

Journal

OF THE COLORADO DENTISTS

Give Kids a Smile Day To Do's

- Register online
- Mark GKAS on schedule
- Staff meeting to discuss
- Make a plan to recruit patients
- Contact schools to visit
- Assign a staff member to oversee
- See pg. 8 in this issue



Membership Pays for Itself!

Don't miss an opportunity – take advantage of the tremendous savings offered by CDA exclusive member benefits.

More information about these benefits can be found online at cdaonline.org/endorsedoffers. Members – be sure to log-in for benefit and discount codes.

AEDs (Defibrillators)

Colorado Heart Rescue:
877-233-4381

Amalgam Separators

SolmeteX: 800-216-5505

Appliances

Whirlpool Corporation:
866-808-9274

Clothing for Staff

Lands' End: 800-990-5407

Computers/IT Services

Springs Hosting: 719-393-9266

Credit Cards

U.S. Bank: 888-327-2265 x80023

Credit Card Processing

Best Card powered by First
Data: 303-482-2773,
877-739-3952

Filing Supplies/Storage Equipment /Prescription Pads/Forms

Evolving Office Solutions:
303-663-8006, 866-238-6583

Financial Planning and Investment Management

Sharkey, Howes & Javer:
303-639-5100, 800-557-9380
ADA Members Retirement
Program/401(k):
800-523-1125 x2

Gloves

Association Glove Program:
877-484-6149

Insurance Products

Dentists Professional Liability
Trust of Colorado (Malpractice)
Administered by Berkley Risk
Services: 303-357-2600,
877-502-0100

CDA Insurance Programs
(Workers Comp, Business
Liability, Disability/Life
Insurances, Long-Term Care)
Administered by COPIC Financial
Service Group:
720-858-6280, 800-421-1834

Lab Work Authorization Forms

CDA-owned service: 303-996-
2841, 800-343-3010 x101

Loans: Dental Practice

Bank of America Practice
Solutions, Inc.: 800-491-3623

Metals Reclamation

D-MMEX: 800-741-3174

NSF Fee Recovery

eCashflow Systems:
303-482-2773, 877-739-3952

Patient Financing Plans

CareCredit: 800-300-3046 x4519
(new enrollment),
800-859-9975 (already enrolled)

Shipping

FedEx: 800-MEMBERS

Telephone Messaging

InTouch Practice
Communications:
877-493-9003

Vehicle Lease/Purchases

Auto Buyer's Pro:
303-888-8889, 800-530-8884

Waste (Medical) Disposal

Medical Systems of Denver, Inc.:
303-772-7971

X-ray Training Tapes

CDA-owned service:
303-740-6900, 800-343-3010

Membership can pay for itself – are you taking advantage?

Colorado Dental Association, 303-740-6900, 800-343-3010, cdaonline.org





The Colorado Dental Manager's Association is proud to present...

How much is **your** **freedom** **worth?**

On October 24th, 2003 the FBI battered down the back door of Dr. Roy Shelburne's office. They executed a search and seizure warrant on him and his practice and took every patient and business record he had.

"I was unwilling to plead guilty and go to prison. The errors were not intentional and I ignorantly believed this was an adequate defense. I learned ignorance is no excuse in the eyes of the law."

— Roy S. Shelburne, DDS

Dental records prevent Criminal records

"Most dentists fear litigation but very few, including myself, ever worry about going to prison. Nonetheless, on August 20, 2008, I was sentenced to serve 24 months in Federal Prison with an additional 36 months of supervised probation. Take heart... there are ways to prevent what happened to me from happening to you. Hold on and take a ride with me through a healthcare providers worst nightmare."

Roy Shelburne is a prisoner set free!
Please join us for this very important seminar featuring Dr. Shelburne. With wit, wisdom and humor, he will show you that it is possible to implement systems that can form a defensive systems approach.

Meeting Date: Friday, February 15th, 2013

Location: Courtyard by Marriott, 1475 S. Colorado Blvd.

Denver, CO. 80222 - Phone: 303-757-8797

Time: Registration/ Breakfast 8AM

Program 8:30 am to 12:30PM

Breakfast will be provided— R.S.V.P. Required to Attend

Please R.S.V.P. to: (720) 233-0574 or to

leigh@novaconsultingllc.com — **Seating is Limited!**

Fees: \$75 for doctors and \$45 staff — CDMA members Free

Sponsor's for this program...



FOCUSED ON **YOUR** FUTURE

The **Colorado Team** of Henry Schein Dental would like to **thank you**, our wonderful customers, for your loyalty and trust! We are more focused than ever on your success!

Our Sales Consultants are specifically trained to identify multiple opportunities in your practice and introduce you to business solutions that will increase productivity and profitability. Be sure to ask your Sales Consultant about our **Dental Practice Analysis Tool**, which has helped practices grow nationwide!

Give us an hour of your time and discover the hidden potential in your practice!

We that!™

Our specialized business solutions focus on:

- Marketing
- Recare
- Wellness
- Coding
- Social Media
- New patients and more!



contact your local Henry Schein Representative
or call the Colorado Center at 303-790-7745
www.henryscheinwedothat.com

 **HENRY SCHEIN®**
DENTAL

CARR

HEALTHCARE REALTY

DENTAL • MEDICAL • VETERINARY

Expert Representation
Skilled Negotiation
No Conflicts of Interest

“We have been impressed from the outset at your knowledge of dental office space. Your prompt attention to our requirements, and the detail with which you presented opportunities, made it extremely easy for us to consider our move. Then, when we entered into negotiations with landlords, your expertise really paid off. Our experience can be summed up by saying that you have exceeded our expectations!”

Barry Wohlgemuth, DDS
Steve Rush, DDS

At Carr Healthcare Realty...

We provide experienced representation and skilled negotiating for dentists' office space needs.

Whether you are purchasing, relocating, opening a new office, or renewing your existing lease, we can help you receive favorable terms and concessions.

Every transaction is unique and provides substantial opportunities on which to capitalize. The slightest difference in the terms negotiated in a lease or purchase can impact your practice by hundreds of thousands of dollars. With this much at stake, expert representation and skilled negotiating are essential to receive the most favorable terms.

If your lease is expiring in the next 12 – 18 months, allow us to show you how we can help you capitalize on your next lease or purchase.

COLIN CARR
President

303.817.6654
colin@carrhr.com



CHRISTIAN GILE
Principal
Denver Metro

303.960.4072
christian@carrhr.com



ROGER HERNANDEZ
Colorado Springs
Southern Colorado

719.339.9007
roger@carrhr.com



KEVIN SCHUTZ
Boulder • Northern Colorado
Western Slope • Wyoming

970.690.5869
kevin@carrhr.com



WWW.CARRHR.COM

Lease Negotiations • Office Relocations • Lease Renewals • Purchases



303-740-6900 • 800-343-3010



AVITUS GROUP[®]

A FAMILY OF BUSINESS SOLUTIONS

“Avitus Group alleviates all the stress of running a business. I can devote more time to my patients and even manage to have a personal life.” - Angela S. Evanson, DDS



AVITUS PAYROLL
BOOKKEEPING
BUSINESS VALUATION
BUSINESS PLANNING
CFO ASSISTANCE
COMPENSATION
EMPLOYEE BENEFITS
HUMAN RESOURCES
RISK MANAGEMENT
TAX PLANNING/PREPARATION
TRAINING

www.avitusgroup.com • 303.324.5257

A Fond Farewell

By Brandon Owen, D.D.S.



It has been wonderful to have had the opportunity to serve as the CDA editor for the past two years. Starting in 2013, I will be stepping down and leaving the CDA publications in the capable hands of **Dr. Michael Diorio**.

I have thoroughly enjoyed both the responsibility of editing the publications and the role on the CDA Ex-

ecutive Committee. I would briefly like to take a moment to thank all of the CDA staff for all they have done to make my life easier over the past years. I am especially lucky to have had the privilege of having such a terrific managing editor in Molly Pereira, who facilitated the publishing process for me more than I thought possible.

Furthermore, I am so pleased to have served on the Executive Committee with such amazing people. **Dr. Dave Lurye, Dr. Pasco Scarpella,**

Dr. Tom Pixley, Dr. Ken Peters, Dr. Cal Utke, Dr. Brett Kessler, Dr. Gary Field, Dr. Jerry Savory and Dr. Quinn Dufurrena have all taught me so much – each are unified in their commitment to and passion for the profession of dentistry. While I am sad to be stepping out of this CDA role, I am excited to renew my focus on what has always been my top priority – family. Wishing you and your family a happy holiday season ahead. 🍂

**WELLS
FARGO**

Professional Services Group – Healthcare Market

Provides premier services to the CDA

Let Wells Fargo help you build your practice so you can spend more time with your patients and family.

We can provide:

- A single point of contact to manage the financial needs of your entire practice and your personal banking relationship.
- Specialized service bankers that can handle all the financial needs of the dental community.
- A working relationship with trusted advisors, including, CPAs and attorneys.

Michael Kulish

Relationship Manager
Healthcare Market

303-863-5371

michaelkulish@wellsfargo.com



Your Guide to Giving Kids A Smile

For the past 10 years, Give Kids a Smile Day (GKAS) has had a strong presence in Colorado. On a united front, Colorado dental professionals have donated millions of dollars in dental treatment to kids who are in need of dental attention but without means to afford care.

2013 will mark the 11th year of this nationwide charitable American Dental Association GKAS program – a day of free treatment and education for deserving children. Observing so many years of success by local dental offices, the **CDA is making some changes to GKAS starting in 2013.**

- In an effort to empower offices to embrace GKAS more on their own, the CDA is encouraging dental offices to organize their GKAS event from start to finish. The CDA will *not* be recruiting patients for individual dental offices participating in GKAS. Rather we welcome you to reach out to your community to find deserving patients for GKAS (churches, schools, community centers, etc. are great places to look). Starting in 2013, patient recruiting will be the responsibility of the individual GKAS dental offices. This is a great way to establish relationships with your community leaders.
- All this said, the CDA is still happy to post your GKAS program on the CDA Website, upon request, to help you with your GKAS promotional efforts. If you would like your event posted online, please contact Nikki Williams at nikki@cdaonline.org

with the following information: dentist's name, office address, phone number for appointments and bilingual capability. When your GKAS schedule is full, contact the CDA and your event will be removed from the site.

- Lastly, there will not be any reporting requirements by the CDA in 2013. The ADA has a reporting function on their Website that we encourage you to use, however, you will not be required to complete superbills or school reporting forms for the CDA.

