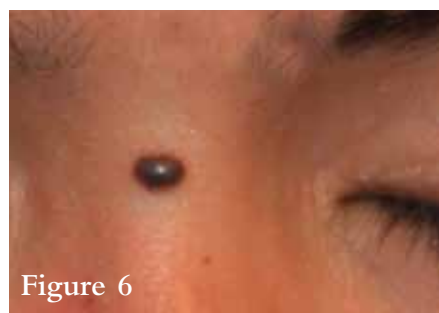


**Figure 5**

**CANCER** *continued from page 11*

there are other less common types as well including: Kaposi sarcoma (KS), Merkel cell carcinoma (MCC),<sup>39</sup> sebaceous gland carcinoma (SGC), cutaneous T-cell lymphoma (CTCL), dermatofibrosarcoma protuberans (DFSP) and atypical fibroxanthoma (AFX). (Figure 5)

What are the benign lesions that must be included in our differential diagnosis? Moles, cysts and warts are the general categories. Moles are the most common growths in humans.<sup>40</sup> Their incidence peaks in adolescence. Moles generally begin as flat brown spots similar to a freckle. (Figure 6)



**Figure 6**

lanocytes. Moles come in a variety of sizes, shapes and colors.<sup>41</sup> Some moles have the potential to become melanomas and, therefore, need to be monitored regularly.<sup>42</sup> Epidermoid or sebaceous cysts are the most common type of skin cysts.<sup>43</sup> (Figure 7) The cyst is composed of epidermal cells that project into the dermis. A sebaceous cyst presents as a raised round bump.<sup>1</sup> Seborrheic keratosis is a dry scaly wart like growth on the surface of the skin, commonly after age 40.<sup>44</sup> (Figure 8) They are yellow, black or brown, round and slightly elevated with a “pasted on” appearance, which



**Figure 7**



**Figure 8**

often mimics melanoma. The “wicked witch” with a wart on her nose probably had seborrheic keratosis.

Risk factors for skin cancer can be divided into patient genetics, past medical history, behaviors and symptoms.<sup>45,46</sup> Genetic risks include previous patient history or family history of skin cancer, patients with fair or depigmented skin (albinism, vitiligo), patients with dysplastic or atypical moles, and patients with multiple moles are all at increased risk.<sup>45,46</sup> Patients with a medical history of radiation, immuno-suppressive medications or burns are also at an elevated risk.<sup>47</sup> Personal behaviors that predispose a patient to skin cancer include: tanning bed use, tobacco use, multiple childhood sunburns and migration to the sun belt states.<sup>48</sup> Patient symptoms of concern include an area that does not heal (“I have had this cold sore for two months and it won’t go away.”), areas that bleed easily, and new moles that look

different from other moles.<sup>49</sup> Lymphadenopathy (swollen glands) is also clearly a cause for concern.

How do patients prevent skin cancer? Since 90% of skin cancers are associated with exposure to UV rays, protection is the key.<sup>50</sup> Some obvious and not so obvious steps that can be taken include:

- Avoiding the sun between 10 a.m. and 4 p.m.<sup>51</sup>
- Wearing UV protected sunglasses and a hat with a two-inch brim.<sup>52</sup>
- Wearing protective clothing, which is much more effective than sunscreen.<sup>53</sup> Long sleeves and clothing with an ultraviolet protection factor should be worn.
- Using a sunscreen that protects from UVA and UVB rays with a SPF 30 or higher.<sup>54</sup> SPF, however, only tells how effective a sunscreen is at protecting against UVB rays. Sunscreens also need to be effective against UVA rays. The active ingredients in sunscreen that protect against UVA rays are zinc oxide, titanium dioxide, helioplex, mexoryl or avobenzone.<sup>56</sup>
- Reapplying sunscreen every two hours on the face and especially the lips, as sunscreen rubs off with eating and talking.<sup>55</sup>
- Wearing lip balms with SPF 30 (these are rare but can be found online).

Fortunately skin cancer, like dental pathology, is largely preventable. Head and neck skin cancer is a serious and growing problem. If we, as dentists, look for it, we can help detect areas of suspicion, make appropriate referrals to dermatologists for further examination and better serve our patients. 🌿



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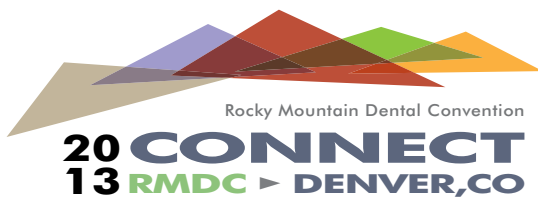
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# The CDA Can Cure Sleepless Nights

By Nikki Williams,  
CDA Marketing Coordinator

**P**lain and simple, dentists want value for their dental association membership. The Colorado Dental Association recognizes this and is making it a number one priority to make sure that members get the most from their investment in organized dentistry.

After researching what dentists truly need and want, the CDA created a list of “things that keep dentists up at night”: employee issues, financial questions, third party interference in the doctor-patient relationship, personal health and balance, legal issues and liability, and ethical conflicts. Sound familiar? The good news is that the CDA has created a resource to address those sleepless nights: InfoProABC.

InfoProABC is an educational resource, *designed by dentists for dentists*. Composed of three video libraries, the CDA has created a way for members to quickly get updated association news, answers to the business questions that can hinder a dental practice, and a robust collection of clinical presentation videos, which give dentists a professional tool to concisely present procedures to patients.

Everyday, the CDA receives numerous calls from members asking questions like: “How long am I required to keep my patient’s records?” “What benefits should I provide my employees?” “How long are insurance carriers allowed to request a refund on a claim they’ve already paid?”



## GET STARTED!

Today, it takes more than a good dentist to run a successful dental practice; in fact, it takes an individual with good business sense and an ability to professionally educate patients. InfoProABC gives our members the tools they need to keep their dental practices successful.

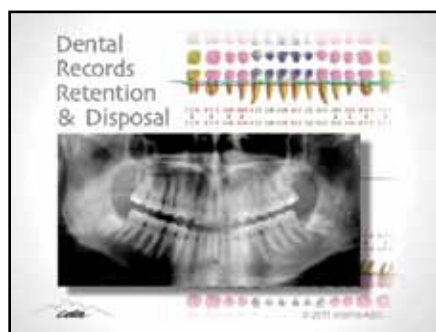
CDA members were issued free logins and passwords by mail and e-mail in late February. Misplaced your InfoProABC login? Contact Nikki Williams, CDA marketing coordinator, at 303-996-2848, 855-355-6090 or [nikki@cdaonline.org](mailto:nikki@cdaonline.org).





Association . Business . Clinical

“How do I dismiss a patient without liability risk?” The CDA has been providing answers to these questions and others for years – but shouldn’t all members have access to these answers and professional information? That answer is, of course, yes, and the CDA’s solution is the **InfoProABC Business Resource Library**.



The **business resource library** provides 90-second videos and articles that answer many commonly asked questions in the areas of: employment law, regulatory compliance, third party payors, practice management and risk management. The library was designed specifically to save dental practices the headache and time required to research these important questions. We’ve done the work on your behalf and it has resulted in information you can trust. New content is added throughout each month to keep our dentists informed on the topics that matter most.

On the clinical side of the dental practice, we discovered that dentists were seeking a way to grow greater treatment acceptance and improved informed consent documentation. Both areas are critical to the success and security of a practice. The CDA’s solution to this practice need is the **InfoProABC Clinical Presentation Library**.



The **clinical library** contains 350 animated procedure and diagnosis topics, over 460 informed choice presentations and downloadable forms, hundreds of illustrated peer reviewed articles, relaxation videos and post-operative instructions. Users may combine any of these elements into personalized presentations that can be viewed by patients chair-side and/or e-mailed to them for later review. Furthermore, the system electronically logs when presentations are opened by patients, providing dentists with an informed consent process and indispensable documentation resource.

Numerous corporate organizations have developed similar clinical presentation programs. These services are costly with initial annual expenses ranging from \$3,000 to \$10,000. Many are also static programs using DVDs or software that do not continue to develop and grow without an additional investment for upgrades. **InfoProABC is a FREE resource to all CDA members, as a membership benefit.** It is an online program that is consistently growing and adapting to current issues important to the profession.

Adding value to your CDA membership is our first priority. Log-on to InfoProABC today. It is an invaluable resource for your practice. 🍀

## See what your colleagues are saying about InfoProABC:

*“In my 35 years of practice, I have spent a lot of time, energy and expense in exploring various tools available to our profession that are designed to improve communication with staff and patients. I am very enthused about InfoProABC; it is hands-down the best interactive tool I have seen in the marketplace.”*

**-Dr. Jerry Savory, Boulder, Colo.**

*“InfoProABC instantly became our dental practice’s new favorite resource. It makes explaining procedures extremely easy and professional. I’ve even taken my laptop to local schools and used the InfoProABC videos as part of my presentation to kids and teachers – what a great visual aid!”*

**-Dr. Carol Morrow, Walsh, Colo.**

*“InfoProABC has become my most important resource for business and clinical questions. It fills the gap for dental information in Colorado.”*

**-Dr. Timothy Kneller, Aurora, Colo.**

*“I realized that providing your own human resources is much more difficult than treating an anxious patient! InfoProABC provides videos that are short enough to watch between patients. It helps me fill in the gaps left out during dental school. InfoProABC ensures that I am prepared.”*

**-Dr. Tiffany Manzo, Centennial, Colo.**

*“Using InfoProABC will be a huge money-saver for my dental practice, as I will not have to pay for continual upgrades of my current in-office patient education program. It’s a wonderful, professional tool that I plan to use along with my old “Excel Teach” patient education program.”*

**-Dr. James Kearney, Colorado Springs, Colo.**

# 9 State Bills | Dentists Should Know for 2012

By Jennifer Goodrum, CDA Director of Governmental Relations

**T**he 2012 state legislative session is well underway. The state legislature meets from mid-January until mid-May each year. During this time, the CDA is at the Capitol daily advocating on your behalf.

