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## Volunteerism

By Gloria Pipkin, SCDA President

Last month I spoke to you about ethical dental practice. This month, I want to expand on that theme and speak to moral dental practice. Specifically, I want to address a very important aspect of moral dentist practice; Volunteerism.

While in a general sense, medical care is considered a basic human right, in the minds of many dental care is not – and the outcome of this discrepancy can be that patients struggle with paying for dental care. Patients who can't afford regular dental care put it off until their poor care results in severe, painful and debilitating dental conditions that can affect their health in a significant way. Further, when dental problems become so severe that result in painful and dangerous conditions, patients who cannot afford care can't just walk into an ER and ask to have their tooth pulled, as they can with medical emergencies such as appendicitis or a broken rib, and get the care free. There are no such protections for dental care. It is to these folks that we owe a moral responsibility as dental practitioners to consider pro-bono care.



Dr. Gloria Pipkin

Of course, none of us are expected to dole out free care to anyone who wants it, and we always have to be concerned with maintaining the viability of our offices. But when there is a real need, we have the obligation and responsibility to provide care to those most in need the best way we can.

How can we do this and still balance our need to financially support our practices? One great way is to volunteer for DAD – Dental Access Day – now an annual event sponsored by our own South Carolina Dental Association. The SCDA website describes the project in this way:

*"Dental care is either unavailable or an unaffordable luxury for many adults living in South Carolina. It is common to find residents with severe pain, discomfort, and embarrassment due to poor oral health. In order to address access to care for many indigent South Carolinians, the South Carolina Dental Association is planning to launch a dental access initiative, DAD, which will primarily focus on adults with the majority of care being extractions and restorative work."*

In 2014 the event was held in Rock Hill, we saw over 1,400 patients and gave away over \$950,000 in care. There were countless volunteers who helped pull off this monumental task, and it was an overall success; however there were many parts of our state that were not represented by our profession. Without pointing fingers – you know who you are. We as a state association have to acknowledge that we could do a lot better and maybe even accept a little embarrassment for this lackluster response by some of us.

The 2015 event will be held in Greenville, August 20-22, 2015. My hope, and challenge to all of you is to make sure that THIS year we are equally represented, and when we fill the map of our state with little green dots representing where our volunteer dentists came from, the pattern is uniform and dense. In my September article I will draw that little map – and if there are big spaces between those little green volunteer dots, I won't have to point fingers – those areas where volunteerism is lackluster will become evident. So take up the challenge fellow dentists!

Continued on Page 3



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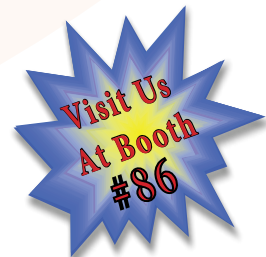
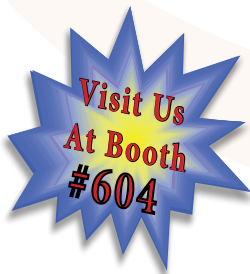


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On another note (perhaps not so far removed from dental morality and volunteerism, as it relates to how we address the human side of practice for those less fortunate), I'd like to make a few comments about Adult Medicaid dental benefits. By some estimates, 300,000 or more South Carolinians became eligible for benefits on December 1, 2014 through this benefit. Many of them had not been seen for years for the reasons I spoke about in the beginning of this article. Yet, with the current rates of \$22 for cleaning, \$69 for an extraction and \$750 a year maximum benefit it's impossible to meet the demand the new benefit created. These rates are a third of what other third party reimbursers pay, yet often the procedures for this population are intricately more complicated and difficult due to their years of no care. The allowable rates don't allow practitioners to cover the cost of care and don't address the fact that we are not only health care providers, but also small business owners. The result is that most of us have to limit the number of Medicaid patients we see, if we can afford to see any, or we risk putting ourselves out of business. State agencies administering the program estimate that more than half of the adults eligible and in need of care will not get it this year, simply because of waiting lists and limited numbers of practitioners. We are in a little better shape here in South Carolina than states where the Medicaid eligibility limit was raised, but we are still in a deficit when we look at benefits available compared to care available. We need to work through our state association to continue to advocate for increased rates and more realistic limits if we want to address this issue in a meaningful way.

Lastly, let me again remind everyone to make plans now – if my plea last month hasn't stimulated you to do so as yet -attend our 2015 SCDA Annual Session in "my house" – Charleston - April 30th through May 3rd at the Charleston Marriott on Lockwood Blvd. Maybe I'll make a little South Carolina map with green dots for attendance...

Have a great month a god Bless all of you for the work you do.

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### Keep Your Records Up-to Date!

These days people change information often: new phone number, email address as well as mailing addresses. Make sure your information is correct by logging into [www.scda.org](http://www.scda.org) to verify your information!

## New Dentist Committee Member Focus

By Kaley Peek

### Why I participate in organized dentistry?

Organized dentistry has one of the highest participation rates among medical professionals in their respective organizations. The adage that there is strength in numbers holds true, whether it be strength to oppose or support a new bill in government or strength to draw from one another's experiences to become the best that you can be in your field. As a newer dentist, I find comfort in the knowledge that I have been able to gain from my fellow dental professionals that enables me to become a better clinician.