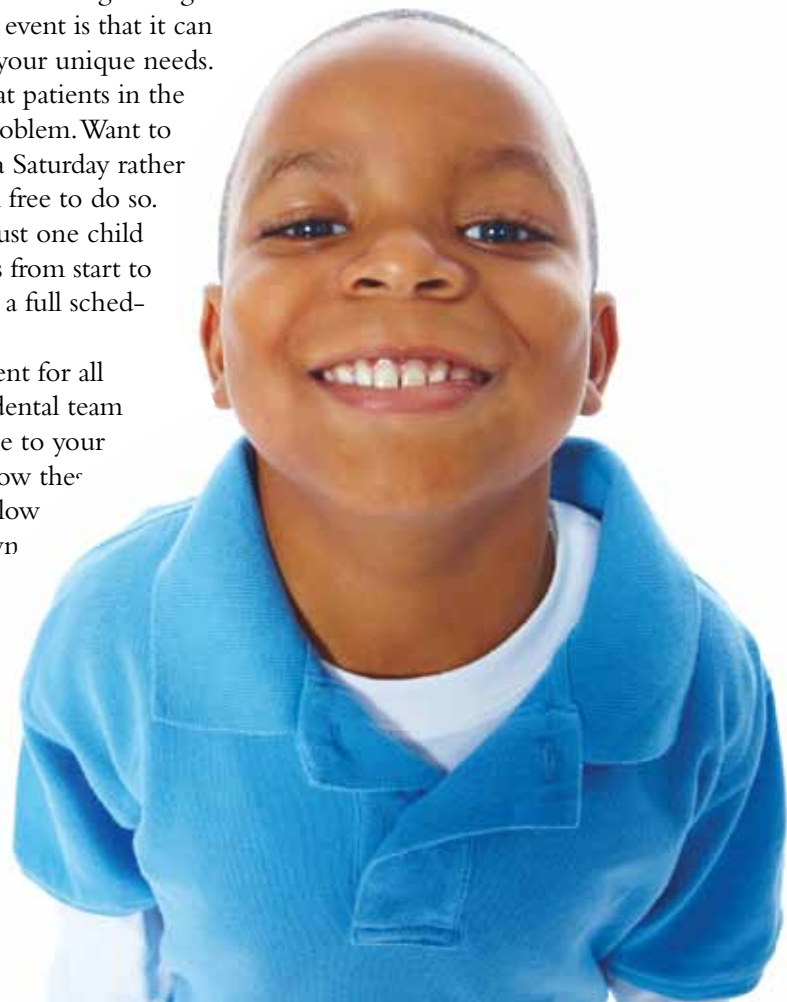
Planning a GKAS program is easy and the best part about organizing your own GKAS event is that it can be tailored to fit your unique needs. Only want to treat patients in the morning? No problem. Want to treat patients on a Saturday rather than Feb. 1? Feel free to do so. Hoping to treat just one child with severe needs from start to finish rather than a full schedule? Great idea!

GKAS is an event for all members of the dental team and a great service to your community. Follow the planning steps below to create your own successful GKAS program:

**October/
November:**

Save the date and add it to your patient

schedule: Feb. 1, 2013 – Give Kids a Smile Day. Regardless of your activity, whether in the office or off site, marking down the date not only serves as a reminder, but also tells your staff not to schedule the normal patient load that day. Next, think about the type of GKAS activity you'd like to participate in: treating patients in your office, treating patients offsite at a nearby clinic, going to schools to give presentations, etc. Consider all your options and select activities that best suit you and your dental practice. If your activity involves more than just your partici-



pation, organize a staff meeting, and discuss ideas and goals for the event:

- How will we schedule patients that day?
- How many patients should we schedule?
- Will the patients be pre-identified or will we have a first-come, first-served event?
- What hours am I/are we available that day?
- Where should we recruit deserving patients? Who can contact Boys and Girls Clubs, and other organizations with access to low-income families who could benefit from our event?
- Do we have bilingual capability in the office or do we know someone who could help if need be?
- What schools or community centers are nearby that would be interested in an oral health presentation?

Of course, **don't forget to register for GKAS at www.ada.org/givekidsasmile**. The ADA's GKAS online registration process takes about 10 minutes.

December:

Now that you're registered, it's time to start solidifying your plans.

- If you are treating patients in your private office, begin contacting Boys and Girls Clubs, United Way, Head Start programs, school nurses and/or church organizations to recruit patients. These programs will be able to locate children without insurance from low-income families who could use your generous services. Explain to your contact how many children you're able to treat and the details of your event. Make sure that they know that GKAS is a Friday event, so they can work with their families regarding transporta-

tion, etc. December is also a good time to think about the option of providing patient goody bags, waiting room entertainment/activity sheets/toys, etc.

- If you are visiting schools or community centers to give educational presentations, start contacting teachers and program coordinators to offer your services and to set-up a class/group presentation. It is important to contact schools before the end of the year (winter break) so teachers can include you in their 2013 lesson plans. The CDA has many education resources online including lesson plans and activity sheets at www.cdaonline.org/gkas.
- If you're treating patients at the CU School of Dental Medicine, make sure that the CDA is aware of your interest to volunteer at the school. The CDA will make the arrangements for you and will contact you in January with further details.

January:

One-month countdown! Now is the time to secure all of your plans for patients and presentations. If you're seeing patients in your office, schedule your patients at this time and don't forget to obtain a good contact number to confirm their appointments at least once. Events of this nature unfortunately produce a

If you would like to treat patients at the CU School of Dental Medicine for GKAS on Friday, Feb. 1, please contact Molly Pereira at molly@cdaonline.org or 303-996-2844. We will provide patients to treat, instruments to use and a third year dental student to assist you.

"no-show" factor due to transportation issues, time away from jobs and other unanticipated issues. For this reason, consider booking a few extra patients or even double-booking patients for your event. While this could result in a very busy day, it will more likely result in a day of great success, and fulfilled patients and dental staff members.

February:

Give Kids a Smile Day is on Feb. 1. Approach your day with a little added flexibility. This is a unique program that provides a great deal of good for the families it is able to serve.

By following this timeline, you'll find it easy to plan a successful GKAS event. More importantly, you'll be giving Colorado kids something to smile about. 🦷

Make the Switch
Learn how a Dental CPA can help you see more profit.

(303) 841-2602
www.lanepccpa.com/dentalcpa

LANE AND ASSOCIATES, P.C.

How Other Colorado Dental Offices Recruit Patients for GKAS:

I visit our school district's Website, where it lists contact information for the district's schools (ours includes e-mail addresses, which makes communication easy). I look for the contact information for the school or health office, and send an e-mail to every school nurse, daycare and pre-school in the area. The nurses do all the hard work by sending an e-mail blast to their students' families. Believe it or not, the middle schoolers are the ones who have responded to the e-mail first. My next step is to contact the WIC Program, Department of Human Services, and child support enforcement offices to give them information to pass on to families that could benefit from this event. Lastly, I reach out to battered women and homeless shelters. We have found that most of our patients come from the schools or the WIC office.

*-Brenda McNulty, office manager
Dr. Layne Benzley, Castle Rock,
Colo.*

Our goal for GKAS is to find the highest need children in our area who could benefit from treatment. Our challenge was to find a way to qualify kids using existing resources in our community to avoid families taking advantage of a charitable program. We reach out to social workers, Head Start programs, school nurses, teachers, pediatric physician offices, family resource programs, etc. These professionals know the kids and families best, and can help us determine the level of need.

Step One: The first week of January, I send out a letter and our referral forms to the agencies/parties mentioned above. I offer a follow-up phone call to any new referring sources.

Step Two: I sift through the referrals and call parents to make appointments for their children. I stress that this is a one-time opportunity to make sure the parents understand the importance of keeping their appointment.

Step Three: I schedule both doctor teams in the morning with patients that we are fairly sure need restorative treatment. I schedule the hygienists with as many 40-minute time blocks as we can fit. Later in the day, we filter kids over to treatment from hygiene, as needed. Last year, we saw kids from 8 a.m. to 1 p.m. and then had a team pizza party.

Step Four: On GKAS, we set up our waiting room to be more kid friendly. We create tables with activities, parent handouts, etc. Our basic approach is to get as much care and education to each child as possible.

Follow up: If we have a child with additional restorative needs than we can meet that day, we either refer them to KIND or we offer to do the work ourselves at no charge. We pick and choose these patients and families carefully. We make sure to communicate that if they fail to show at an appointment, they will not be given another one. We have very low failure rates for these appointments.

*-Amber Wissing, financial and marketing administrator
Dr. Jay Heim and Dr. Corey Johnson, Glenwood Springs, Colo.*



We have been involved with GKAS since it was established. The turning point for us that made our program really successful was contacting a social worker at a local middle school. She embraced the program and facilitated bringing deserving students to our office in a school bus. This relationship has made for a very productive and satisfying GKAS over the years. It's easy to fill your schedule when you network with neighborhood schools!

-Dr. Damien Mulvany and Dr. Mark Novelen, Englewood, Colo.

ACQUIRING MINDS WELCOME



Have a window of opportunity? We can deliver up to 100% financing.

We won't let a limited down payment or low equity get in the way of delivering the financing you need. As a national, SBA-Preferred Lender, CapitalSource is ready to help you with financing for ground up construction, expansion, acquisition, refinance, cash flow, or real estate acquisition.

We offer loans up to \$5 million dollars through competitive, fixed rate loan products. Whether a government guaranteed SBA 7(a) or an SBA 504 loan, let CapitalSource offer you the customized financing you need to stand out from your competition. Don't let your window close; call Roxane today!



Roxane Sanchez, VP, Business Development Officer
720.524.4407 | rsanchez@capitalsource.com

GKAS gives you the advantage of treating patients in your own office. Working in a familiar environment with your own staff is convenient, less stressful, and more efficient, and you can schedule patients at your pace. Our office treats GKAS patients throughout the month of February, rather than on just one day. We call local pediatricians to find GKAS patients. They are a great source to find deserving families and it promotes goodwill with our medical colleagues. GKAS patients are seen initially so we can establish a treatment plan and assess their ability to cooperate for treatment. Then we are able to efficiently schedule the care and make a real impact. Seeing them multiple times allows us to establish a relationship and really enforce the message of home care and prevention.

-Dr. Nelle Barr, Dr. Betty Barr and Dr. Sean Whalen, Westminster, Colo.

A couple of years ago, I started calling all of the elementary schools in our area that we thought would most benefit from GKAS. The school receptionist would always suggest that I talk with the school nurse. I now have an established relationship with one nurse who is always my first contact in mid-December. I let her know the date of GKAS and the number of kids we can treat for the day. She knows the kids and families who need help, and refers them to our office for appointments.

