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Navigate Conflict and Cultivate Crystal Clear

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NATIONAL CHILDREN'S DENTAL HEALTH MONTH

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THE MAGAZINE OF THE AAPD

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AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth

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PRESIDENT'S MESSAGE

A YEAR OF GRATITUDE AND GIVING BACK



PRESIDENT

Dr. Scott W. Cashion

THANK YOU! AAPD family, thank you for the opportunity to serve as your president this year! It has truly been an honor and highlight of my career. If I didn't know it before (which I did) this organization has the best members, leadership, and staff in all of organized dentistry. We stand for optimal oral health for all children and keep that at the center of all the work that we do. We mention it often and know that all children deserve access to oral care.

As I look back over this year, my first article in *PDT* focused on progress through process. Having systems in place – whether it be in your practice, clinic, or institution – is what provides a road map and allows us to see progress. This is true of AAPD as well. We continue to advocate for children at both the national and state level. We just recently completed our Pediatric Oral Health Advocacy Conference in Washington, D.C. Over the course of three days, more than 370 AAPD members from 44 states plus D.C., advocated for children's oral health by visiting with their members of Congress on Capitol Hill, focusing on three key issues. You can learn more about AAPD's 2024 legislative priorities at www.aapd.org/advocacy/advocacy/. We have started the process and now we will gauge what impact is made in the coming months. THANK YOU!

The importance of reflection, self-care, and thoughts toward the future really shine through as I look back on this year. In September, I spoke about this and "The Power of a Whole." We are lucky to be in a great profession, but at times it can be stressful so self-care and time away are so important. While we love what we do, taking time to reflect and assess who we are as individuals will only make us better bosses, spouses, friends, parents, and pediatric dentists. Taking a minute to breathe is key to making us all whole!

The gift of giving is something that we as pediatric dentists share each and every day. As I shared in a previous message, Oprah Winfrey once said, "I don't think you ever stop giving. I really don't. I think it's an on-going process. And it's not just about being able to write a check. It is about being able to touch somebody's life." It continues to resonate with me. Through my travels this year and interactions with many AAPD members, I have seen so much giving in action. YOU, our members, are amazing! You not only give monetarily but you truly touch so many lives.

THANK YOU! I truly have seen what you give does to help others. It has been a privilege to be part of the AAPD Foundation's commitment to providing Access to Care Grants now impacting over 800,000 children in the amount of over \$10 million dollars and counting!

I got to be a part of selecting recipients of Access to Care Grants from dozens of clinics and programs across this nation that are doing great work to provide optimal oral health for all children.

The work that these folks can continue doing through these grants from the AAPD Foundation is amazing! If you have not given to the AAPD Foundation this year I encourage you to do so. The process is easy – just visit www.aapdfoundation.org and click “Donate”! It’s that simple! Bottom line: make a difference in somebody’s life!

Let’s celebrate! All year we have been getting excited for AAPD 2024 in Toronto. I hope you are planning to attend Annual Session this year. The Scientific Program is phenomenal, thanks to the committee chaired by Dr. Anthea Mazzawi. The social events are going to be awesome with the Welcome Reception featuring the Bare-naked Ladies and the President’s Farewell Dinner as highlights! Our keynote speaker Ryan Leak is one of the most sought-after speakers right now and he will talk to us about chasing failure and how overcoming the fear of failure can help us achieve our goals. To our local arrangement co-chairs, Drs. Paul Andrews and Amanda Huminicki, our AAPD Meetings team and everyone who has been a part of planning AAPD 2024: THANK YOU! I hope to see many of you in Toronto.

AAPD members uphold ethical excellence...WE DO THE RIGHT THING! As many of you know doing the right thing is what guides me daily. I hope it does the same for you. Our Academy is committed to “do the right thing”

on behalf of all children and YOU, our members. THANK YOU! The AAPD leads by example with courage and boldness to be sure that we continue to provide our Members with the very best member benefits and tools to be successful and thus providing optimal oral health for all children.

As my time as President of your American Academy of Pediatric Dentistry comes to end, THANK YOU! This message is not enough to express how I feel about this organization and more importantly the people of the AAPD. You all are truly family. Like all families, we may not always agree but through good discussion and keeping the AAPD mission as our focus, we will always do what is right for children. Treating children is a privilege.

I also want to give a big shout out to my family. They have been with me in every step of this journey and for that I am grateful. As many of you know, we lost my brother suddenly in October. His passing has not been easy for any of us and the heartfelt support from my AAPD family has been so appreciated. As my sister-in-law said, “Scott, I never really understood why you were so involved with the AAPD, but seeing the love and respect they had for you during this time of loss was amazing.” Yes, my friends, the AAPD family is like nothing else. THANK YOU!

To the Board of Trustees and the Executive Committee—THANK YOU! Your commitment to the AAPD and your unwavering support this year is heartwarming. We have accomplished a lot, and I could not have done it without each of you! You all are not just colleagues, but you are friends for a lifetime.

As Dr. Scott Smith becomes our next president his leadership will keep us focused on optimal oral health for all children. The future is indeed bright for the AAPD.

To Dr. Rutkauskas and all the AAPD staff, you all have gone beyond my expectations to make this year so successful. THANK YOU! Through all the emails, texts, phone calls, discussions, Zooms, committee meetings, and *PDT* articles (and the patience with the lateness of turning them in!), each of you supported me with a smile, gentle nudges, and encouragement. For that I am so appreciative. I always say the AAPD team is the best in the business.

Throughout this article you have seen a theme of thanks. Obviously, this was intentional. Have you ever thought about how much we use “THANK YOU”? They’re just two small words, but we use them daily. The phrase is a way for us to show appreciation for others and their actions. Some may think I have overused it here, but I don’t think so. We all need to hear a word of gratitude sometimes and a thank you is just that!

This year you entrusted me to lead the AAPD and our profession of pediatric dentistry. I did not take that responsibility lightly. It was not lost on me, that as the 76th President of the Academy, there were 75 other leaders who laid the foundation. I hope I did my part to continue building on their goals and intentions. It has truly been a privilege to serve this great organization! THANK YOU!



The AAPD Foundation

Dr. Amr Moursi

AAPD Immediate Past President



Help kids get the dental care they need.

I support The AAPD Foundation because it does one thing: works to ensure that *all* kids have access to the dental care they need, regardless of their parents' or caregivers' ability to pay. Will you be a hero to them this June when you renew your Academy membership? 100% of your gift directly benefits children in our grantees' care.



AAPD
FOUNDATION[®]
Big Love for Little Teeth

Look for the opportunity to make a voluntary donation to the AAPD Foundation in your dues statement, in print and online.



FROM THE FRONT

Patient Stories



More kids than ever are under- or uninsured and rely upon community health programs and services for their dental care. AAPD Foundation grants are essential for many of these programs and services to exist! Some programs include school-based or mobile clinics so care providers can go straight to the kids who need them.

Access to oral healthcare is exceptionally challenging for refugee families who have just arrived in the U.S. One of these sweet souls is four-year-old Zuberi! He moved with his family from the Democratic Republic of Congo last year.

His first-ever dental visit was in a school-based clinic. There, he received a dental screening and fluoride treatment, and the screening revealed multiple areas of decay in need of restoration. Zuberi's teacher interpreted the exam for Zuberi's mom in Swahili. Together, the care team was able to make an appointment for a comprehensive exam and x-rays at the full-sized clinic – not only for Zuberi, but also for his three siblings.

The family arrived at the AAPD Foundation- supported clinic a couple of weeks later and everyone was understandably nervous – even Zuberi's mother had never been to a dentist before. Zuberi was brave during his x-rays! He thought it was fun to wear sunglasses during his cleaning and exam. When the dentist came in, he got a little more nervous, but he continued to be cooperative. The x-rays showed that Zuberi had eight cavities, but all his teeth could be restored and he wouldn't need any extractions. He and his siblings were scheduled for care, and the family was equipped with at-home care instructions and tools.

Clinics like the one helping Zuberi are doing indispensable work for children. The AAPD Foundation is proud to support care for kids, and we hope you are too.

Thanks to the compassionate care of grantee clinics, the family is now connected to a dentist and to resources for the future. None of this work would be possible without our caring donors!



Be a Healthy Smile Hero!

To help more kids like Zuberi, make a gift at aapdfoundation.org/donate





Welcome New Members

The AAPD would like to welcome new members. We look forward to supporting your professional needs. For further information on membership benefits please contact the Membership Department at (312) 337-2169 or membership@aapd.org.

Obituary

VINCENT LIBERTO

Dr. Vincent Nat Liberto, a longtime resident of the city of New Orleans and resident of the city of Plano, Texas, for the last 12 years, passed away peacefully on Feb. 7, 2024. He was 89 years old. Born the first child to his parents, Ignatius and Mary Liberto, in New Orleans on Sept. 7, 1934, Liberto's early life was indelibly formed by his beloved St. Stanislaus school in Bay St. Louis, Miss. He first attended the fourth grade as a boarding student, and remained through his high school graduation in 1951 at the age of 16. Over those years, he learned independence and forged life-long friendships, especially with his best pal, the now Deacon Gilbert Schmidt. After Stanislaus, he attended Loyola University for undergraduate and graduate programs and received his Doctor of Dental Surgery in 1957. Following graduation, Liberto served for two years in the U.S. Navy Dental Corps and was assigned to the Marine Corps Recruit Depot in San Diego, Calif. He completed a postgraduate masters in pediatric dentistry at the University of Tennessee in 1960 and then returned to New Orleans and became the first pediatric dentist to practice in Louisiana. He ran his private practice for 36 years. He became the director of continuing education at LSU School of Dentistry. In 2006, he became the head of the department of pediatric dentistry at LSU.

Throughout his career, he received many honors, including the Outstanding Service Award from the American Academy of Cosmetic Dentistry and Outstanding Faculty Award at LSU Dental School. In 1992, he was named Honor Dentist by the New Orleans Dental Association. In 1994, he received the Distinguished Service Award from the Louisiana Dental Association. He received the Dr. John Adriani Medical Award for his outstanding contributions to the medical profession and his dedication to patient care. His imprint on pediatric dentistry was gigantic. He served as the president of numerous entities - New Orleans Dental Association (1976), American Association of Pediatric Dentistry (1981-1982), Louisiana State Board of Dentistry in 1989, and Louisiana Dental Association in 1990. He played a significant role in shaping the future of dentistry for children and individuals with disabilities by helping to establish the Committee on the Future of Dentistry for Children. In 2008, he was installed into the St. Stanislaus Hall of Fame, a fitting tribute for having demonstrated a lifelong commitment to serving others and giving of himself for the greater good. He was, as one of his friends once said, a person of unwavering character, "a man among men."



Erratum

In the March 2024 issue of *PDT*, a 10th District ADA Delegate from Minnesota was inadvertently omitted from the listing. Our sincere apologies to **Dr. Aruna Rao** of Minnesota. Dr. Rao of Maple Grove, Minn., was also an *ADA 10 Under 10 Awardee*.

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Image: Joseph P. O'Donnell, DMD



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NOT TO MISS AT AAPD 2024

PreConference Course

Master Class in Pediatric Dentistry

THURSDAY, MAY 23

9 AM – 4 PM

Jessica Y. Lee, D.D.S., M.P.H., Ph.D.; Martha H. Wells, D.M.D., M.S.; Brian B. Novy, D.D.S.; Richard Price, B.D.S., D.D.S., F.D.S., R.C.S. (Edin), F.R.C.D. (c), M.S., Ph.D.; Juan F. Yepes, D.D.S., M.D., M.P.H., M.S., Dr.P.H., F.D.S. R.C.D.S. (Ed)

The Master Class in Pediatric Dentistry is an advanced training program designed for dentists and their team members seeking to enhance their knowledge in pediatric dentistry. This comprehensive course offers a deep dive into various aspects of pediatric dental care, focusing on the unique needs and challenges associated with treating infants, children, and adolescents. The course is designed to provide a strong foundation in pediatric dental principles and clinical practice, incorporating the latest research, techniques, and best practices in the field. It covers a wide range of topics, including child behavior management, preventive dentistry, pulp therapy, restorative dentistry, and much more.

The Master Class in Pediatric Dentistry combines didactic lectures, case discussions, and clinical scenarios to provide participants with a well-rounded learning experience. Expert faculty with extensive experience in pediatric dentistry will lead the course, sharing their expertise and providing practical insights.

Opening Ceremony and Keynote Address

Ryan Leak

FRIDAY, MAY 24

7:30 – 9 AM



What Our Goals Require Most is the Bravery to Fail

What would you do if you knew you could not fail? *Chasing Failure* is all about having a vision for a dream, a goal, a mission, and knowing that the road will be paved with failure, but still proceeding with conviction and passion. This is what sets those who succeed beyond measure, from those who simply exist. The fear of failure will keep you inside a box, stall innovation, and make sure you hesitate anytime you even think about taking a risk that could help you achieve goals beyond your wildest dreams. As leadership expert and our Keynote Speaker Ryan Leak shares, you don't actually have to get over the fear. Just do it scared and take really good notes.

When you're *Chasing Failure*, you're either going to win or you're going to learn. Hopefully, both will happen. Join us on Friday at AAPD 2024 for the Keynote Address as Leak shares the blueprint for success by giving you an approach to see what the predictable failures might be, so you can circumvent those more easily, or deal with them more effectively when they arise.

***You must be registered and have a conference badge to access the Opening Ceremony and Keynote Address.**

Wristbands for the Welcome Reception

Going to the Welcome Reception on Friday evening at Rebel Entertainment Complex featuring the Barenaked Ladies? Make sure to pick up your wristbands at the registration desks at the Metro Toronto Convention Centre, South Building 600 Level. Registration will be open until 7 p.m., on Friday, May 24, before the Welcome Reception. **Tickets will not be sold at the venue. The must be purchased in advance of the event.**

****misplaced/lost wristbands will have to be repurchased (subject to availability)****

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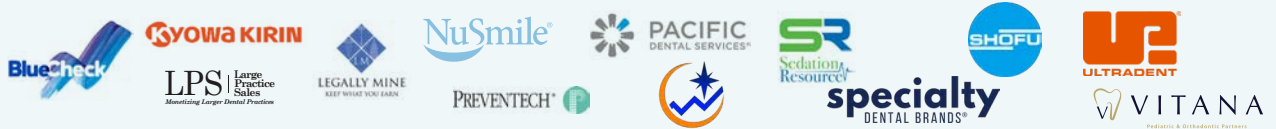
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Our apparel collection lets you stand out in style while supporting your mission to promote children's oral health. Make a purchase today & wear it in Toronto for a chance to win **FREE registration to AAPD 2025!**





But wait, it gets even better!

Even if you can't grab your swag beforehand, every onsite purchase at the AAPD Store* earns you a raffle entry. Treat yourself to AAPD products and you could win a trip to AAPD 2025! Don't miss out on this chance to upgrade your style, support pediatric dentistry, and possibly win a free registration to AAPD 2025 in Denver! Get ready for AAPD 2024 in Toronto!

**Note: Purchases made onsite will not be available for pick up. All onsite orders will be shipped directly to you.*



SOCIAL & NETWORKING EVENTS

Early Career Dentist Happy Hour*

Sponsored by Treloar & Heisel and
Medical Protective



THURSDAY, MAY 23

5 – 7 PM

The Rec Room

AAPD is extremely excited to host the Early Career Dentist Happy Hour at The Rec Room in Toronto! Step into a world of endless fun, laughter, and delightful camaraderie as our 2024 Happy Hour will leave you with lasting memories and the opportunity to forge new relationships, unwind with friends, and celebrate the shared passion for dentistry. The Rec Room is the perfect combination of fun, nostalgia and great food, filled with an abundance of games, activities, and entertainment options. Whether you're looking to make valuable connections, discuss the industry, or simply unwind and race VR motorcycles with your colleagues, The Rec Room will offer the perfect space for young professionals to come together and have fun!

AAPD & AAPD Foundation Welcome Reception*

Sponsored by AAPD Foundation



FRIDAY, MAY 24

7 – 11 PM

Rebel Entertainment Complex

Please stop by Registration before it closes at 7 p.m., on Friday to pick up your wristbands. Each guest must have a wristband for entry. Wristband distribution will not be available at the Welcome Reception entrance, paper/electronic confirmations will not be accepted.

Welcome to the 6ix! Are you ready for the 2024 Annual Session Welcome Reception, hosted at the distinctive, Rebel Entertainment Complex, in the vibrant city of Toronto? Get ready for an unforgettable evening filled with non-stop excitement, carefully curated for guests of all ages!

Rebel Entertainment Complex offers a unique and extravagant entertainment space, setting the stage for a truly one-of-a-kind experience. With breathtaking views of Toronto's cityline, you will not want to miss the opportunity to stop and take a picture by the water. The main room features an expansive stage, state-of-the-art lighting, and audio-visual setup. The world-renowned Canadian rock sensation, **Barenaked Ladies**, will perform a high-energy show that will have you singing and on your feet!