### What have I gained from organized dentistry?

I began participating in organized dentistry while in school at MCG in Augusta, Georgia. I was given the opportunity to engage in educational discussion with my peers at my school, but also to travel and engage in discussion with other dental students across the country. Throughout these experiences, I have gained countless words of wisdom from other dentists and been able to seek them out when I've needed a mentor. I've also been able to develop my leadership skills while working to ensure that we have a united profession.

### About Kaley E. Peek, DMD.

Dr. Kaley Peek is a graduate of Presbyterian College (2008) and the Medical College of Georgia School of Dentistry (2013). She is a member of the American Dental Association, the Academy of General Dentistry, and the Piedmont Dental Society. Her passion for mission work led her into the field of dentistry so she appreciates every chance she has to give back to her community and to others around the world. She and her husband, Derek Smith, also enjoy traveling together when they aren't playing at home with their 9 month old chocolate lab puppy. She is looking forward to many more years in a fun-filled profession that she loves.



## Master Calendar

March 6	Central District Spring Meeting	Columbia Conference Center	8:00 AM
March 6	Piedmont District Spring Meeting		
March 6	Pee Dee District Spring Meeting	Florence Country Club	8:30 AM
March 13	Coastal District Spring Meeting	Trident Tech	8:30 AM
March 20	Radiation Safety Exam	Fortis College	9:30 AM

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# South Carolina Donated Dental Services (DDS)

February 2015



*Dr. Paul Giddings of Pickens,  
DDS volunteer since 2005,  
with DDS patient Ramona*

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**Overview:** In 2012, the South Carolina Dental Association partnered with Dental Lifeline Network • South Carolina to develop a Donated Dental Services (DDS) program to help South Carolina residents with disabilities or who are elderly or medically fragile and have no other access to dental care. The South Carolina DDS program is similar to 41 other state programs developed by Dental Lifeline Network that will collectively generate \$25.8 million in donated services by June 2015. **Already DDS volunteer dentists and labs have donated \$555,164 of comprehensive treatment for 148 vulnerable people in South Carolina!**

DDS Program Totals: Fiscal Year Comparison		
	7/1/14-12/31/14	7/1/13-12/31/13
Donated Treatment Value	\$101,749	\$86,542
Donated Lab Value	\$11,131	\$10,725
Patients Treated	36	29
Average Value of Treatment	\$2,826	\$2,984
Participating Dentists	104	80
Participating Labs	29	21
Active Patients	52	37
Pending Applications	249	167

The DDS program transforms the lives of the patients we serve, like **67-year-old Frona from Blythwood**. Frona has suffered from chronic progressive Multiple Sclerosis for 33 years. She lives alone but has a home health aide who assists her with daily activities. Frona experiences significant pain due to the MS, especially at night. This causes her to grind her teeth, which has cracked and broken several teeth and damaged multiple crowns. She went to a dentist for help, but sadly, she was not able to afford the recommended treatment. Thankfully, a community agency referred Frona to the DDS program, and she was linked with two generous volunteers: A general dentist restored four teeth and donated a crown and two deep cleanings, and a volunteer lab fabricated the crown at no charge. **Thanks to this kind team, Frona received \$4,437 in free care that restored her oral health!** She expressed her deep gratitude:

*"I was gritting my teeth and grinding them (from pain). When I began to pray for death, an angel called! My life changed when I met Dr. N. A million times, thank you!"*

**The Future of South Carolina DDS:** The program has grown dramatically this year, yet we're overwhelmed with requests for help. Because there are 249 qualified patients on the waiting list, only 10 counties are currently open to new applicants. **We desperately need more volunteer dentists; YOU can make a difference by trying just ONE case.** It's easy and convenient to be a DDS volunteer — visit [www.DentalLifeline.org](http://www.DentalLifeline.org) to sign up today!

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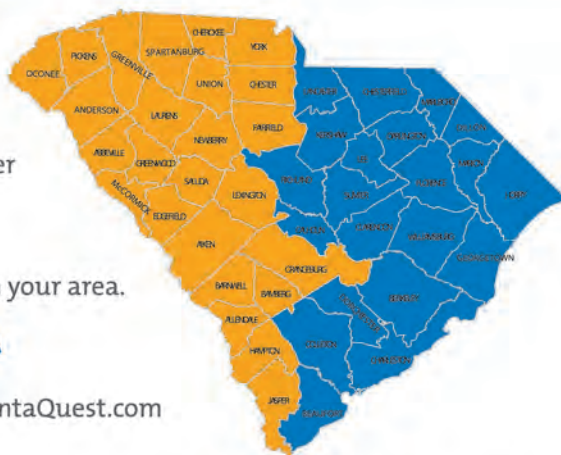
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## 16th District Trustee Update

By Dr. Hal Fair, 16th District Trustee



Dr. Hal Fair

The meeting began on Thursday, as the second-year Trustees joined the new Trustees for their orientation. The second-year Trustees were there to give perspective and insight to the first-year group. The Board is fortunate to have a great new Trustee class, very engaged and very eager to perform the duties of The Board. The new class consists of Rick Asai, Oregon; 11th District, Bob Bitter, Illinois; 8th District, Chad Gehani, New York; 2nd District and Lindsey Robinson, California the 13th District. Also included is our new 2nd Vice President; Thomas Gamba from Pennsylvania. Participants were again asked to fill out a survey so that the orientation can continue to be improved from year to year.