*-Peggy Jolly, business manager
Dr. Geoffrey Engelhardt, Fort Collins, Colo.*

We block GKAS day for our docs way ahead of time and have an extra hygienist in the schedule for nothing but GKAS patients. We then contact a local school district nurse and let her know how many appointment spaces are available. About three weeks out, I look at the schedule and if there are still several openings, I contact schools in the area and tell them about GKAS. I ask them to consider offering this opportunity to kids who they know are underprivileged. The schedule usually fills up pretty quickly after that. We also allow our staff to contact families in their communities that have kids who would qualify.

-Cindy Martin, office manager; Dr. Bob Murphy, Dr. Julie Brown, Dr. Paul Sica and Dr. David Welden, Boulder, Colo.

Making a Living *and* Making a Life

By Stephenie Kaufmann, D.D.S.



When I was approached to write something for the *Journal*, my first thought was, “are you kidding me?” I

am a mom of two high energy kids. I have a solo dental practice. I manage my home at times as a “single” mom as my husband is out of state half the week with his job. When would I have time to write a column? But then it occurred to me – this would give me an opportunity (no, an excuse) to be alone with just my thoughts. This could be a task that frees me from the business of providing care for the world I have been engulfed in.

Don’t get me wrong, I have been blessed to be called into motherhood. My children are the absolute joy in my life. The privilege to rear them to be productive, kind citizens of this world is an honor. My practice is well-established with an amazing staff and patients. I love going into work every day, and I look forward to collaborating and working with my team. I have a wonderful supportive family living just minutes down the road that is often ready to step in if needed. Despite so many blessings, being a practice owner and mother is a challenge. So why would I write something as a way of finding a few moments be alone with my thoughts? Let me explain.

My day typically starts the night before, strategically choosing outfits for myself, my finicky seven-year-old daughter and my anything-goes

three-year-old son. Then, there is preparing a school backpack, staging gear for the nanny, finishing up a bit of laundry and tidying the house as a typical wind down to the evening. The next morning is met with a hurried bustling of readying the troops, attempting a healthy breakfast, and, of course, asking a panicked “did you brush your teeth?” just in time to greet the nanny and whisk my second grader out the door. My daughter and I quickly find our way to a chaotic abyss of mesmerized drivers inching toward the school drop-off zone. I typically avoid the long exhaust puffing lines by parking and walking my daughter to the playground before school line-up. I try not to boggle my small talk with the other second graders. I am aware that I will become more of an embarrassment than a comfort to my daughter as she gets older so I cherish these mornings as they come. The morning bell sounds and releases me from the cacophony of squirrely school children.

On my five minute drive to the office, I shift from talks about Monster Girls and Disney movies to that of maintaining my community’s dental health. I’m typically greeted at the door by one of my hygienists boasting, “ready for exam!” Then it’s on to my first operative patient. My office is probably typical

JS
Janet Steward
CONSULTING
www.JanetStewardConsulting.com
970.207.0776

A black and white portrait of Janet Steward, a woman with dark hair, smiling. To the right of the portrait is the logo for Janet Steward Consulting, featuring a stylized 'JS' monogram above the company name. Below the name is the website address and a phone number. A gold seal with the word 'WINNER' is also visible.

as I bounce from treatment to exam rooms. Lunch is often time to catch up on paper work, case planning, business management and sneaking in more of a soul satisfying lunch rather than a nutritious option. The afternoon is met with a similar routine but with my staff bustling at a quicker pace to make sure all the ends are properly tied and everything is ready for the next day. We are all so grateful to have full schedules, especially with the past years of economic downturn. Now, there's no time to waste, as we all have families to get home to, dinners to prepare, homework to help with, baths to give and bedtime stories to read. Once I have both kids in bed and fast asleep, I begin the cycle again.

So, why?! Why do we busy our lives with so much that, at times, it seems like an overwhelming burden? Why even spend the time to write an article about being a working mom? Eleanor Roosevelt once said, "When

you cease to make a contribution, you begin to die." I take this quote to heart. Frankly, I come from Kansas farmers and midwest blue collar workers who believed that "you must EARN a living and a life." My father, the retired reverend doctor, served his entire career in the church. My mother served an entire career as a registered nurse. Through their influence and work, I was strongly encouraged to be an active participant in the community – to build it and to assume responsibility for it. Being a dental practice owner and mother gives me an opportunity to contribute to my children's lives and that of my community in so many ways. I work three-and-a-half days a week at the office, which gives me more time at home than most full-time working parents. I have ample opportunity to demonstrate and include my kids in acts of empathy, altruism, and savvy ethical business practices. I will admit, being a practice owner and a

mother is a busy and sometimes difficult life, but the rewards are greater. I strive for my contribution to become a brick in our community building – not to stand out with glitter and fame but to be a strong support in an unassuming frame. This is the community my children will grow in. I do believe that every contribution is relevant, from finishing the laundry to restoring a patient's oral health, and perhaps, even writing an article for the *Journal*.

I don't assume to have the answer to life balance, but I do know that our lives are precious and fast moving. We all fall victim to "the schedule," and it's important to stay on track, but it's when that schedule turns into a "rat race" that you have to take a pause, regain perspective and remind yourself why you do what you do. Life is hard – often times it's sweet; it can get sticky, but it must be of substance to be complete. 🍯

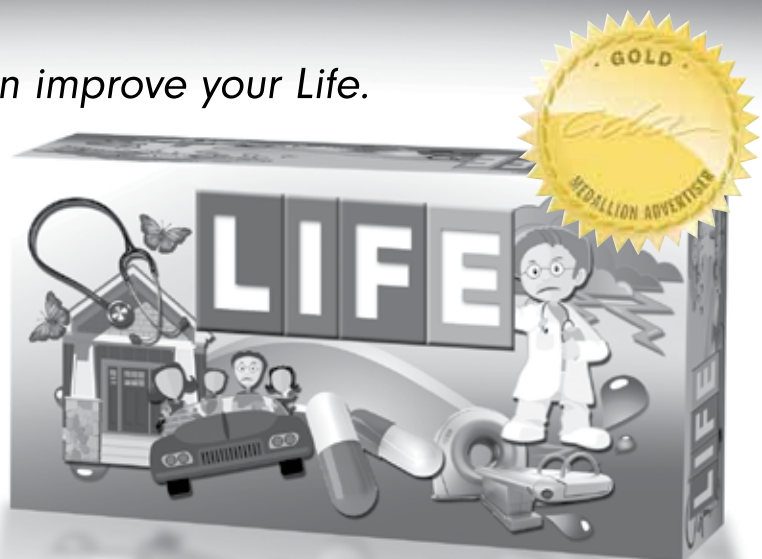
Protecting your practice is not a game.

Our financial solutions can improve your Life.

Patient care is your mission. And keeping your practice in top financial health is necessary to fulfill it.

COPIC Financial Service Group provides solutions including a broad range of reliable insurance tools for health care professionals. These personal and business products not only help protect your practice now, they help to ensure a strong future for you and your staff.

While you're taking care of patients, we'll be taking care of you.



COPIC®
COPIC Financial
Service Group, Ltd.

COPIC Financial Service Group
www.copicfsg.com • 720-858-6280/800-421-1834

7 Tips

From Colorado's Practice Management Consultants to Improve your Practice

In today's unique and competitive environment, your practice faces several challenges. Seven Colorado practice consultants, who also happen to be members of the national Academy of Dental Management Consultants Colorado Chapter, meet quarterly to network, brainstorm, share, and solve the problems your dental practice faces. Following are seven easy-to-implement practice management ideas to enhance your practice.

How to Protect Your Practice Value

There are several indicators that are used to measure the value of a dental practice. One important statistic is the amount of active patients. This figure is based on the number of patients treated within the last 24 months. When the economy struggles, dentists often experience fewer patient visits. The assumption could be that the practice patient base is declining. That is not usually the case. In reality, patients haven't left the practice; rather they are not coming in as often. Patients may elect to skip their six-month re-care appointments or postpone elective or higher cost treatment at this time. Use e-mail newsletters and/or direct mail campaigns to let them know that you still consider them part of your dental family. Ask them to touch base with your office manager to keep their record active. Lastly, be sure to document the communication.

Susan Spear, practice transition specialist, broker/business intermediary, www.sastransitions.com

Online Presence

Your online reputation will make or break your patient's confidence in your practice. Despite what many doctors think, Facebook is an excellent, and safe, place to build positive PR. If you already have a Facebook business page, study it to see how much activity you are getting. To boost feedback and interaction, encourage patients to "like" your page and share their comments while they are in your office. For example, personalize the following script to ask patients for comments at the end of their appointments. Reception team: "How did we do today?" Patient: "Great as usual!" Reception team: "We just created a Facebook page for Dr. Smith and I know it would really make his day if you shared your thoughts about your visit." A conversation as simple as this will help give you a competitive advantage – a result of all your positive online reviews.

Rita Zamora, social media marketing and training, www.ritazamora.com

Reducing Broken Appointments

Broken appointments cost you and your team dearly. Minimize them by following these strategies:

- **Wrap-up conversations** should be performed by the assistant/hygienist after the dentist leaves the

treatment room. Before removing the bib they should sit eyeball-to-eyeball and explain what was done at the appointment and what treatment needs to be scheduled.

- **Never "confirm" an appointment, rather give a courtesy reminder.** This changes the tone from "are you coming" to "I know you're coming, I just want to remind you." Consider scripting your message in the following way: "Fred, your hygienist, Mary, is looking forward to seeing you tomorrow at 3:00 p.m. for your appointment."
- **Establish a protocol for front desk handoffs.** No matter the clarity of the dentist's written communication, the assistant/hygienist should tell the front desk staff member the treatment that was performed for the patient, as well as the treatment that should be scheduled next, and then gracefully take their leave.

Janet Steward, practice management consultant, www.janetstewardconsulting.com

Setting Goals

Goals must be realistic, specific, written down and monitored. Use an annual planning session to establish longer term goals and "wish list" items. Review the list quarterly and draw a line through the completed items. You will be amazed at how much has been accomplished. A separate dry erase board should be used to write down short-term goals and tasks. It should include who is in

charge of the task and a deadline for completion. This should be monitored weekly. Be sure to review why some goals are not achieved. Did someone drop the ball? Did the person in charge have the resources to accomplish them? Was it a realistic goal? Did it drop in priority as other more important goals were created? (In this last case, it's not a failed goal, rather a change in priorities.)