The CDA is involved with a number of bills you should be aware of this year. Primary bills of interest and their status as of March 19 include:

- **Senate Bill 108 – Medicaid Dental Coverage for Pregnant Women**

*Description:* SB 108 aims to save Medicaid costs by offering dental coverage to pregnant women. Giving a pregnant mom a solid oral health foundation can help eliminate costly and unnecessary ER visits, establish a good oral health foundation for the child and even result in healthier pregnancies. Write your legislator in support of this bill at [cdaonline.org/ActNow](http://cdaonline.org/ActNow).

*CDA Position:* Support

*Status:* This bill was introduced in the Senate and is awaiting committee hearing. Efforts are ongoing to accurately project bill costs and identify funding sources.

- **House Bill 1326 – Restoring OAP Dental Funding**

*Description:* HB 1326 restores \$3 million to the Old Age Pension (OAP) dental fund, which helps Colorado's neediest seniors access dental care, including dentures. In 2010, dental OAP funds were redirected to help balance the state budget. Since Medicaid and Medi-

care do not provide dental benefits, low-income seniors were left with few options for care. HB 1326 will provide a critical service to the elderly in the state.

*CDA Position:* Support

*Status:* This bill passed the House Health Committee and is awaiting a hearing by the House Appropriations Committee.

- **House Bill 1214 – Community College Two-year Degree Programs**

*Description:* HB 1214 appears to eliminate certain credit transferability requirements for two-year dental hygiene and nursing degrees. The CDA is researching how this would impact dental hygiene education, if at all.

*CDA Position:* Monitor

*Status:* The bill was introduced in the House and is awaiting committee hearing.

- **House Bill 1210 – Recognition Out-of-State Professionals to Practice**

*Description:* HB 1210 allows professionals licensed and in good standing from other states to practice in Colorado for up to one year before meeting the licensing requirements in Colorado. Out-of-state professionals must submit to the jurisdiction and disciplinary authority of the relevant board. Concerns include whether these professionals would be required to follow Colorado laws regarding scope of practice and quality of care, and the

applicability of the bill to professions licensed in other states but not in Colorado (such as mid-level dental providers).

*CDA Position:* Amend/Oppose

*Status:* The bill passed the House amended. It died in the first Senate committee hearing.

- **House Bill 1303 – DORA Regulation Speech-Language Pathologists**

*Description:* HB 1303 creates a state licensure process for speech pathologists. The CDA is monitoring and addressing some potential overlap between dentistry and the defined scope of practice for speech pathologists.

*CDA Position:* Amend

*Status:* The bill was amended in the House to address dental concerns.

- **House Bill 1052 – Healthcare Workforce Data Collection**

*Description:* HB 1052 requires healthcare professionals to report some minimal workforce data as part of the licensure renewal process with a goal of streamlining the workforce data collection survey process and reducing the burden on healthcare professionals.

*CDA Position:* Support

*Status:* The bill passed the House with amendments. It passed the Senate Health Committee and is awaiting additional committee hearings.

- **Senate Bill 37 – Electronic Prescribing for Controlled Substances**





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*Description:* SB 37 changes state law to allow electronic prescribing of schedule II, III, IV or V controlled substances, mirroring recent changes in federal law.

#### **CDA Position: Support**

*Status:* The bill passed the Senate, and then passed the House with amendments. The Senate accepted the House amendments. The bill is awaiting the governor's signature.

#### • **House Bill 1054 – Simplify Contracts for Medicaid/CHP+ Providers**

*Description:* HB 1054 streamlines the Medicaid and CHP+ provider applications into a single form.

#### **CDA Position: Support**

*Status:* The bill passed the House and the Senate. It was signed by the governor.


#### • **House Bill 1242 – Biometric Identifiers for Attaining and Prescribing Prescription Drugs**

*Description:* HB 1242 requires biometric identification, such as

a fingerprint or retina scan, for prescribing and dispensing all pre-prescription and restricted drugs (i.e. methamphetamine precursor) by 2013. The bill's stated goals include reducing drug diversion and drug interactions. All prescribing offices would be required to purchase and utilize biometric identification devices and software. Misdemeanor penalties apply for non-compliance.

#### **CDA Position: Oppose**

*Status:* The bill died in the House Health Committee.

This year, the CDA is tracking almost 40 state bills. Additional bills of concern have already been defeated, including a bill that would have increased the administrative burden on dental practices hiring new employees and a bill that would have eliminated certain eligible Medicaid services. View a full synopsis of the bills applicable to dentistry at [cdaonline.org/BillStatus](http://cdaonline.org/BillStatus). 

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# Snowflakes Fall on GKAS 2012



**O**n Feb. 3, 2012, most of Colorado was met with a February snowstorm, which left more than a few snowy footprints on Give Kids a Smile Day, a national access-to-care day for underserved children. Due to the snow, some GKAS events were cancelled, others were rescheduled and some forged on as planned. There were great success stories from GKAS this year despite the multiple inches of snow. Thank you to the hundreds of volunteers for this year's GKAS program. Your volunteer time

and support of this annual program is greatly appreciated.

As mentioned earlier, several GKAS programs were forced to reschedule to a later date.

However, at the time of publication in early March 2012, **CDA dentists reported treatment to 880 children, reflecting \$316,235 in donated treatment through GKAS in Colorado.**

If you volunteered for GKAS this year and have not submitted your program's reporting forms, please send them to the CDA at your

soonest convenience. This is the only method the CDA has to track GKAS efforts in Colorado for reporting purposes to the media and legislature. Superbills for patient treatment and School Presentation Tracking Forms for school presentations can be downloaded from [cdaonline.org/gkas](http://cdaonline.org/gkas).

Year after year, the CDA organizes GKAS, but it's thanks to you that the program is such a success. We appreciate your time and dedication to National Children's Dental Health Month. 🍷

## THANK YOU GKAS VOLUNTEERS!

John Abegg	Layne Benzley	Dona Conway	James Franckum	John Hanck	Rossynet Jimenez
Stacy Ackerman	Jennifer Berwick	Christi Cook	Andrea Frank	Rebecca Hansen	Corey Johnson
Isawri Adhikari	Paul Bigus	TB Cope	Mark Frank	Jessica Hanson	Amy Jorgensen
Eric Adler	Cambrea Blackhawk	Karen Coronado	Karen Franz	Russell Hanson	Jamie Just
Neal Allan	Brian Bohman	Andrea D'Addario	Wayne Franz	Jennifer Hargleroad	Susan Kasper
Paul Allen	Janice Box	Luz Dakin	Mitchell Friedman	Gabriela Hari	James Kearney
Rosario Almiron	Louis Bravo	Andrea D'Ambrosio	Dana Fujita	Heather Harris	Ethan Kerns
Pete Amundson	Julie Brown	Kyle Danial	Alexandra Gage	Paul Hartigan	Yvette Killingsworth
Mariella Andreo	Claudia Burrows	Melissa Davila	Rosa Galvan	Jay Heim	Mary Kissinger-
Stephanie Arenales	Matthew Burt	Patricia DeCino	Patricia Garcia	Nacy Hernandez	Blakeley
Sharla Aronson	Roxanne Bustos	Jill Decker	Randolph Geoghan	Esqueda	Don Kleier
Marcela Aten	Ruth Cabral	Erica Derby	Roxy Georgescu	Renee Hill	Randy Kluender
Lisa Austin	Leah Capozzi	Anastasia Dodson	Bryan Gibbs	Shannon Hilt	Steven Klyn
Chris Baer	Jovan Cardoza	Shawna Doss	Andre Gillespie	Hang Hoang	Matt Koch
Michael Bailey	Kendal Carlson	G. Bruce Douglas	Frank Gold	Rebecca Hochard	Casey Kochevar
Sandra Banuelos	Kenneth Carlson	Jina Dowlati	Judith Gonzalez-	Keaton Howe	Steven Koehler
Betty Barr	Erin Carpenter	Gerlinde Ehni	Rincon	Makala Hubbell	Jennifer Kurth
Nelle Barr	Tara Carroll	Geoff Engelhardt	Wendy Goppert	Tonya Huffman	Jennifer Lee
Kiley Barrett	Richard Cea	Saul Escala	Jerome Greene	Autumn Hurd	Barbara Leitner
Hilary Baskin	Isabel Cerda	Greg Evans	Bruce Greenstein	Richard Hurd	Dennis Lewis
Gary Belenski	Shannon Cestari	Sharon Fabrizius	Barbara Guerra	Jeff Hurst	Ryan Lewis
Bill Bender	Sung Cho	Lisa Feheley	Fred Guerra	Sheila Hurtado	Stace Lind
Robert Benke	Nina Christensen	Lisa Florence	Erika Guevara	Nadine Hutchins	Brian Logan
Darren Bennett	Dyeus Chung	Lea Flores	Scott Hadley	Alfaiyaz Ibrahim	Sara Logan
Lisa Bennett	Julie Collett	Karen Foster	Laura Hahn	Anil Idiculla	Valerie Lopez
Mark Bentele	Courtney Collings	Lisa Fox	Michelle Hair	Steven Jacobsen	Christy Louis
			Michael Hale	Amy Jewell	Rhonda Luker



# COF Takes a “Bite” Out of GKAS

The Colorado Orthodontic Foundation (COF), which provides orthodontic treatment to low-income families across the state, participated for its third year in GKAS on Feb. 3. While full orthodontic treatment isn't possible in just one day, orthodontic screenings to determine treatment needs can be accomplished on GKAS. These free screenings educate families about the benefits of orthodontic treatment and provide information about the COF treatment program if families financially qualify. This year, **Dr. Cassy Wiggins** donated her day at the Adams Tri-County Health Clinic in Commerce City to screen eligible patients and determine preliminary treatment plans.