Friday and Saturday were busy days during which our standing committees met to begin their work for the year. The work formed the basis for many of our later discussions on audit, financial, compensation, governance and strategic planning issues. I would like to acknowledge Bob Plage who serves on the Audit Committee as the HOD member. His contribution and insight are invaluable.

On Sunday, we joined with staff, council Chairs and Vice Chairs for a full day session focused on the need to implement our new strategic plan. We heard some fascinating data from Kantar Research and a report of focus groups comprised of both members and non-members. From our discussions it is evident that we must act differently under our new strategic plan if we expect different results as far as membership growth is concerned.

### In Summary:

- There is considerable agreement among the trustees, other volunteer leaders and staff that the ADA must adopt a more disciplined approach to deciding on what programs and services the organization should be engaged.
- The criteria the groups reviewed were considered a good start but were in need of revision. Several groups wanted to see how criteria were rated – the staff reported that weighting will be developed later by Admin Review.
- It was agreed that the HOD and Councils also need to adopt disciplined systems for decision-making.
- It was generally accepted that "less is more" and therefore the ADA must reduce the number of programs and services it offers.

I am sure that as the council's begin to meet this year you will be hearing more about the implementation of the new **Members First 2020 Strategic Plan**.

Our formal meetings began with a meeting of the Board as shareholder of ADABEI. We heard from Dr. Mercer, chair of ADABEI. Dr. Mercer discussed the savings available to members through ADABEI discounts of over \$14,000 per member. Among new products under development or consideration include a HIPAA Compliance kit. ADABEI also plays a key role in the Power of 3 through joint licensing agreements with state societies. I want to thank Dr. Mercer (Jim) and the entire ADABEI board for their hard work.

The Board has been working hard to take full advantage of the New Dentist Committee as an advisory committee of the Board. Drs. Michael LeBlanc and Chris Hasty chair and vice chair of the committee, addressed us at this meeting. The NDC is hard at work with the Council on Annual Sessions to make the "meeting within a meeting" of the New Dentist Conference and the Annual Meeting a success. The new dentists will have a dedicated hotel at the DC

  
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*Continued from Page 8*

meeting and there will be a leadership track of CE courses available. NDC has set a goal of 400 registrants to the new dentist conference. The combined meeting will include time specifically for interaction between the Board and new dentists as this was a main concern of the committee.

The Success Program is another area of focus with the NDC and the committee is working hard to improve that program as part of our student strategy. The NDC will be working hard to enhance its relationship with ASDA. They also been charged with considering ideas for new, innovative programs for the Association, as well as considering the value of existing programs from the perspective of new dentists.

Following the presentation, the Board discussed the need to encourage new dentists to participate in ADA leadership. The Board also approved a resolution to have an additional NDC meeting in August, in conjunction with a Board meeting. The New Dentist Committee has significant work to accomplish and can take advantage of an additional meeting. This will also allow a joint strategy session with the committee and a social event. The BOT looks forward to that opportunity.

The Board also discussed the "universal assessment criteria" that is used as part of our budget process to assess the relative value of ADA programs against a common set of criteria. The criteria were addressed by Budget and Finance and by the full group which participated in the Sunday strategy session. The Board discussed the criteria and proposed some changes to them in order to address some of our concerns. The criteria have now been approved and will be used in the upcoming budget process.

Michael Graham provided us with an update on developments in Washington. Addressing Medicaid is essential going forward. A workgroup has been appointed consisting of myself, Drs. Dow, Shenkin and Zenk to guide our efforts on this front. Staff, too, will be working to develop possible approaches for the Workgroup and we all look forward to progress on this issue.

Former ADA president and current ADA FDI delegation chair, Greg Chadwick, presented us an overview of the ADA role within FDI. As recognized leaders on global oral health, FDI needs us to address global health issues. But we also need FDI, as our "seat at the table" on international matters. For example, FDI provided the ADA with our opportunity to prevent the UN mercury treaty from including a ban on dental amalgam. We are lucky as a delegation to have the leadership of Dr. Chadwick. Thank you Greg.

As part of our obligation to stay abreast of our environment, Marko Vujicic presented a report on the State of the Dental Market in 2014. The data shows that the dental market is not recovering with the general economy. Demand for dental care will likely continue to stagnate, with the exception of the public sector, especially for children.

While the number of children gaining dental care continues to grow, that growth does not exist for adults. Marko examined why this is the case, investigating barriers to care. Financial barriers and the lack of perceived need ("my mouth is healthy") far exceed any barrier relating to the number of providers. This may not be the case for Medicaid adults, but more work is needed to fully understand the dominant barriers facing this population. Further research on Medicaid expansion was also presented. In many states, there is a rapid expansion of the dental Medicaid population, but this poses its own threats and opportunities. The threats focus on the fact that Medicaid coverage expansion does not mean funding expansion (or addressing structural barriers inherent in the system). Medicaid expansion is an opportunity because it should increase the demand for dental care.