John Abrams, D.D.S., consultant/dental mentoring, www.johnabramsconsulting.com

Accountability

Implement a "By When" board. Unfortunately, many doctors do not hold their staff accountable. The message this sends is that the task is not important and the doctor has lowered his/her standards. During challenging times, it is more essential than ever to hold team members accountable and keep those standards high. Simple systems work like a dry erase "By When" board, which keeps track of projects. To create this board, draw four columns and title them: Project, Source Person, Support Person and By When. During team meetings, place projects and those accountable on the board. The source person declares the "By When" date. The dentist's job is to follow up on those projects weekly and ask, "what support do you need to get this done?" Accountability inspires leadership within the practice!

Kim McGuire, practice management consultant, www.fortuneofcolorado.com

Increasing Cashflow

Do you have big swings in your cash flow each month? Increase and even out your monthly cash flow by sending patient statements *each day!* Each patient with an outstanding balance should receive a statement from your practice every 23 days – this is

the same notification method used by VISA and MasterCard. You are not a bank and can't afford to carry balances over 30 days from treatment. Surprisingly, many practices still only run statements once a month, delaying their cash flow and setting themselves up for a zillion calls after statements are received. Set your software to "trigger" patient accounts who have not received a statement in 23 days. Also, after you post a payment from an EOB, make sure you generate a new statement for the patient with their balance.

Amy Kirsch, practice management consultant, www.amykirsch.com

Proactively Managing Overhead Expenses

- **Create an overhead expense budget** and monitor expenses quarterly. Wise adjustments can be made with regular information.
- **Assign monthly dollar amounts for dental and front office supplies** and give those amounts to your staff member(s) who place orders to ensure your budget is followed.
- **Reduce staff hours** if patient demand has decreased. Often there are staff members who would enjoy extra personal time.

different. Better. BEST.

CREDIT CARD PROCESSING



Endorsed By
CDA
COLORADO DENTAL ASSOCIATION

We JUMP at the thought of saving you money!

Thousands of dentists use Best Card and are saving an average of 23% or \$1,277 annually over their prior processors

Call **Best Card**
877.739.3952
or visit our website at:
www.bestcardteam.com
for more information.

Fax a recent statement to
866.717.7247
to receive a
complimentary
cost comparison
and a
\$5 Starbucks®
Gift Card



Powered by FirstData. VISA MasterCard DISCOVER

Best Card LLC is a registered ISO/MSP of Wells Fargo Bank, N.A., Walnut Creek, CA

- **Renegotiate your lease.** With commercial occupancy rates down, landlords are willing to cut a better deal to keep tenants.
- **Renegotiate your interest rate on practice loans** to current lower rates.
- **Reduce medical insurance premiums** by changing to a Health Savings Account (HSA) and/or update your medical insurance benefit for all new hires that caps the monthly premium contribution. Current employees can be grandfathered into the new policy without changes, or, if premiums have gotten severely high, implement new policy and give employees three-to-six months notice.

Julie Weir, practice management consultant specializing in pediatric dentistry, www.julieweir.com

Using a Laser Pointer to Treat Herpes Labialis

By Robert Endersen, D.D.S. and Aaron Slavsky, D.D.S.

For the past two years, we have been treating oral Herpes lesions in a manner that appears to be unique. We expose the lesion to the beam of a red laser, using a common pocket red laser intended for pointing out images projected on video screens. The laser we have been using is rated as 630–650 nm, which contains two full size AAA batteries (we have not used the type of pointer that uses the button shaped battery). We have used several brands of these common lasers, all with the same success rate. From our experience, a green laser did not give any results.

To promote this service, we displayed signs in Dr. Aaron Slavsky's dental office, offering this treatment at no cost to any person with cold sores (in patient dialog) anytime the office was open. The only condition of this service was that the patient agreed to inform us of any response they experienced. We have treated over 50 lesions using a laser. Approximately 60% of those receiving treatment did relate their experience to us, and of that 60%, 100% reported favorable results.

Our protocol has been to cover the laser with a layer of transparent plastic wrap for sanitation, and expose the lesion to the beam of the laser for about 20 seconds, using protec-

tive lenses to shield from scattered, reflected light. Because the lesion is often larger than the point of light emitted by the laser, we try to sweep the full problem area so each portion gets a full exposure. Rather than contacting the area with the tip of the laser, we start about an 1/8 inch away and retract the unit slowly to about an inch from the surface while maintaining the point of light on the lesion. Some patients have expressed sensation at one gap during the retraction. Perhaps this point is the optimal distance?

We have exposed lesions at every stage, from prodromal to crust formation and have seen positive results in every phase; although we have observed the most favorable and rapid results after exposure during the vesicle stage. Many patients have returned for treatment of new eruptions but, as yet, none of the new lesions have been in the same location as any earlier treated lesions, perhaps giving hope that the virus might have been destroyed by exposure to the laser beam.

Editor's Note: The below information is not a clinical study; rather, it is one dental office's successful treatment method. The points made below are published to promote discussion and interest, while sharing a unique perspective with others in the dental profession.

Some patients we treated have been on Acyclovir, and some patients of record insisted it be prescribed in addition to the laser. From our observation, their duration and healing is nearly identical to the un-medicated patients. Obviously, this is all anecdotal evidence. We have not done any double-blind studies, but our clinical success should arouse interest.

Being in a healing profession, we are by nature curious whether this treatment might be beneficial to those with other Herpes lesions, such as genital Herpes and Herpes Zoster. Perhaps some physicians will try.

Discussion: This is not an incisional procedure. A soft tissue laser could be used, however the tip must not be initiated. If a soft tissue laser is used, it is important that the dentist follows the settings recommended by the manufacturer. We have not used any soft tissue lasers, as we are most interested in the effect of a laser pointer, which is safe and readily available. We envision a procedure that could be used in general dentistry or even safe self-treatment. 🙌

TRANSFORM YOUR PRACTICE

Professional Success. Personal Satisfaction. Financial Independence.



Fortune Management can show you how to:

- **Run** your practice as a smart, successful business
- **Create** staff accountability, letting the doctor focus on dentistry and less stress
- **Experience** measurable improvements in your practice
- **Have** a more satisfying personal and professional life

"I have been a client of Deanna Goodrich's three times in the last 20 years, and I keep coming back because she delivers more than expected, works well with all kinds of people and she knows dentistry inside and out. Whether it is lasers, perio, or practice management, she can help your practice in ways you would never even think to ask. She's a 10 out of 10!"
- David Winn, DDS

\$2500 VALUE

Lay the foundation for successful strategy

Mention this ad and receive a complimentary
in-office Practice Analysis and Opportunity
Assessment Report



René Schubert
303-771-0499
ReneSchubert@
fortunemgmt.com



Kim McGuire
303-635-6420
KimMcGuire@
fortunemgmt.com



Deanna Goodrich
720-810-3760
DeannaGoodrich@
fortunemgmt.com



Visit our website for up-to-date information

www.fortuneofcolorado.com

Find us on Facebook

<http://www.facebook.com/fortunecolorado>

Leveling the Playing Field | in your Next Lease Negotiation

By Colin Carr

The current commercial real estate market has been dramatically affected by the economy in the past several years. This has resulted in a very favorable environment for tenants, as landlords are extremely motivated to attract new tenants and retain existing ones. Some of the current opportunities include reducing your monthly rent payment, upgrading your office's appearance through an improvement allowance, as well as obtaining free rent and other favorable concessions.

One of the keys to a successful negotiation is to take advantage of the free services of a real estate broker. This is important because most landlords are in the business of real estate and typically have the upper hand when negotiating with tenants directly. Additionally, the majority of landlords hire a real estate broker to represent their interests and provide expertise. Though dramatic concessions are available, a specific posture and negotiation strategy are paramount to achieving the best possible terms.

When the time comes to evaluate your current lease situation, you'll need to consider the pros and cons of staying and renewing in your current location versus relocating to a new property. Since economics and concessions will have a dramatic impact on either opportunity, it is essential to understand all of your available options and implement a strategy to leverage them. It is critical to the success of your negotiation that your landlord knows that you have the

option to relocate, which means that you need to begin negotiations well in advance of your lease's expiration – ideally nine to 12 months before your current term ends.

When you begin negotiations, you have two options available: you can work with the landlord's agent and represent yourself, or you can get your own real estate broker. Here are some things you need to know if you choose to represent yourself in a lease negotiation.

Under Colorado law, a real estate broker typically serves clients as an *agent*. An agent is obligated to serve his/her client's interests with the utmost good faith, loyalty and fidelity. Clearly it is not possible for an agent to act with utmost loyalty to two parties on opposite sides of a transaction, meaning the landlord or landlord's broker cannot also represent your interests.

Simply put, if you do not bring an agent into the negotiations, no one will be protecting your interests but yourself. If you deal directly with the landlord or landlord's agent, it is crucial to remember that he/she is not legally or logically in a position to advocate for you; so, exercise discretion with the information you share with the landlord's agent.

Even if your building's ownership and management are pleasant to work with, respond to issues quickly, and maintain the building well – their primary interest is maximizing profits. Landlords know that without market knowledge, tenants are

without a baseline for comparison. Therefore, a landlord will most likely offer the highest lease terms that they believe an uninformed tenant will accept. Typically, they will not budge on key issues with an unrepresented tenant as they are betting on them not having the ability, market knowledge or willingness to move.

The only way to know if any offer is truly competitive is to compare it to the market. To do this, you need to identify all the available properties that suit your needs, and then tour a significant number of them to determine which ones will be best suited for you.

You then need to negotiate with each landlord to determine his/her best offer for a suitable space for your practice. This offer will include terms for the base lease rate and increases in the lease rate, as well as concessions such as free rent and an improvement allowance. You'll also need to know the lease terms and concession that new tenants in your current building are receiving from your landlord. At each step along the way, you'll be dealing with a professional real estate broker who is hired to achieve the best possible terms for the landlord.

If this sounds daunting to handle yourself, you do have an alternative. You can work with an experienced real estate professional as an agent, who acts on your behalf with your interests in mind. He/she can provide you with comparable properties' lease rates, build out allowances, and other concessions, which can then be used

MICHAEL L. GILBERT
A T T O R N E Y

PROMPT PERSONAL SERVICE
"See me before you sign"

DENTAL PRACTICE LAW

Purchase and Sale • Employment Agreements
Professional Corporation • State Board Proceedings

ESTATE PLANNING

Wills • Trusts • Powers of Attorney
Living Wills • Elder Law

Call: 303-320-4580

mgillaw@msn.com

Legal Counsel to the Colorado Dental Association Since 1978
501 S. CHERRY ST., SUITE 610, DENVER, CO 80246
www.michaelgilbertlaw.com



THE SLETTEN GROUP, INC.