Additionally, enjoy 40,000 sq. ft. of a private soccer dome and authentic sand volleyball courts with a variety of activities for the kids to enjoy! We assure you it is an endless night of entertainment, promising to keep both parents and children engaged throughout the entirety of the event.



Career Fair

SATURDAY, MAY 25

3 – 5 PM

The Career Fair is a great opportunity for a new pediatric dentist seeking their first practice position or the more experienced dentist who is looking for a change to network with hiring organizations.

For more information on exhibiting or more info on the Career Fair, visit <https://www.aapd.org/education/aapd-2024/career-fair/> or contact Jessica Tillett at jtillett@aapd.org. The cost to exhibit is \$165 for AAPD Members and \$550 for recruiting agencies.

Military and Federal Services Reception

SATURDAY, MAY 25

5:30 – 6:30 PM

Join your fellow military and Federal Services attendees for a networking reception at the Westin Harbour Castle Hotel.

International Reception

SATURDAY, MAY 25

5:30 – 7:30 PM

An Annual Session tradition since 2010, the International Reception is one of the most popular events on the schedule. The AAPD invites International Members and attendees to join members of the AAPD board of trustees for nibbles and networking to jumpstart your evening in Toronto.



President's Farewell Dinner and Reception*

Reception sponsored by Treloar & Heisel and Medical Protective



SUNDAY, MAY 26

6:30 – 11 PM

Ricarda's

Get ready for a night of glitz, glamour, and unforgettable memories at the President's Farewell: Sequin and Sneaker Ball! Join us at the exquisite Ricarda's in Toronto for a culinary experience like no other. Indulge in delectable dishes crafted by renowned chefs, sip on handcrafted cocktails, and immerse yourself in an ambiance that exudes energy, fun, and sophistication.

This is not your average farewell event for our president Scott Cashion. We're breaking the mold and bringing together the best of both worlds: sequins and sneakers! Dress to impress with your dazzling sequin gowns or sharp suits, but don't forget to bring your favorite pair of sneakers to dance the night away. Get your tickets now and get ready to sparkle at the President's Farewell: Sequin and Sneaker Ball.

*Ticketed Events

Early Career Dentist Happy Hour, Welcome Reception, and President's Farewell Dinner are ticketed events. Tickets must be purchased in advance when registering to attend AAPD 2024. For your safety and security, guests, including children, must be registered for AAPD 2024 to attend social events.

Want to know more?

Visit the AAPD Annual Session website for details on:

Sessions

Social Events

CE Credit

Registration Hours



AFFILIATE & ALUMNI MEETINGS

Please check the AAPD 2024 conference app for locations.

THURSDAY, MAY 23

3 – 9 PM

ABPD President's Reception
(Invitation Only)

4:30 – 6:30 PM

ABPD Recognition Ceremony
(Invitation Only)

FRIDAY, MAY 24

8 AM – 2 PM

College of Diplomates Board of
 Directors Meeting

1–5 PM

ABPD Board of Directors Meeting
(Invitation Only)

2 – 5 PM

Foundation of the College of
 Diplomates Board of Trustees Meeting

SATURDAY, MAY 25

8 – 9:30 AM

College of Diplomates Annual General
 Meeting featuring the Dr. Jerome B.
 Miller Memorial Lecture Breakfast

5 – 6:30 PM

The Ohio State University and Nation-
 wide Children's Hospital Alumni Event

University of Louisville School of
 Dentistry

University of Michigan Easlick Society
 Alumni

University of North Carolina Alumni
 Reception

Yale University/New Haven Hospital

University of Illinois Chicago Pediatric
 Dentistry Alumni Reception

5 – 7 PM

California Society of Pediatric Dentist-
 ry/Western Society of Pediatric Den-
 tistry

CAPD/ACDP Alumni Reception, Toron-
 to, 2024

Cincinnati Children's Hospital Pediatric
 Dentistry

Columbia University College of Dental
 Medicine Alumni Reception

Harlem Hospital

New Jersey Academy of Pediatric
 Dentistry & Rutgers School of Dental
 Medicine Alumni

University of Nebraska Medical Center
 Pediatric Dentistry

University of Pennsylvania School of
 Dental Medicine

University of Tennessee

5 – 7:30 PM

Iowa Alumni Reception

5 – 8 PM

University of Minnesota Pediatric
 Dentistry

BU Pediatric Dentistry

5 – 9 PM

Washington State Academy of Pediatric
 Dentistry

5 – 11 PM *(VARIES DAILY)*

Indiana University Pediatric Dentistry
 Alumni Association

5:30 – 7 PM

Boston Children's Hospital/Harvard
 School of Dental Medicine

Nova Southeastern University Pediatric
 Alumni Association

Paul P. Taylor Association of Pediatric
 Dentistry

VCU Pediatric Dentistry

5:30 – 7:30 PM

Children's Healthcare of Atlanta Alumni
 and Friends

Children's National Medical Center,
 Washington D.C.

CWRU School of Dental Medicine

Howard University Alumni Reception

NYU College of Dentistry Alumni
 Reception

University of Connecticut

6 – 8 PM

Children's Hospital Colorado Alumni
 and Affiliates

Eastman Institute for Oral Health,
 University of Rochester

Stony Brook University School of
 Dental Medicine

Tufts University School of Dental
 Medicine Alumni Reception

University School of Dental Medicine
 Alumni Reception

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| Denovo Dental | Little Smiles Practice | Q-Optics & Quality Aspirators | Wellplaece |
| Dental Intelligence | Mastery | Quad A | Willo LLC |
| Designs for Vision, Inc. | Lone PeaK Dental Group | REMastered Sleep | Zeeno Robotics |
| | LumaDent, Inc. | | Zoll Dental |

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Joining

FORCES TO ACCOMPLISH M O R E FOR KIDS



by Caitlin Kepple, AAPD Marketing & Communications Manager

We all know that every February is National Children’s Dental Health Month (NCDHM). It’s a time to celebrate the profession, share with families best practices for achieving and maintaining a great smile, and bring attention to the issues impacting children’s oral health. And this year there was even an extra day to have some fun!

To celebrate NCDHM 2024, the AAPD and AAPD Foundation joined forces to tout our unique positions as organizations capable of influencing change and promoting optimal oral health for children all across the country. The goal of the campaign was to bring together the power of the Academy, the membership association for the pediatric dentistry specialty and the *BIG authority on little teeth*, with the Foundation, the nation’s largest dentist-led charity dedicated to making dental care accessible to all children, to showcase how our members are making an impact through their expertise, generosity, and pride in the profession. Whether that be as a resource for families, volunteer service, or financially supporting grantees directly helping children.

Beginning with the annual AAPD President Satellite Media Tour featuring Dr. Cashion in mid-January and continuing on through the month of February, AAPD executed a two-pronged campaign coming from both the Academy and the Foundation social media channels. Going beyond just the tips and tricks for good brushing and food choices, the 2024 NCDHM campaign also shared the work of the AAPD Foundation and ways to get involved.

Focusing primarily on the Instagram audience, the campaign highlighted the work of the AAPD Foundation and solicit donations from the non-member audience, as well as share children’s oral health best practices and fun with the consumer audience.

Top performing posts answered why it's so important to choose a pediatric dentist for your family and celebrated National Tooth Fairy Day by asking followers to share their treasured memories.

Over the course of the campaign, the AAPD social media profiles saw a nearly 200 percent increase in the number of accounts reached and an almost 700 percent jump in the number of engagements from the previous three months. This increased interest and engagement points to the public's desire for more expert information made available to them.

This level of engagement also bodes well for more public understanding of all of the ways the AAPD and AAPD Foundation – and our members and donors – support children and optimal oral health. That is the evergreen goal of National Children's Dental Health Month – to make more people aware of the importance of creating healthy oral health habits early and ensuring that all kids have the chance to benefit from a healthy and happy smile.



“Such a great visual! So important to set a healthy and strong foundation early, especially instilling proper oral care prior to age 1, so parents know what to expect and how to manage their teeth later on.” — AAPD Instagram Follower Feedback





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Curriculum for Pediatric Dentistry Residency Programs —Now Available!

Safety in Pediatric Dental Care: Curriculum for Pediatric Dentistry Residency Programs is designed to support pediatric dentists

- trainees and veterans, individually and collectively
- as they strive to create the safest possible environment for dental care delivery to protect the health and well-being of patients, their teams, and themselves as providers. It provides foundational information about safety science and principles of safety, and guidance on fostering a safety culture. It is based on the latest knowledge on safety in healthcare, while also offering resources specific to dentistry.

The curriculum and its content can be tailored to meet the needs of various settings and program types, including those in hospitals, dental schools, and health centers. Users are not expected to master each section or read every recommended resource. Rather, it should be seen as a menu of options for professionals and trainees as they promote safety training and advance safety culture in their work settings.

The curriculum and its content can be tailored to meet the needs of various settings and program types, including those in hospitals, dental schools, and health centers. Users are not expected to master each section or read every recommended resource. Rather, it should be seen as a menu of options for professionals and trainees as they promote safety training and advance safety culture in their work settings.

Have feedback on this Safety Curriculum? Please share with us at RPC@aapd.org.



Safety in Pediatric Dental Care

Dental Anesthesia Incident Reporting System (DAIRS) Continues Roll-Out

No one expects accidents to occur, but when they do, DAIRS offers a way for dentistry to learn from incidents and create the safest possible environment. The Dental Anesthesia Incident Reporting System (DAIRS) is an anonymous, self-reporting system used to collect and analyze anesthesia incidents to improve the quality of dental anesthesia care. When an event occurs, simply log in and follow the prompts.

Build DAIRS into your anesthesia practice processes. For more on the Dental Anesthesia Incident Reporting System visit <https://www.aapd.org/resources/member/practice-safety/>.

New from Evidence-Based Dentistry: Updated Use of Vital Pulp Therapies in Primary Teeth Clinical Practice Guideline

The AAPD Evidence-Based Dentistry Committee and Pulp Therapy Workgroup are happy to share that a new clinical practice guideline is available by open access in the January/February 2024 issue of *Pediatric Dentistry*. This guideline is an update to a previous guideline on pulp therapy for primary teeth affected by caries or trauma published in 2020.

Chair of the AAPD Pulp Therapy Workgroup Dr. Jim Coll shares what he is most proud of with this latest

guideline, "I am most thankful to the co-authors of this primary tooth vital pulp therapy guideline, all of whom were on the AAPD Pulp Therapy Workgroup. We worked together harmoniously doing the systematic review and meta-analysis. There are two recommendations I am most proud of: a strong recommendation for indirect pulp therapy (**IPT**) or calcium silicate pulpotomy (e.g., MTA/Biodentine) over other vital pulp therapies; and the Hall Treatment (**HT**) as a conditionally recommended treatment. Both are new

developments since the 2020 guideline publication. IPT for the first time is equally recommended as pulpotomy for teeth with deep caries. The HT involves placement of a steel crown and no caries removal. No local anesthesia is required which can be an alternative treatment for fearful children."

Please check out the *Pediatric Dentistry* website to read the Workgroup's comprehensive recommendations. The guideline will also be in the *2024-2025 Reference Manual*.

Chat About "Chalky Teeth" With 'The D3 Group' at AAPD 2024

- Learn the latest about Molar Hypomineralization (**MH**) and Chalky Teeth from the world's scientific experts.
- The D3 Group (D3G; thed3group.org) will be represented by founder/director Mike Hubbard, supported by Mike Casas (clinical lead), Ben Ganss (science lead) and various other "D3ers" from America and beyond.



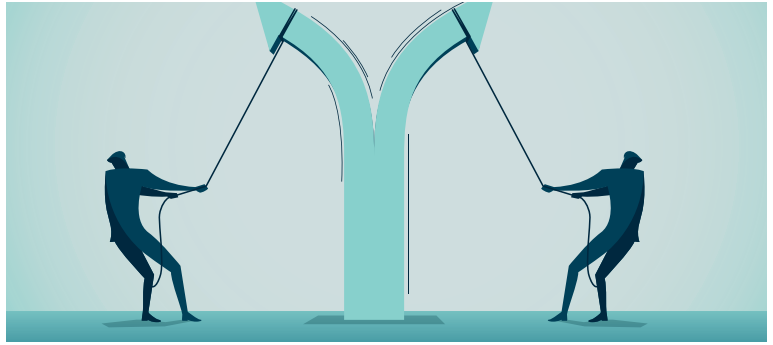
A rare opportunity to:

1. Discuss D3G's new definition for MH, as adopted by USA's National Library of Medicine (host of PubMed/MEDLINE).
2. Understand why the old terms "MIH" and "HSPM" etc., have fallen from grace, and how to upgrade to the new terminology.

Find D3G in the non-profit display area at AAPD 2024 in Toronto. For advance learning, see www.thed3group.org/molar-hypomin-terminology.html. All enquiries can be placed to secretary@thed3group.org

pmm

practice management
and marketing news



LCP Dental Team Coaching (formerly Julie Weir & Associates) is recognized as the premier consulting firm specializing in pediatric dentistry since 1996.

Navigate Conflict and Cultivate Crystal Clear Communication Now

The quickest way to stifle a positive culture in a practice is to avoid or mismanage conflict within the team or with parents. Leaders are challenged to quickly turn conflict into an opportunity to create a stronger connection with their team, improve their office culture, and elevate the customer experience.

Conflict is beneficial because it signals that something needs to change for both parties involved. Unfortunately, in most confrontations, both parties look to defend their position instead of seeing the conflict as an opportunity to make positive change, together.

According to the Workplace Conflict Statistics, updated for 2023, "85 percent of employees experience some conflict in the workplace." As leaders, we must prepare our team for confrontations with the parents of patients and fellow team members so they have the skills to de-escalate and engage in productive conflict.

Simple ways leaders should teach team members to engage when confronted with conflict.

1. Stay Calm and Listen:

- When dealing with an upset parent or team member, the most important step is to stay calm and composed.
- Avoid reacting defensively or emotionally, as this will aggravate the situation. Listen carefully to their concerns and make them feel heard and understood.
- Ensure they have explained their complete concern before providing a solution.

2. Communicate Clearly and Honestly:

- Once they have voiced their concerns, communicate clearly and honestly about the matter at hand with a smile.
- Explain the situation clearly and explain any misunderstood concepts.
- Be ready to offer alternative options when applicable and be open to further discussion.

3. Empathize with the Patient and the Parent:

- Understand that parents are concerned for their children and their oral health.
- Empathizing with them and finding ways to make them comfortable will go a long way in managing any potential conflict.
- Explain the care plan in a way that makes them feel heard and their anxieties understood.
- Slowing down and offering a warm, personal approach builds rapport and trust with the families.

4. Learn from Each Experience:

- View every conflict resolution as a learning experience.
- Analyze the situation and consider what could be done differently in the future.
- After the problem has been resolved, offer a gesture of appreciation for their time and understanding. This could be a note, gift card, or a special prize for a child.

The source of conflict rarely appears on the surface. Great leaders understand this, so they see conflict as an opportunity to connect at a deeper level and better understand the person they lead and the people they serve. Instead of reacting emotionally, leaders ask questions empathetically. It is important to note that listening and validating a parent or team member's concern does not mean the leader is obligated to follow their directions or give them what they want. The leader's mission is to validate the concerns of the parent or team member, so they feel understood.

Due to personal temperament or traumatic experiences, conflict-avoidant leaders often miss out on the opportunity to lead through conflict because they do not understand why humans act out in confrontation. Their outburst, frustration, or even foul language is an attempt to signal to others that one of their six core human needs is not being met, and they are illustrating that point with a fluorescent verbal highlighter.

Understanding which needs the parent or team member is trying to meet can help a leader tailor their language to speak directly to that need and achieve a positive outcome when conflict arises.

So, what are these six needs?

NEED #1: THE NEED FOR CERTAINTY, STABILITY, AND PREDICTABILITY

Parents or coworkers prioritizing certainty will react poorly to being surprised by anything. This can be seen in parents arguing about insurance benefits, unanticipated cost of care, or an employee not wanting to change workdays or processes. When people react unfavorably, it creates an uncomfortable confrontation. Unmet expectations need to be acknowledged. Suggested verbiage would be, "I understand why you are confused or frustrated. I would be, too, if I were expecting this procedure to be fully covered under my insurance benefits. I would love to walk you through the benefits your insurance does provide so there are not any surprises in the future."

NEED #2: THE NEED FOR UNCERTAINTY, VARIETY, AND EXCITEMENT

Some team members like to try new things, change how things are done, and grow, while their teammates have a high need for certainty and predictability. Conflict is nothing more than a clash of meeting different needs. Understand-

ing team member's need makes them feel validated. Someone on a team may need a place to utilize their creativity, so instead of them creating an SOP (Standard Operating Procedure), they could contribute to the practice's social media, or plan theme days.