At this meeting, we welcomed the current class of the Diversity Institute both for lunch and for our diversity discussion during our meeting. Diversity is a key topic for the future success of the Association and as part of this meeting we reviewed and approved the 2014-2019 Diversity and Inclusion Plan. The Plan recognizes the risks we face if we ignore diversity, as well as the benefits we will reap if we succeed in becoming diverse as an association. These include greater membership and a greater opportunity to shape our profession. Our **first goal** under this Plan is to increase diversity in membership. **Goal Two** is to have an inclusive organization. The **final goal** is to institutionalize stability, in other words, to sustain the plan. **If any of the states in our 16th District has implemented plans or has ideas on how to increase diversity within our membership please share that with me and I will pass the information along to the Diversity Committee.**

We learned at this meeting that the ADA Foundation will not be hosting a formal GKAS Gala, but will follow a format similar to that used in San Antonio to honor Dr. Whiston. This provides us with an opportunity to return to a less formal event on Monday evening for delegates and the Board. Last year, some on the Board

*Continued on Page 11*

felt that we collectively needed a better opportunity to honor Dr. Norman as our outgoing president. This will provide us with such an opportunity going forward.

Also at this meeting the BOT took a hard look at the student debt problem and possible approaches to it. Specifically, we examined business strategies addressing the issue. The private student loan market is dominated by a handful of major players, with many major banks dropping out of it. Underwriting standards are stricter than they used to be. The refinancing market, however, is starting to see new refinancing products emerge. This market is not well developed and therefore may provide the ADA an opportunity. Among the options open to us are to:

- Endorse a specific lender for existing products
- Endorse an advisor who could provide information on a variety of lenders
- Enter into a marketing relationship with a lender for a new product tailored to our members
- Enter into a marketing relationship enhanced with an ADA financial commitment to the program.

Clearly, the level of complexity under the last listed option far exceeds that found under the other options. Our next steps are to develop these concepts further for discussion by the Board at our next meeting.

Bill Robinson, our new Vice President of Member and Client Services, updated us on current activities under the Membership Growth Plan. Membership growth in market share continues to lag. We are seeing some progress in some of the satisfaction indicators we use, but clearly more is needed to be done. Some of the data shared with us highlight the importance of diversity because our shares in key market segments continue to lag. Bill also briefed us on the Membership Plan for Growth, our grant program to state and local societies focusing on membership initiatives. The Council on Membership provides oversight and determines which applications are funded.

In closing, the Board is looking forward to its retreat in February. It is always a fun time and a chance for the BOT to relax and get to know each other in a more informal setting. However we will have some serious discussions. We will be have an update and strategic discussions on the Power of Three. I look forward to updating you on that and our March BOT meeting in my next report.



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# Executive Director's Notes



Mr. Phil Latham

The SCDA has been very busy this year with numerous legislative items. Although bills change frequently, below in the first chart is a summary of the issues SCDA has been involved with in the 2015 Legislative Session thus far.

The second chart reflects other ongoing legislative work, although no bills have been introduced associated with this work.

Please note that at this time, it is not necessary to contact your legislator. The SCDA will contact the membership with details if needed on a specific bill.

If you have any questions, feel free to contact the SCDA.

Legislative Bill	Abbreviated Description	Committee	SCDA Action
S 136	Would allow dentists to be paid like physicians when emergency work has been provided in a hospital setting.	Senate Medical Affairs	This bill was introduced by Sen. Ray Cleary. SCDA testified and it has been unanimously approved by the Committee.
H 4468	Deletes obsolete regulations dealing with Hypodermic Devices and Drugs and Devices	House 3M	SCDA supported and it has been unanimously approved by the Committee.
H 4502	Deletes regulations in the Department of Labor, Licensing and Regulation regarding fees	House 3M	SCDA supported and it has been unanimously approved by the Committee.
S 245	Dental Therapist bill was pre-filed	Senate Medical Affairs	SCDA met with Sen. Davis and explained that there was a better approach than a therapist solution. SCDA pushed for a Community Oral Health Coordinator (COHC) position which passed the legislature in 2010, but without funding. A proviso has been issued to fund COHC's in some areas of the State.
H 3078	Nursing bill to expand scope of practice	House 3M	The subcommittee voted to adjourn debate on this bill and discuss a bill submitted by SCMA. SCDA will continue to monitor this bill very closely.
H 3508	Nursing bill to expand scope of practice	House 3M	This relates to House bill H3078 and SCDA will be monitoring this bill very closely.
H 3452	Assignment of Benefits	Labor and Insurance	This bill would require insurance companies to pay the provider of services directly and not submit payment to the insured.
Budget	Rural Incentive Program Money	House Ways & Means	SCDA will be seeking additional money for this program.
Budget	Donated Dental Services	House Ways & Means	SCDA will be seeking continual funding for this program.

*Continued on Page 13*

Issue	Abbreviated Description	SCDA Action
Faculty Licensure	Proposed legislation was discussed at the December 2014 SCDA House of Delegates.	SCDA established a Task Force to review the recommendation at the December House of Delegates and come back to the House with clearer language. The Task Force is being Chaired by Dr. Lynn Wallace.
Infection Control	The State Board has been reviewing this issue and established a Task Force to review the current standards along with the requirements in other States.	SCDA is part of the Task Force with Dr. Thomas Edmonds and Mr. Phil Latham.
Sedation Legislation	The SCDA new Sedation legislation was passed in 2014. The new law has not taken place yet as the regulations for the new law need to be written and passed by the Legislature. The State Board is planning to work on the regulations this year.	SCDA will be part of the process in the drafting of the regulations.