Transition Planning From Vision to Reality



- Transition Planning
- Practice Valuations
- Practice Sales/Acquisitions
- Associateships/Partnerships
- Team Building
- Seminars, Workshops & Retreats
- Associateship Feasibility Assessment
- Practice Growth Strategies
- Opportunity Assessment Coaching

Paul D. Sletten

Serving Colorado's Fee-for-Service Dentists Since 1974

Phone: (303) 699-0990 Fax: (303) 699-4863

Email: paul@lifetransitions.com

THE SLETTEN GROUP, INC.

7882 South Argonne Street, Centennial, Colorado 80016

as valuable leverage on your behalf in the negotiations with the landlord. Ideally, you should select an agent with experience representing dental practices because they will be able to achieve specific terms and concessions that are not generally available to other types of tenants. Your agent will handle all the research and communication with the landlords, while maintaining a professional negotiating posture on your behalf.

Fortunately for you as a tenant, landlords and sellers have agreed to pay for an agent's services on your behalf, so it costs you nothing. Commercial real estate is structured similarly to residential real estate. If you were to sell your home, you might list it with a broker and agree to pay a commission. The commission is split between the listing broker and the broker who brings the buyer. If the listing broker is able to find the buyer directly, then he/she would

earn a double commission. The same kind of arrangement is made in the commercial real estate market, and you as a tenant or buyer have access to professional representation at the seller's expense.

Most dental professionals have enough to do serving their patients and running a successful practice. Spending dozens of hours making sure your lease renewal is competitive and handled properly can be a daunting drain on your time. Representation does not cost you a penny as a tenant – it may make a lot of sense to let a professional real estate broker review your lease, represent your interests in negotiations, and capitalize on the current market conditions to help you achieve the best possible terms. 🍷

Colin Carr is president of Carr Healthcare Realty. Contact him at 303-817-6654 or colin@carrhr.com.

PREVIOUS
PERFECT TEETH
LOCATION AVAILABLE
IN AURORA

LOW RENTAL RATES
ALLOWANCE FOR
UPGRADES TO EXISTING
INFRASTRUCTURE

8 OPERATORIES
LAB AND X-RAY ROOM
CONSULT ROOM/OFFICE
BUILT IN FRONT DESK
BREAK AREA



Brian Pesch
303-306-1000 x117

Contractual Issues | for Associateships

By Larry Chatterley and Randon Jensen

Associateships are a common way to start a career, grow a practice, or cut back before retirement. The majority of dentists find themselves in some sort of associate or independent contractor arrangement over the course of their careers, and there are a myriad of different contractual methods for structuring an associateship. Many of these methods are very similar; however, despite these commonalities, most methods require some customization to meet the specific needs of the dentists and address the issues surrounding each unique situation. The contractual points presented in this article are only a summary of a few of the major issues to be considered when structuring an associateship arrangement and do not constitute a comprehensive guide.

With that in mind, let's take a look at some of the most common contractual issues associated with associateships.

The first – and most common – deals with the compensation to be paid to the associate. What is typical and what is fair? Most associates are paid a percentage of their respective production – either gross or adjusted. For general practitioners in most markets, this percentage is about 30% of their adjusted gross production, with adjusted gross production being total billings less insurance write-offs and other discounts. (Note: Specialists associating in specialty practices

are often paid a higher percentage.) However, flat-wage or salary rates, or variations of the two, are not uncommon. Under a flat-rate compensation structure, the associate is usually paid a fixed per diem (i.e. \$500 per day) or a percentage, whichever is greater. This approach is common and preferable in situations where it may take the associate several months to “ramp up” his/her production, even though the host doctor may expect to see a consequential decline in income over the short term as he/she subsidizes the associate's income. This subsidization will continue until the associate's percentage wage is sufficient to cover the minimum daily flat rate.

In some cases, a host may elect to furnish certain benefits to the associate, such as health insurance, malpractice insurance, continuing education and vacation time. Paid benefits depend on the compensation negotiated between the parties. In most cases, if benefits are offered, the employer will cover part or all of the health insurance premiums for the associate, while any remaining benefits are deducted from or paid as part of the associate's compensation.

The second most common issue to arise is whether the associate should be hired as an employee or independent contractor. With rare exceptions, the associate will be hired as an employee. Current IRS code generally defines associate dentist arrangements as employee/employer

relationships. As such, depending on the arrangement, paying an associate as an independent contractor could create a conflict with IRS regulations and open the employer up to risk associated with non-compliance.

Third on the list of commonly asked questions is the issue of restrictive covenants. This can often be a sensitive subject for both parties. Our experience has taught us that terms of restrictive covenant against the associate are not necessary in most cases during the first six months of a general dentist's associateship. Instead, we find a non-solicitation agreement more prudent during this time. After that initial six months of employment is completed, a non-competition agreement makes more sense if it appears the arrangement will last longer term. It is rare for patients to follow an associate to a different job or different location after having worked in a practice only six months (or fewer), as long as the associate is not allowed to solicit patients. In most cases, the length of the covenant term is around two years and the restricted area extends in a three-to-five mile radius from the practice location; however, the restrictions are usually broader with specialty practices. Obviously these provisions can be complicated and delicate to negotiate, structure and enforce.

Termination of the agreement is the fourth item important to con-

A LAW OFFICE FOR DENTAL AND MEDICAL BUSINESS NEEDS.



Office Leases
Practice Transitions
Formation of Practice Entities
Property Purchases
Estate Planning
General Business Needs

Emphasis is placed on understanding client needs and using technology, resources, and relationships with your brokers, consultants, bankers and CPAs to meet those needs in an efficient, effective and professional manner.

Law Office of Kimberley G. Taylor, LLC | www.lawofficekgt.com | 303-526-8456 or 970-926-6389 | kim@lawofficekgt.com

sider. Many times the employer is granted the ability to terminate the agreement – with or without cause and with little advance notice – which leaves the associate feeling insecure about his/her future employment. In addition, associates are usually required to give the employer three months or more notice before termination or risk certain penalties being imposed by the employer if they leave sooner. Because such arrangements are not always fairly structured, it is important that both parties understand the implications of any contractual terms surrounding termination.

Fifth to be considered are the expectations of the employer when it comes to the associate's duties and responsibilities. These should be clearly

defined and communicated. Sometimes they are well spelled out in the contract. In most instances, however, they are not and the expectations of how, when, and what the associate should be doing is vague. The issue of treatment philosophy and patient scheduling need to be addressed. In addition, each party's work ethic, practice philosophy, leadership style and personality type should be noted. The parties need to compare these characteristics to see how complementary they are to each other.

The final guideline to consider is the prudence of involving professional help. Unfortunately, it happens far too often that an associate signs a document because it was what the previous associate(s) signed, but then he/she is left wondering if he/she

really understood the implications of what was agreed to in writing. If handled correctly, associateships should be rewarding – personally and professionally – for both doctors. Although business is inherently risky (particularly in light of the number of associate arrangements that fail), such arrangements can still be structured such that both parties benefit. This is accomplished by doing your homework and seeking professional legal and accounting advice. 🍷

Larry Chatterley and Randon Jensen are the managing partners with CTC Associates, a practice transition consulting company. Contact them at 303-795-8800 or larry@ctc-associates.com.

30 Years Experience Dental Leasing, Tenant Finish, Construction Management.

Our experienced team of professionals will locate the perfect dental office space. We will negotiate the lease, provide construction management and make sure that you are moved into your new space with ease.



EXELCOMM
Commercial Advisors



9200 W. Cross Dr. #504
Littleton, CO 80123

(303) 830-2064
(303) 830-2524-Fax

Meeting All Of Your Real Estate Needs

www.e-xlcomm.com
E-mail: Mary@E-xlcomm.com

Classified Ads

Journal of the Colorado Dental Association

VOL. 91, No. 4, Fall 2012 issue.

OPPORTUNITIES WANTED

Opportunity Wanted: Second generation general dentist with three years experience looking for a full-time associate position in the Denver metro area. Gentle, caring and passionate about educating patients to accept comprehensive and optimal care. Experienced with CEREC and comfortable with molar endo. E-mail anupama.122@hotmail.com.

Opportunity Wanted: Periodontal resident looking for moonlight opportunity in general dentistry in Denver metro area. Please call 989-245-0044 if able to provide opportunity.

Opportunity Wanted: Retired orthodontist in Denver metro area seeking part-time work; can also cover vacations and health issue situations. I can be reached at darbthedog@aol.com.

Opportunity Wanted: Associate dentist with four years experience, including a one year GPR at Denver Health Medical Center, looking for a full-time opportunity in Denver and the surrounding communities. Skilled in all facets of general dentistry including sleep apnea, TMJ, reconstruction, molar endo., and surgical extractions. I have three years CEREC training including the ability to complete customized anterior and full-mouth cases. Looking for a good home to continue my focus on quality-oriented care in a personable and professional atmosphere. Flexible expecta-

tions. Resume and references available upon request. I would love to discuss how I can help your practice! 919-931-4229.

Opportunity Wanted: Experienced general dentist looking for an associate opportunity one-to-two days a week. Interested in the Denver metro area. Strong focus on dental implants and oral surgery. E-mail skibrek13@hotmail.com.

Opportunity Wanted: Employee-associate seeking one-to-two days per week opportunity in your office. Quality-minded, personable, experienced. Skilled in all facets of general dentistry. Flexible expectations. Let me show you how I can help your practice! 303-335-8160.

POSITIONS AVAILABLE

DIRECTORS, ASSOCIATES, PARTNERS

Associates: Full and part-time associates needed. Fort Collins to Pueblo, Colo. Call Dr. Robert Deloian, Professional Transition Strategies, at 303-814-9541.

Perio. Associate: Colorado Springs, Colo. (CO 1124B) Once in a lifetime opportunity! Looking for a dynamic, highly skilled periodontist. Be your own boss in a brand new state-of-the-art periodontal/implant office with gorgeous unobstructed Front Range views of the Rockies and Pikes Peak! An absolutely fantastic turn-key opportunity. Over 300 days of sunshine and no humidity! Two or more days/week, implants, connective tissue grafts and guided

bone regeneration, ridge augmentations and sinus lifts. Excellent remuneration. Board certified preferred. ADS Precise Consultants, 888-909-2545.

Partnership: Great opportunity to partner with a successful practice in Watertown, S.D. Friendly community with amazing outdoor (hunting/fishing) activities. Seeking a relationship-oriented professional. Potential ownership opportunity. Inquire at Hally@WatertownDentalCare.com.

Partnership: Growing private practice in Colorado looking for partner. Must have minimum three years experience and a desire for excellence and continued learning. Perfect for first-time purchase or someone wanting to move to town and start quickly. Established in very desirable location in which to work and live, near top districts. High quality of life. Available trial period. Earn as a partner from very beginning. I will carry balance of buy-in after initial down payment. Please forward inquiries, resume, and list of CE to djaandv@hotmail.com.