Despite the snow storm, the COF was able to provide orthodontic screenings to 35 patients – some



*Dr. Lisa Bennett, Dr. Chelsea Mayer, Dr. Jeremy Kott and Dr. Darren Bennett at Friday Night Bites on Feb. 3.*

traveling to Denver for this service from as far as Bailey, Colorado Springs and Buena Vista. After being screened, patients who qualified for the program signed a contract with the COF and will be placed with a local COF volunteer orthodontist.

GKAS isn't just about dental care; it is also about spreading an aware-

ness message of the access-to-care struggles that many families face for basic dental attention. Embracing the awareness concept, **Dr. Anil Idiculla** hosted a fundraiser to benefit the COF on the evening of GKAS called “Friday Night Bites.” This semi-formal party was held at Denver's trendy Snooze eatery – strictly a breakfast establishment but on Feb. 3, it opened its doors for this nighttime benefit event and GKAS cause. 175 dental professionals and local businesses attended the party, which raised over \$15,000 for the COF and its mission to help the underserved.

The COF is constantly looking for new orthodontists willing to become COF providers. More information can be found at [www.thecof.org](http://www.thecof.org) or by calling 303-501-3691.

John Lydiatt	Sherri Meredith	Blanca Nunez	Christopher Root	Traci Snyder	Jared Ward
Erin Major	David Mershon	Jennie O'Connell	Bill Roth	Kelly Soder-	Patra Watana
David Maloley	Wendy Messing	Brandon Owen	Debbie Roubal	Blackman	Chad Watts
Shawn Maloy	Roger Meyer	Noemi Pacheco	Sharon Russell	Robbie Solano	Dawn Wehking
Debbie Mangus	Eric Miller	Cynthia Packard	Eric Rysner	R. Peter Sonntag	David Welden
Bertha Manshadi	Karen Miller	Rachel Packer	David Sabott	Laura Spencer-	Sean Whalen
Sharyn Markus	Mike Miller	Alexander Park	Ellen Sachs	Wagner	Jaime White
Cindy Martin	Jill Mioduski	Katie Parker	Carl Sakamaki	Mortont Sperling	Christopher
Brandi Martinez	Rebecca Misner	Tara Parmely	Bryan Savage	Timothy Stacey	Whitestone
Gabriella Martinez	James Monk	Nicole Parra	Gerald Savory	Allison Stanford	Cassy Wiggins
Kristal Martinez	Melissa Montano	Kevin Patterson	Jennifer Scheidies	Tennille Stork	Keith Wilken
Natasha Martinez	Dwayne Moore	Ken Peters	Kathryn Schlatter	Misty Swartz	Travis Willey
Britny Massey	Lisa Morales-	Michael Petersen	Kristy Schmidt	Suzanne Swartz	Carolyn Williams
Marie Matthews	Campbell	Tyr Peterson	Carrie Seabury	Bonnie Szarzec	Kleybis Williams
Matthew Mauck	Bob Morrow	Anastasia Petkova	Kevin Sessa	Jubie Tafoya-Quezada	Mitchell Williams
Amber Maurer	Carol Morrow	Ashley Pham	Jeannie Shea	Clara Tao	Chad Williamson
Casper Maurer	Damien Mulvany	Dianne Pierson	Cindy Sheeks	Kristy Taran	Ann Wilson
Brittany McDonald	Bob Murphy	Tom Pixley	Marybeth Sherman	Tamara Tobey	Darcie Wilson
John McFarland	Lawrence Musanje	Michael Plous	Michael Shifman	Jannina Townsend	Patrick Wilson
Kareen McIntosh	Melissa Musolf	Jolyne Plumley	Ted Shille	Lori Trembath	Wrayanne Wilson
Sue McIntosh	Debby Myers	Derrick Price	Samantha Shipley	Christy Trujillo	Jesse Witkoff
Sandy McLure	Lisa Neff	Michael Purcell	Janelle Shumaker	Elizabeth Trujillo	Mark Wood
Christina McMillon	Jeff Nelson	Michelle Qadi El	Paul Sica	Cal Utke	Roy Wortham
Sonja McMurray	Jon Nelson	Idrissi	Loren Sites	Keith Van Tassell	Ron Zastrow
Brenda McNulty	Jennifer Newfer	Salvador Ramirez	Martha Skelton	Eric Van Zytveld	Ryan Zastrow
Jose Mena	Trang Ngo	Daniel Rauk	Jennalyn Sloomaker	Richard Villemonte	David Zeitlin
Yvette Mendez	Tim Nichols	Linda Rhodes	Alexander Smith	Susan Vogel	Chad Zillich
Anali Mendoza	Mark Novelen	Maureen Roach	Kelsey Snavely	Walt Vogl	

# Working Interviews in the Hiring Process

**If I ask a prospective employee to do a “working interview,” do I have to pay him/her for that time?**

Some practices conduct a “working interview” to help determine whether a prospective employee is a good fit for their practice. Although the State of Colorado does not prevent you from conducting a working interview, there are some pitfalls to consider before implementing this practice.

Let’s start by examining the issue of payment. While there is no provision in Colorado wage law that specifically addresses whether payment is required for a working interview, using the term “working” denotes that the candidate must be paid for his/her time. The federal wage and hour law stipulates that any person providing an employer with a service must be compensated; therefore, it is implied that a candidate doing a working interview must be paid at least minimum wage for the time he/she works for your practice. Keep in mind that any compensation you provide must remain under \$600 or the individual will be considered a full-fledged employee per IRS regulations.

Now, let’s back up and consider potential liability issues associated with a working interview. First, if you do not pay the candidate, it’s possible that he or she could file a complaint with the Department of Labor. If the

interviewee is injured while working at your practice, will your worker’s compensation policy cover this injury? Next, what happens if the interviewee is not hired, and makes the claim that he/she was not hired due to a discriminatory practice? Finally, what would happen if the interviewee caused harm to a patient? Will your general liability insurer and/or your malpractice insurance cover this situation?

Many attorneys will tell you that the risks exceed the benefits of a working interview. If you are considering a working interview, here are some suggestions that may reduce your liability and still allow you to view your potential employee in a working environment.

Once you narrow your candidate pool down to the top two or three, consider setting up interviews that deal specifically with completing a job-related task. This could be accomplished by structuring the interview in a way where you, the practice manager, and other staff members can ask the candidate specific task-oriented procedures and how he or she would complete these tasks. You could also provide an opportunity for your candidate to demonstrate a job-specific task. Remember, each candidate selected for this in-depth interview must be asked the same questions.

Finally, if there is a reputable dental staff placement agency in your area, it may be worthwhile to temporarily employ one of their available contractors long enough to evaluate skills and compatibility with your team. Often, such individuals are available for permanent employment, but you may need to pay the agency a placement fee if you hire the contract employee. 🍀



This article appears as a video on *InfoProABC.com* – the CDA’s newest member benefit to help dental practices. Get your other employment law and practice management questions answered simply by logging on to *InfoProABC.com*. In addition, you’ll find our robust clinical library, which serves as an educational resource for patients and an informed consent tool for your practice. **This resource is FREE to all CDA members, as a member benefit.** If you have questions or have misplaced your login, please contact CDA Marketing Coordinator Nikki Williams at 303-996-2848, 855-355-6090 or [nikki@cdaonline.org](mailto:nikki@cdaonline.org).



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# The Right Fit

By Larry Chatterley and Randon Jensen

**M**ost dentists will, at some point in their career, either work as an associate or hire an associate. Consequently, it is a transaction type that vitally depends on a good fit between the host dentist and the associate dentist. Following are signs to look for and the right questions to ask to determine “the right fit.”

You may have heard the saying, “I searched the whole world over to find the perfect spouse, unfortunately when I found her, she was looking for the perfect spouse.” Associateships and partnerships are a professional marriage of sorts. It is not so much about finding the perfect individual (who may or may not actually exist), but rather having realistic expectations and clearly communicating those expectations to the other party. Many associateships fail to work out because the parties involved have

incongruent expectations and poor communication.

Also like a marriage, if the other party’s philosophy and values are not complementary to your own, you will likely have a difficult time building a long-term, productive relationship. Philosophy and values need to be complementary in order for the desired results to be achieved.

To increase your chances of success, both parties need to determine if they are on the same page relative to expectations, philosophy and values. Here are some examples of issues and questions both parties should consider before entering into any associate arrangement:

- **Honesty.** Are you honest in all of your dealings? Does the other party tell the truth?
- **Integrity.** Do you keep your promises? Do you do what you say you will? Does the other party?
- **Consistency.** Do you waver on issues or do you make a decision and stick to it? Are your actions congruent with your words? Are the other party’s?
- **Compassion.** Do you have a genuine concern for those you treat and those you work with? Does he or she?
- **Skills and Knowledge.** Are you confident in your level of knowledge and skill? Are you confident in his or hers?
- **Conscience.** Do you exercise good judgment and make decisions based on what is best for all concerned? Does he or she?
- **Motivation.** Are you motivated to always do your best? Do you inspire others to be and do the best they can? What about him or her?
- **Humility.** Are you willing to learn new things or is your way the only way? Is he or she teachable?