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## SCDA Co-endorses the ADA Visa from U.S. Bank

By Mark Brown



Mr. Mark Brown

### ADA Visa Signature is the card member dentists count on for great benefits and valuable rewards

Across the country, the ADA Visa Signature Card is the card dentists count on to deliver the rewards and benefits that matter most to them. Starting today, the SCDA, along with ADA Business Resources, now endorses the Visa Signature Card from U.S. Bank. That means that the SCDA and ADA Business Resources stand behind U.S. Bank and the outstanding benefits and service they provide. With the ADA Visa Card, SCDA members can now earn even more rewards while supporting the mission of the association.



"We selected U.S. Bank as our card provider for many reasons, but first and foremost because we believe our members will receive one of the best reward cards combined with the highest level of service," says Dr. Craig Little, SCDA Member Benefits Group Chairman. "With its outstanding benefits tailored exclusively to members, I would encourage all SCDA members to consider adding this card to their wallet and to call our staff if they have any questions about the new card."

### What's different about the Visa Signature card from U.S. Bank?

Points add up fast with the U.S. Bank card – earn two points for every net \$1 spent on all ADA purchases and one point for every net \$1 spent on everything else.<sup>1</sup> Redeem points for flexible rewards including travel, fine dining, gift certificates, cash back and more.<sup>2</sup> You can even use points to travel on more than 150 airlines with no blackout dates. Just 25,000 points = up to a \$450 ticket. There's no limit to how much you can earn and no preset spending limit.<sup>3</sup> Plus, as a valued Visa Signature cardmember you'll enjoy exclusive benefits including 24-hour concierge service, travel discounts and much more.<sup>4</sup>

**For a limited special offer, call 888-327-2265 ext.94593 or visit [usbank.com/ADA94593](http://usbank.com/ADA94593).**

<sup>1</sup>Net purchases are purchases minus credits and returns.

<sup>2</sup>Subject to credit approval. Accounts must be open and in good standing (not past due) to earn and redeem reward points. Please wait 6-8 weeks after first purchase for account to be credited.

<sup>3</sup>No preset spending limit does not mean unlimited spending. Individual transactions are authorized by card issuer based on factors such as account history, credit record and payment resources. Card issuer will preset an upper limit for revolving balances and cash advances.

<sup>4</sup>Cardmembers are responsible for the cost of any goods or services purchased by Visa Signature Concierge on cardmembers' behalf. The creditor and issuer of the ADA Card is U.S. Bank National Association, pursuant to a license from Visa U.S.A. Inc. © 2014 U.S. Bank National Association

ADA Business Resources<sup>SM</sup> is a service mark of the American Dental Association. ADA Business Resources is a program brought to you by ADA Business Enterprises, Inc. (ADABEL), a wholly-owned subsidiary of the American Dental Association. ADA is a registered trademark of the American Dental Association.

### Send us your story ideas!

Do you have an idea for a story? We'd love to hear it. We're always looking for topics of interest to our members.

If you have a suggestion, email Maie Brunson at [brunsonm@scda.org](mailto:brunsonm@scda.org) or call 800-327-2598. Please be specific We'll let you know if and when your idea will come to fruition. Thanks for your help!

#### Product awards

SolmeteX has set the standard for amalgam separators.



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SCDA members will receive a collection container with proof of purchase of any of the Hg5 Series Systems. Fax proof of purchase to 508-393-1795.

[www.solmetex.com](http://www.solmetex.com)

1.800.216.5505





# Save Money by Taking Advantage of Quality, Discounted Services Through These SCDA Endorsed Companies

## Insurance Products and Services

Group and Individual Medical Plans  
Professional Liability/Malpractice  
800-327-2598 or [www.scda.org](http://www.scda.org)

Bridge, Cancer, Accident and Illness  
Will Greene 843-384-3549

Disability, Long Term Care and Life  
Jeremy Withers 843-424-7154

Medicare Supplements  
Bill Pace 800-452-4931

Property & Casualty  
Caroline Deevey 800-845-3163

## Accounts Receivables/ Collections

Susan Rackcliff  
704-904-2969

**Average Savings \$300**

**TekCollect**

## Amalgam Separators

800-216-5505

**Average Savings \$600**



## Credit Cards

888-327-2265 x94231

**Average Savings \$2,400**

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from **usbank**

## Credit Card Processing

800-577-8573

[scda@transfirst.com](mailto:scda@transfirst.com)

**Average Savings \$1,300**



## Dental Practice Loans & Acquisitions

800-920-1546



**Practice Solutions**

## Electronic Claims Processing

866-886-5113 Option 1

**Average Savings \$600**



## Air-Medical Transport Membership Program for Travelers

800-527-7478 Mention SCDA

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**Average Savings \$500**



## Office Supplies

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**Average Savings \$500**



## Patient Financing

866-246-9227

**Average Savings \$170**



## Payroll Services

866-535-3592

**Average Savings \$300**



## Precious Metal Refining

800-741-3174

**Average Savings \$155**



## Website Development

866-731-8834

**Average Savings \$775**



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\*Savings based on individual experiences. Your savings may differ.