50% Partnership: Dentist looking for a full-time dentist to buy a 50% partnership in a general practice in Aurora, Colo. Busy practice averaging 40+ new patients per month. All brand new equipment. Two years experience required, minimum. E-mail inquiries and CV to drtwiss@nvisdental.com.

CLASSIFIEDS continue on page 24

Practice Transitions Made Perfect™

- Practice Sales Since 1986
- Practice Appraisals
- Partnerships
- Transition Planning
- Dental Building Sales
- Buy Ins/Buy Outs



See all our practices at
www.adsprecise.com

Peter
Mirabito
DDS

Jed
Esposito
MBA

Come visit us at the
RMDC Booth # 639

Call us
888-886-6790



**ADS Precise
Consultants**

More "Completed Transitions" and
"Years of Practice Transition Experience"
of any brokerage firm in Colorado.

www.adsprecise.com



PRACTICE SALES AND TRANSITIONS

Considering Retirement?

"I give you the individual attention you and your practice deserve"

Choosing the right consultant is a key element in the selling and transition of your dental practice. As a licensed professional, with over 25 years of experience, my goal is to provide you with the information and expertise to effect a smooth transition while maximizing the profit from your practice.



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

PROFESSIONAL MARKETING AND APPRAISAL

Visit our new website: www.dental-trans.com

Email • pma0448@yahoo.com



Tyler Weston

For your personal Consultation call 303-526-0448

CLASSIFIEDS *continued from page 23*

Associate: Boutique office in the DTC/Greenwood Village, Colo. area looking for an associate to work three days a week. Looking for someone with at least two years experience and the ability to handle double booking and a busy hygiene schedule. Great office, great location, great staff. The growth potential is endless. E-mail dana@spwainstinds.com.

Associate: Looking for a personable, ethical, and highly skilled dentist to join our growing practice. Must have post graduate training, desire for excellence, and continued learning. Amalgam removal, all porcelain crowns, TMD, implants, full mouth reconstruction. Unique opportunity for the right person, 100% of production paid after very reasonable monthly rent. Two days per week with great team in place. New office with nice views and easy location in the Vail Valley. Ideal for someone looking to practice in Denver and the high country. Come live the dream of living in the mountains, even if only part-time! E-mail dentalteam8150@yahoo.com.

Associate: Green Valley Ranch office seeking associate dentist. Our state-of-the-art office is completely digital and charless. We are seeking an associate dentist who has completed a dental residency, (military residency a plus). We need an individual who is able to sell large treatment plans with confidence and will retain many, if not all procedures in office. The right candidate for this position will share our philosophy on preventive dentistry. This is an extremely wonderful opportunity with high earning potential for the right individual. If this sounds like what you've been looking for, please send your CV to stephanie@greenvalleyranchdental.com. We look forward to hearing from you.

Associate: Private, fee-for-service practice in Littleton Colo. New state-of-the-art 11 ops. facility needs third dentist. We have collected over \$3M in the last five years and would like to expand our practice further. Please fax resume to 303-987-9123.

Associate: Outstanding opportunity to join a well-respected, group practice. Powers Dental Group is seeking a mature, caring, energetic person with great patient skills as a part-time associate. We are located in a rapidly growing area of Colorado Springs, Colo. Five years experience preferred. If you are interested in a group practice setting and being an immediate part of our team, call Dr. Paul Smith at 719-660-3351.

Associate: Sedation practice seeking experienced dentist with moderate sedation credentials. Comfortable at implant placement/restoration, impacted third molar removal, second

molar endo., general dentistry, and posses an advanced treatment planning/management skill level. We take a comprehensive approach to the highly anxious patient. Dynamic opportunity to generate a lucrative income in a positive, progressive/sound environment. All inquiries please send your resume to opnyd41@yahoo.com. Contact 970-685-8299.

Associate: Well established childrens dental clinic in Pueblo, Colo. Seeking full-time enthusiastic, child friendly general dentist. Starting salary \$140,000 plus benefits. For more information, please contact Renee at 719-564-6464 or Dr. Bielecki at 720-435-1550.

Associate: Private, multi-location group practice in Colorado Springs, Colo. looking for an associate with two+ years experience. Candidates possessing a pleasant, positive attitude and ability to get along well with people are encouraged to apply. We offer patients comprehensive dentistry with state-of-the-art technology and excellent customer service. This is a full-time position that includes two weekends per month. We offer guaranteed referrals, and a full compensation and benefits package. E-mail necsdentist@gmail.com.

DENTISTS:

Dentist: High-tech dental practice has a part-time opportunity for a general dentist with a focus on pediatrics. We accept most insurances, including Colorado Medicaid. We offer a supportive and encouraging environment where you can grow professionally. Contact pmmicolosids@yahoo.com.

Dentist: Exceptional opportunity for the right person. Part-time dentist wanted for thriving, two doctor fee-for-service general practice in Pueblo, Colo. Must have at least two years experience and be committed to quality comprehensive dentistry and continuing education. Warm, positive personality a must. We have an established, loyal practice and large patient base of over 6,000 patients. Both doctors are Dawson and Pankey trained. We have an amazing team of dental assistants, hygienists and business personnel who love Pueblo and our patients. If you want to work in a fun, quality-oriented practice where you are appreciated and compensated fairly, send your resume to inquiries@familysmilescompany.com.

Dentists: Part-time dentists needed for our Centennial and Colorado Springs, Colo. dental centers. Our centers provide quality, fee-for-service dentistry during extended hours. We welcome highly experienced dentists who are comfortable with high-production treatment such as endo., oral surgery, implants, prosthodontics, etc. It is critical that you especially be comfortable with molar endodontics. We pay generous 1099 commissions. These part-time positions are particularly suited for professionals who have perfected their chair side manner and who love challenging cases. For consideration,

please send us your CV and a little detail about your availability. E-mail to av@erdentist.com or fax to 866-839-8849.

General/Pediatric Dentist: Brand new childrens dental office in Englewood, Colo., is seeking full-time enthusiastic, child friendly general dentist/pediatric dentist. We are looking for the right dentist to join our team. If you are looking to work in a new, modern dental office and love kids, then give us a call at 303-621-5387. Ask for Matthew, or send your resume to veatchconsulting@comcast.net.

Dentist: Albuquerque, NM. Albuquerque Modern Dentistry has an exciting opportunity for a full-time general dentist. Practice is owned by a general dentist and supported by Pacific Dental Services, so dentists can focus on providing the highest quality care and utilizing the latest technologies in an environment that fosters camaraderie without the additional stress of running the operation. Ownership and growth potential for those with a passion for continued development and leadership. Lucrative compensation and comprehensive benefits package. Please e-mail Amanda for more information at rooneya@pacden.com or visit www.pacificdentalservices.com.

Dentist: Loveland Dental Group has an exciting opportunity for a full-time general dentist. Practice located at the Marketplace at Centerra, with a great flow of existing and new patients. PPO/FFS base (no Medicaid). Exciting opportunity to utilize the latest technology and provide long lasting, comprehensive patient care. Career path to ownership plus lucrative comp. plan and benefits package. Call 940-380-9607 for more information.

Dentist: Howard Dental Center, a non-profit dental charity providing comprehensive and integrated oral healthcare services to adults, youth and children living with HIV/AIDS, is seeking volunteer dentists who carry their own workers compensation insurance to work at our organization for a limited time period. For more information, please contact Ernest Duff, executive director, at 303-863-0772 x381.

Dentist: Full-time floater for Affiliated Bright Now! dental offices. The position will start with covering a leave of absence at the Smoky Hill office in Aurora, Colo. for four months, and then will continue with the dentist floating to offices that need additional doctor days. This is not a temp. position. The schedule to start is Mon. through Thurs. Requires two years experience. Must be skilled with molar endo. treatment, dentures, partials and extractions. This position 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 or e-mail your resume to 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: Starting a new practice? We will guarantee you make \$500,000 your first year or we will give you 110% of our fee back. Please call Matthew with Veatch Consulting for details, 303-621-5387, www.veatchconsulting.com.

Dentist: Farmington, NM. Mountain Dental is seeking a full-time dentist. We offer the opportunity to lead your own clinical team while shedding the administrative and financial burdens. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional growth. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity in Farmington, call Andrew Lockie at 715-579-4076 or e-mail alockie@mountaindental.com. Visit our Website at www.mountaindental.com.

Dentist: Dentist wanted for growing adult reconstructive/cosmetic practice in north Colorado Springs, Colo. Doctor must be interested in buying into practice and living in Colorado Springs. At least three years experience required. High skills and warm personality a must. Must be passionate about dentistry and wanting to excel in profession. Send resume to bibby1@earthlink.net.

Dentist: Denver metro area. Established, modern family practice seeks a full-time general dentist. PPO/FFS base (no Medicaid). Huge potential with great financial/benefits package. E-mail Amanda for more info., rooneya@pacden.com.

Dentist: Seeking currently licensed dentist to join a practice where you can focus on dentistry and not administrative duties. We have a state-of-the-art facility catering to patients of all ages and backgrounds, focusing on family and making the lives of our patients more easily managed. Great location in Fort Collins, Colo. Submit references and resume to dds dental31@yahoo.com.

Dentist: Broomfield, Colo. Mountain Dental is seeking a full-time dentist. We offer the opportunity to lead your own clinical team while shedding the administrative and financial burdens. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional growth. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity in Broomfield, call Laura Anderson Laehn at 715-225-9126 or Laurie Reardon at 715-530-4183. You may also email e-mail development@mountaindental.com. Visit www.mountaindental.com.

Pediatric Dentist: Private practice in SE Aurora, Colo. seeks associate for future buy-in opportunity. Dynamic individual to work in team oriented, high-tech office averaging 90+ new patients/month. Contact peddoc94@gmail.com.

Prosthodontist: Beautiful office looking for a prosthodontist two-to-three days per week. Perfect for a satellite office, commuter or someone wanting to open a new office. Established general office in very desirable location for quality of life. General dentist owner looking to phase down. Very strong systems, staff and management in place. Would consider associateship arrangement or partnership. Please send resume, goals and questions to dentistryopportunityco@gmail.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 Andrew Risolvato at 972-755-0838 or Andrew.Risolvato@dentalonepartners.com.

Dentist: Safety net dental clinic in northwest Colorado seeks full-time, experienced dentist. For more information, job requirements, or to send a CV, please contact Janet Pearcey at nwcd@optimum.net or Dr. Jeff Gourley at coloradodds@gmail.com.

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, collaborate with dental director and dental staff to order and maintain dental supplies, and be 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 at www.mcqn.org/en/employment/employment.html.