NEED #3: THE NEED TO FEEL VALUED AND IMPORTANT

The person who values feeling significant will want to be noticed. Just like a child who throws a tantrum to be seen, adults will engage in the same behavior to get the attention of the person they believe can meet their needs. Sometimes, this behavior is expressed as conflict. The worst thing a person can do is brush off the parent or team member's concern as unimportant or not a big deal. Instead, genuinely acknowledge their concerns and give them the floor to share their thoughts. People often want to feel heard, understood and valued more than they want something fixed. Thank them for sharing their perspective and insight, then ask them if they need anything or simply want to share their concern.

NEED #4: THE NEED FOR CONNECTION AND LOVE

To feel connected, team members will seek approval and gestures or acknowledgment from their leaders and team. Conflict can arise when they feel like they are just a cog in the office wheel and are not fulfilling a meaningful role. Simply taking the time to create meaningful connections with each team member and show them how their contribution helps the team reach the practice mission and vision, will have a lasting impact.

NEED #5: THE NEED TO DEVELOP AND IMPROVE

Those with a core need for growth will always strive to improve and learn more. They are very good at their jobs but tend to move on when they believe they've reached their full potential. Conflict can arise when others are less interested in growth and improvement than they are. Ask them to share what they are learning and how it is improving their life. Involve them in special committees and leadership team initiatives that interest them.

NEED #6: THE NEED TO GIVE AND POSITIVELY IMPACT THE WORLD

The need to feel a sense of contribution can drive a team member to give their heart and soul to the practice if they think it is making a difference. However, if a conflict arises

because they are not upholding the rules or they are taking too long with a patient, instead of focusing on what they are doing incorrectly, seek to help them understand that by taking too long with one child, another child is missing out on the fantastic care they will receive from a timely appointment. Show them how following the protocol makes a difference and has meaning.

Recognizing a person's core human needs and responding accordingly takes practice; however, it will elevate the culture and patient experience. Leaders embrace every opportunity to grow through conflict. When they stop avoiding conflict and invest in better understanding their patients, parents, and team, it will provide a lasting return.

“The most important thing in communication is hearing what isn't being said. The art of reading between the lines is a lifelong quest of the wise.”

Shannon L. Alder

Published four times a year, Practice Management and Marketing News is a featured column in Pediatric Dentistry Today.

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Advancing ABPD: Ensuring a Fair and Relevant Continuing Certification Program

As a director of ABPD, I'm committed to maintaining fair and relevant examinations, including the assessments used in continuing certification. My years with ABPD have revealed an organization with adaptability and flexibility utilizing feedback from diplomates and colleagues leading to significant improvements in the examination process and the continuing certification program.

ABPD continuously assesses its examinations and evaluates using best practices and innovative methods to improve the processes. Following the updates to the blueprints for the initial certification examinations, ABPD has partnered with ACS Ventures, LLC (ACS) to survey our diplomates and gain insight into their practice activity for the continuing certification program.

Data is being gathered using a survey where participants record their daily activities to identify procedures and tasks performed by practicing pediatric dentists.

Subsequently, ACS and ABPD subject matter experts will review the survey results to construct the content outline for the continuing certification program. This process ensures psychometric validity representing fairness and relevance to a practicing pediatric dentist in assessment of knowledge and skills.

We look forward to integrating innovative technologies and insights to further refine our examination process, upholding ABPD's commitment to ensuring a meaningful and valid certification process and continuing certification program.



Steve K. Rayes
DDS, MS
Director, American Board of
Pediatric Dentistry

Examination Committee Updates

ABPD is proud to present the following diplomates as new leaders on our 2024 Examination Committees:

Qualifying Examination Committee

Vice Chair – James Boynton
Part Leader – Priyanshi Ritwik
Part Leader – Erica Caffrey

Oral Clinical Examination Committee

Vice Chair – Whitney Wignall
Part Leader – Shera Sims
Part Leader – Glenn Canares
Part Leader – Elizabeth Palmer

Renewal of Certification Process Committee

Vice Chair – Hans Reinemer
Part Leader – David Ciesla
Part Leader – Colleen Helder

ABPD thanks the following diplomates for completing their service on an examination committee:

QE Committee

Judith Chin
Yasmi Crystal
Vineet Dhar
Mitali Patel

OCE Committee

Shahrbanoo Fadavi
Reena Kuba
Trang Nguyen

ROC-P Committee

Aaron Blackwelder
Jorge Caceda
Sharon Hill
Kavita Kohli
Flavia Lamberghini
Jennifer MacLellan
Janell Plocheck
Michael Roseff
Viviene Valdez



ABPD at AAPD
Recognition Ceremony
May 23, 2024
4:30-6:30 PM
Invitation Only



52 pediatric dentistry residency program sites were represented, with over 250 residents in attendance.

2024

PEDIATRIC ORAL HEALTH ADVOCACY CONFERENCE



AAPD PAC
THE BIG ADVOCATE for little teeth



Pediatric Oral Health Advocacy Conference in Washington, D.C. Promotes Key Legislative and Regulatory Issues

On March 3-5, 2024, over 370 AAPD members from 44 states plus D.C. advocated for children's oral health in Washington, D.C. by visiting with their members of Congress. AAPD attendees included members of the Council on Government Affairs, PAC Steering Committee, and Executive Committee. 37 AAPD state Public Policy Advocates participated as well. **52 pediatric dentistry residency program sites were represented, with over 250 residents in attendance.** The specific pediatric dentistry advocacy requests to Congress were:

HRSA TITLE VII PEDIATRIC DENTISTRY APPROPRIATIONS

Support the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs by providing FY 2025 funding of \$46 million for the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs, with not less than \$14 million for Pediatric Dentistry Training programs.

This includes funding for the Dental Faculty Loan Repayment Program (DFLRP), which in FY 2023 provided nearly \$4 million to faculty at 29 institutions. FY 2023 grants contained a funding preference for pediatric dental faculty, thanks to AAPD's advocacy.

ENSURING LASTING SMILES ACT

Support the reintroduction and passage of the bipartisan Ensuring Lasting Smiles Act (ELSA), legislation that would ensure health coverage for medically necessary dental/oral surgical treatment for children born with health anomalies and birth defects.

ELSA had strong bi-partisan support of over 60 Senators and 320 House Members in the last Congress, and was approved by the House but fell short in the Senate.

RESIDENT EDUCATION DEFERRED INTEREST (REDI) ACT

Co-sponsor the REDI Act, which was reintroduced last year in the House (H.R. 1202) and Senate (S. 704) and support its passage. The REDI Act would halt student loan interest accrual during residency training.

It is supported by a broad medical and dental coalition, including the AAPD.

The Fact Sheets handout used in Congressional visits is available on the [AAPD website](https://www.aapd.org). For further information, please contact Chief Operating Officer and General Counsel C. Scott Litch at 773-938-4759 or slitch@aapd.org.

**Stay up to date with AAPD Advocacy by
visiting www.aapd.org/advocacy.**



2023 AAPD PAC Contributions

In calendar year 2023, **896 members** contributed **\$224,149**. Members in the Southeastern district had the most participation. Members in the Western district had the most in hard dollars—those contributions can be used for candidate support. Members in the Western district also had the highest average donations.

**AAPD members of Board of Trustees, Council on Government Affairs, PAC Steering Committee and Advisory Board, members of the AAPD Foundation and ABPD boards, State Public Policy Advocates, Past Presidents, and AAPD Staff.*

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This session will be a primer on how federal PACs like the **AAPD PAC** operate and are regulated, and how the AAPD PAC works closely with the AAPD Council of Government Affairs on priority issues and identifying key Congressional champions. Recent examples of such activities will be discussed. **Members** will also learn how they can **become more involved** in AAPD advocacy initiatives such as the **Grass Roots Network**, state **Public Policy Advocates**, and state **PAC Champions**.



PAC

101

Sound Bites, AAPD 2024
Saturday, May 25, 2024
11:30 AM - 12:30 PM EST



Hosted by doctors:

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American Academy of Pediatric Dentistry
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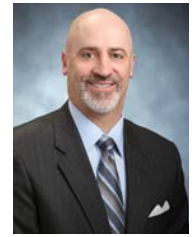
Gain a better overall understanding of PACs in terms of how they organized and regulated by the Federal Election Commission (FEC).

Understand how the AAPD PAC operates and how AAPD members can get involved and support its activities.

Understand how the AAPD PAC coordinates pursue of priority issues with the AAPD Council on Government Affairs (CGA).

NON-COMPETE RESTRICTIONS—END OF AN ERA FOR EMPLOYERS?

Cheryl A. Cameron, Cheryl H. DeVore, and C. Scott Litch



What are Non-Competes and What Do They Do?

Restrictive covenants in some form have been included in employment agreements and enforceable by employers, including dentists, against their employees for decades. **They are generally described to include the following types of restrictions: non-compete provisions, non-solicitation provisions, and confidentiality/non-disclosure provisions, including trade secrets protection.** Their purpose has been—and still is—to protect the legitimate business interests of employers while not preventing an employee from their own livelihood. State courts have repeatedly supported the use of restrictive covenants in employment with some exceptions. The use and enforcement of restrictive covenants are currently controlled by state law and while state court tolerance in regard to the nature and breadth of the restrictions vary across the United States, they are at the time of this article, enforceable in all 50 states in some form or another.

Non-compete provisions (often referred to as time and distance restrictions) are employment restrictions that limit an employee's or former employee's ability to work within a certain geographical area for a specific period of time. From an employer perspective, these non-compete restrictions are intended to protect their business against unfair competition. Conversely, these non-compete restrictions are usually considered the most restrictive of covenants and disabling for an employee by interfering with their freedom of mobility and ability to work. State courts have generally supported non-compete provisions if they are reasonable in their scope (known as the reasonableness standard), as to time, geography and the activities they restrict. If the court finds them to be unreasonable, albeit overly broad, then depending on the jurisdiction, the court may either not enforce it, reform it, or strike the unenforceable portions.

The following are examples of two different state court reviews of non-compete provisions in the dental setting. Both cases involve protecting an employer's legitimate business

interest, but draw different conclusions as to what is reasonable and therefore enforceable:

- In *Terry D. Whitten, D.D.S., P.C., v. Malcolm*¹, the employer (Whitten) sought injunctive relief to restrain and prohibit the employee (Malcolm) from practicing dentistry in the geographic area (25-mile radius) and time period (one year) restrictions of the non-compete provisions within their employment agreement. The Nebraska Supreme Court used a three-part test when considering the validity of a covenant not to compete: 1) "[I]s the restriction reasonable in the sense that it is not injurious to the public"; 2) "[I]s the restriction reasonable in the sense that it is no greater than is reasonably necessary to protect the employer in some legitimate interest"; and 3) "[I]s the restriction reasonable in the sense that it is not unduly harsh and oppressive on the employee".²

The court concluded that Whitten had a legitimate interest in protecting the existing client base from unfair competition because there was evidence that the employee "had the opportunity to abscond with Whitten's goodwill in the form of patients."³ However, it further concluded that the non-compete provision was unreasonable and unenforceable because it overreached by extending to anyone in the restricted geographic area not just Whitten's existing client base. Finally, the court found that it was not within its function to reform the unreasonable covenant to make it enforceable.

- In *Dental East, P.C. v. Westercamp*⁴, there was a non-compete agreement restricting practice for the employee within a 20-mile radius over a two-year period and if breached required payment to employer by the employee of 40 percent of whatever production resulted from the employee's provision of dental services for a patient of record for a one-year period. In assessing whether the agreement was unduly restrictive, the Iowa court followed the established state rule: "we will enforce a noncompetition provision in an employment contract if the covenant is reasonably necessary for the

protection of the employer's business and is not unreasonably restrictive of the employee's rights nor prejudicial to the public interest Although we must afford fair protection to the business interests of the employer, the restriction on the employee must be no greater than necessary to protect the employer. Moreover, the covenant must not be oppressive or create hardships on the employee out of proportion to the benefits the employer may be expected to gain."⁵ The court found it was reasonable for Dental East, P.C. to seek to protect its business. It further found the restrictions enforceable because they did not prevent Westercamp from practicing dentistry but instead provided partial compensation to the employer for services performed on patients of record at Dental East.

Despite these general provisions (legitimate business interest, restriction no greater than necessary, not preventing employee livelihood, not injurious to the public, and reasonable restrictions), there is significant variability across the states with regard to non-compete provisions. There are a limited number of states where non-compete provisions are prohibited: California, Minnesota, North Dakota, and Oklahoma.⁶ Excluded from these prohibitions are non-compete provisions associated with the sale of a business. States that do not outright prohibit non-compete provisions do place varying restrictions on the enforcement of non-compete provisions through common law and/or statute based on the needs and public policy of the state.

For example, there are states that limit non-compete enforcement based on the level of compensation paid to an employee: 1) prohibited except for highly compensated employees (e.g., Colorado, District of Columbia, Oregon, and Washington)⁷; and 2) prohibited for low-wage employees (e.g., Illinois, Maine, Maryland, New Hampshire, and Virginia)⁸. Many states have provisions that ban or limit the enforceability of non-compete provisions for employees in specific professions or occupations (e.g., physicians) There are three states that specifically prohibit the enforcement of non-compete provisions for employee dentists: Arkansas, New Mexico, and South Dakota.⁹ Tennessee requires that non-compete provisions with employee dentists include a written and signed agreement that includes the restrictions, a duration restriction of two years or less, and a maximum geographic restriction of a ten-mile radius from the primary practice site or the county in which the primary practice is located, or if no geographic restriction but a restriction from practicing at any facility at which the employer provided services during employment.¹⁰

Current Challenges to Non-Competes in Employment

While a long-standing fixture in employment arrangements, non-compete provisions are under increased scrutiny on federal and state levels. The FTC (Federal Trade Commission), in a 2023 Notice of Proposed Rulemaking, estimates that one in five American workers is subject to a non-compete provision.¹¹

Federal Action

There has been some long standing opposition nationally to the use of non-competes in employment, leading to the FTC rendering their current proposal to change the Code of Federal Regulations by adding a new rule ("Non-Compete Clause Rule") to ban their use in employment.^{11, 12} This action was charged by President Biden's Executive Order, Promoting Competition in the American Economy, to the FTC in 2021 that took aim against restrictive covenants.¹³ The Non-Compete Clause Rule after being published in January of 2022 was open for public comment until April 2023. The FTC is anticipated to vote on the Non-Compete Clause Rule in April 2024. At the time of this writing, the expectation is that the Non-Compete Clause Rule will pass in some form despite the massive amount of opposition it received during the public comment period. Legal challenges to the Non-Compete Clause Rule, if approved, will likely ensue. The U.S. Chamber of Commerce has already threatened to sue the FTC over the Non-Compete Clause Rule, claiming that the FTC is overstepping its bounds and is without authority to take its proposed action banning non-competes in employment.¹⁴

In addition to the action taken by the FTC, other less publicly recognized actions have been taken against non-compete provisions and agreements. H.R. 731 was introduced last year by Representative Peters in the United States House of Representatives as the Work Force Mobility Act of 2023 ("WMA"). The WMA seeks to prohibit the use of non-compete agreements in the context of commercial enterprises except under certain circumstances such as against a seller of a business, agreements with senior executive officials with severance agreements as a condition of the sale, or a partner of a partnership upon the dissolution of the partnership or the disassociation of the partner from the partnership. While there is a parallel bill in the United States Senate, S. 220, introduced by Senator Murphy, not much activity appears to have ensued.¹⁵ Also in the U.S. Senate, the Freedom to Compete Act of 2023 (S.379), was introduced by Senator Rubio; this bill would prevent employers from using non-compete agreements in employment.¹⁶

In 2022 the National Labor Relations Board (“NLRB”) entered into a memo of understanding with the FTC and the Department of Justice Anti-Trust Division, both of which have addressed the anti-competitive effects of non-compete agreements.¹⁷ On May 30, 2023, the NLRB’s General Counsel asserted that non-competes can “chill” employee’s rights to take collective action to improve their terms and conditions of employment in violation of their Section 7 rights under the National Labor Relations Act.¹⁸ These actions may result in additional unfair labor practice charges against employers.