## New This Year at the SCDA Annual Session

By South Carolina Dental Assistants Association

**The Instrument Check-up:** *Instrument and Care Maintenance* by Lori Paschal, CDA FADAA  
**Infection Control in Practice:** *Guidelines and Recommendations for Instrument Processing & Dental Unit Waterlines* by Kelly Brenner, Hosted by the SCDA, Sponsored by Hu-Friedy

We all know that all personnel have an annual OSHA Blood Borne Pathogen training requirement. However, it is important to realize that 'Sterilization' does not stop there, but is only the foundation. This year, the SCDA will be taking this one step further as we host 2 new workshops that will focus on instrument care and reprocessing, work flow and sterility assurance. These 2 Saturday morning courses are intended to **compliment** Dr. Hook's *OSHA Training and Infection Control in the Office* offered on Friday morning. With the heightened focus on sterilization techniques and protocol, your office cannot afford to be found lacking.

Any of this sounds familiar?

- Staff constantly behind in schedule because of waiting on sterilization resulting in sterilization protocols shortcuts?
- Instruments replacement costs increasing because of broken instruments resulting from overloaded ultrasonics?
- Lab and sterilization share the same space – creating a bottleneck with instruments and potential for cross-contamination?
- No clear flow for dirty/clean instruments?
- Undersized equipment for volume of instruments requiring staff to continuously process instruments in overload ultrasonics and sterilizers?

Sterilization is one of the most important jobs in your office – give your staff the tools they need to be successful in their roles. Register your staff online at [www.scdannualsession.com](http://www.scdannualsession.com).

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## Are You Keeping Accurate Time Records on Your Employees?

By Kris Cato, Attorney at Law Member

If not, you may be subjecting your practice to possible back pay liability. The United States Department of Labor ("DOL") is paying close attention to how small employers are paying their employees. The issues that they are targeting are the following:

1. Misclassification of employees. What does this mean? Not all salaried employees are exempt from being paid for overtime. You should examine your practice to ensure you are properly classifying your employees and be mindful of the federal overtime requirements.
2. Your practice should consider requiring all employees to maintain accurate time records, not just those that are hourly paid. To the extent that employees have inadvertently been misclassified and overtime is actually due to them, you would want an accurate record to determine what that amount is, rather than to rely on memories.
3. Accurate record-keeping of actual time worked. Employees working through lunch breaks and after hours should be paid for all time worked. Simply because an employee has a stated lunch time does not mean that they are not to be paid if they work through it. Employees arriving to work early before their stated start time who actually begin working should be paid for that time.

The federal wage and hour laws (Fair Labor Standards Act) applies to virtually all employers, no matter how small and the rules and regulations accompanying them can be cumbersome and difficult to navigate. Employers should periodically review their payroll and recordkeeping practices to ensure compliance with the law as fines, penalties, back pay, attorneys fees and other damages can cripple a small business.

For more information please contact Kris Cato at 803-349-4397 or [kris@blaircato.com](mailto:kris@blaircato.com).



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# Classified Ads

## Dental Related Services

**Palmetto Dental Personnel Inc.** is owned and operated by a dental professional with 20+ years experience and has exclusively provided professional staff for Columbia and the surrounding Midlands areas for 20 years. PDP has dental hygienists, assistants and front office personnel available for temporary and permanent positions. Contact Gail Brannen at 1-800-438-7470, fax 866-234-8085, email [gbrannen@palmettodentalpersonnel.com](mailto:gbrannen@palmettodentalpersonnel.com) or visit us at [www.palmettodentalpersonnel.com](http://www.palmettodentalpersonnel.com).

## Locum Tenens/Positions Wanted

**Dentist available for locum tenens.** Available daily, weekly or monthly. General Dentistry. 20 years plus private practice, 8 years contract dentistry. Private practice, city and county dental clinics. Dr. Garland L. Slagle 843-837-4126.

**General dentist seeking PT employment** in the Charleston, West Ashley and Mt. Pleasant area. Filling in while on vacation, maternity leave, illness/disability, or just need an associate. GPR trained with 30+ years experience. Call Fred Danziger 843-377-8311 or email [fziger@homesc.com](mailto:fziger@homesc.com).

Since 1975, **Dental Power has been placing dentists seeking work!** We have clients in SC with fill-in/locum tenens needs, short-term assignments (mobile dentistry and school based programs), long-term contract work and associate position openings. You can learn more and view specific opportunities at [www.DentalPower.com](http://www.DentalPower.com) or contact 800-710-9720

**Dentist seeking part time employment in the Charleston area-** permanent or temporary. Thirty years experience. Local references upon request. Contact Dr. Boyd Wright, 214-642-8225 or email [boyddds1@aol.com](mailto:boyddds1@aol.com)

**Periodontist** with extensive experience in dental implants, complex extractions, soft tissue and bone grafting procedures. Conscious sedation techniques. Seeking one or two days per week. Travel is not a problem. Contact REP at 706-220-2162.

