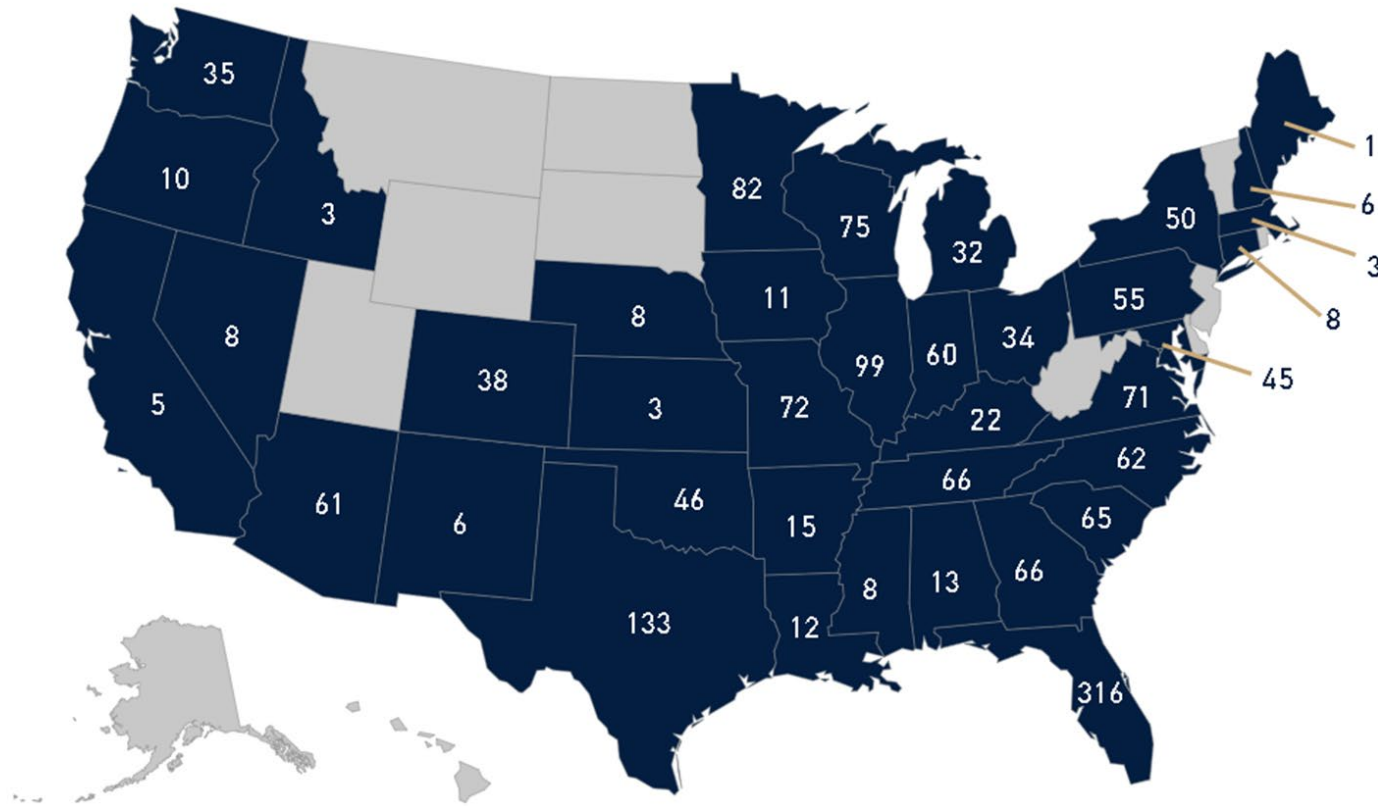




# Reviewing Your Dental Contract





Supporting 1,700+ practices across America, offering General Dentistry, Oral Surgery, Endodontics, Pediatrics, Orthodontics, and Periodontal Services.

The most supported offices and doctors

The leader in dentistry

**94%**

of supported doctors recommend

**2,700+**

doctors supported

**1,700+**

offices supported



# Today's Objectives

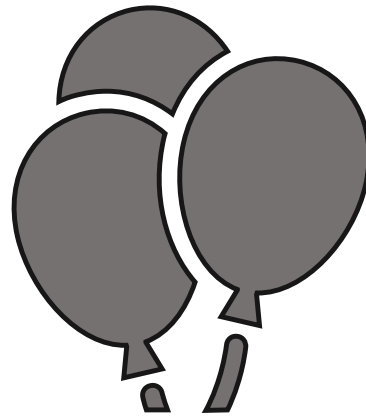
- ✓ IT'S NOT ALL ABOUT THE MONEY
- ✓ IDENTIFYING WHAT'S MOST IMPORTANT TO YOU
- ✓ HOW TO APPROACH CHANGES TO A CONTRACT



# CONGRATS!

YOU'VE BEEN EXTENDED A CONTRACT.