Of particular note to physicians and dentists, the American Medical Association (AMA) adopted a policy in 2023 entitled “Prohibiting Covenants Not-To-Compete in Physician Contracts,” which provides that “Our American Medical Association support policies, regulations, and legislation that prohibits covenants not-to-competete for all physicians in clinical practice who hold employment contracts with for-profit hospital, hospital system, or staffing company employers.” This was distinguished from covenants not-to-competete in physician contracts with independent physician groups, which the AMA will study and report back on.¹⁹

State Action

In sync with the federal action described above, there is recent state level activity seeking to prohibit the use of non-compete provisions. In California, a state that already prohibited non-compete provisions, recent legislation was enacted to make the prohibition clearer and expand the enforcement. A new notice requirement required employers to notify current and former employees in individualized written communications by Feb. 14, 2024, if their non-compete provisions are void.²⁰ Further, the legislation created a right of private action against an employer and recovery of reasonable attorney’s fees.²¹ In Illinois, Maine, and Virginia, states that currently prohibit non-compete provisions for low-wage employees, legislation is under consideration that would expand the prohibition to all employees.²² In Maryland, there is legislation under consideration that would prohibit non-compete provisions for employees required to be licensed under the Health Occupations Article (including dentists).²³

This is not intended as a comprehensive summary of state activity, but rather a snapshot of the trending direction.

What Does All of this Mean for Dentist Employers?

Assuming the FTC Non-Compete Clause Rule is adopted as currently written, employers will have to consider and take action.²⁴ This will include informing all of their current and former employees with non-compete restrictions that the employee’s non-competes are no longer valid and are null and void under the Non-Compete Clause Rule. The Non-Compete Clause Rule will be effective 60 days after date of publication of the final rule, and compliance with the notice provision will be required 180 days after date of publication of the final rule, unless enjoined. This should prompt employers to begin looking at all of their current agreements with employees and former employees and consider modifications to make their current and any future employment agreements comply with the Non-Complete Clause Rule.

Regardless of whether or not the FTC Non-Complete Clause Rule is adopted and survives legal challenges, pediatric dentist employers should pro-actively engage in some best practices regarding the use of restrictive covenants with their employees.²⁵ Some examples to consider include:

- Conduct an audit of current and former employees subject to non-compete restrictions and begin planning for the potential of imposed notice requirements.
- Conduct a risk/benefit analysis with employer’s legal counsel to determine the least restrictive form of restrictive covenants that an employer can use that will be enforceable to protect the employer’s business interests. Overly broad restrictive covenants against employees will most likely be found unreasonable and may lead to an employer’s hesitation in taking legal action to enforce them.
- Draft restrictive covenants that are reasonably expected to be enforceable in the jurisdiction being used and the employer is willing to take legal action to enforce them. **Repeatedly failing to enforce restrictive covenants against employees who have violated them may erode their enforceability against other employees with similar restrictions.**
- Protect the trade secrets of the practice business by only exposing these trade secrets to employees as necessary for them to perform their duties as an employee. **The use of confidentiality and non-disclosure provi-**

sions remain protected in most states and are not the target of the Non-Compete Clause Rule-- provided they are not in effect or de facto a non-compete restriction.

The draft Non-Compete Clause Rule provides two examples of de facto non-compete clauses: 1) "a non-disclosure agreement between an employer and a worker that is written so broadly that it effectively precludes the worker from working in the same field after the conclusion of the worker's employment with the employer" and 2) "a contractual term between an employer and a worker that requires the worker to pay the employer or a third-party entity for training costs if the worker's employment terminates within a specified time period, where the required payment is not reasonably related to the costs the employer incurred for training the worker."²⁴

- Know the laws that govern restrictive covenants in the employer's state (s) of conducting their business. Some states will have laws governing the use of these restrictions while others defer to state case law for judicial guidance on their use and enforcement. If the Non-Compete Clause Rule is passed, then only state laws more restrictive than the new Non-Compete Clause Rule will be governing.
- Incorporate drafting strategies (by employer's legal counsel) that may allow for greater success enforcing restrictive covenants such as choice of law, drafting each restriction as separate and apart from the other (including contractual restrictions such as waiving rights to jury trial) and making sure adequate consideration is provided to the employee as may be required under governing law.
- Include strategies to retain employees such as competitive compensation and benefits, as well as relocation or sign-on bonuses that are paid over time and require continued employment to receive them.

The Future Landscape for Employer's Use of Restrictive Covenants

Given the ever increasing federal and state attention directed toward non-compete provisions in the employment context, it is incumbent on employers to remain informed about changes impacting the use of all restrictive covenant provisions in their practices and to take appropriate action. Employers may be required to quickly implement changes in order to comply with regulatory requirements. As already emphasized, the FTC Non-Compete Clause Rule if adopted will include retroactive effect. Employers should engage in a review with legal counsel of their use of all restrictive covenants in the context of employment, including the hire of independent contractors. Such review should include: 1) analyzing the effect that regulatory change and case law precedent may have on their current use of restrictive covenants, and in particular non-compete provisions, in the employment/hiring context; and 2) incorporating best practices to align the use of such restrictions with current federal and state law to protect the employer's ability to enforce them. If there was ever a time to think proactively and critically about the use of restrictive covenants in employment, the time is now.

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (773) 938-4759 or slitch@aapd.org.

This column presents a general informational overview of legal issues. It is intended as general guidance rather than legal advice. It is not a substitute for consultation with your own attorney concerning specific circumstances in your dental practice. Mr. Litch does not provide legal representation to individual AAPD members.

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21. Cal. Bus. & Prof. Code §16600.5 (2024).
22. H.B. No. 5385, 103rd Gen. Assem., 2d Reg. Sess., (Ill. 2023), H.P. No. 951, 131st Leg. 1st Spec. Sess. (Me. 2023), and S.B. No. 360, Reg. Sess. (Va. 2024).
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24. **Just prior to publication, on April 23, 2024, the FTC voted 3-2 to ban non-compete agreements in the employment context. The new rule forbids employers from entering into new non-compete agreements with any workers, including contractors, and requires all employers to inform any current and past workers that their non-compete agreements are unenforceable. The new rule will likely go into effect at the end of August 2024, unless stayed by a court.**
25. Christina M. Kuta, Enforcing Restrictive Covenants for Health Care Professionals, Health Law Week, American Health Law Association, February 18, 2022.



EDUCATION AND CE OPPORTUNITIES

Pediatric Dentistry Residency Positions Remain Highly Coveted

Pediatric dentistry continues to be a popular specialty with graduates, as evident by the continued growth in positions offered and filled.

Results of the Match for 2024-2025 Positions

| Program | Applicant Participants in the Match | Positions Offered | Matches/ Positions Filled | Unfilled Positions |
|-------------------------------------|-------------------------------------|-------------------|---------------------------|--------------------|
| Pediatric Dentistry | 592 (-34) | 465 (+3) | 419 (+5) | 46 (-2) |
| Orthodontics | 657 (+43) | 356 (+7) | 335 (+5) | 21 (+2) |
| Adv. Education in General Dentistry | 467 (-21) | 301 (-60) | 190 (-33) | 111 (-27) |
| Oral and Maxillofacial Surgery | 384 (-24) | 259 (+16) | 233 (+2) | 26 (+14) |
| Periodontics | 282 (-14) | 128 (-11) | 124 (-14) | 4 (+3) |
| Prosthodontics | 240 (-15) | 130 (+7) | 118 (+7) | 12 (0) |
| Dental Anesthesiology | 51 (-7) | 32 (+3) | 32 (+3) | 0 (0) |

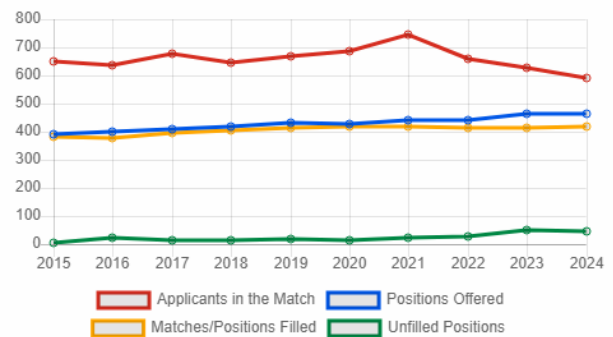
Dental Match Statistics

Postdoctoral Dental Matching Program for Positions Beginning in 2024 back to 2015.

For complete results, please visit the National Matching Service website at www.natmatch.com/dentres.

Trends in Dental Education Programs

Annual data on accredited programs and enrollment (Survey of Advanced Dental Education) is gathered and maintained by the Health Policy Institute of the American Dental Association (ADA). Data from the 2022-23 academic year is available. At that time, there were 84 (+3) pediatric dentistry residency programs accredited by the Commission on Dental Accreditation (CODA), enrolling a total of 984 (+13) postdoctoral students. There were 488 first year enrollees and 472 (-7) graduates in 2022.



For the latest annual reports on accredited predoctoral, advanced and allied dental education programs in the U.S., please visit <https://www.ada.org/en/science-research/health-policy-institute/data-center/dental-education>.

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or lroyston@aapd.org.

Join Us for the 2024 Joint Academic Day!

Mark your calendars for the highly anticipated 2024 Joint Academic Day (JAD), taking place on Wednesday, May 22, 2024, from 8 a.m., to 5 p.m., in Toronto, Canada.

Academics, don't forget to reserve your spot for this event when registering for the Annual Session. We eagerly anticipate your participation!

Oral Examination Review Course

AUG. 15, 2024

Hyatt Centric Mag Mile, Chicago, Ill.

If you're serious about becoming a diplomat, this course could make the difference. Presented by leading educators and clinicians, this course focuses on preparing the candidate to succeed in the oral portion of the board examination. Participants will have the opportunity to be part of numerous mock examinations and will learn skills to deliver an impressive performance. Learn about the various domains contained in the American Board of Pediatric Dentistry examination, successful test taking techniques and how to be prepared for this type of high-stakes clinical examination. Additionally, participants will learn how to organize, remember and present pediatric dentistry information and literature.

Who Should Attend

Those preparing to take the American Board of Pediatric Dentistry's Oral Clinical Examination.

Invited Speakers

Christina Carter, D.M.D.

Timothy Wright, D.D.S., M.S.

CE Hours

8 hours

Sponsored by College of Diplomates



Comprehensive Review Course

AUG. 16 - 18, 2024

Hyatt Centric Mag Mile, Chicago, Ill.

Taught by expert clinicians, The Comprehensive Review provides attendees with an extensive overview of the latest in evidence-based pediatric dentistry. This course focuses on the cutting edge of clinical science topics and the application of state-of-the-art therapies into your daily practice. This course covers topics including: interceptive orthodontics and space management, caries assessment and prevention, behavior guidance, oral pathology, care for patients with special health needs, oral-facial trauma, pulp therapy and the latest in pediatric restorative dentistry and materials. The topics are covered using an evidence-based approach with interesting case presentations and open question/discussion forums to wrap up topical areas.

Mock Oral Exam Interviews

AUG. 15 - 16, 2024

Hyatt Centric Mag Mile, Chicago, Ill.

Again this year, AAPD in collaboration with the College of Diplomates will be offering Mock Oral Review Interviews. This allows attendees to participate in a simulation of the oral interview with two examiners. You will be given 15 minutes to present your answer and then 15 minutes for feedback. In the registration process, you will have the opportunity to include this for an additional \$100. You will be able to sign up for a specific time slot. Please note attendees are only able to sign up for one mock interview as we are trying to allow as many attendees to be able to participate.

For those that are attending both Oral Review and Comprehensive Review you will have the ability to sign up for these Mock Oral Review Interviews in the Comprehensive Review registration. These interviews will take place during the lunch hour on Friday, Aug. 16, 2024, and Saturday, Aug. 17, 2024.

Sponsored by College of Diplomates



Who Should Attend

Pediatric dentists, residents and general dentists

Note: Those preparing for the ABPD Qualifying Examination ("Written Board") are encouraged to take the AAPD Qualifying Examination Prep course.

Invited Speakers

Course Chair/Speaker: Amr

Moursi, D.D.S., Ph.D

Kathleen Schultz, D.M.D.

Christina Carter, D.M.D.

Timothy Wright, D.D.S., M.S.

CE Hours

22 hours

Sponsored by Sprig



To register, visit www.aapd.org/events

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Comprehensive Review

Board Qualifying Exam
Prep Course

Pediatric Medicine Update

Journal CE Packages



AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth



Opportunities

For information regarding placing a listing in PDT or Pediatric Dentistry please visit the AAPD Career Center at <http://jobs.aapd.org> or call (312) 337-2169.

SEEKING PEDIATRIC DENTISTS

ALASKA—JUNEAU. SEARHC is a non-profit health consortium which serves the health interests of the residents of Southeast Alaska. We see our employees as our strongest assets. It is our priority to further their development and our organization by aiding in their professional advancement. Working at SEARHC is more than a job, it's a fulfilling career. We offer generous benefits, including retirement, paid time off, paid parental leave, health, dental, and vision benefits, life insurance and long and short-term disability, and more. Provides pediatric dental services within the Pediatric Dental program for SEARHC. Key Essential Functions and Accountabilities of the Job. Provides direct patient care to all patients 0-18 years of age. Care will focus on beneficiaries of the SEARHC Dental Program and children eligible for Denali Kid Care (Alaska Medicaid for Children). Develops and promotes dental health. Acts as advisor to General Providers in all matters pertaining to pediatric oral health. Acknowledges all communications and submits required reports in a timely manner. Provides direct patient care in villages as directed by the Dental Unit Chief of Pediatric Services. Other Functions: Constant pace and frequent contact with apprehensive and/or uncooperative patients require communication, patience, organization, and efficiency. Flexibility regarding scheduling is required to accommodate occasional need to work into lunch hour, after hours, and in emergencies. Participate in village field trips. Other duties as assigned. Knowledge of Evidence-based dentistry practices and HIPAA regulations. Skills in Diagnostic and treatment skills, Clinical skills and Maintaining safety. Ability to follow infection control guidelines. Diagnose and treat dental problems. Follow established protocol. Use caution. Travel Required: Occasional travel to remote villages around Southeast Alaska for field trips. Travel is via jet, ferry, and small aircraft. Safety and Risk Management Responsibilities. Exposure to potentially caustic chemicals and pathogens necessitates exacting in technique. Work Environment: Can be emotionally and/or physically challenging. Required Certifications: Dentist - State of Alaska - Alaska State Board of Dental Examiners. If you like adventure and working with happy, enthusiastic over-achievers, you'll enjoy your career with us! Supervisory Responsibilities: Supervisory responsibilities are required. Education, Cer-

tifications, and Licenses Required. D.D.S. or D.M.D. degree from an accredited program. Pediatric Dental Residency from an accredited program. Active Dental Practice license in state of Alaska or another US state - Alaska license preferred. For more information please contact dmoreland@searhc.org.

ALASKA—KETCHIKAN. Busy pediatric dental practice located in Southeast Alaska - easy commute from Seattle. Looking for a full time or part-time associate for purchase. Owner looking to retire. Established private practice pediatric dental office in Southeast Alaska; weekly blocked hospital / OR time. Associate with interest to buy; east to satellite practice or build the practice to a full time family oriented business. Pediatric Dentist or General Dentist with a preference for treating children; Board certification or board eligible for hospital privileges. For more information please contact akpeddent@gmail.com.

ARIZONA—AVONDALE. Phoenix's premier state-of-the-art multi-facility pediatric dental group practice located throughout the rapidly growing West Valley has an incredible opportunity for a FT/PT certified pediatric dentist. Offering a comprehensive compensation package, including malpractice, health, vacation, CE, retirement, and opportunity for partnership. Extremely competitive starting salary with incentives based on experience and ongoing production. Be part of our diverse team, providing all forms of sedation and hospital-based care for our community's children. Two part-time and one full-time anesthesiologist on staff, to enhance our overall quality of care. Take a peek at our award winning website www.wvpd0.com and contact Terry Barnes at Tbarnes@wvpd0.com for more information on this incredible opportunity.

ARIZONA—BUCKEYE. We are seeking a Part-Time (2-3 days) Board Eligible or Board-Certified Pediatric Dentist for our offices in Goodyear, Surprise and/or Buckeye AZ. This is a fantastic opportunity for the right Pediatric Dentist! Pediatric Dentists, like you, support this idea by providing treatment in our fully-equipped pediatric and orthodontic dental facilities along with trained support staff and an excellent management team. Our Pediatric Dentists are expected to: Partner with our orthodontic team to provide the best optimal dental care for children. Be able to travel to various dental practices in the area. We offer our Pediatric Dentists: Provided mentorship to ensure your success. Guaranteed Daily Base Rates. Part time positions available,

including 1099 options. \$1,200 CE allowance per year 401(k). Healthcare benefits for full time providers. Current Dental License for the state of Arizona. Pediatric Certificate from an accredited U.S. Dental University. Oral Conscious Sedation Certificate per State requirement (preferred, but not required). Current CPR Card. NPI Number. DEA Certificate. For more information please contact odolghier@gmail.com.