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 experience 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.

CLASSIFIEDS continue on page 26

CHOOSE A BROKER YOU CAN TRUST!



Susan A. Spear
Practice Transition Specialist
Licensed Broker /
Business Intermediary
MEMBER
IBBA, CABI, IBA, ADMC

Call Today
303.973.2147



SAS
Transitions
Dental Practice Brokers

susan@sastransitions.com www.sastransitions.com

- Dental Practice & Office Sales
- Buyer Assistance
- Transition Planning
- Associate Buy-in / Buy-out
- Partner Transitions. . .

"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!"

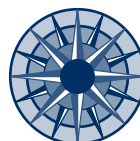
... Dr. Scott Williams (Associate and new owner!)

"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

WE CARE ABOUT YOUR SUCCESS

Dental practice transitions are about relationships.
The relationship between doctors, staff and patients.
We support those relationships to build trust and confidence
and create a successful, smooth transition.



CTC Associates

Chatterley Transition Consulting

info@ctc-associates.com

303-795-8800

www.ctc-associates.com



CLASSIFIEDS *continued from page 25*

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, 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 \$5,000/day. Flexible on scheduling. Please call A.J. at 412-337-5254 or 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.

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 childrendentalposition@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 or visit www.bdm-perfectteeth.com.

Associate Leading to Buy-In: Our busy Fort Collins, Colo. practice seeks an exceptional new general dentist who will begin as an associate and then buy-in to the practice. We focus on team work and excellence in all we do. We have a

constant concern for our patients, whose trust and loyalty we strive to earn by delivering the best possible experience for them. Are you enthusiastic, caring, and professional? Then please send your resume, the names of three business references, and a cover letter explaining why you are the right fit for this opportunity to drmcill@alpinedentalhealth.com. All inquiries kept confidential.

HYGIENISTS / ASSISTANTS

Dental Assistant: Looking for a reliable, motivated, experienced dental assistant with good EDDA skills. Full-time position available with nice staff and great pay. Must fill position immediately! Call now 303-946-5154.

Hygienist: Looking for part-time hygienist in Crested Butte, Colo. Please send resume to P.O. Box 4197, Crested Butte, CO, 81224.

EDDA: Looking for an experienced EDDA to join busy SE Denver, Colo. practice. Full-time with great pay and benefits. Please call Dr. Pfalzgraf at 303-757-8446 to schedule a working interview.

OFFICE STAFF

Front Office Manager: Seeking positive individual, PracticeWorks software background a plus, willing to train for right person. Must be nice and work well with a wide variety of people in our patient base and be able to close on treatment planning. Please call 303-946-5154.

PRACTICES FOR SALE

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., great N. Academy location. Collecting \$450,000, all fee-for-service. Call Jerry Weston at 303-526-0448, pma0448@yahoo.com.

Practice: Woodland Park, Colo. Alpine wonderland! Four ops. collecting \$340,000 on three days. Great potential. Call Jerry and Tyler Weston, 303-526-0448, pma0448@yahoo.com.

Practice: Grand Junction, Colo. Two ops. in historic district. \$150,000 profit with more potential. Call Jerry and Tyler Weston, 303-526-0448, pma0448@yahoo.com.

Practice: Arvada, Colo. Four ops. collecting \$450,000. Profit of \$200,000. All fee-for-service. Call Jerry and Tyler Weston, 303-526-0448, pma0448@yahoo.com.

Practice: Durango, Colo. Four ops. collecting \$600,000 with nice profit! Great town, wonderful lifestyle. Call Jerry and Tyler Weston, 303-526-0448, pma0448@yahoo.com.

Practice: Casper, Wyo. Four ops. in great location. Collecting \$300,000. Doctor retiring. Possible owner financing. Call Jerry and Tyler Weston, 303-526-0448, pma0448@yahoo.com.

Practice: Turn-key opportunity. Excellent opportunity for GP or specialists. Fully equipped dental office for sale. Doctor is relocating the practice. 2,000+ sq. ft., three year old dental office located at Southlands Mall. Additional medical building above busy retail with large parking. Three fully equipped rooms, fourth operator plumbed and ready. Large windows. Private office, staff lounge and sterilization area. Priced below construction cost. Please contact eruvins@yahoo.com.

Perio. Practice: Colorado Springs, Colo. (CO 1124) \$267,000 gross, three ops., two days per week, 10 months per year, by owner 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. with 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 or week to assist with transition. Office currently has two large surgical ops., which can be easily converted to three to four ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Parker, Colo. (CO 1226) GP, \$143,000 gross, one op. + one not equipped, 750 sq. ft. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Associateship Leading to Buy-In: Denver, Colo. (CO 1235) \$2M gross, nine ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

OMS Practice: Denver metro (CO 1133), \$690,000 gross, four ops, 1,696 sq. ft. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Ortho./General Practice: Denver metro (CO 1221), \$500,000 gross, Mon.-Thurs. 9:00 a.m. to 6:00 p.m. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Boulder, Colo. (CO 1218) GP, \$500,000 gross, six ops., 1,900 sq. ft. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Pedo./Ortho. Practice: West Denver suburb (CO 1135) \$815,000 gross, seven ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Denver, Colo. (CO 0924), \$880,000 gross, four+one+one ops., 3,175 sq. ft., bldg. for sale. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Denver metro (CO 1217), \$500,000 gross, three ops., 1,300 sq. ft., \$2,400/mo. rent. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Arvada, Colo. (CO 1123), \$135,000 gross, three ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Southcentral Colo. (CO 0935) \$480,000 gross, three ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Associate: Grand Junction, Colo. (CO 1110) \$2.1M gross, 10 ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Western Colo. (CO 1103) \$1.4M gross, 2,586 sq. ft., five ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Colorado Springs, Colo. (CO 1210) \$665,000 gross, 2,300 sq. ft., four days per week. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Northcentral Neb. (NE 0809) \$500,000 gross, price \$217,000, four ops. Doctor retiring. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Associateship 25% Buy-In: SE Wyo. (WY 1127) \$3M gross, two locations with seven ops. each. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Practice: Northern Wyo. (WY 1223) \$378,000 gross, three ops., 1,200 sq. ft. ADS Precise Consultants, 888.909.2545, www.adsprecise.com.

Practice: Northern Wyo. (WY 1236) \$800,000 gross, five ops. Dr. retiring. ADS Precise Consultants, 888.909.2545, www.adsprecise.com.

OMS Practice: Western Kan. (KS 1216) \$1.5M gross, three surg. ops. +one post-op., 2,000 sq. ft. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Associateship Leading to Buy-In: Denver, Colo. (CO 1234) \$2.5M gross, 12 ops., require at least two years private practice exp., GP residency a plus, long-term interest in Denver desired. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Associateship Leading to Buy-Out: Maine (ME 1233) \$2.1M gross, four ops. + four hygiene rooms, 30-35% of production, 32 hrs./wk., potential to buy-out in two-to-four years. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Sold, Sold, Sold! General dental practice! Pediatric dental practice! Orthodontic dental practice! Periodontal dental practice! Oral surgery practice! They move fast! Contact Susan Spear, 303-973-2147 or susan@sastransitions.com, SAS Dental Practice Brokers, www.sastransitions.com.

Hire a Broker You Can Trust! Now is the time to sell, buy or transition your practice! Less cost to sell! Great motivated buyers! Excellent interest rates! Pick from the best pool of applicants! Contact Susan Spear, practice transition specialist/licensed broker, SAS Transitions, Inc. SAS Dental Practice Brokers, at 303-973-2147 or susan@sastransitions.com.

Practice: Denver, Colo. Downtown location! Established patient base and Dentrrix. Updated dental suite. Great satellite practice! Contact Susan Spear, 303-973-2147 or susan@sastransitions.com. SAS Dental Practice Brokers, www.sastransitions.com.

Practice: Eastern Colo. Owner dentist is retiring! Great opportunity for new GPR/grads and returning military dentists. Excellent satellite practice! Contact Susan Spear, 303-973-2147 or susan@sastransitions.com. SAS Dental Practice Brokers, www.sastransitions.com.

Practice: Coming soon! Northern Colo., mountain town, Denver metro and more! Go to www.sastransitions.com for new listings as they come forward! Contact Susan Spear, 303-973-2147 or susan@sastransitions.com, SAS Dental Practice Brokers.

Practice: Pueblo, Colo. Includes building and practice. Produced \$800,000 last year, four ops., newer equipment, 2,000+ sq. ft. Total price reduced to \$250,000. Tremendous value! Contact Dr. Ty Pechek, tpchek@professionaltransition.com or 719-821-2237.

Practices: Practice listings along the Front Range in Denver, Loveland, Fort Collins, Centennial, Colorado

Spring, Lamar, and Eagle County. For more information on current practice opportunities, including an overview of each practice, please visit our Website, www.ctc-associates.com, or call Larry Chatterley and Susannah Hazelrigg with CTC Associates at 303-795-8800.

Transition Services: For more information on how to sell your practice or bring in an associate, or for information on buying a practice or associating before a buy-in or buy-out, please contact Larry Chatterley and 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.

Practice: Come up to the mountain. Unique practice offering all phases of general dentistry with a heavy emphasis on same day removable prosthetics. Four fully equipped operatories plus three additional operatories dedicated to removable. The on-site laboratory offers four tech stations and a porcelain room. Most equipment is new or newer. Currently operating four days per week with part-time associate. Solid dental and laboratory staff. This 2,800 sq. ft. facility is located in a five-year-old medical building in southwest Colorado Springs, Colo. near the Broadmoor. This is not your typical practice and can accommodate partnerships, group practices or sole proprietor. Appraisal is \$633,000. Negotiable terms. Retirement or transition. Contact Julie Rush at 719-597-7979 or nshjulie@gmail.com.

Practice: Denver, Colo. #15104 Huge potential, great for GP or periodontist. Great high volume/high exposure area, only worked part-time so upside of growth is tremendous. For more details, call Craig Gibowicz at Henry Schein Professional Practice Transitions at 303-550-0842/800-730-0883.

Practice: Ouray, Colo. Beautiful mountain town. Very aesthetic office. Three ops., Adtec equipment, computer network with digital x-rays, pano. Contact stesch@gojade.org, cell 719-588-9096.

Selling Your Dental Practice or Looking to Purchase a Practice? Henry Schein Professional Practice Transitions can help with the process from appraisal to closing. Please contact licensed practice broker Craig Gibowicz at 303-550-0842 or craig.gibowicz@henryschein.com for more info.