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The best way to develop a sense of the other party's character is to work with each other for a period of time first. Since that is not always practical, both parties could and should confer with references who have worked, or who currently work with the other party (i.e. staff, peers, colleagues, etc.). Another avenue to obtain insight into such questions is through professional personality profiling. Personality profiles provide some revealing answers to the aforementioned questions. While this is just limited feedback, it does help in your understanding of the values and expectations of both parties.

You probably noticed that all of the questions were asked of yourself first, before they are applied to the other party. The goal of any associate-type arrangement is to create and maintain a mutually rewarding personal and professional relationship between two or more doctors. Unfortunately, too many associate arrangements are

intentionally structured to benefit only one of the parties. Personal ego and selfishness will destroy a good relationship faster than anything else – including money! The only truly successful associate arrangement is one where both the host and the associate feel they have been fairly treated.

Stephen R. Covey says there are three types of arrangements: win-win, win-lose or no-deal. Win-lose arrangements only end up being lose-lose arrangements because the losing party will resent the other party and may even sabotage or negate the original transaction as a result. Problems often occur when one or both of the parties seek only their own interests with little or no consideration for the other or without considering the longer term impact of their actions. Sometimes negotiations result in one party achieving their ideal result, but at the expense

of the other party, which ultimately ends up lose-lose.

Finally, check your “gut feeling” on any issue. If it doesn’t “feel” right, then seek greater understanding and obtain additional information until it does feel right. If after that you still feel uncertain about it, ask for clarification or stop pursuing the transaction.

Given that so many dentists are likely to participate in some form of an associateship – either as the host/employer or the associate/employee – it is important that they have a clear understanding of what constitutes a “good fit” with another professional, as well as how to find the right person. 🍀

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*Larry Chatterley and Randon Jensen are partners in CTC Associates, a Colorado practice transition consulting company. For more information you can contact them at [www.ctc-associates.com](http://www.ctc-associates.com) or call 303-795-8800.*



# On the Path to Dentistry

By Officers of the University of Colorado at Denver's Pre-Dental Club

*Editor's note: A growing trend in universities and colleges is the development of pre-dental clubs for undergraduate students interested in becoming dentists. The CDA has had the opportunity to meet some of these ambitious students through education and volunteer programs. Learn more below and consider offering your knowledge and talents to help them in the pursuit of their future goals.*

## Dentistry

The University of Colorado at Denver's Pre-Dental Club was established in the fall of 2009. We currently have 80 members. This student-run organization aims to guide those who are interested in dentistry toward various dental-related opportunities, inspiring potential future dentists and creating strong candidates for dental school and beyond.

Our club has allowed us to be involved and has encouraged members with the opportunity to be a part of various events. For the past two years, our club members have actively volunteered and attended numerous events, including: Give Kids a Smile Day, Total Oral Prevention Strategies (TOPS), Colorado Mission of Mercy (COMOM), and the Metropolitan Denver Dental Foundation and CDA Explorer Post Program. We also host workshops that focus on the process of applying to dental school and hands-on programs, like tooth wax-up activities. In addition, guest speakers are invited to share their personal dental-related experiences with us.

These programs and workshops have greatly impacted our members by positively exposing them to a side of dentistry that they didn't have knowledge of in the past. The Explorer Post Program in particular has been an excellent way to introduce our students to the niches and specialties in the field. The opportunity to simulate the manual dexterity that



*Explorers: CU Pre-Dental club members Bill Wiering, Taavish Sharma and Rachel Lee take part in the pig mandible hands-on activity through the MDDF/CDA Explorers program.*

dentists apply using their tools has been invaluable. From using a simple syringe to carefully suturing a pig mandible, the Explorer Post Program has been a unique experience that provides knowledge in an unintimidating and approachable manner.

In addition to gaining experience through these events, we recently benefited from a dental student presenting an unfiltered look at life in dental school. The student explained the application process, structure of classes, and finding life outside of dental school. The experience was enlightening for numerous members, and many looked forward to the process with a more confident, optimistic mindset. Clearly, there are a vast

number of lessons we can learn from the experienced dental professionals in Colorado, and we would love to host events for our members featuring Colorado dentists who are willing to volunteer to speak to our club.

Being very determined and dedicated pre-dental students, we have all worked together as a team to maintain and continuously show our commitment to reach out to any opportunities or resources available to us. Any event or experience that we can carry out is something that we are willing to achieve and accomplish for our pre-dental club members. Future opportunities will allow us to grow even greater participation from members, as well as give them

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the chance to contribute their enthusiasm toward the field of dentistry.

Balancing school and our passion for the dental field can be a challenge, but the pre-dental club members are always striving for opportunities to learn more and participate in events. Being undergraduates, attending events, and being exposed to the field really allows us to know what we are getting into and gives us a chance to learn about the various specialties within the dental field. Pre-dental club members share the same desire and passion, and help one another by sharing any information acquired about getting into dentistry. This club creates great connections through collaboration within the pre-dental student body on the campus, and with professionals outside of school.

The officers have worked hard to make each event relevant and accessible in the hopes of benefiting as many members as possible through

increased interest and participation. We are seeking dental offices that will allow students an opportunity to be exposed to dentistry through shadowing or an internship for credit. We are also looking for guest speakers and would love to obtain the appropriate dental supplies for our hands-on workshops, ideally allowing for greater future opportunities.

If you are interested in learning more about pre-dental clubs or would like to help us as a speaker for one of our study sessions, please contact [ucdpredentalclub@gmail.com](mailto:ucdpredentalclub@gmail.com). 🍷

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*This article was submitted on behalf of the University of Colorado at Denver's Pre-Dental Club by Co-Presidents Linda (Huyen) Le and Jason Reiss, Vice President Jeffrey DeGuzman, Vice President of Communications Kim Nhi Lisa Van, Vice President of Public Relations Chun Guo, and Vice-Presidents of External Affairs Stephen Kong and Taavish Sharma.*

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**Associate:** Fort Collins Modern Dentistry is looking for a dynamic dentist to join us as we grow! This practice is affiliated with Pacific Dental Services, one of the nation's leading practice management groups. The office is fully digitalized and equipped with SiroLaser and Cerec CAD/CAM 4.0. Full-time dentists receive excellent benefits including malpractice, medical, dental, vision, disability, CE and matching 401(k). This office is averaging over 100 new patients and 140 continuing care patients every month. A professional management team takes care of the details so that you can focus on patient care, quality dentistry, and achieving a lifestyle balance. Position is available immediately. Apply online at [www.pacificdentalservices.com](http://www.pacificdentalservices.com) through the careers section or e-mail [rooneya@pacden.com](mailto:rooneya@pacden.com). We look forward to hearing from you!

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**Associate:** Are you seeking an associateship leading to ownership in a high quality, fee-for-service practice in the Denver area? If corporate dentistry is not for you, and you are committed to providing quality long lasting care, we

would like to talk with you. We are seeking a dentist with at least three years experience, who is comfortable in a group practice, and who has the clinical skills and speed to produce in the \$50,000-\$90,000 per month range. Preference to IV sedation and implant experience, and Dawson or Pankey training. Must have excellent people and clinical skills, and work well in a group environment. Our facility and staff are one of the best in the state. Please e-mail us if this might be a good fit for your future at [drssdg@gmail.com](mailto:drssdg@gmail.com).

**Associate:** Boulder, Colo. Growing private practice is looking to bring on an associate with buy-in after initial term. Established FFS/PPO practice with brand new office. Completely digital, intraoral cameras and many other high tech features. E-mail [Dr.Martin@StudioOneDental.com](mailto:Dr.Martin@StudioOneDental.com).

**Associate:** OS assoc. leading to buy-in. South suburban Denver, \$4.7M gross, five ops., Mon. to Fri., 9 a.m.-5 p.m., 3,600 sq. ft., min. one year post-graduate experience. (CO 1128) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 888-909-2545, [www.adsprecise.com](http://www.adsprecise.com).

**Associate Buy-In:** SE Wyoming. Grossing \$3M, seven ops., est. 1978, M.-F 7 a.m. to 4 p.m., Sat. 7 a.m. to 1 p.m. (WY 1127) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Associate:** Metro Denver. Assoc. leading to buy-in, GP, \$2.7M gross, min. of nine yrs. experience. (CO 1139) Peter

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*"Susan assisted in the sale of one of my dental practices. She found a buyer, negotiated the sale, and supported me and my staff through the entire process. The whole thing went smoothly and I was extremely satisfied with the job she did. I would highly recommend her as a practice broker and will use her services again when I sell my other practice."*

... **Mitch Friedman, D.D.S.**

*"Susan is a delight to work with as she is very professional, very knowledgeable, and has a great personality. I could not have been more pleased having had Susan as my broker as she met all expectations and then some."*

... **Betty Stranahan (on behalf of Dr. Patrick Stranahan)**

*"Thank you Susan for your help during my Associate Buy-out Transition. You did a great job matching us up and guiding us all the way through! I couldn't be happier!"*

... **Dr. Scott Williams (Associate and new owner!)**

*"I have so appreciated your help with my transition planning process to help me choose the best way to transition my practice. I appreciated the team support, finding the 'right' person, transition marketing, communication between all of us, development of transition documents and the sales process. Thank you for everything Susan!"*

... **Dr. Rok Kron**

Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Associates:** Please visit our Website, [www.ctc-associates.com](http://www.ctc-associates.com), to see the current associate opportunities available. To apply, e-mail your resume and cover letter to [info@ctc-associates.com](mailto:info@ctc-associates.com). Please specify which location you are applying for and when you are available to start.