ARIZONA—PHOENIX. We have a thriving, long-established, high quality, private pediatric dental practice. We are looking for the "right" pediatric dentist to join our non-corporate team. While we have multiple doctors and locations, each child always receives the highest quality of care. We are well respected in the medical and dental community for our care of children as well as the organization and way we run our practices. Our doctors perform all levels of sedation dentistry including IV sedation as well as hospital work. The clinical and administrative teams are great, act as a family, and have a great deal of fun while they work and play. The candidate must have excellent technical skills and be enthusiastic, personable, and articulate. Above average compensation and participation in our group medical plan are included. Inquire about various bonuses offered as well depending on tenure. Graduate of a Pediatric Dental Post-graduate program. Board Eligible or Diplomate. Excellent clinical and behavior management skills. Good communicator. For more information please contact amanskapur@gmail.com.

ARIZONA—SCOTTSDALE. Following up with parents after treatment to ensure successful execution; Educating parents and children on proper brushing and flossing techniques; Helping children establish good oral health habits at an early age; Reviewing x-rays to assist in diagnosing and proper course of treatment; Ability to work with Dental Anesthesiologist; High Earning Opportunity. Earn \$350,000 +. Top of the line, Fully Digital State of the Art Technology; Great Benefits Package; Practice as you prefer, not as you are told; Warm and friendly atmosphere with a compassionate, knowledgeable team; Beautiful, State of the Art Office; Flexible Work Schedule. Check out our information at: <https://pvpd.com/>. Requirements: D.M.D. or D.D.S. degree; Pediatric Specialty Certificate; Ability to maintain state required coverage; Valid state license; Experience with kids required; Current state license to practice dentistry in Arizona or the ability to obtain an Arizona dental license; Commitment to quality patient care and pa-

tient education of dental health; Proof of and ability to maintain malpractice insurance; Dr. should be comfortable performing all phases of pediatric dentistry; Background experience in conscious sedation and hospital dentistry; Must have or be obtaining a pediatric dentistry certificate; The position is full time (M-F) with a minimum of 4 working days per week, 8 am - 5 pm. For more information please contact adrian@pvpd.com.

ARKANSAS—FAYETTEVILLE. Pediatric Dental Associates and Orthodontics is seeking a full-time associate pediatric dentist to join our growing multispecialty 2-location practice. Our private doctor-owned practice is a state-of-the-art facility featuring digital radiography, paperless charting, ceiling mounted TV's and a fun custom themed environment for children. We have been serving our community for 24 years. We were voted 2018, 2019, 2020, 2021 and 2022 Best Pediatric Dental Practice of Northwest Arkansas. Our mission is to provide exceptional pediatric dental and orthodontic care in a gentle and fun environment in which kids feel safe and parents can relax. By building a foundation of trust, we strive to ensure that each child has the most positive experience possible. We actively participate in community outreach all while providing exceptional dental care to each patient. We are searching for a highly skilled, friendly, and outgoing doctor to join our team. Our practice offers a competitive salary, full benefit package including paid medical, 401k, paid professional liability insurance, and a \$2,000 CE credit. Northwest Arkansas is ranked among the nation's fastest-growing places in the U.S. While living in the area, you will enjoy the perfect mix of big-city fun and small-town charm. U.S. News & World Report put Northwest Arkansas at No. 5 on its 2022 list of Best Places to Live. We have remained in the Top 5 for six years in a row. Feel free to check out our website www.smilesarewild.com, to get a more inside look at our office, team, and patient experience, you can check us out on Facebook and Instagram @smilesarewild. If you are interested in joining our team, please email your C.V. or resume to: China@smilesarewild.com.

CALIFORNIA—ORANGE COUNTY. Lollipop Pediatric Dentistry & Orthodontics is seeking a Board Certified or Board Eligible Pediatric Dentist to join our growing team of Pediatric Dental Specialists & Orthodontists in Los Angeles and Orange County, California. We are a private practice with a team of amazing doctors! We have been consistently voted best dental practice in Orange County by the OC Register and Parenting OC Magazine. Our highly trained team is committed to providing the best pediatric dental care and we emphasize conservative treatment, building relationships with our families, and an exceptional patient experience. Our benefits package includes: Guaranteed competitive salary. Medical, dental, and vision insurance allowances. Healthcare FSA. Dependent Care

FSA. \$1000 CE allowance per year. 401K contributions + Profit Sharing. Paid Time Off & Holidays. Malpractice allowance. Dental Board License Renewal fees. Uniform Allowance. Provided mentorship to ensure your success! We look forward to your interest in this opportunity - please contact us by email: drmary@lollipopdental.com. Learn more about our practice and doctors by visiting: www.lollipopdental.com.

CALIFORNIA—ROSEVILLE. Dentist - Pediatric Career Opportunity for New Mexico. GREAT PAY from \$400,00.00 to \$650,000.00. Looking for a better lifestyle balance between work and family, if so, we have a fantastic career opportunity for you. Come and work with Choice Health Care Services were working with children and having an experienced and professional dental team support you. We understand "work-Life-Balance" and company culture where you need to be positive and happy at your dental practice. Who are we: Choice Healthcare Services and our Affiliated Dental Practices: Choice teams are staffed by board-certified pediatric dentists and general dentists, orthodontists, and anesthesiologists, serving children, infants, adolescents. We also offer care solutions for young patients with special needs. Our teams provide caring and nurturing environments complete with the latest innovations, techniques, and technology to provide the highest quality care. We dedicate ourselves to providing a meaningful service to the communities in which we serve. We work hard to build an engaging relationship with children and their families to achieve a healthy and lasting smile. What we offer you if you are hired full-time. Medical, Dental, Vision, Prescriptions. Life Insurance. 401K plan. Malpractice coverage. Excellent compensation with daily guarantee. Sign-on Bonus for selected offices up to \$25,000.00. We have "state-of-the-art" dental practices. Supported training and mentorship programs. Work life balance with an excellent company culture. Qualifications: Current Dental license for New Mexico. BLS/CPR/. DEA. NPI number. For more information please contact jobs@mychildrenschoice.com.

CALIFORNIA—SAN LUIS OBISPO. Well established private pediatric dental office is looking for a part time/ full time pediatric dentist. Partnership/ ownership will be available for the right candidate. We take pride in our quality dental care. Our staff is dedicated to providing dental care to appreciative patients and parents. If you love well balanced work and life style in one of the happiest cities in California to raise a family, please send your resume to eeeforlove@gmail.com. You may contact Dr. You at (909) 553-8642. We provide Pediatric Minimal Sedation/GA in office or hospital settings. We offer competitive salary, 401K, and health insurance. Required: Board certified/eligible.

COLORADO—LITTLETON. Private Practice Pediatric Dentist. SW Denver Metro. Growing 13% year. Practice has been established 25+ years. Contact me at toothsmile87@gmail.com. Required: D.D.S./D.M.D.

CONNECTICUT—DANBURY. Full-Time/Part-Time Pediatric Dentist Needed in Ridgefield/ Danbury, CT Area. As a well-established dental practice, we are committed to providing our staff with a supportive and fulfilling work environment. Our office is fully digital and equipped with state-of-the-art technology. Our team of dental and orthodontic professionals is dedicated to providing the best care possible for our patients. We are looking for a pediatric dentist who is passionate about their work and firmly committed to providing exceptional dental care to children. The ideal candidate will have a friendly, engaging personality, excellent communication skills, and a strong work ethic. Contact: lee@toothfairypediatricdentist.com. Requirements: Graduate of an accredited pediatric dental residency program. CT dental license.

CONNECTICUT—EAST LYME. Children's Dental Associates of New London County, PC is a privately-owned practice offering pediatric services to Southeastern Connecticut. We offer an excellent opportunity for a compassionate, ethical, pediatric dentist looking for an associate position leading to partnership. This well respected group practice is located in four locations within a 25 mile radius in up-to-date modern facilities with great visibility. We have an experienced, caring team devoted to providing high quality preventive care, and exceptional patient service. Our offices are located halfway between Boston and NYC close to the railway. This is a great opportunity to become part of our successful, well respected, quality based practice that has been in business for more than 40 years. Salary guarantee, health insurance and 401K plan. Candidates should be hardworking, caring and dedicated to providing excellent pediatric dentistry to all types of children. For more information please contact children.dental@snet.net. Or visit our website www.childrensdental-nlc.com. Requirements: Pediatric Dental Residency Certificate. Connecticut Dental License. Connecticut DCP. Husky Credentialing.

CONNECTICUT—GALES FERRY. Pedodontist-Southeastern Connecticut. A well-established successful and growing multi-practice (general, pediatric and orthodontic) office located in New London County is seeking a full-time pediatric dentist. This is an excellent opportunity for a recent residency program graduate. Must be proficient in comprehensive care including oral sedation, in-office IV sedation with a dental anesthesiologist and hospital OR treatment. Full benefit package with compensation based on 50% of collections. This has shown for the last 18 months an average payroll of 35K per month, based on a 4 day work week. There is a \$1,500.00 per day guaranteed for the first two months

if needed. Please e-mail resume to: Pat2lab@comcast.net, or fax resume to (860) 464-0186.

FLORIDA—FT MYERS / NAPLES. GREAT opportunity to work and play on the coast of beautiful, sunny Southwest Florida! Pediatric Dentistry of Florida has two wonderful locations in Southwest Florida and are looking for someone to serve in both our Naples and Fort Myers. We are an established, high producing practice with a healthy patient base and a steady new patient flow. We are looking for a motivated, friendly, reliable, self-starter to be a great match for our team. We offer a flexible schedule, great benefits, and competitive pay (\$1300-2500 per day, average depending on your skills and ability)! New and soon-to-be graduates are welcome to apply! If you are interested, we would love to have you email us at tmvmd89@yahoo.com or give us a call at (239) 482-2722 x2204. Must be willing to: Work in both our Fort Myers and Naples locations. Feel comfortable in a fast-paced environment. Work 4-5 days a week. You'll need to have: Licensure and all required certifications for the state of Florida.

FLORIDA—PLANTATION. Super Smiles Kids Dental Pediatric Dental Associate in South East Broward- Plantation/Ft Lauderdale. Excellent opportunity with competitive salary! State of the art practice husband owned private practice. Full time. We are a private pediatric dental office. Tremendous earning potential, sedation & hospital dentistry practiced. New grads welcome. Preferred to have medicaid number already and Florida state dental license. Love where you work! Our goal is having happy doctors. www.SuperSmilesFL.com. Please send resume to Pediatricdentaljobs1@gmail.com.

GEORGIA—ATLANTA. We are a leading dental practice dedicated to providing exceptional care to pediatric patients in the Atlanta, Georgia area. We are committed to creating a positive and comfortable dental experience for children, ensuring their oral health and overall well-being. Position Overview: We are seeking a passionate and experienced Pediatric Dentist to join our team. The ideal candidate will be skilled in providing comprehensive dental care to infants, children, and adolescents, and will possess excellent communication and interpersonal skills to effectively interact with patients and their parents. Responsibilities: Perform routine dental examinations, cleanings, and preventive treatments for pediatric patients. Diagnose and treat dental issues in children, including cavities, gum disease, and tooth decay. Educate patients and parents on proper oral hygiene techniques and preventive dental care. Provide compassionate and gentle care to alleviate children's dental anxiety and fear. Collaborate with other dental professionals and specialists to develop comprehensive treatment plans. Maintain accurate patient records and documenta-

tion of treatment plans and procedures. Requirements: D.M.D. or D.D.S. degree from an accredited dental school. Completion of a pediatric dentistry residency program. Board certification or eligibility in pediatric dentistry. Current state dental license in good standing. CPR certification for pediatric patients. Strong clinical skills and ability to work with pediatric patients of all ages. Excellent communication and interpersonal skills. Compassionate and patient-centered approach to dental care. Ability to work effectively in a team-oriented environment. For more information please contact Reshahirmiz@yahoo.com.

GEORGIA—BRASELTON. We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative and IV in-office sedation will allow you to provide parents with the best option for their child with each individual case. We are an established dentist-owned private practice of 13 years looking for a full-time or part-time pediatric dentist. We have two locations in northern Gwinnett county. This is an excellent opportunity to join a thriving practice continuing to see tremendous growth. We love to have tons of fun while working and we are big on having a solid work-life balance! Shortened hours to ensure that you are able to get home to be with the ones you love or to do things that you enjoy outside of work! A highly competitive compensation package. If you feel this would be a great opportunity for you please email: dmd4kids@gmail.com.

GEORGIA—HIRAM. Pediatric Dental Specialist of Hiram is looking for an associate doctor to add to our growing family! Our private, doctor owned, practice is a state-of-the-art facility featuring digital radiography, paperless charting, TVs everywhere and a fun themed environment for the kids and parents. Our goal is to provide exceptional pediatric dental care in a fun environment in which kids feel safe and the parents can relax and be comfortable. We are a patient focused, fee for service and PPO office. Both new graduates and experienced providers can apply. We are open to General Dentist, as well, as long as you love working with kids! We offer competitive pay and benefits. Open to a full or part time applicant. We have been serving Hiram and the surrounding cities since 2015. Requirements: Active Georgia Dental License. Love working on kids! For more information please contact Minlynn1111@hotmail.com

ILLINOIS—CHICAGO. Looking for an associate pediatric dentist for our pediatric dental offices in Chicago for Fridays and second Saturday of the month (5 days/month). (773) 947-8884, drv@tjwdentistry.com.

ILLINOIS—GLEN CARBON. We've been serving Southwest Illinois for over 40 years. Our 4-office private practice is looking for an associate to take over an established patient roster. Both in-office and hospital-based general anesthesia are utilized. You'll receive 35% of all services rendered -operative, nitrous, exams, x-rays, prophylaxis, fluoride- with a guaranteed daily minimum of \$1200. Associate can expect to make \$350,000+ working a 4 day/week schedule. Benefits include: lucrative compensation package with opportunity for future partnership, employer funded 401K match, health insurance stipend, paid malpractice insurance, relocation assistance, practitioner autonomy with available mentorship collaboration, low competition area with plenty of patients, excellent practice name recognition and reputation. We value patient care over practice revenue. SW Illinois is a great place to raise a family with excellent schools and a strong sense of community. Option to live anywhere in the St. Louis metro. Current Associate is going through the buy-in process; this option is open to future Associate who matches our practice values. To learn more about our opportunity, contact Tieg Selberg, D.D.S. at dr.tiegapd@gmail.com or by phone at (612) 203-1034. Please visit our website at www.associatedpediatricdentistry.com. Required: Completion of an accredited pediatric dental residency, able to obtain an Illinois dental license.

ILLINOIS—SYCAMORE. Our brand new, state-of-the-art practice is searching for the right Pediatric Dentist to join our amazing Team! We are a family-centered office, working closely with our orthodontic providers and take pride in the positive experiences we create and exceptional quality of care we provide for our patients. Our patient demographic includes children of all ages, as well as patients with complex medical needs. We have a strong Team culture and enjoy a positive and fun work atmosphere. We have a high demand for patient care and are looking to add an associate to our work family. New graduates are welcome! Our practice is mostly fee-for-service - state and HMO plans are not accepted. We offer a competitive compensation - days worked and pay are negotiable. Our office is not open on the weekends. For more information, call (847) 404-4906 or email sarahd.dmd@gmail.com. Check out our website to find out more about our practice! www.SycamoreOrthoPedo.com.

INDIANA—INDIANAPOLIS. Summary: We are searching for an experienced or newly graduated Pediatric Dentist seeking a full or part-time opportunity to excel in a privately owned, multi-doctor office with exciting expansion plans. Park Pediatric Dentistry is currently seeking an enthusiastic and dedicated Associate Pediatric Dentist to join our team as we prepare to open our second location in the summer of 2024. What You'll

Do: Provide compassionate and comprehensive dental care to pediatric patients including patients with special health care needs requiring multi-disciplinary approaches. Utilize advanced sedation techniques to ensure the comfort and safety of our patients during procedures. Oral conscious sedation. In-office general anesthesia. Weekly block time at local ambulatory surgery center. Collaborate with our experienced team of doctors and staff to create personalized dental care that meet the unique needs of each child. Strong communication and interpersonal skills, with the ability to build rapport with patients and parents. Benefits: Competitive compensation package with opportunities for growth and advancement. 401k. Supportive mentorship and continuing education opportunities to further develop your skills and expertise in pediatric dentistry. Multi-doctor approach makes work-life balance a priority with scheduling able to accommodate personal and professional needs. Quarterly team building outings to foster team building and problem solving. Requirements: D.D.S./D.M.D. from accredited dental school. Board-certified or board-eligible with certificate from CODA certified pediatric dental residency program. Active Indiana license in good standing. Interested in joining our Team? If you're a passionate Pediatric Dentist ready to make dentistry a walk in the Park, we want to hear from you. Please contact drandrew@parkpediatricdentist.com to learn more!