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

CLASSIFIEDS *continue on page 28*



Robert B. Deloian, D.D.S.
303-814-9541

Ty Pechek, D.D.S.
719-821-2237

Ron Charity D.D.S.
913-660-8665

Kyle Francis, M.B.A.
719-459-1021



Over 90 years of Dental Experience

- Transition Planning
- Mergers and Acquisitions
- Practice Appraisals and Valuations
- Buyer and Seller Representation
- Associate Search
- Assistance in Securing Financing
- Detail Practice Evaluation
- Feasibility Proforma to Determine Associate or Purchase Buy In
- Practice Comparison Surveys
 - Practice Management
 - Practice Marketing
- Operation Reviews

www.professionaltransition.com

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.

Practice: Sale/lease. Excellent opportunity to rebuild long-established, south Denver practice in highly visible location. Must see before investing \$1,000s in new start-up. Owner retiring due to health. E-mail denverdentaldoc@gmail.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.

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.

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.

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. You can also visit us online at www.midwest-dental.com or www.mountain.com.

SPACE AVAILABLE

Space Sharing: We are looking for a space or space sharing that is available now! We are looking in Denver and Aurora, Colo. within 10 miles of 80231. We are growing and need ops. If you are not filling your chairs or want help paying the bills, we need your help now! Call Matt at 303-895-6224 or send e-mail to mattkoch@gmail.com.

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.

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, & Hydrim 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 pip@rackenterprises.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: Two second generation dental suites for lease in well-established dental building in northcentral Colorado Springs, Colo. market on Lehman and Academy. To learn more visit: 5925 Lehman Drive.

Office Space: Turn-key, affordable, furnished dental office for lease, Colorado Springs, Colo. Three furnished operatories, receptionist area, private office, file room, lighted signage on major street. 1,050 sq. ft. Masciarelli Corp., James Masciarelli, broker, 719-597-4065.

Office Space: Colorado Springs, Colo. second generation 2,050 sq. ft. dental suite for lease. Four ops., lab, break room, private office, darkroom, sterilization, files, reception and waiting. Some equipment available. Masciarelli Corp., 719-597-4065.

Office Space: Colorado Springs, Colo. (CO 1124C) Rent \$2,944/mo., spectacular views of Front Range and Pikes Peak. 1,484 rentable sq. ft. in class A bldg. Floor-to-ceiling windows, state-of-the-art 2009 top-end Pelton & Crane equipment and cabinets. Two large surgical ops., can be converted to three to four ops. ADS Precise Consultants, 888-909-2545, www.adsprecise.com.

Office Space: Oral surgeon/periodontist suite, newly built out with equipment. Six months free rent. Across from Southglenn Mall. Contact: 303-726-2093.

Office Space: Aurora, Colo. Professional dental office space consisting of 1,003 sq. ft. now available for lease. Ideal space for oral surgeon, periodontist, endodontist, pedodontist, or general dentist. Currently partitioned, plumbed, and wired for three dental operatories. Some existing dental equipment may also be available providing for an easy, early and cost effective practice start-up. Great location in beautiful building with high traffic visibility and easy access. In addition, a larger finished dental suite of 2,672 sq. ft. may be available in the near future. Call Dr. Trompeter at 303-688-3838 or e-mail trompetermotes@msn.com.

Office Space: Second generation dental space available with premier visibility and access from south Broadway, near Littleton, Colo. hospital. 48,000 cars per day will see your sign! Call Patricia at 303-830-1444 x301.

Office Space: Turn-key dental office in prime Boulder, Colo. location. Brand new suite improvements, includes dental equipment for immediate practice start-up. Well-known dental building. 1,383 sq. ft. Call Janine 303-931-2020 or janine@cpcolorado.com.

Office Space: Aurora, Colo. Two dental practice-ready suites! Centrally located on Mississippi. Convenient to I-225, Market Square, Aurora Medical Center and RTD. Immediate occupancy, flexible terms. Ample parking. Monument signage available. Call 303-799-8800.

Office Space: Lease 2,053 sq. ft., five operatorial dental suites with additional rooms for sterilization/lab. Wesley Professional Building, 4101 E. Wesley Ave., Denver. Building with existing dental practices, offers ample parking, I-25 and light rail convenient. Quick occupancy, affordable rate, TI allowance and monument sign available. Contact onsite owner/manager at 303-248-7215 or e-mail wesleypartners@skybeam.com.

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: 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.

FOR SALE

For Sale: New handheld portable x-ray unit (\$3,500). New intraoral wall x-ray unit (\$1,650). New mobile x-ray on wheels (\$1,695). New chairs/units operatorial packages (\$3,695). New implant motors (\$1,850). Everything is brand new, with warranty. Contact nycfreed@aol.com.

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. Call 720-771-7309.

SERVICES/ANNOUNCEMENTS/MISC.

Scanning Services/Document Management: The Board of Dental Examiners requires Colorado dentists to keep patient records for a specific number of years.

D2Xchange helps digitize your records so your practice is always in compliance. Andrea Ellerbrock at 720-257-6932, aellerbrock@d2xchange.com, www.d2xchange.com.

Construction Services: Veterans Builder is a complete commercial and residential construction company. We not only build new turn-key projects, but also remodel to suit your specific needs. We offer and install the new BLUVORTEX external dental plumbing system. For more information about BLUVORTEX or any of your building needs, call Jerry at 720-220-8087 or e-mail jerry@veteransbuilder.com. For home remodeling ideas visit our Website at www.veteransbuilder.com.

EDDA Course: EDDA I and II combined course. Five-week class, 12 hours per week on weekends in Denver. Classes start every three months. Tuition is \$1,295. Call the Colorado School of Dental Assisting for details at 800-383-3408. www.SchoolOfDentalAssisting.com.

Interim Professional Service: Maternity leave, illness, vacations. Maintain production and patient access. Also, interim job resource. Forest Irons and Associates, 800-433-2603, www.forestirons.com. Dentists helping dentists since 1984.

Looking To Hire a Trained Dental Assistant? We have dental assistants graduating every three months in the Denver, Broomfield, Fort Collins and Grand Junction areas. To hire or to host a 32-hour externship, please call the Colorado School of Dental Assisting at 800-383-3408. www.schoolofdentalassisting.com.

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.

Delivery: Crystal Courier Service has been delivering smiles for 60 years. From Ft. Collins to Pueblo, we do direct delivery to your labs, as well as interoffice, rush, daily, and on-call jobs. Call 303-534-2306 for more information.

Attorney: Representing dentists/dental practices: associate agreements, purchase/sale of practices, partnership agreements, leases, general contracts and compliance. Flat fee billing arrangements. Responsive. Rubicon Law Group, Ltd. Contact: Ryan Howell, J.D., M.B.A., 303-800-9120, ryan@rubiconlaw.com.



JAN

24

25

26

SAVE THE DATE

ROCKY MOUNTAIN DENTAL CONVENTION IN BEAUTIFUL DENVER, CO

**DON'T MISS OUR
EXCITING LINE-UP!**

The Dawson Academy
The Pankey Institute
Dr. Newton Fahl, Jr.
Dr. Michael Norton
Dr. Michael Miller
Dr. Gerard Chiche
Dr. Kim Kutsch
Col. Teresa Gonzales
Ms. Ellen Gambardella
Dr. Charles Blair
...and many more!

Learn more at
RMDCONLINE.COM

Rocky Mountain Dental Convention
20 CONNECT
13 RMDC > DENVER, CO

Hosted by



METROPOLITAN DENVER
DENTAL SOCIETY

The Colorado Convention Center

Photo by: Scott Dressler-Martin and VISIT DENVER

DOCTOR, when working on your financial plan, did you consider...

...retirement plans that may allow you to contribute \$200,000 or more a year of pre-tax dollars?

...investigating risk management strategies that may be funded with pre-tax dollars or that may offer incremental income?

...asset protection strategies that seek to shield your assets from judgment creditors?

The Greenbook program offers integrated financial planning designed exclusively for doctors. Call now to learn more about how you may be able to avoid excess risk, maximize allowable deductions and use the tax code to most efficiently shield your income and savings from unexpected events.



Contact Jerry Gruber, CLU, ChFC, CWS at (303) 290-6113, toll-free at (888) 290-6117 or jgruber@greenbookwm.com.

Or visit our website at www.FinancialPlanningForDoctors.com to learn more about how the Greenbook program may be able to help you!

GREENBOOK
Wealth Management

Securities offered through First Allied Securities, Inc., a registered broker/dealer.
Member: FINRA/SIPC. Advisory services offered through First Allied Advisory Services, Inc.
FA086BF.020711



AFTCO

TRANSITION CONSULTANTS

Call 1-800-232-3826 for
a free practice appraisal,
a \$2,500 value!

AFTCO is the oldest and largest dental practice transition consulting firm in the United States. AFTCO assists dentists with associateships, purchasing and selling of practices, and retirement plans. We are there to serve you through all stages of your career.

James J. Harding, D.D.S. has acquired the practice of
Earl Dodgion, D.D.S. - South Fork, Colorado

AFTCO is pleased to have represented
both parties in this transaction.



Helping dentists buy & sell practices for over 40 years.

»» WWW.AFTCO.NET

The Preferred Choice of Dental Professionals Since 1987



- CDA endorsed
- Established in 1987 by Colorado dentists for Colorado dentists
- State Board Defense coverage
- No change in premiums for 7 years
- Administered by a dentist
- 2M/6M in limits
- Part-time and charitable work coverage
- Indefinite tail coverage
- New graduate rate reduction of 50%
- Local claims handling and personalized assistance

303-357-2604 or 1-877-502-0100

www.tdplt.com

Administered by Berkley Risk Services of Colorado



GNATHODONTICS

IS AN AUTHORIZED **BruxZir** LAB



\$139/UNIT

- Excellent replacement for high-cost, full-cast gold (FCG) crowns and porcelain fused-to-metal (PFM) crowns and 3-unit posterior bridges
- BruxZir solid monolithic zirconia is suitable for single unit posterior crowns and 3-unit posterior bridges
- More esthetic and **cost-effective** alternative than PFM crowns with metal occlusion
- Extremely chip-resistant monolithic zirconia material is available in Vita Classical Shades.
- Great alternative for patients with metal allergies.

ADA CODES

D2740 Crown - Porcelain/Ceramic Substrate
D6245 Pontic Porcelain/Ceramic
D6740 Abutment Crown Porcelain/Ceramic

Call John Bozis for more information on sending us your next BruxZir crown!

COLORADO'S PREMIER SOURCE FOR:

Implants, Ceramics, Crown & Bridge,
Dentures & Partials, Orthodontics



GNATHODONTICS, LTD

— Your Full Service Dental Laboratory —

800-234-9515 • 303-424-9515

www.gnatho.com