Position wanted **Myrtle Beach general area.** Dentist with extensive Endodontic and Exodontic experience available to perform these services in your office. Routine OS, Molar, calcified canals, retreats, all performed under rubber dam with 4.5 and 8.0 magnification. Past director Dental Anatomy, Columbia SDOS. Seeking quality fee for service office. Resume and reference available. Contact 516-659-8347 or [stomodoc@gmail.com](mailto:stomodoc@gmail.com)

## Positions Available - Dentists

Family Dental, LLC desires **motivated, quality oriented dentists** for its offices in Columbia, Rockhill and Greenville. We focus on providing the entire family superior quality general dentistry in a modern technologically advanced setting with experienced staff. Our dentists earn on average \$230,000/yr, supported with health/malpractice insurance, 3 week's vacation, and visa/PR sponsorship. Call 312-274-4530 or [rmasoud@kosservices.com](mailto:rmasoud@kosservices.com).

**Volunteers Needed:** Our Lady of Mercy's Wellness House Dental Program on Johns Island is in need of volunteer SC licensed dentists to provide emergency & basic dental. Monday-Thursday and also Tuesday evenings for the emergency clinic. Please contact John P Howard DMD or Ms. Jakkii Jefferson at 843-559-4493 for more info.

Immediate opportunity for **General or Pediatric Dentist or Endodontist.** Part-time or Full-time! Multiple growing locations and opportunities. Please email Resume to [childrensdentalgroupsc@gmail.com](mailto:childrensdentalgroupsc@gmail.com) or fax 803-781-5142.

Large group dental practice looking for **associate dentist** to join our expanding team in Columbia, SC. Competitive and excellent pay for qualified candidate. Experience preferred. State of the art facility. Candidates must have great work ethic, excellent skills and good chair-side manner. Interested candidates email CV to [bromanoea@yahoo.com](mailto:bromanoea@yahoo.com)

Kool Smiles is looking for FT or PT: **Oral Surgeon, Pedodontist, Orthodontist and Dental Anesthesiologist.** Locations: Anderson/Greenville/Columbia/Orangeburg/Rock Hill/Sumter/Charleston. Generous compensation and 401k plan with company match. Medical, dental and optometry coverage (FT). No practice management expenses and headaches – we take care of it! Contact Emily Platto: [elplatto@ncdrllc.com](mailto:elplatto@ncdrllc.com) or 770-508-6810

**Oral Surgeon opportunity-** a fantastic opportunity for an endodontist to make some extra money once to twice a week. We are looking for someone to see patients from 5pm-8pm 1-2 times a week. Call or email to find out more information 803-772-4949 or [tolbertc81@yahoo.com](mailto:tolbertc81@yahoo.com).

**Dentists, Pedodontist, Oral Surgeon, Endodontist & Prostodontist** needed full and/or part-time in the Myrtle Beach and Georgetown area. We offer an excellent benefit and compensation package. For more information, please call Cameron Banks at 843-833-3555 or email CV to [cameronbanks178@yahoo.com](mailto:cameronbanks178@yahoo.com)

**General dentist.** Full or PT in a FFS state of the art practice. Excellent trained staff in place. We are a paperless practice so computer knowledge required contact [drehortman@sc.rr.com](mailto:drehortman@sc.rr.com)

Bryant Family Dental is interested in an **associate GPR** experience to turn into a 50% owner in the next 18 months with full transition in 5 years. Base + bonus structure with transition planning beginning immediately. \$1.2 M collections. Call 803-279-1880 or visit [www.bryantfamilydental.com](http://www.bryantfamilydental.com) for details. No brokers

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Advanced Dental Center desires motivated quality **friendly dentist!** Our Florence office is blessed with ample new fee for service patients a month. Each doctor is supported by a motivated team, advanced technology and excellent location. Presently qualified associates are earning between \$250-300K. Call Dr. Griffin at 8439921678 and visit [carolinasmile.com](http://carolinasmile.com).

## Volunteer at the Helping Hands Emergency Dental Clinic (1813

Highmarket Street, Georgetown, SC). As a licensed SC dentist, you can help us provide tooth extractions to alleviate pain and suffering for uninsured residents living in poverty. Thursday Evenings @ 5:00 p.m.. Please contact Tracy Jones at 843-527-3424 or [acct.hhands@gmail.com](mailto:acct.hhands@gmail.com).

Volunteers in Medicine Clinic-Hilton Head Island needs **volunteer SC licensed dentists** to provide access to quality dental care for medically-underserved families. Our volunteers provide operative and preventive care and oral surgery, Monday-Friday. Eight-chair clinic with state-of-the-art facilities and professional staff support. Please contact Lois Schuhrke: 843-681-6612, ext 249, or [lschuhrke@vimclinic.org](mailto:lschuhrke@vimclinic.org).

**Dentist Charleston part time.** Smileworks is a hi-tech, growing dental practice in Mt. Pleasant seeking a dynamic, self-motivated dentist to join our fantastic team. Must be able to work Fridays, great opportunity for growth. We are a private, fee for service practice. Please forward resume to [drigibson@smileworks.us](mailto:drigibson@smileworks.us).