IOWA—DES MOINES METRO. A pediatric associate is needed to practice in busy privately owned office with two locations. Offices are located in greater metropolitan area. Our goal is to provide a great dental experience for our patients and the extra personal touch for the parents. The Des Moines metro has been rated as one of the best places to live and raise a family. There are great private and public school systems, low crime, population growth is substantial. A gem of a community in the Midwest. We have a great staff of Dental assistants and a welcoming front desk to accommodate parents. Doctor would like both locations open and seeing patients 4-5 days a week. Ownership potential is a definite for the right doctor. Competitive base salary and production based bonuses. Health insurance is covered and retirement plan included upon eligibility. All annual professional dues, insurances, continuing education, and biannual licensing paid by the practice. Each location have been updated with the latest in modern technology including digital radiographs and charts. Send communication to email listed we would love to chat with you. Requirements: D.D.S./D.M.D. and completion of accredited pediatric dental residency. For more information please contact sdwwhitte-more@gmail.com.

LOUISIANA—MADISONVILLE. Looking for a Pediatric Dental practice in a safe and growing area? Why start from scratch? We have been here in Madisonville, Louisiana for nearly 25 years and are well known in the community! Building is fully stocked with updated equipment. Office has wonderful charm fitting for a pediatric dentist! Lots of opportunity to have the practice you envisioned! For more information please contact nspracticesuccess@gmail.com.

LOUISIANA—SHREVEPORT. Pediatric Dentist - 700,000 - Shreveport, LA. Reward yourself for the Hustle 700,000+ Potential, #1 in Louisiana, \$400,000 Guarantee Salary. Doctors enjoy: Full-Time Pediatric Dentistry - New Grads Welcome. Partnership option if wanted. 4, 4 1/2 or 5 Day Work Week - Schedule Flexibility. Efficiency from the TOP down with TONS of help from Staff. Top group in Louisiana - Virtually No Competition. Compensation: 700,000 Potential For Associate - Base Plus Production. 400,000 base or 34% or greater Production. Very Low practice overhead - Well well-oiled machine. Health Benefits, Malpractice & Mentorship. If you're ready to make a change and find the RIGHT opportunity, then contact Sean Scoville at (602) 315-8339 or Sean@Thestaffpad.com. Job Type: Full-time.

MARYLAND—BEL AIR. Pediatric dental practice seeking qualified pediatric dentist. Nearly 20 years in the community, privately owned, non-corporate dentistry. "Top Docs" in Baltimore Magazine and "Best Dentist" in Reader's Choice Awards for multiple publications. Routine exams to operative dentistry and in-office IV sedation as well as OR. Doctors are Fellows of AAPD, involved in organized dentistry, and are excellent mentors. We are active in community events and are philanthropically-minded! We have 3 locations along the I-95 corridor, close to Baltimore, DC, and Philadelphia. International travel is a breeze, as we are located near BWI, Dulles, and Reagan. Hiking trails, boating, golfing, museums, theaters, restaurants, and parks make this an ideal location. Family friendly neighborhoods and "Maryland Blue Ribbon" schools support continual growth in our community. Guaranteed salary, CE reimbursement, 401K, and reimbursement for licenses. Interested in joining our outstanding team? Contact us! Marc@GrowingSmiles.com or (410) 569-6700. www.GrowingSmiles.com.

MARYLAND—BOWIE. This is a great opportunity for a Pediatric Dentist to join our fun and amazing team of Pediatric and Orthodontic specialists. We are looking for an equally fun and energetic compatible Pediatric dentist who is personable, enthusiastic, caring, and loves to treat children and special needs patients. Position can lead to partnership for the right individual. We Offer: 100% clinical autonomy over patient care and schedule template. This is not a corporate office. Mentorship from our highly experienced board

certified doctors. State of the art technology and resources that will foster and facilitate our doctors. Compensation very competitive with industry standards (guaranteed daily minimums, plus commission). Our doctors are earning between 200,000-300,000 plus annually depending on full-time or part-time schedule. We offer quality patient care to all of our pediatric and special needs patients via: hospital dentistry, sedation dentistry, orthodontic dentistry, community service. Job Type: Full-time and Part-time. Salary: \$200,000.00 - \$300,000.00 per year. Benefits: paid hospital credentialing application fees. CE allowance. Dental insurance, Health insurance, Paid time off, Vision insurance. All interested Candidates please email Resume/C.V. to: berrychildsdental@comcast.net. Medical specialties: Pediatrics. Schedule: 8 hour shift, Monday to Friday, On call. Supplemental pay types: We offer a competitive bonus pay based on percentage of collections.

MARYLAND—CALIFORNIA. We are looking for an associate dentist to join our well-established pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff and good community with appreciative patients and parents! We offer health benefits, 401K, paid continuing education, paid malpractice insurance and other benefits. We are seeking an associate who can make a long-term commitment and complement the current pediatric dentists. Our office is in a rapidly growing area with influx of many young families. We are 1.5 hours from D.C. and Northern Virginia with a good school system. Perfect place to practice pediatric dentistry and raise a family. In office oral sedation and OR at St. Mary's hospital. Sound like a job you'd enjoy? We would appreciate talking to compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.smilecastle.com. Please contact Carlie at manager@smilecastle.com or Dr. Hwang at EunHwangDDS@gmail.com. Must have a D.D.S./D.M.D. from an accredited dental school. Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

MARYLAND—FREDERICK. This state-of-the-art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix of private insurance and Medicaid patients. The office has an outstanding reputation in the area and has been voted Best of the Best for the last several years. Patient care is our top priority as well as maintaining a friendly team-based work environment. Four to Five colleagues working together allows for support and mentoring from your colleagues. The open position is part time but could turn into 3-5

days per week and experience is preferred. Must have D.D.S. or D.M.D., active state license, CDS, DEA, and be board eligible/certified. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email drsivi@aol.com.

MASSACHUSETTS—PLYMOUTH. Dental Center Pediatrics is a non-corporate, privately owned practice specializing in Pediatric Dentistry and Orthodontics. Willing to sponsor working visa or green card for the right candidate. We are offering an opportunity for an additional Associate Pediatric Dentist to join our team in providing the highest quality of dental care and services to the children of Plymouth and surrounding areas of South Shore. New graduates of pediatric dentistry are welcome to apply, 1+ years experience is preferable. Nitrous oxide permit required. ABPD certified or eligible. Must have a good ethic with a positive attitude and great chair side manner. For more information please contact drk@dentalcp.com.

MICHIGAN—GRAND RAPIDS. Private Practice. SixOneSix Dentistry for Children is looking for an enthusiastic, highly skilled, compassionate pediatric dentist to join our well-established pediatric dental practice. We currently operate out of three locations in the Grand Rapids area, including a new state-of-the-art facility, which opened in October 2023. Our practice focuses on the patient experience and motivating families to maintain healthy oral habits. We maintain a well-trained, fun-loving, and motivated clinical team with a focus on prevention. We also provide a mixture of restorative care with the opportunity to provide in-office sedation/ anesthesia and general anesthesia care at our local Children's Hospital. The new dentist has an opportunity to join an environment with a well-established patient base and three pediatric dentists who are willing to serve as mentors. Candidate should be board-certified or board-eligible through the ABPD. New graduates are welcome. Partnership is available for the right candidate. We offer a competitive base salary plus a bonus based on a percentage of collections. We also offer health benefits, a 401K plan, and compensation for continuing education. Please contact our office manager Liz at liz@sixonesixkids.com for more information about this opportunity. Must be board-certified or board-eligible through the ABPD.

MICHIGAN—GRAND RAPIDS. Pediatric Dentistry Private practice West Michigan (Grand Rapids), not a dso! Join our dynamic and compassionate team as we seek a talented Pediatric Dentist to enhance our commitment to providing exceptional dental care for children in West Michigan. Nestled in an amazing region known for its family-friendly environment, this is an ideal opportunity for a

Pediatric Dentist looking to raise a family in a vibrant community. Apart from the rewarding nature of the work, we offer an excellent financial return, recognizing the valuable contributions of our practitioners. If you are a skilled and caring Pediatric Dentist seeking a fulfilling career in a welcoming setting, we invite you to apply and become an integral part of our thriving practice. 2 private offices (single pediatric dentist owner), combined 9000sq/ft, OR access, 50/50 between private and Medicaid pts. Amazing team! Base salary 375K or 37% (whichever is higher), moving expenses incentive, Green Card sponsorship available immediately with covered costs PLUS medical insurance and other great benefits. Current associatship hits north of 500K/ year. Potential partnership offering for future expansion. Please contact: Dr Cristian Bruten, (860) 977-5666, cristian_bruten@post.harvard.edu.

MICHIGAN—OKEMOS. Okemos Pediatric Dentistry PC is an established Pediatric Dental office seeking a full or part time pediatric dentist associate with potential for buy in. Okemos is part of the Lansing/East Lansing area and is located near Michigan State University. Okemos is in a region that boasts a top 10 ranked high school, excellent public schools and proximity to cultural/sporting activities from Michigan State University and Lansing, the capitol of Michigan. Experienced and new graduates are encouraged to apply. Position includes a competitive salary, liability insurance coverage, IRA, health insurance and reimbursement for CE. For those interested, please send resume to okpdentistry@yahoo.com or feel free to call our office for any additional information at (517) 381-5244.

MICHIGAN—ST. CLAIR SHORES. Well established pediatric dental and orthodontic office serving Metro Detroit area for over 9 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate has a passion for treating children. We are seeking both part-time and full-time opportunities. Experience is welcomed, mentorship available. We offer a very competitive salary and benefit package for the right person including CE allowance and malpractice insurance. We have 3 very modern offices with state-of-the-art equipment, OR privileges at two area hospitals, and in office GA available. To find out more information about our office, please contact Julie Spinek at julie@growingmilespd.com.

MISSOURI—ST. LOUIS. Want a clear pathway to ownership? We are a well-established group pediatric dental practice, located in Metro St. Louis, that wishes to add a pediatric dentist to our team. We focus on your professional growth and coach a practice ownership mindset. The Little Smiles Teams have fun at work and outside of work. Position offers: Full time position (4- 5 days a week). Clearly

outlined pathway to ownership. Up to \$1500 per day minimum based on location and experience. Payment on collections or daily minimum, whichever is higher for all services, including hygiene services. Health insurance. Retirement matching and profit sharing. Malpractice Insurance. Plus more! Call or text Corey Hastings if interested: (314) 496-3562. Email: Dr.corey@littlesmilespediatricdentist.com. The candidate must: Hold a D.D.S. or D.M.D. certificate from an accredited dental school. Have completed or are set to complete a pediatric dental residency program. Must have or be applying for a Missouri dental license.

NEBRASKA—SCOTTSBLUFF. Our growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our state of the art modern Scottsbluff Nebraska office. Scottsbluff is a wonderful community surrounded by bluffs national monument and several lakes and recreation areas. The North Platte river running right through town and there are many surrounding streams. These areas make for great recreational activities including camping, boating, and fishing. Many surrounding small communities use Scottsbluff as their hub for services. We opened a beautiful new office in 2018 and have been busy ever since. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at the surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is competitive and will be determined based on experience. Possibility of loan repayment program after first year. Let's talk! www.NESuperkids.com.

NEW HAMPSHIRE—NASHUA. We are currently looking for a Pediatric Associate Dentist to join our successful Pediatric Office located in Nashua, New Hampshire. Our thriving office offers a friendly caring work environment with experienced long-term staff in a modern facility. With our advanced technology and outstanding patient base, you will have an exceptional place to practice dentistry. Please send resume to mbousquet@simplydentalmanagement.com or call Margaret Bousquet at (978) 821-0742.

NEW JERSEY—HOWELL. Busy pediatric office looking for outstanding pediatric dentist to join our wonderful team three days per week. Compensation is based on a percentage of production. Monmouth County is a wonderful place to raise a family. Please send resume to kidsdentalcare@veriozn.net.

NEW MEXICO—FARMINGTON. We are a Pediatric Dental Practice looking for a Pediatric Dentist or Experienced GP who is caring and loves working with children. If you are looking for an amazing opportunity in a growing private practice, and want to work with a highly skilled, reliable team with solid systems and protocols, then please apply. Our office prides ourselves on an excellent reputation with our patients, their families and our surrounding communities. Our office is digital, paperless and extremely doctor and patient friendly. We have an established location in the middle of town with state-of-the-art technology and equipment. We offer a wide range of sedation options including general anesthesia, both in the office and hospital settings. We have a fun, energetic environment. Our friendly, stable and well-trained team are just the added bonus! In addition to competitive pay, the position also includes a benefit package and a great opportunity for growth with potential for partnership for the right candidate. Come learn from our experienced owners and doctors. We are located in beautiful Farmington, New Mexico, located in the Four Corners close to Utah, Colorado, and Arizona. We have skiing, camping, boating, mountain biking, hiking, white water rafting, and all sorts of outdoor activities as well as shopping. We are minutes away from award winning restaurants, quaint boutiques, and an extensive variety of arts and culture. We have a diverse community that strives for a “hometown” environment. We have a balanced climate with sunshine almost every day. We are lucky to experience all four seasons. Please email your C.V. or specific questions to our Office Manager at smmarkle05@gmail.com. Whether you are just beginning your career in dentistry or have been practicing for a number of years we invite you to reach out to learn more. We look forward to talking with you.

NEW YORK—BROOKLYN. At Bitesize Pediatric Dentistry, we're more than just a dental practice; we're a community committed to setting the foundation for lifelong oral health in families. Our mission is rooted in building meaningful relationships with our young patients and their parents, ensuring every visit is filled with smiles and positive experiences. With a strong focus on preventive care and community involvement, we pride ourselves on going above and beyond in pediatric dental care. The Opportunity: We are on the lookout for a Pediatric Dentist who shares our passion for making dental visits a happy, enriching experience. If you are an experienced, compassionate professional eager to contribute to a practice that values community, exceptional care, and innovative approaches, you might be the perfect fit for our team. Your Role: Provide comprehensive pediatric dental care with a focus on preventive measures and patient education. Engage in community outreach to educate families about the importance of oral health. Contribute to a welcoming, fear-free environment for our

young patients and their parents. Bring your unique talents and personality to enhance our practice's presence in the community. What We Offer: A vibrant, fun, and supportive work environment in a private practice setting. Opportunities for professional growth and involvement in community initiatives. Competitive compensation: \$1,200 - \$2,500 per day, based on experience and contributions. Flexible scheduling to support work-life balance: Monday to Friday with weekend opportunities as needed. Licensed Pediatric Dentist with a minimum of 1 year of experience (preferred). A commitment to high-quality, patient-centered care. Strong communication skills and the ability to build relationships with children and their parents. A team player attitude, ready to collaborate with our dedicated team to expand our practice's reach and impact. For more information please contact employment@wearebitesize.com.

NEW YORK—CLIFTON PARK. Do you want to make an impact? Are you an awesome dentist with a New York State Enteral or Paraenteral sedation certificate? If so, come join our team of awesome dentists at The Smile Lodge. Our sedation doctors are the best in the business! We have a busy operative and sedation schedule with a dedicated sedation team including certified dental assistants, registered nurses, and a dental anesthesiologist. Come call Mt. Brushmore, a dedicated state of the art facility designed specifically for operative and sedation dentistry, home. We believe every child deserves to smile, and are looking to add to our team of likeminded individuals. The right candidate can earn over 4,000 per day with a guaranteed base rate of \$2,500-\$3000 per day based on experience. We can be your primary practice with a 4 day, 40 hr a week schedule, or a supplement to your current practice, offering 1,2,or 3 day a week positions. Come join a team that truly revolutionizes how pediatric dental care is delivered. Google has spoken with over 5,500 reviews and a 5 star rating! Required: NYS enteral or paraenteral sedation certificate. Jmcdonnell@buildinghealthysmiles.com.

NEW YORK—CLIFTON PARK. Come join our team that is revolutionizing how pediatric dental care is delivered. Don't take our word for it. Check out our reviews. We have over 5,500 reviews and a five star rating! Learn how to take your pediatric dental skills to the next level. Our goal is to teach associates how to leverage their unique abilities to create the biggest impact possible. We want you to feel like it mattered that you came to work for the day! Many of our doctors right out of school make over \$350,000 in their first year. Starting pay is \$200.00-225.00 a hour based on experience. Doctor's base pay maxes out at \$275.00 a hour, with a production bonus on top of that. This job not only offers very competitive benefits, but also exponential growth for the right leader. We offer both a three day and four day a week option. Avenging

dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our “hows” and “whats” once they have experienced our passion for our “why”. We invite you to visit The Smile Lodge at your convenience! Benefits Highlights: 6 Weeks of Vacation. Licenses, Malpractice, Dues, MLMIC, and CE Reimbursement. Healthcare Insurance Stipend. 401K. Long-term Disability Insurance. For more information contact The Smile Lodge at avengers@smilelodge.com.