**Associate:** Boulder, Colo. Associate needed in an established fee-for-service small group practice with equity potential. Great location with current equipment and technologies. Experience and a GPR a big plus. E-mail [johmbishop@comcast.net](mailto:johmbishop@comcast.net).

**Associate:** Trinidad, Colo. Excellent opportunity with possible future buy-in or buy-out. Please submit resume to [welchdental@hotmail.com](mailto:welchdental@hotmail.com).

**Dentist:** Pacific Dental Services and its affiliated owner dentists are looking for a dynamic dentist to join Cornerstar Dental Group and Orthodontics in Aurora. This office is fully digitalized and equipped with SiroLaser and Cerec CAD/CAM 4.0. Full-time dentists receive excellent benefits including malpractice, medical, dental, vision, disability, CE and matching 401(k). This office is averaging over 100 new patients and 140 continuing care patients every month. A professional management team takes care of the details so that you can focus on patient care, quality dentistry, and achieving a lifestyle balance. Position is available immediately. Apply online at [www.pacificdentalservices.com](http://www.pacificdentalservices.com) through the careers section or e-mail [rooneya@pacden.com](mailto:rooneya@pacden.com). We look forward to hearing from you!

**Dentist:** Looking for a dynamic, outgoing, energetic dentist with private practice experience of five years or more. Able to produce \$80,000 to \$100,000 per month. Need to be able to place implants, perform oral surgery and IV sedation. Fortune Management technology is a plus. Our practice is

a high-end \$3M+ practice on the north end of Colorado Springs, Colo. Please respond by sending an e-mail with CV to [dentalgroup2012@gmail.com](mailto:dentalgroup2012@gmail.com).

**Dental Professional:** AFTCO is the oldest and largest dental practice transition consulting firm in the U.S. and we are seeking enthusiastic dental professionals who are looking for an exciting and rewarding new career in the dental practice transition business in Colorado. Join our network of experienced, skilled consultants (dentists and non-dentists) who would love to share their knowledge and insight with you. Call AFTCO at 800-232-3826 or e-mail [careers@afco.net](mailto:careers@afco.net).

**Oral Surgeon:** Looking for an oral surgeon to sublease space or work as an independent contractor in a general dental office that treats mostly children. Needed mostly for extractions under sedation. Please e-mail [denvertoothfairy@gmail.com](mailto:denvertoothfairy@gmail.com) if interested.

**Orthodontist:** Looking for an orthodontist to sublease space in a general dental office that treats mostly children. Please e-mail [denvertoothfairy@gmail.com](mailto:denvertoothfairy@gmail.com) if interested.

**Pediatric Dentist:** Seeking dependable part-time or contracting pediatric dentist who can treat youth patient's general dentistry problems, evaluate x-rays and charts for accurate patient dental information, utilize electronic medical record (EMR) charts to forecast potential problems with patients in relation to oral health, can collaborate with dental director and dental staff to order and maintain dental supplies, and is comfortable entering patient health data into the EMR database. We require a doctorate degree in dentistry and license to practice in the state of Colorado. Bilingual (Spanish) applicants are preferred. Applications accepted online only: [www.mcqn.org/en/employment/employment.html](http://www.mcqn.org/en/employment/employment.html).

**Dentist:** Position available for full-time/part-time general dentist to join our pediatric practice. We offer great benefits and have a skilled, friendly and diverse staff. Candidate must

promote a positive and team-oriented work environment. Our patient base consists of Medicaid, insurances, and fee-for service. We offer state-of-the-art technology equipment. We are digital and chartless. Please send CV to [goodprosth@gmail.com](mailto:goodprosth@gmail.com).

**Dentist:** General dentist needed part-time for this busy Westminster affiliated Bright Now! Dental office. Schedule will be Thursday 10 a.m. to 7 p.m., Friday 8 a.m. to 5 p.m. and every other Saturday 8 a.m. to noon. Requires two years experience, must be skilled with molar endo treatment, dentures, partials, oral surgery and extractions. This office has fantastic potential to do a substantial amount of production with a large patient base. Help us with our mission to promote smiles for everyone. Please visit our Website at [www.smilebrands.com/careers](http://www.smilebrands.com/careers) or e-mail your resume to [sherie.dean@smilebrands.com](mailto:sherie.dean@smilebrands.com). A comprehensive benefits package is offered to full-time employees, which includes: medical, vision, life insurance, 401(k), malpractice insurance and in-house CE opportunities. Equal Opportunity Employer.

**Dentist:** General dentist needed full-time for this busy downtown Denver affiliated Bright Now! Dental office. Schedule is Monday through Friday. Requires two-to-three years experience, must be skilled with molar endo treatment, dentures, partials, oral surgery and extractions. Must be comfortable working as the only dentist in the office. This office has fantastic potential to do a substantial amount of production with a large patient base. Help us with our mission to promote smiles for everyone. Please visit our Website at [www.smilebrands.com/careers](http://www.smilebrands.com/careers) or e-mail your resume to [sherie.dean@smilebrands.com](mailto:sherie.dean@smilebrands.com). A comprehensive benefits package is offered to full-time employees, which includes: medical, vision, life insurance, 401(k), malpractice insurance

CLASSIFIEDS *continue on page 30*

ance and in-house CE opportunities. Equal Opportunity Employer.

**Dentist:** General dentist needed full-time for this busy Longmont affiliated Bright Now! Dental office. Schedule is Monday through Friday. Requires two-to-three years experience, must be skilled with molar endo treatment, dentures, partials, oral surgery and extractions. Must be comfortable working as the only dentist in the office. This office has fantastic potential to do a substantial amount of production with a large patient base. Help us with our mission to promote smiles for everyone. A comprehensive benefits package is offered to full-time employees, which includes: medical, vision, life insurance, 401(k), malpractice insurance and in-house CE opportunities. Equal Opportunity Employer. Please visit our Website at [www.smilebrands.com/careers](http://www.smilebrands.com/careers) or e-mail your resume to [sherric.dean@smilebrands.com](mailto:sherric.dean@smilebrands.com).

**Dentist:** General dentist needed part-time for this busy Colorado Springs affiliated Bright Now! Dental office. The schedule is two-to-three week days and every other Saturday. Requires two plus years experience, must be skilled with molar endo treatment, dentures, partials, oral surgery and leadership skills. This office has fantastic potential to do a substantial amount of production with a large patient base. Help us with our mission to promote smiles for everyone. Please visit our Website at [www.smilebrands.com/careers](http://www.smilebrands.com/careers) or e-mail your resume to [sherric.dean@smilebrands.com](mailto:sherric.dean@smilebrands.com). A comprehensive benefits package is offered to full-time employees, which includes: medical, vision, life insurance, 401(k), malpractice insurance and in-house CE opportunities. Equal Opportunity Employer.

**Dentist:** General dentist position in Parker, Colo. We are a growing family practice offering restorative, cosmetic and implant services in a great family oriented community. The practice is modern and spacious in a great location. We offer full digital technology and have a highly skilled support team that works in a positive and team-oriented work environment where high-quality patient care is the number one priority. Our position is currently three days a week (Monday, Tuesday and Thursday) as an associate or with eventual partnership/buy-in options available. Please send resume to [dsmith.rmdp@gmail.com](mailto:dsmith.rmdp@gmail.com) or call Diane Smith 720-371-2309 for more information.

**Dentist:** Full-time lead dentist positions open in Boulder and Littleton! Excellent earning potential at this progressive family practice. Fun environment looking for someone with an outgoing personality. Clinical skills preferred include molar endo and surgical extractions. Please email CV to [ab-bouddds@hotmail.com](mailto:ab-bouddds@hotmail.com).

**Dentist:** Summit Community Care Clinic (SCCC) [www.summitclinic.org](http://www.summitclinic.org) has an immediate opening for a full- or part-time dentist. We provide care to people in Summit County, with a focus on underserved populations. We offer great benefits, and have a skilled, friendly and diverse staff. Candidate must promote a positive and team-oriented work environment where high-quality patient care is the number one priority. The SCCC Dentist is responsible for the delivery of comprehensive professional dental services. Applicants must have a D.D.S. or D.M.D. degree from an accredited dental school. Applicants should have an understanding of dentistry in a public health environment. Submit resume to [info@summitclinic.org](mailto:info@summitclinic.org).

**Dentist/Orthodontist:** Commerce City, Colo. Bilingual preferred. Five operatories, all digital x-rays. Brand new building. Call Todd for details, 303-809-0674.

**Pediatric Dentist:** We are a thriving established multiple-location pediatric dental practice in northern Colorado. We serve a full range of clients from Medicaid to private insurance to fee-for-service. Our goal is to provide kids and their parents with a fun, out-of-the-ordinary relational ex-

perience while receiving the very best pediatric dental care. The pediatric dentist candidate must have excellent technical dental skills, love working with a highly trained knowledgeable and fun staff, enjoy working with children, and possess excellent communication and relational skills. We are looking for a long-term relationship and offer two options to our doctors: one as an employee dentist and another as a track leading to partial ownership. Excellent pay/benefits. Please fax or e-mail your resume and a brief description of your qualifications for this position to 970-225-1577 or [bhollen@toothzone.com](mailto:bhollen@toothzone.com).