*NOW WHAT?*



# What to consider as you evaluate your offer

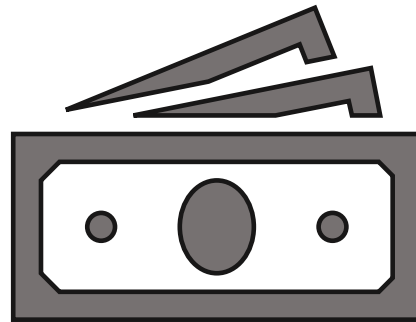


- PAY STRUCTURE
- BENEFITS
- PRACTICE MANAGEMENT
- WHAT HAPPENS AT THE END OF THE CONTRACT?



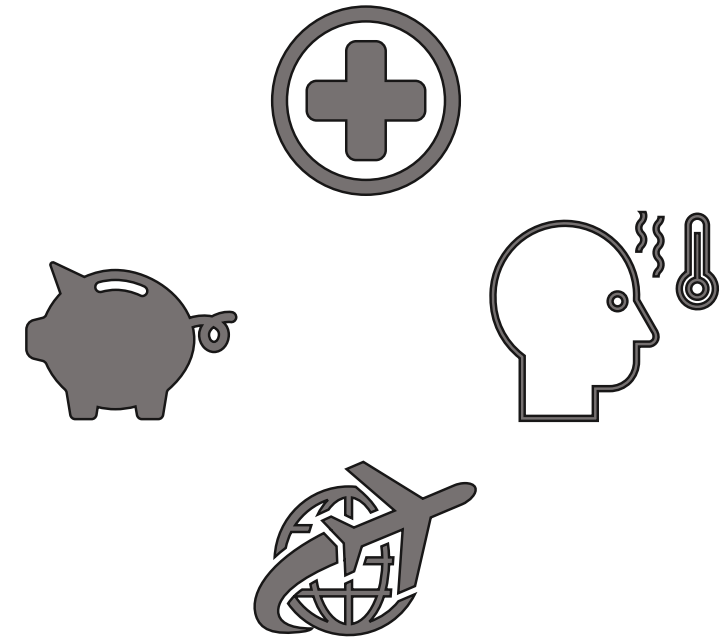
# COMPENSATION

- PRODUCTION vs COLLECTIONS
- SALARY – daily rate, guaranteed base
- DRAW – what stipulations are put in place
- W2 EMPLOYEE vs INDEPENDENT CONTRACTOR (1099)

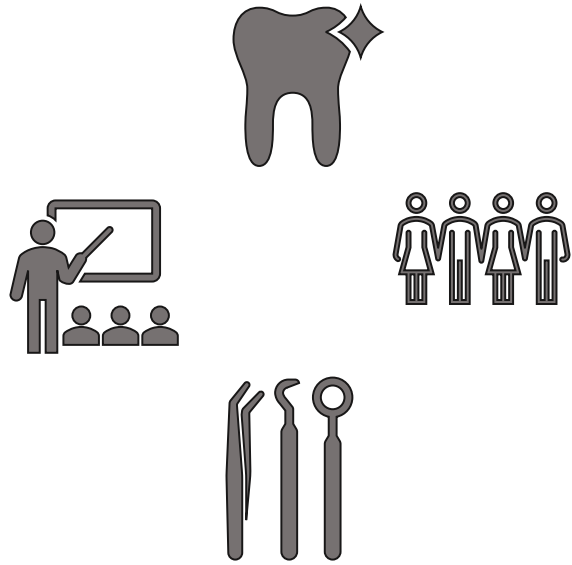


# BENEFITS

- HEALTH, DENTAL AND VISION INSURANCE
- LIFE INSURANCE, DISABILITY INSURANCE, LIABILITY/MALPRACTICE INSURANCE
- VACATION & SICK DAYS
- LONG TERM INVESTMENTS – retirement plan, ownership, equity



# PRACTICE MANAGEMENT



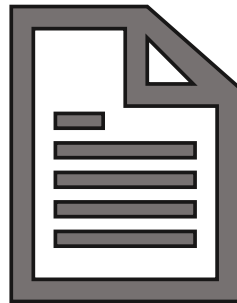
- PATIENT VOLUME AND SPLIT BETWEEN DOCTORS
- RESPONSIBILITIES & COMP BETWEEN DOCTORS (if multi-DR practice)
- SUPPORT STAFF
- CONTINUING EDUCATION
- LABS & SUPPLIES





# CONTRACT TERMS

- LENGTH OF THE CONTRACT
- TERMINATION NOTICE
- RESTRICTED COVENANT
- NON-COMPETE OR SOLICITATION CLAUSE



# KEY TIPS TO CONSIDER WHEN APPROACHING A NEGOTIATION:

- THIS PUTS **YOU** IN THE DRIVER'S SEAT
- DETERMINE WHAT IS MOST IMPORTANT IN YOUR DECISION (location, comp, mentorship, etc)
- THERE IS **NO HARM** IN ASKING QUESTIONS/CLARIFICATION ON CLAUSE YOU DON'T FULLY UNDERSTAND
- TRY TO **UNDERSTAND** THEIR NON-NEGOTIABLES
- **YOU WON'T GET EVERYTHING** YOU WANT. WHAT'S MOST IMPORTANT
- IN THE END, **IF IT DOESN'T FEEL RIGHT, MAYBE IT'S NOT.** DON'T FORCE IT!





HEARTLAND  
DENTAL

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