NORTH CAROLINA—DURHAM. Looking for a Pediatric Dental Associate in Durham, North Carolina We are looking for part time or full time dentist to add to our growing work family. We are a fast growing dental office with a brand new facility (built in 2020) with all the latest technology (Digital xrays, iTero, Light Scalpel..etc) with a rich history of patient families since 1975. Immediate start available, but willing to wait for the right fit for our growing practice. Partnership potential for the right candidate. Great work/life balance and our staff are the best! We have a fun and hard working team that makes coming to work a great experience. Our doctors will have operating room privileges at Duke Hospital as well as in office GA with board certified anesthesiologists. Previous associates compensation range: 300k-380k+ working a 3-4 day work week. Production based compensation and/or salary. Board Certification preferred. For more information please contact manager@smilefirstdental.com.

NORTH CAROLINA—MOORESVILLE. Are you a dedicated Pediatric Dentist with a passion for creating smiles and shaping young lives? Your search ends here! At Growing Smiles Pediatric Dentistry located in Charlotte, NC we're seeking a full-time or part time Pediatric Dentist who embodies our core values and is committed to delivering compassionate, quality care to children. Why Growing Smiles Pediatric Dentistry? Our core values are: Service: At Growing Smiles Pediatric Dentistry, service is at the heart of everything we do. We're dedicated to serving our community by providing exceptional pediatric dental care with a focus on each child's unique needs. Mutual Respect: We foster an environment of mutual respect where every team member is valued and appreciated. At Growing Smiles Pediatric Dentistry, you'll experience a culture of respect and collaboration, allowing you to thrive personally and professionally. Integrity: Integrity is the foundation of our practice. We uphold the highest ethical standards in all aspects of our work, ensuring honesty, transparency, and trustworthiness in every interaction with our patients and colleagues. Leadership: As leaders in pediatric dentistry, we're committed to setting the standard for excellence in care and innovation. Joining Growing Smiles Pediatric Dentistry means becoming part of a team that leads by example and inspires others to reach their full potential. Excel-

lence: Excellence is our hallmark. From our state-of-the-art facilities to our commitment to ongoing education and advancement, we strive for excellence in everything we do. At Growing Smiles Pediatric Dentistry, you'll have the opportunity to deliver care of the highest quality and make a lasting impact on the lives of children. Job Responsibilities: Develop positive relationships with staff members and operational staff. Uphold our Core Values (Service, Mutual Respect, Integrity, Leadership, Excellence). Cultivate positive relationships with every single patient at every visit. Demonstrate a long-term commitment toward incremental growth and improvement. Add value to services provided and anticipate patient needs. Foster quality relationships with referring doctors and maintain rapport with referring staff. Expand knowledge through research and a growth mindset. Attend outside events and meetings, such as continuing education sessions. Please email your resume and references. Interviews start immediately. Requirements: D.D.S./D.M.D. from a CODA accredited dental education program. Completion of a Pediatric Dental Residency from an accredited postgraduate program. Board Certified or Board-Eligible Preferred, but not required. License to practice dentistry in North Carolina. Proof of eligibility to work in the United States. 2+ years of clinical experience preferred, but recent graduates will be considered. Must possess a positive attitude and a desire to work hard while having fun! For more information please contact ericab@growingsmilesnc.com.

NORTH DAKOTA—FARGO. We are looking for a pediatric dentist who is compassionate, enthusiastic and ready to transition into private practice in a wonderful community. Our privately owned, single doctor practice is located in Fargo, North Dakota and focuses on all aspects of pediatric dentistry including diagnostic and preventive hygiene, growth and development and restorative dentistry. The office is roughly 2500 square feet and located in a single-story, free-standing building with 4800 square feet total and its own parking lot. There are six treatment chairs of which two are private rooms as well as consultation room. The clinic is computerized and digital and was remodeled in 2020. Our team sees approximately 32 patients per day, three days per week with a fourth day for surgical cases at a hospital affiliated surgery center. This 30 hour per week schedule provide a great work-life balance, but also creates time for potential practice growth. The patient base consists of approximately 82% fee-for-service and 18% Medicaid and averages 26 new patients per month. Roughly 60% of new patients come from referring doctors and social media and 40% from internal patients. Gross collections are approximately 90% of total production averaging more than \$1.25M annually for over ten years, and the overhead is 52%. This is a fantastic opportunity for a motivated young

provider with the goal of complete autonomy and future ownership or an experienced doctor to own in a fast growing region that offers great schools, tasty restaurants, an international airport, and short drive to Minnesota lakes country and the Twin Cities. For additional information, please contact me directly at: catroutdds@gmail.com.

OHIO—DAYTON/CINCINNATI. Our growing privately owned practice is seeking a full time pediatric dentist to work at our three-location practice. This is a great opportunity for a pediatric dentist to join a very successful private pediatric dental practice in the Dayton/Cincinnati suburbs. Offices currently located in. Centerville, OH Beavercreek, OH & West Chester, OH. This is a fast growing, highly sought after practice with a great future. State of the art practice. Digital, Paperless, Intraoral Cameras, Lasers etc. Sedation cases done at local hospitals. Highly trained staff of hygienists & EFDAs. Fantastic quality of life and an excellent place to raise a family. Comprehensive benefits package including medical insurance, 401k match, paid CE, short/long term disability, life insurance, and a variety of supplemental benefits. -Excellent earnings opportunity. Base + % of collections paid out monthly. Interested candidates can send resume to kyle.muir@centervillepediatricdentistry.com. Requirements: D.D.S. or D.M.D. licensed (or ability to obtain licensure) to practice in OH. Excellent clinical and communication skills. Certificate in Pediatric Dentistry required.

OHIO—FAIRBORN. Due to a recent renovation. Fairborn Pediatric Dentistry is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Fairborn, OH suburb of Dayton, OH. About one hour from Columbus, OH and Cincinnati, OH. This is a full time opportunity that would suit a charismatic, energetic and personable Doctor. We have a team of seven pediatric dentists that work between 3 privately owned offices. Our Doctors enjoy the flexibility of having a fantastic in-office sedation team, opportunity for general anesthesia cases at both Dayton Children's and Cincinnati Children's. Our large referral base has helped us make a flexible schedule for our doctors to rotate between clinic days and general anesthesia days. We have both a daily guarantee of \$1,200 or 40% collections on ALL procedures completed. We have well trained staff that make workflow fantastic. Current fulltime associates earn between \$350,000 and \$450,000 annually, Further earning potential is a possibility for Doctors who are either dual trained in Pediatrics and Orthodontics or who have experience in both. We do offer a \$1,000 yearly credit for completing CE. We are offering 4-5 days per week. No evening or weekends. Interested candidates should email [Andrea Myers, Springfieldpeddent@gmail.com](mailto:Andrea.Myers.Springfieldpeddent@gmail.com). Required: Ohio Dental license. Graduation from an accredited Pediatric dental residency.

OHIO—UNIVERSITY HEIGHTS AND WILLOWICK. Come Grow with Us! New location for an established, state-of-the-art private pediatric dental practice in the suburbs of Cleveland, OH is looking for a Pediatric Dentist. We are seeking a provider for 3-4 days a week as we offer comprehensive dental care: preventative, restorative, N2O, in-office sedation, and hospital dentistry. The candidate should be passionate about creating a positive dental experience for our patients while partnering toward great oral health! The candidate must possess strong ethical values, a great personality, and value patient education. Applicant must be qualified to administer in office nitrous oxide and to obtain hospital privileges. We are a fast-paced practice with a wonderful team that includes 2 Hygienists, 4 Dental Assistants, a Manager, and front desk staff. We offer competitive salary and benefits. We offer a competitive salary, health benefits including medical, vision, and dental, malpractice reimbursement, 401k savings plan, paid vacation days, CE paid time off and a generous signing bonus. If you are passionate about providing excellent dental care with a highly experienced staff, please send your resume to hr@growingsmilesoh.com. Job Types: Full-time, Part-time. Pay: From \$150,000-\$400,000 per year. Must have a valid Ohio Dental license, or in the process of obtaining one.

OREGON—SALEM. What is your vision for your career? At Acorn Dentistry for Kids, our vision is to be world class in promoting health and confidence in kids - literally around the world! We do that through Entertainment and Education in a Magical Environment of Safety, Cleanliness, Comfort and Fun. To us, the experience we provide is more than just about good dentistry - it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a small private group practice with a public-health mindset (not a big corporation or backed by private equity). We exist because of the belief that Every Child Gets A Smile, whether on private insurance, Medicaid, or no insurance. In order to make it possible for EVERY child to have what we call "Magical Moments", we choose to grow our capacity rather than start to exclude patients from the clinic. Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains; 4 season recreational opportunities are all around; big city life and

quaint small towns are equally accessible; our temperate climate means we don't have to worry about tornados, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International Charities, whose purpose is promoting health and confidence in kids around the world! This is bigger than a single clinic; we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed minimum daily base pay, 401k plan, medical/dental/vision insurance, all licensing and malpractice insurance fees paid, as well as a generous CE stipend. We are looking for long term doctors, starting as an associate but ideally working toward ownership with the current three partners. We have created a three-year mentorship plan we call the Doctor Development System and focuses on six areas of growth - self-awareness, communication, clinical excellence, leadership, financial literacy, and legacy creation. We know dental schools do not provide much, if any, of this personal development so we do that through strong doctor mentorship. Please check out our website at www.acorndentistryforkids.com and email timrichardsondds@gmail.com to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

SOUTH CAROLINA—AIKEN. Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established patient base. We pay a daily minimum or a % of Production whichever is higher. Covered Malpractice and CE allowance. If Interested please email: TLHAUBURN@MINDSPRING.com or DrTHubbs@icloud.com. Required: SC Dental Licence.

TENNESSEE—CLARKSVILLE. Proud to be doctor owned, we are looking for great pediatric dentists who love what they do and who they do it for, but want to leave the business side to us! We are a Nashville based pediatric

dental and orthodontic group whose goal is to own the most fun, most productive, and most financially successful pediatric dental & orthodontic practices in Middle Tennessee and surrounding areas. We love family centered practitioners and those who value a work/life balance. We offer a competitive financial package and generous time off. We are flexible and fun, and serious about our kid business! \$25,000 Sign on bonus! Please reach out to us for a low stress conversation about high potential career possibilities! Please call/text (615) 636-9757 and/or email C.V. to smile@grindoctors.com.

TENNESSEE—CLARKSVILLE. Summary: What a great opportunity to work with solo-doctor, privately-owned, growing practice in a brand new 6k sf facility. We are looking for a passionate and energetic pediatric dentist to join our team. The ideal candidate will have a strong commitment to providing excellent patient care and will be able to create a positive and welcoming environment for children of all ages. Responsibilities: Provide comprehensive dental care to children, including preventive, restorative, and emergency services. Perform dentistry using various levels of sedation. Work with other members of the dental team to provide a coordinated and efficient patient experience. Stay up-to-date on the latest dental trends and procedures. Qualifications: Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree. Board certification in pediatric dentistry optional. Excellent communication and interpersonal skills. Ability to work well with children and parents. Strong attention to detail and patient safety. Details: Competitive daily minimum with collections-based bonus structure. Full-time or part-time opportunities available. Opportunity to work with a thriving team of experienced and dedicated dental professionals. To Apply: Please contact kevinkennedydds@gmail.com or (931) 206-0852

TENNESSEE—KINGSPORT OR MORRISTOWN. We are a one doctor owner with multiple locations looking for an energetic, motivated, hard-working, full-time (or part-time) SUPER STAR pediatric dentist to add to our team. Our mission at Kingsport/Morristown Pediatric Dentistry is to provide excellent patient centered care involving parents/guardians to ensure the best and healthiest results with outstanding customer service. The practice sees children as young as one day old for tongue/lip tie release procedures to age 18 for total oral health care. We take pride in the brand that we have built in our community and surrounding areas and are exciting to add to our team so we can continue to grow. Kingsport is centrally located to Asheville, NC, Johnson City, TN, and Bristol, VA. Morristown is centrally located to Knoxville, TN, Johnson City, TN and Asheville, NC. These beautiful East Tennessee communities are family-oriented areas surrounded by mountains and lakes with a variety of outdoor

activities! If you ever dreamed of living on a lake, this is the place to do it! Please contact or send C.V.: aleighia_barker@hotmail.com. Offer includes: Competitive salary Or percent of Employee's Collections. 4 weeks Vacation plus holidays. All private insurance or cash-paying. Malpractice Insurance. Relocation Bonus. Optional Health Insurance. Continuing Education reimbursement. Requirements: Tennessee and/or Virginia Dental License or eligible for licensure in Tennessee/Virginia. Completion or soon to be completed Pediatric Residency Program.

TENNESSEE—MORRISTOWN. Pediatric Dental Associates has a full-time opening for a talented pediatric dentist with potential for a rapid path to partnership/ownership. Our 30+ year privately owned practice provides compassionate, comprehensive, and conservative pediatric dental care with options for in-office sedation as well as general anesthesia/hospital care at East Tennessee Children's Hospital and an out-patient surgery center. We currently have two board certified pediatric dentists in a 7500+ sq ft state of the art facility providing traditional preventive, restorative and surgical care as well as minor orthodontic treatment with an experienced administrative and clinical staff in place. Paid malpractice insurance and 401(k) included in an excellent compensation and benefits package. Our thriving single location practice is located less than an hour from Knoxville and the Gatlinburg/Pigeon Forge area amidst the beautiful mountains and lakes of East Tennessee. If you are looking for a great place to practice and raise a family in a no-income tax state with a low cost of living, we would love to hear from you to discuss joining our team. If interested, please respond to emoody@charter.net or peddentmtown@gmail.com. Requirements: D.D.S./D.M.D. and Certificate or MS in Pediatric Dentistry. Board certified or board eligible.

TENNESSEE—PLEASANT VIEW. An amazing opportunity awaits the right Pediatric Dentist in the area of the famous Music City, Nashville, TN. We are a well-established practice with a fully experienced and well-trained staff in all aspects of pediatric dentistry. We offer all routine services along with in house Oral Conscious Sedation and General Anesthesia at one of Nashville's newest state of the art outpatient surgery centers weekly. We are looking for the right person to provide long term care and build relationships with our patients and their families. Someone with compassion, high energy, and a great attitude to jump right in and grow with our private practice. Partnership and profit-sharing opportunities as well with a competitive salary and benefit package. If you are looking for a position that allows you to feel like you have made a difference, and you can do your job and go home feeling satisfied with no worries to deal with then we are your office! Please send your C.V. to bridgett@smilehappy.com.

TENNESSEE—POWELL. Upscale and modern fully digital office. Flexible scheduling including full time or part time options. Autonomy over treatment planning. Treatment options include in office IV sedation with anesthesia team and N2O. Working with well-seasoned collaborative group including Pediatric Dentists, dental assistants, and dental hygienists. Working with pediatric population ages 0-19. In-office procedures include general restorative procedures with restorative assistants to assist. 7:15 am - 4:00 pm schedule between Monday and Thursday. Requirements: A certification in Pediatric Dentistry. TN Dental License. Board Certified or board eligible. For more information please contact *michael-jkoch63@yahoo.com*.

TEXAS—CONROE. Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening for 2 - 3 days a week, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest advancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. For more information please contact *cpdpuffin@gmail.com*.

TEXAS—MISSOURI CITY. A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term associateship, with potential for an Equity position if desired. The company boasts to have multiple offices with high profitability and is in a continuous expansion and progression since its inception. The offices are located in great areas of Houston Metropolitan, are well equipped, fully digital with advanced technology like CBCT, iTero, IO cameras, Sensors, Digital Caries Detection among others being utilized for amazing patient care and experience. The teams, both clinical and administrative, are very motivated, helpful and geared towards operations to minimize stress and improve productivity of the dentist. All the interested candidates should respond with a detailed C.V. and photograph to *arafat@usadentalsolutions.com*. Also, provide a good day to contact you for a brief 30 min call. Thank you. Creative Smiles and Kidzone Dental Team. (903) 245-7245. The prospective candidate should be well versed in procedures involving pediatric dentistry including Oral Conscious Sedation, IV Sedation and should be able to get credentialed at hospital systems. Board Certification is preferred but is not mandatory. Mandatory qualities include good chairside manners, team player, patient care and production driven, punctual, honest, loyal and looking to associate for long term. The management is

open to discussions about partnership with the right candidate. The compensation will be commensurate with improving the numbers and the bottom line.