**Pediatric Dentist:** Centennial, Colo. Exceptional opportunity for pediatric dentist to join well-established pediatric dental practice. Owner is seeking a caring, community-centered individual who loves children for an ownership opportunity. Practice is located in a professional medical facility and equipped with state-of-the-art technology. Experienced, multi-skilled team, strong referral base and hospital privileges at nearby hospitals provide huge growth potential. Please fax your CV and future objectives to 303-699-4863 or e-mail [carrie@lifetransitions.com](mailto:carrie@lifetransitions.com).

**Orthodontist:** Boulder non-profit clinic establishing orthodontic program for underserved population. Part-time position, one-to-two days per week. Compensation per diem plus production incentives based on experience. Prefer board certified /eligible with bilingual skills. Please send resumes only to director of orthodontics, Dental Aid, [drjaws@qwest.net](mailto:drjaws@qwest.net).

**Dentist:** Colorado Springs, Colo. Seeking a full-time dentist with one+ years of experience to join state-of-the-art general and specialty practice. Large existing patient base, averaging 150+ new patients per month. Competitive pay, benefits and equity buy-in opportunities. A.J. Peak 412-337-5254, [aj\\_peak@gmail.com](mailto:aj_peak@gmail.com), [www.ColoradoDentalGroup.com](http://www.ColoradoDentalGroup.com).

**Periodontist:** Associate needed for one-to-two days per week to partner with a second periodontist in Colorado Springs. Current periodontist is booked out three months and averaging \$5K/day. Flexible on scheduling. Please call A.J. at 412-337-5254 or [aj\\_peak@gmail.com](mailto:aj_peak@gmail.com).

**Endodontist:** Associate needed for two-to-three days per month to handle the referral volume from five general dentists across two large group practices within Colorado Springs. Pay is very competitive and flexible schedule is available. Please call A.J. at 412-337-5254 or [aj\\_peak@gmail.com](mailto:aj_peak@gmail.com).

**Dentist:** Full-/part-time dental position for GP or pediatric dentist at an award-winning private pediatric dental office. A caring person who has a commitment to excellence is needed. Practice located in Oklahoma City. Please send CV to [childrensdentalposition@yahoo.com](mailto:childrensdentalposition@yahoo.com), attn: Joel.

**Dentists:** Denver, Colo. Perfect Teeth is seeking senior dentists in Colorado with a compensation range of \$90,000 to \$200,000+. Successful private or group experience required. Benefit package. Also seeking associate dentists (compensation range \$75,000 to \$95,000). Specialist opportunities also available for part- and full-time endo, oral surgery, pedo and perio with exceptional compensation. Call Dr. Mark Birner at 303-691-0680, e-mail at [mbirner@birnerdental.com](mailto:mbirner@birnerdental.com) or visit [www.bdm-perfectteeth.com](http://www.bdm-perfectteeth.com).

**Dentists:** Dental One Partners is opening new offices in Colorado. Each practice is unique in that it has an individual name like Preston Hollow Dental Care or Waterside Dental Care. Our patient base consists of approximately 70% PPO and 30% fee-for-service. We do not do HMO or Medicaid. Our facilities are warm and inviting with state-of-the-art equipment. The practices have intraoral cameras and digital radiography. We offer competitive compensation packages with benefits. We also offer equity buy-in opportunities. To learn more about working with one of Dental One Partners practices please contact Andy Davis at 602-391-4095.

**Hygienist:** Full-time, temporary position working with our dental team serving the needs of the underserved, low income and migrant farm workers. Current Colorado den-

tal hygiene license in good standing is required. Sensitivity to low income and ethnic minority community is a must. Bilingual English/Spanish required. If you are interested in this position, please contact Beth at 303-286-4592, fax CV with salary requirements to 303-286-4586 or e-mail [bdazey@saludclinic.org](mailto:bdazey@saludclinic.org). More information about SALUD can be found at [www.saludclinic.org](http://www.saludclinic.org).

**Hygienist:** Full-time hygienist, Commerce City, bilingual preferred. Call Todd for details, 303-809-0674.

**Hygienist:** Looking for reliable EDDA with great work ethic who loves to work with children. Salary depends on experience. Health benefits offered after 90 days. Please e-mail [denvertoothfair@gmail.com](mailto:denvertoothfair@gmail.com) if interested.

**Assistant:** PT/FT. DTC area. Established, quality general dental practice with low turnover of staff looking for mature, professional individual with positive work ethic to join our team. Please send resumes and references in an e-mail to [info@drsieversdds.com](mailto:info@drsieversdds.com). Website: [drsieversdds.com](http://drsieversdds.com).

**Assistant:** Assistant needed for SW Littleton office. Three years experience, punctual, reliable, computer literate and familiar with digital xrays. Fax to 303-904-0520.

## PRACTICES FOR SALE

**Practice:** Northeastern, Colo. Established practice one hour from Denver with the amenities of country living! Great purchase value at \$242,000. Owner willing to stay on PT after sale. Loyal staff and good location. Growth potential! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Practice:** Arvada, Colo. Collecting \$500,000 annual collections. Good location, 3.5 days per week, 1,264 active patients, averaging 18 NPs per month, solid patient demographics. This won't last long! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Endodontic Practice:** Lakewood, Colo. Established referral base. Owner transitioning after 25 years. Great location, Excellent dental suite with high end equipment. If you have been looking, you must see this office! Motivated seller! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Practice:** Pueblo, Colo. Owner selling stand alone dental building near PCC with established patient base. Purchase real estate zoned both commercial and residential, and inherit over 340 fee-for-service patients. Nice office, great parking and location. Motivated seller! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Practice:** Southwestern, Colo. \$600,000+ in annual collections. Newly remodeled 1,100 sq. ft. office! Established patient base. Great family environment near skiing, mountain recreation and healthy lifestyle. Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Practice:** Englewood, Colo. Lease to own. Great location near Swedish Hospital. Perfect for small start-up, great lease opt., low-cost investment. Must see before investing hundreds of thousands of dollars into new start-up! Motivated seller! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Practice:** Colorado mountain practice! Ski! Ski! Ski! Great transition opportunity! Annual collections \$300,000, 21 hours per week with good growth potential. Beautiful facility, newer equipment, digital and computerized! Established patient base. Seller refers out all endo, implant placement and orthodontics. Live the life you always wanted! Motivated seller! Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Space Sharing:** Broomfield, Colo. Share space in "high end" facility in excellent location! Future opportunity for practice purchase! Includes disposable supplies and computer support! Digital radiography, pano, staff availability negotiable. Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.



# PRACTICE SALES AND TRANSITIONS

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**Jerry Weston**

- I am personally at each and every showing of your practice.
- I return phone calls promptly.
- I give the same care and attention to smaller practices as larger practices

*My commitment to you is that I will give you the Highest Level of Professionalism in order to effect a smooth and successful practice transition.*

Email • [pma0448@yahoo.com](mailto:pma0448@yahoo.com)

**For your personal Consultation call 303-526-0448**

**Practice:** New listings available for 2012! Inventory changes before my ads! Call today for specific information. Transition specialist/licensed broker, SAS Transitions, Inc., SAS Dental Practice Brokers, 303-973-2147, [susan@sastransitions.com](mailto:susan@sastransitions.com).

**Hire Me to Sell Your Practice!** Choose a broker you can trust! I get results! Ask your friends! I find the best buyers and make you proud of your decision! Direct sales! Associate to partnerships! Associate buy-outs! 17 years experience in dental practice transitions! Susan Spear, practice transition specialist/licensed broker, SAS Transitions, Inc., SAS Dental Practice Brokers, 303-973-2147, [susan@sastransitions.com](mailto:susan@sastransitions.com).

**Need Help Buying a Practice?** Help with appraisals, reports, financing and more! I provide expert advice on how to purchase your practice, negotiate on your behalf, and help you successfully become the new owner! Why go it alone? Fair fees without risk! Susan Spear, practice transition specialist/licensed broker, SAS Transitions, Inc., SAS Dental Practice Brokers, 303-973-2147, [susan@sastransitions.com](mailto:susan@sastransitions.com).

**Practice:** Pueblo, Colo. Well established practice with great upside potential. Owner is retiring. Gross production \$263,000. Very low overhead makes this a very attractive practice to build upon in a nice family-friendly, affordable community. Contact Wess Chambers, MBA, Peak Dental Advisors, at 719-651-1061 or e-mail [wess@peakdentaladvisors.com](mailto:wess@peakdentaladvisors.com).

**Practice:** Lafayette, Colo. Three ops., collecting \$850,000 with \$350,000 profit. Very nice! Contact Jerry Weston at 800-632-7155 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practice:** Wheat Ridge, Colo. Four ops. in great location, collecting \$460,000, owner financing. Call Jerry Weston at 303-526-0448, [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Thinking of Retirement?** Jerry Weston will meet with you personally to discuss the transition of your dental

practice. We will explore your options considering preparation, valuation, representation and timing of the sale. Call Jerry Weston, 303-526-0448, Professional Marketing and Appraisal.

**Practice:** Colorado Springs, Colo. Three beautiful ops. on a great North Academy location. Collecting \$450,000. Contact Jerry Weston at 303-526-0448 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practice:** Pueblo, Colo. Nicely-equipped four ops. in beautiful building, collecting \$635,000 with nice profit. Contact Jerry Weston at 303-526-0448 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practice:** Sheridan, Wyo. Four ops. collecting \$420,000, all fee-for-service. Profit \$200,000 plus. Doctor retiring. Contact Jerry Weston at 303-526-0448 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practice:** Denver, Colo. Central location, two ops. Collecting \$250,000 fee-for-service. Doctor retiring. Contact Jerry Weston at 303-526-0448 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practice:** Longmont, Colo. Three ops. next to hospital, collecting \$310,000. Newly remodeled, digital x-ray, new chairs. Profit \$120,000. Price \$180,000. Contact Jerry Weston at 303-526-0448 or [pma0448@yahoo.com](mailto:pma0448@yahoo.com).