TEXAS—SAGINAW. Kids Dentistry is growing again and we are looking for a pediatric dentist to join our team! We are a non-corporate, family-owned, small group practice and are proud to have created an environment where kids love to visit, team members love to work, and doctors love to practice. We are a very vibrant private practice nestled in the suburbs of NW Fort Worth; 30 mins from DFW international airport; 20 mins from downtown Fort Worth; 45 mins from downtown Dallas! We are looking for an outgoing, hard-working, and team-oriented associate that is searching for a career-based opportunity that offers clinical and leadership growth, mentorship, with benefits. We are here to help you find the work-life balance that works for you. Interested applicants please send your C.V. & Letter of Interest to *saginawkidsdentistry@gmail.com*. Website: *www.saginawkidsdentistry.com*. Position Highlights: Competitive Pay. Office Hours: Mon-Thu 8am-5pm/Fri 8am-2pm with the option of choosing a 4 or 5 day work week. 4 hygiene chairs and 5 treatment ops available to fill; we can build schedule to however you can manage your patient flow and production. SKD Doctor Benefits: Access to Blue Cross Blue Shield of Texas PPO plans and HSA plans. Flexible with time off requests. Mentorship Opportunities. Guaranteed Daily Minimum or percentage of adjusted production - whichever is higher. Percentage is based on experience and board certification. Contact *saginawkidsdentistry@gmail.com* to start a conversation! Requirements: D.M.D. or D.D.S. Completed education in an accredited pediatric dentistry residency program. Texas Dental License. Level 2 Sedation permit. Residents are welcome to apply!

TEXAS—SAN ANTONIO. Immediate Position Available. Part-Time/Full-Time. Looking for a Pediatric Dentist to join our growing practices and teams in San Antonio, TX and surrounding communities. This is a locally own practice who has a team that can support your growth in fun and friendly professional environment. We provide dentistry services focusing on the oral health of children from infancy through the teen years. We offer in-office sedation and general anesthesia both in office and at an outpatient facility. The ideal candidate must have excellent communication skills with the patients as well as their parents. They also must work well with team members to have a successful day. This is a Private Practice Group that is located in one of the top 10 fastest growing cities in the United States. New Grads welcome to apply. We offer our Pediatric Dentists: High Income Potential. Part time positions available. Company Paid Professional Liability Insurance. Company Paid CE courses. Paid Holidays Day. Paid Vacations Days. Healthcare benefits for full time pro-

viders. For more information please contact *joanna.c.ayala@gmail.com*.

TEXAS—WACO. Pediatric Dentist Opportunity - Waco Kids Dental, Temple Kids Dental - Waco And Temple Texas. The Kids Dental Family is seeking a passionate and dedicated Pediatric Dentist to join our thriving and busy practices in the wonderful area of Central Texas. We are proud of the relationships we strive to create with the community and families around us. We are looking for a skilled professional to contribute to our mission of promoting healthy oral health and delivering a vibe of love and comfort to the families that come through here. We are thrilled to offer a great signing bonus and/or relocation assistance for this phenomenal opportunity to join our team! Our Highlights: No ceiling on your income: Your earning potential depends on you! We are there to facilitate the journey but you are in control of your destiny! Guaranteed daily: We offer competitive daily guarantee. Rewarding Work Environment: You will become a part of a family. Focus on Patient Care: Enjoy the satisfaction of delivering top-tier dental care to children in a community-oriented setting. Beautiful Location: Waco Texas, home to the Big 12 School Baylor who plays others schools such as Kansas, BYU, Texas etc so many fun basketball and other sports to see. Competitive compensation; daily minimum or percentage of adjusted production (whichever is greater). Paid Malpractice Insurance Coverage. Continuing Education/ Occupational Expense Allowance. Paid Professional Liability Insurance. The opportunity to remain involved in the daily aspects of clinical practice, social involvement with the staff and families that come through and both clinical and business mentorship if desired. Support in continuing education with a generous yearly allowance. You will integrate into a vibrant working environment, will be mentored and can have a great impact on others and your own future! If you're ready to embrace a career where passion meets purpose, where we work together as a team and strive to be the best. Apply Today - We look forward to hearing from you! Qualifications We Are Seeking: 0-1+ years of previous experience working as a Pediatric Dentist (preferred). D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Certificate of completion of a residency from an accredited post-graduate Pediatric Dental Residency Program (preferred). Active Texas State Dental License or eligibility to obtain Nitrous Oxide Certification - Sedation Certified. Other certifications as required - CPR, DEA, etc. Spanish speakers is a plus! For more information please contact *pedradds@gmail.com*.

WASHINGTON—OLYMPIA. Olympia Pediatric Dentistry is hiring an associate! Come work, play, and put down roots in the beautiful Pacific Northwest. Olympia, Washington is an amazing community where parents value

quality dental care and we focus on lasting relationships with our patients. Privately owned, mature practice with over 20 years serving the community. Brand-new ~7000 sq ft state of the art facility with 12 A-dec dental chairs. Experienced team including multiple EFDA's and a restorative hygienist. Applicants with any level of experience are welcome. This position will start at 2-3 days per week but will progress to full-time rapidly. Please email OlyDrM@gmail.com for details.

WISCONSIN—PEWAUKEE/BROOKFIELD.

Small World Children's Dentistry of Southeastern Wisconsin is seeking a pediatric dentist for associateship or partnership. Specifically, we are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health as we are! Come join our team! We bring cutting edge technology and mentorship to pediatric dentists who are looking to grow in their field. Our practice is a doctor managed team of Pediatric Dentists working together to advocate for patients while elevating the quality of care for kids. We offer IV sedation appointments in office as well as having block time at a local hospital to handle OR cases. This well-established and successful practice is looking for someone who wants to change lives. If that's you, keep reading! Enjoy all of the amazing things Southeastern Wisconsin has to offer, zoos, museums, Lake Michigan, a vibrant arts scene in Milwaukee, our professional sports teams, the MLB Brewers, NFL Green Bay Packers, and the World Champion NBA Milwaukee Bucks! We are known for our amazing ethnic festivals and the World's Largest Music Festival, Summerfest. Our area has many small lakes and plenty of areas to bike, hike, and just enjoy the outdoors. Wisconsin is a great place to settle and raise a family. If the following describes you, you may be just the associate or partner we want: Experienced with and loves working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited dental school. Completion of residency from an accredited pediatric residency program. Active Dental License for the state of Wisconsin. Current residents are encouraged to apply. Our average pediatric dentist works around 3-4 days per week- in 2 state-of-the-art offices. Small World Children's Dentistry offers medical insurance, 401k plan, cafeteria plan, AFLAC, flexible scheduling, state of the art facilities including digital x-rays and charts, fully trained staff, malpractice insurance, etc. Salary is open to negotiation. Associateship or Partnership available. Small World Children's Dentistry is an equal opportunity employer. If interested, please forward your C.V. to careers@smallworlddds.com.

WYOMING—CHEYENNE. Are you looking for a down-to-earth smaller community surrounded by great outdoor activities? Our

growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our Cheyenne, WY, office. We enjoy world-class mountain biking at Curt Gowdy State Park in summer, and alpine and nordic skiing in nearby Medicine Bow National Forest during the winter. Nearby Vedawoo offers world-class rock climbing. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city experience, Cheyenne is a quick drive to Denver, perfect for catching a show or concert or attending a sporting event. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is generous and will be determined based on experience. Unique possibility to buy into the highly profitable surgery center we use as added bonus. Let's talk! Please visit www.wysuperkids.com for more information.

OUTSIDE THE US

BRITISH COLUMBIA—KELOWNA. Okanagan Pediatric Dentistry, a thriving specialty pediatric practice in one of the most beautiful destination cities in Canada, Kelowna, BC, is looking for an energetic, enthusiastic pediatric dentist to join the team! Located in the Okanagan valley, there are opportunities for activities and leisure abound. Kelowna is located on the shores of Okanagan Lake, offering incredible beaches and resorts in the summer, less than an hour drive from both Big White and Silver Star world class ski resorts, and 4 hours from Vancouver. The Thompson-Okanagan region boasts a long golf season with more than 50 courses and 120+ award winning wineries. Opportunities for skiing, hiking, cycling, mountain biking, boating, running, dining, and simply sight-seeing are endless. Kelowna offers a fabulous environment for raising a family with excellent schools; public, private, and post-secondary, as well as YLW international airport. Our practice draws from a very large geographic area, with patients travelling from as far as the Northwest Territories. Access to hospital dentistry makes this one of few practices in the Interior region able to offer comprehensive oral rehabilitation with fewer appointments. Our team is strong and

stable with long term staff and is paperless with digital radiography. An Associate position is available in a part-time capacity (3-4d/wk) currently, however, the future is bright! An increase to full-time with growth and possibility of buy-in for the right candidate. Please contact by email omegadds@me.com.

ONTARIO—KITCHENER. Are you a pediatric dentist who is competent in diagnosis and restorative treatment? Or are you a seasoned specialist looking for a more diverse opportunity? Our office is searching for the right candidate to join our team in Kitchener, Ontario. Not only do we provide all forms of sedation & basic restorative care, but we also provide endodontic treatment and retreatment, Phase I & II orthodontics, and TOTs consultation & treatment. Be as busy as you want, and enjoy fully digital treatment planning and treats in our fully-stocked breakroom with an ice cream maker. No weekends, no late nights, and no after-hour calls! Chameleon Dental Arts is sole-proprietor practice with a strong demand for pediatric dental care. Demographics of the practice are highly diverse, and our practice prides ourselves on patient-centered care. Must be in good standing and have/be eligible for an RCDSO license. For more information please contact christine@chameleondental.ca.

PRACTICE FOR SALE

GEORGIA—ATLANTA. Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over \$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Designed to support multiple doctor owners as well as associates, the practice is a bustling hub of dental excellence, serving a vast patient base with nearly 23,000 active patients. Its impressive patient influx is evident, with an average of 225 new patients every month, highlighting its strong market presence and community trust. The practice's facility is a testament to modern dental care, recently remodeled to encompass upscale, state-of-the-art equipment and design. Spread across 16 total operatories, the space includes open bay hygiene chairs, quiet rooms, and open bay operatories, each crafted to provide the best patient experience and workflow efficiency. What sets this practice apart is not just its financial success or its advanced facilities, but its readiness for growth and collaboration. The current doctor owners are open to exploring partnership options, welcoming both group involvements and individual pediatric dentists who share a vision for excellence in pediatric dental care. This practice represents more than just a business transaction; it's an opportunity to be a part of a thriving, community-oriented dental practice with a strong foundation and limitless potential for growth. Whether

you're looking to expand your dental practice portfolio or step into a rewarding pediatric dental venture, this practice in Georgia offers an unparalleled chance to make a significant impact in the pediatric dental community. For an overview of this Georgia Pediatric Practice, read below: 16 total operatories. Collections of \$6.241 million. EBITDA of \$1.273 million. 23,000 active patients. 225 new patients/month. Multiple dentists. Georgia, often referred to as the Peach State, offers a delightful blend of Southern charm and modern living, making it an exceptional place to call home. Renowned for its rich cultural heritage, Georgia boasts a vibrant arts scene, including the famous Fox Theatre in Atlanta, and the Savannah Historic District, where the past and present harmoniously coexist. Sports enthusiasts revel in the state's passionate sports culture, with exhilarating events like Atlanta Braves baseball games and the revered Masters Golf Tournament in Augusta. The state's culinary landscape is as diverse as its heritage, ranging from classic Southern comfort food to contemporary cuisine, with notable restaurants scattered across cities like Atlanta, Savannah, and Athens. Outdoor enthusiasts are spoiled for choice with the scenic Appalachian Mountains, tranquil coastal beaches, and the Chattahoochee River, offering endless opportunities for hiking, kayaking, and fishing. Georgia's livability ratings consistently rank high, thanks to its affordable cost of living, excellent education system, and a warm, welcoming community. All these factors combine to make Georgia not just a place to live, but a place to thrive, rich in experiences and brimming with opportunities for a fulfilling lifestyle. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies - email Bailey Jones: BAILEY@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. REFERENCE #GA12623. We look forward to speaking with you. Please be aware that the practice's location shown on the map is intentionally inaccurate to preserve confidentiality. For the exact location, contact PTS.

GEORGIA—AUGUSTA. Augusta, GA, is famously known as the home of the prestigious Masters Golf Tournament, attracting golf enthusiasts from around the world and showcasing the city's lush landscapes and rich sporting heritage. New to the market is a remarkable opportunity in Augusta, where a flourishing pediatric dental practice is inviting an individual dentist to partner in its continued success. This established practice has been a cornerstone of pediatric dental care in the community for over two decades, showcasing not just longevity but a deep-root-

ed trust amongst its patrons. Boasting an impressive setup of nine state-of-the-art operatories, this practice is designed to cater to the diverse needs of young patients. The clinic's environment is tailored to ensure a comfortable and reassuring experience for both children and their guardians, reflecting a commitment to excellence in pediatric dental care. What truly sets this practice apart is its robust patient base. With over 14,000 active patients, the practice is a hub of activity, serving an average of 115 new patients each month. This incredible patient influx is largely driven by word-of-mouth referrals, underscoring the high level of satisfaction and trust the community places in their services. This is further evidenced by the practice's impressive financial performance, with over \$1.2 million in seller's discretionary earnings (SDE), highlighting not just its clinical excellence but also its robust business acumen. The practice's limited advertising efforts have yielded extraordinary results, a testament to the quality of care and service provided. This scenario presents an invaluable and increasingly rare chance for a motivated pediatric dentist to become a part of a well-established, highly profitable practice. The practice is seeking a pediatric dentist who shares their passion for providing exceptional care and is eager to contribute to the ongoing story of this remarkable practice. Key highlights of this Augusta Pediatric Dental Practice: 9 operatories. Collections of \$3.047 million. SDE of \$1.212 million. 115 new patients/month. Incredible partnership opportunity. Augusta, GA, celebrated for its scenic beauty and dynamic culture, is a southern jewel renowned for its high quality of life and livability. Home to the Masters Golf Tournament, Augusta offers more than just world-class golf; it's a hub of cultural and recreational activities. The city's vibrant arts scene is anchored by the Morris Museum of Art and the Imperial Theatre, which offer a taste of Southern heritage and diverse performances. Augusta's historic downtown, with its picturesque riverfront, is alive with unique shops, galleries, and restaurants that showcase both traditional Southern flavors and innovative culinary delights. Education is a strong suit in Augusta, with numerous highly rated schools providing quality learning experiences for families. For outdoor enthusiasts, the city is a haven, located on the Savannah River's banks and close to natural attractions like Phinizy Swamp Nature Park and the Augusta Canal, ideal for water sports, hiking, and biking. The community spirit, friendly ambiance, and affordable living cost in Augusta add to its allure as an attractive living destination. Emphasizing cultural richness, educational quality, outdoor beauty, and culinary variety, Augusta, GA, is an

appealing choice for those seeking a fulfilling lifestyle. Ready to learn more and review the prospectus for this Augusta, GA pediatric dental practice? Contact Professional Transition Strategies, email Bailey Jones: BAILEY@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. REFERENCE #GA121923. We look forward to speaking with you.

INDIANA—MIDDLBURY. Profitable pediatric dental practice with annual collections of over \$2 million with one doctor. Even more impressive is the office's low overhead, excellent reputation, and stellar team! All this is accomplished with 32 hours of patient care a week and 6 weeks of vacation per year. The office is located in a beautiful stand-alone building with excellent natural light and 7 operatories. The seller is open to various transition options depending on the buyer's needs. This well-run office has excellent potential for additional growth. Interested parties may email peditricdentalopportunity@gmail.com.

KENTUCKY—NORTHERN. Pediatric dental practice for sale in Northern Kentucky area. Office is located in a high traffic, fast growing area. 6 dental chairs, digital radiography and cephalometric x-ray, Isolite systems, and paperless charting. For more information, please contact peditricdentalwork5@gmail.com.

PENNSYLVANIA—LEWISBURG. One of the best places to live in PA! Beautiful spacious very well done general practice for sale. Digital, Very strong hygiene program. Newly renovated leased space with good street visibility and plenty of free parking for staff and patients. A lot of young professionals are residents, great restaurants and wonderful schools. Rev \$500,000. For more information, please contact Donna Costa, Donna.Costa@henryschein.com, (609) 304-0652. #PA3770

TEXAS—DALLAS. Well established pediatric practice available for immediate purchase in Dallas, TX. Located in a 4,000 sq ft single-story medical/professional building. Real estate can be purchased with practice. Predominately Medicaid patients. Bay area with 3 treatment chairs + 2 quiet operatories. Hygiene is 25-30% of total production. No sedation or hospital treatments at present, but growth potential for purchaser to add these services. Patients range from infants to teenagers. Doctor is retiring, but willing to help a Purchaser in a transition. Contact Lewis Health Profession Services at (972) 437-1180 or via email to info@lewishealth.com for additional information on DP#553. Requirements: Texas Dental License (or in progress).

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