**Practices:** Professional Marketing and Appraisal, specializing in Colorado practice sales and transitions. Over 20 years of personal attention to the dental profession. Call for current listings. Jerry Weston, Professional Marketing and Appraisal, 800-632-7155, [www.dentaltrans.com](http://www.dentaltrans.com).

**Practice:** Colorado Springs, Colo. Unique practice opportunity. Perfect for group practice, partnerships, or doctor owner with associates. Four ops. plus three additional impression/removable rooms. Restorative, hygiene, and oral surgery with a heavy emphasis on removable prosthetics. 2,800 sq. ft. includes an onsite laboratory with four tech stations. Office is located in a new medical building in southwest Colorado Springs (Broadmoor). Most recent

appraisal is \$625,000. Purchase price negotiable depending on terms and conditions. Retirement or transition. For more information and a brochure, contact Julie at 719-597-7979 or [rushjulie@gmail.com](mailto:rushjulie@gmail.com).

**Practice:** Long established dental practice in the White Mountains of Arizona. Retirement. 68-years-old. A 2000 office, six ops., fully equipped and set up. I employ two dental assistants, one hygienist and two receptionists. A large roster of patients, about 12,000 records. The rent is very reasonable. The office has an up-to-date electronic x-ray, modern ops all plumbed for nitrous oxide, Global microscope. Interested? Contact me, I will respond immediately. 928-205-8357 or [mountaindental1@hotmail.com](mailto:mountaindental1@hotmail.com).

**Transition Services:** For more information on how to sell your practice or bring in an associate, please contact Larry Chatterley or Susannah Hazelrigg with CTC Associates at 303-795-8800 or visit our Website for practice transition information and current practice opportunities, [www.ctc-associates.com](http://www.ctc-associates.com).

**Practices:** Practice listings along the Front Range in Denver, Lakewood, Lafayette, Centennial, Fort Collins, Lamar, Weld County, Garfield County and Eagle County. For more information on current practice opportunities, including an overview of each practice, please visit our Website, [www.ctc-associates.com](http://www.ctc-associates.com) or call Larry Chatterley or Susannah Hazelrigg with CTC Associates at 303-795-8800.

**Pediatric Practice:** South Denver, three ops., grossing \$239,000. For more information, please visit [www.ctc-associates.com](http://www.ctc-associates.com) or call Larry Chatterley or Susannah Hazelrigg at 303-795-8800.

CLASSIFIEDS *continue on page 32*



**Buyer Representation:** If you would like more information on buying a practice or associating before a buy-in or buy-out, call CTC Associates at 303-795-8800 or e-mail [info@ctc-associates.com](mailto:info@ctc-associates.com).

**Start-up/Practice Management:** For more information on doing a scratch start-up or assistance with managing your practice, call Marie Chatterley at 720-219-4766 or e-mail [marie@ctc-associates.com](mailto:marie@ctc-associates.com).

**Perio Practice:** Colorado Springs, Colo. Gross \$267,000, three ops., two days/week, 10 months/year by dr. choice, rent \$2,944/mo. Spectacular views to the west of the front range and Pikes Peak, 1,749 rentable sq. ft. in Class A bldg w/floor-to-ceiling windows, state-of-the-art equipment and 2009 top-end Pelton & Crane cabinets and equipment. Dr. is retiring but willing to stay on for a few days/week to assist w/transition. Office currently has two large surgical ops., which can be easily converted to three-to-four ops. (CO 1124) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 888-909-2545, [www.adsprecise.com](http://www.adsprecise.com).

**OS Practice:** Metro Denver. \$747,000 gross, four ops., Mon., 8 a.m.-3 p.m., Tues.-Thurs., 8:30 a.m.-4:30 p.m., Fri., 8:30 a.m.-1:30 p.m., 1,696 sq. ft., rent \$3,249/mo. (CO 1133) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 888-909-2545, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Western CO. GP. \$1.4M gross, 2,586 sq. ft., four days/week, five ops., dr. relocating. (CO 1103) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 888-909-2545, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Colorado Springs, Colo. GP. Grossing \$473,000, 1,600 sq. ft., M.-Th., 8 a.m. to 5 p.m. (CO 0803) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Nebraska (north central). GP. Grossing \$500,000, price at \$217,000, four ops., three and a half days/week. Doctor retiring. (NE 0809) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Aurora, Colo. GP. \$560,000 gross, same loc. since 1984. (CO 1117) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Boulder, Colo. GP. \$450,000 gross, four ops. +two, est. 2004, Tues.-Fri., 8 a.m. to 5 p.m. (CO 1121) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Denver, Colo. TMD, \$766,000 gross, est. in 1987. (CO 1021) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Denver, Colo. Turn-key facility, no pts., three ops. (CO 1028) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Highlands Ranch, Colo. GP. \$1.27M gross, six ops. (CO 1107) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Arvada, Colo. GP. \$107,000 gross, three ops., office reconstructed in 2010. (CO 1123) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Boulder, Colo. GP. \$695,000 gross, three ops., owned since 1981, same loc. since 1990. (CO 1134) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** South-Central Colo. GP. \$480,000 gross, same loc. since 1991, three ops., Tues.-Thurs. 8 a.m. to 5 p.m., Fri. 8 a.m. to 3 p.m. (CO 0935) Peter Mirabito, D.D.S., Jed Esposito, M.B.A., ADS Precise Consultants, 303-759-8425, [www.adsprecise.com](http://www.adsprecise.com).

**Practice:** Two office practice seeking associate to buy one practice. \$2M plus in annual production. Located in Grand Junction, Colo. Contact 970-243-2025 or [gretcheng@jpdentalgroup.com](mailto:gretcheng@jpdentalgroup.com).

**Practice:** Greeley, Colo. Beautifully designed, boutique style, fee-for-service general dental practice, located in one of the most highly sought after areas in Greeley, is seeking a quality dentist interested in an exceptional purchase opportunity. Outstanding, patient-centered team with an emphasis on comprehensive, restorative dentistry. Owner will assist with quality introduction period to ensure a smooth transition. Please reply in confidence with your objectives and CV to [carrie@lifetransitions.com](mailto:carrie@lifetransitions.com).

**Practice:** Fairplay, Colo. Strong patient base with room to grow well beyond present numbers. Annual gross \$348,000. Close to Denver, as well as ski slopes. Dave Goldsmith, AFTCO transition analyst, 303-304-9067, [dgoldsmith@afco.net](mailto:dgoldsmith@afco.net).

**Practice:** Montrose, Colo. Strong, active patient base and a monthly new patient count of 40+, considerably above average for this size community. High-tech equipment. Loyal staff. Good location within the city. Ample parking with a favorable lease, plus option to buy now or later. Dave Goldsmith, AFTCO transition analyst, 303-304-9067, [dgoldsmith@afco.net](mailto:dgoldsmith@afco.net).

**Practice:** San Luis Valley, Colo. Six ops., annual gross \$773,000, large patient base, loyal staff, good hygiene department, great growth potential. Dave Goldsmith, AFTCO transition analyst, 303-304-9067, [dgoldsmith@afco.net](mailto:dgoldsmith@afco.net).

**Practice Buyers/Sellers:** Do you want your transaction to be handled in a professional, non-adversarial environment? After determining your needs we will fit you with one of our more than 150 programs to help you achieve quality of life goals. See listings by visiting [www.afco.net](http://www.afco.net). Dave Goldsmith, AFTCO transition analyst, 303-304-9067, [dgoldsmith@afco.net](mailto:dgoldsmith@afco.net).

**Practice:** Greeley, Colo. Exceptional opportunity for a general dentist seeking a quality, fee-for-service practice to purchase after a successful initial employment phase. This premier established practice has a fine reputation in providing comprehensive dentistry to the Greeley community. This practice has a dynamic, experienced team and a strong emphasis on CE and professional growth. Please send your CV in confidence to: The Sletten Group, Inc., 303-699-0990, fax 303-699-4863 or [carrie@lifetransitions.com](mailto:carrie@lifetransitions.com).

**Practice:** The trusted transition partner. Your practice is the product of your life's work. It deserves the utmost care and respect when you're ready to consider your transition alternatives. For more than 40 years, Midwest and Mountain Dental have served as a trusted transition partner for practice owners seeking discreet, efficient transition alternatives. Clinician-led, we offer deep experience in supporting practice owners through the transition process. Like you, we care for patients everyday. We are not looking for a transaction. We seek like-minded care providers with a vested interest in the long-term health of their patients and the careers of their staff. Our references are readily available and all discussions are strictly confidential. Importantly, we are a dental practice so there are never any fees involved when working with us. To learn more, please contact Sean Epp at 715-579-4188 or [sepp@midwest-dental.com](mailto:sepp@midwest-dental.com). You can also visit us online at [www.midwest-dental.com](http://www.midwest-dental.com) or [www.mountain.com](http://www.mountain.com).

#### SPACE AVAILABLE

**Space Sharing:** Space sharing with future buy-in opportunity in new, beautiful, state-of-the-art dental office (4,500 sq. ft.) in Littleton, Colo. right next to a large internal medicine group (five tx. rooms and six pedo benches). Currently orthodontist and GP working two-to-three days a week. Digital x-ray with pan and ceph. (instrumentarium). Computers with Dentrux. Contact 303-738-8828 or [South-ParkSmiles@gmail.com](mailto:South-ParkSmiles@gmail.com).

**Space Sharing:** Broomfield, Colo. Share space in "high end" facility in excellent location! Future opportunity for practice purchase! Includes disposable supplies and computer support! Digital radiography, pano, staff availability negotiable. Susan, 303-973-2147 or [susan@sastransitions.com](mailto:susan@sastransitions.com), SAS Dental Practice Brokers.

**Space Sharing:** Opportunity in existing orthodontic office with two locations in Colorado Springs. Ideal for pedodontist who needs satellite or new start-up. Contact 719-596-1363 or [daniel1662@mindspring.com](mailto:daniel1662@mindspring.com).

**Space Sharing:** Space sharing opportunity in newer high tech office near Quincy and Parker overlooking CC Reservoir. Open to arrangements with specialist or GP. Digital x-rays. Five ops. Phone 303-693-7330.

**Space Sharing:** Denver, Colo. Share expenses – why pay for everything yourself? Seeking general dentist/specialist wanting to share practice costs without the burden of going solo on expenses. Office totally re-equipped three years ago. Four operatories, each with computer, intra-oral camera, DVD, CD, satellite radio and TV. Digital x-ray, Pan-X, Caesy, Luma bleaching, portable Diagnodent, Harvey, Statim, & Hydram washer. Software schedules, bills, processes insurance for multiple providers. Private office, consult room, and reception room with large flat screen educational program. Contact Dr. Pavlik, 719-592-0878 or [pjp@trackerenterprises.com](mailto:pjp@trackerenterprises.com).

**Space Sharing:** Space share in GP office in Aurora. Six treatment rooms, fully-equipped with latest ergonomic concept, administration support, fully digital office, pleasant professional location. Call 303-369-1069.

**Office Space:** For sale or rent. Commerce City dental office building, five operatories, digital x-rays, Apple computers, sterilizers and much more. Call Todd for details, 303-809-0674.

**Office Space:** We have two spaces available in a newly remodeled dental-specialist-only building. The spaces are between 2,000 and 2,700 sq. ft. immediately off Kipling street with 42,500 average daily traffic count. We have a periodontist and endodontist to be moved in by May and would like to fill the remaining spaces to other dental specialists as soon as possible. Please call 303-232-3443 for questions and speak with Dr. Joseph Will.

**Office Space:** Dental office for sale or lease. Beautiful eight op. condo. 3,646 sq. ft. Gorgeous views of the Front Range. Sunsets on huge patio. Overlooking the busy intersection of Morrison road and S. Kipling. Practice has produced \$3M in revenues over the past four years with overhead below 60%. Fully equipped with digital x-rays, N2O/O2 in all ops. and pan/ceph. Spacious staff lounge and doctors private office with shower. Doctor is relocating. Call Billy Halax/Metro Brokers at 303-550-1211.

**Office Space:** 2,039 sq. ft. for lease at 6931 S. Pierce in Littleton. Easy access to Southwest Plaza between Coal Mine and Ken Caryl ave. Located next to Southwest Pediatric Dentistry and Ortho. We are seeking another medical user in the building. Excellent referral source and ideal location. Starting at \$16 NNN plus a \$35 per sq. ft. TI allowance. Please call Steve Garrison or Carole Schumacher of BRC Real Estate at 303-804-9800 for details. [www.BRCRealEstate.com](http://www.BRCRealEstate.com).

**Office Space:** Move-in condition. Dental building in Cherry Creek. Two suites, move-in ready. Top floor, mountain views. Walk to restaurants/shopping. Contact Mary at 303-830-2064 or [mary@e-xcomm.com](mailto:mary@e-xcomm.com).

**Office Space:** Pueblo, Colo. For sale or rent 2,178 sq. ft. bldg. Some existing dental equipment included making for an affordable, smooth and quick practice start-up. Currently partitioned for four operatories, plumbed and wired for dental operations along w/sterilization room and lab. Built in 2000 w/parking lot. Call Jim Valdez, Remax, 719-585-8722, 719-240-2445, e-mail [jimv1026@hotmail.com](mailto:jimv1026@hotmail.com) or view at [jimvaldez.com](http://jimvaldez.com).

**Office Space:** Office space for rent in Parker, Colo. Highly successful dental office for 25 years. All lease holds done. Dental equipment 20 years old, in good shape, great price. Five operatories. 2,400 sq. ft. Great exposure on Parker Road. Other tenant is optometrist. Call Tom Lesjak, 303-841-8243, or Ken Dixey, 303-941-3362.

**Office Space:** Aurora, Colo. Professional dental office spaces consisting of 900 sq. ft. and 1,003 sq. ft. available for lease. Some existing dental equipment present in suites also may be available to purchase, making for an affordable, smooth, and quick practice start-up. Spaces currently are partitioned, plumbed and wired for dental operatories, etc. Ideal location with high traffic visibility and easy access. Call Dr. Trompeter at 303-688-3838 or e-mail [trompeternotes@msn.com](mailto:trompeternotes@msn.com).

**Office Space:** New remodeled first floor dental space across from new Southglenn Mall. Space is 1,466 sq. ft. with four operatories, plumbed and wired for dental chairs, computer lines and cabinetry in place, along with sterilization room and lab. Motivated landlord is offering six months free rent. Please call Sharon Sheppard, 303-726-2093.

**Office Space:** Lafayette, Colo. Beautiful turn-key 3,237 sq. ft. dental suite in Class A building next to Community Medical Center on South Boulder Road. Other tenants include oral surgeon and orthodontist. Plenty of parking, great local management and excellent lease terms. Ready to move in! Call David, 303-838-0683.

**Office Space:** Aurora, Colo. Centrally located on Mississippi. Convenient to I-225, Market Square, Aurora Medical Center and RTD. Immediate occupancy, affordable rates, flexible terms. Lots of parking. Monument signage available. Call 303-799-8800.

#### FOR SALE

**For Sale:** Gendex Orthorallx 8500 DDE digital panoramic unit. Installed new April 2011, uninstalled Dec. 2011. Great condition. Owner upgraded to CBCT. Like new digital pan for nearly 50% off original price. \$14,500. Call Dr. Morehead, 303-425-7686.

**For Sale:** 2010 DEKA Ultraspeed CO2 soft tissue laser. Used less than 30 times. Two handpieces and attachments. Great deal! Contact Kent at [goprobst@yahoo.com](mailto:goprobst@yahoo.com).

**For Sale:** Two for one Gendex GX C-300 intraoral cameras. Great condition! Also several Nobel Replace Select implants. Cameras: \$2,800 for both or \$1,500 for one. Implants half price. Prices negotiable. Contact me at [swill235@yahoo.com](mailto:swill235@yahoo.com).

**For Sale:** Nice ADEC cabinetry, preference II, assts rear tx console (two), \$950 each. Dr. side sink cabinet (two),

\$200 each. Cascade dr. side delivery unit (two), \$500 each. Complete hyg. package (Celebrity chair, Dentec chair mounted delivery unit H/C HLU light), \$950. Matrx 2,000 maximizer 2HP vacuum pump, \$400. Please contact Paul at 303-919-6785 or [pmhemail@aol.com](mailto:pmhemail@aol.com).

**For Sale:** Enter the digital age for less cost! Both of these items are in perfect condition, up-to-date servicing and available only because I have upgraded and consolidated equipment. PlanMeca Digital Pro Max Panograph with Tomography features. Best machine on the market, easily upgradable to 3D CBCT. Also, newer CEREC acquisition scanner/CPU and all current software, compact milling unit and many accessories. Call Lori or Ann-Marie at Dr. Carpenter's office, 303-427-4120.

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**For Sale:** ADEC beige stone/white four op. carts, four four foot side cabinets w/SS sinks, two pass through x-ray cabinets, two intraoral lights (beige). Four ICW monitor wall mounts, four ICW monitor/keyboard wall mounts, four comps, six reception chairs, two office chairs, HON file cab/LGL, Darby countertop instrument washer, and some artwork. Pictures at [www.StudioOneDental.com](http://www.StudioOneDental.com). Call 720-771-7309.

**For Sale:** 2004 ASI Ergo 4 Dual Cart, model #2202E. Asking \$4,000. Pick-up only, located in Edwards, Colo. Please call Shaya, 970-569-3074.

**For Sale:** 2006 ASI Ergo Elite Drawer/Door system, model #2133E/R. Asking \$3,000. Pick-up only, Edwards, Colo. Please call Shaya, 970-569-3074.

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years. I can assist you in doing the same. Call today for a no obligation consultation. Thomas J. Lang, C.P.A., M.B.A., 303-726-7646, [thomas.joseph.lang@gmail.com](mailto:thomas.joseph.lang@gmail.com).

**Accounting:** Considering replacing your current accountant, or looking for a new accountant? I am a Colorado licensed CPA specializing in dental offices. I have the most affordable rates. E-mail or call me for a free consultation: [solomon@solomonandassociatescpa.com](mailto:solomon@solomonandassociatescpa.com) or 720-240-7756. I provide timely, accurate, and quality bookkeeping, payroll, and tax filing services. We value your success.

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**Service:** Concerned Colorado Dentists (CCD) is a subcommittee of the Colorado Dental Association. We are in existence to help colleagues, staff and/or families who think they may have a problem with substance abuse. If you think you or someone you know may have a problem, please call Dr. Michael Ford at 303-810-4475 (day or night). All inquiries are kept confidential.

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