Large dental group seeks both **part and full time dentists** (general and specialized) throughout Washington, Oregon, California, Hawaii, Arizona, Nevada and Oklahoma. We are currently filling positions in Portland and Phoenix. For more information or to apply, please email Ron Brush at [BrushR@InterDent.com](mailto:BrushR@InterDent.com) or call 971-295-9914.

**Pediatric dentist needed** on part time basis, 1-2 days per week starting 1-15. Contact 803-547-2280 for information.

**Full time associate needed** for long-standing, up-to-date practice in the Goose Creek, SC area. Please email CV to [rngilreath@hotmail.com](mailto:rngilreath@hotmail.com)

Skilled **general dentist** needed that is proficient and efficient in endodontics (up to pre-molars), extractions, crowns and bridges. 2-3 days per week starting 1-15. Contact 803-547-2280 for more information.

**Dentist Needed ASAP- Full time Woodruff Rd, Greenville, SC** for an established dental clinic in the Upstate. Permanent position M-F 8:00 am- 5:00 pm. Call 864-235-7500 for more information.

**Part time Dentist needed for Clemson Blvd, Anderson, SC.** Tuesdays and Thursdays 8:00 am- 5:00 pm for established dental clinic. Call 864-235-7500 for more information.

**Associate dentist needed** immediately for Florence Dental Care, located in Florence SC. Contact Dr. Rogers 864-200-1999 for more information.

**Pediatric Dental Opportunity-** An exceptional opportunity to join a growing Pediatric Dental & Orthodontic practice with multiple locations in the Charleston area. Join a TEAM in fun, well-respected, state of the art paperless practice with competitive salary and benefits. To learn more, please email [drisabel@coastalkidsdental.com](mailto:drisabel@coastalkidsdental.com) or call 843-818-5437.

Jackson Smile Studio, LLC in Columbia is searching a **dental associate**. We are a high producing solo practice with an excellent staff and organization. We are looking for a confident self-starter ready to provide compassionate, personal care to our patients. Visit: [JacksonSmileStudio.com](http://JacksonSmileStudio.com). Please email c.v. to: [Nicole.JacksonSmileStudio@gmail.com](mailto:Nicole.JacksonSmileStudio@gmail.com)

**General dentist needed** 1-2 days per week. Digital up to date office with experienced staff. Must be able to perform endo, pedo and OS. Position available immediately. Fax resume to 803-738-0277 or email [cdcsmiles@live.com](mailto:cdcsmiles@live.com)

**General Dentist** - North Myrtle Beach, SC- \$150,000 guaranteed base salary plus \$10,000 sign on bonus, relocation

or student loan repayment- start 4/15/15 full time. For inquiries, please contact Heartland Dental at (239) 227-8643, e-mail: [crussell@heartland.com](mailto:crussell@heartland.com) or visit us online at: [www.heartland.com](http://www.heartland.com)

**Dentist needed** full time or part time. Temporary or Permanent. Call 864-859-0111 for more information.

General dentistry- **Associate opportunity** needed 6-10 days/month in Myrtle Beach. Commission based, new state-of-the-art facility, fee-for-service practice. Experience a strategic advantage. Crown and bridge, endo and surgery a plus. New graduates/brokers need not apply. Email CV to [mktcommondentist@aol.com](mailto:mktcommondentist@aol.com)

### **Positions Available- Staff**

**Dental hygienist** needed. Job duties include but are not limited to; deliver quality and compassionate care to patients, direct patient care including sealing and prophylaxis, x-rays, application of sealants and fluoride. Assess the dental condition/needs of patients and review patients medical history. Current license as a dental hygienist. Contact 803-432-3338.

**Dental Assistant** needed. Duties include deliver direct patient care to patients including scaling and prophylaxis, x-rays, application of sealants and fluoride. Assess the needs of patients and review patients medical history. Take x-rays and save into patients charts. Provide excellent customer service. Contact 803-432-3338.

### **Practices/Office Space Available**

**Satellite dental office;** 52 foot trailer. One operatory fully equipped white coastal chair. One operatory plumbed and ready. Lab, reception, business office, 1 full bathroom and HVAC included. Ready to move to your location. \$25,000 OBO call 803-648-3251 for more information.

**Irmo/Dutch Fork Area** 1 Block from new Palmetto Health Baptist Parkridge Hospital Modern, Fully equip 3 OP office All contents for sale or lease Perfect satellite office for specialist Great set up and even better location in this growing area. Building new larger office. Contact 803-781-3232 for more information.

**Dental practice for sale in Columbia, SC** - SC1037 Great practice in a prime location, collecting \$425k+ on 3 days a week. Huge upside potential! Please call 678-482-7305 or email [info@southeasttransitions.com](mailto:info@southeasttransitions.com) for details using listing ID SC1037.

**Florence SC-** Long standing Orthodontic practice for sale. Multiple locations collecting \$700k+ on part-time schedule. Real estate available as well. Please call 678-482-7305 or email [info@southeasttransitions.com](mailto:info@southeasttransitions.com) for details using listing ID SC1036.

[www.southeasttransitions.com](http://www.southeasttransitions.com)

**Dental Office for Rent in Rock Hill.** Built as a Dental Office this freestanding building has 3 operatories plumbed for nitrous oxide, suction and compressed air. Located in the center of the medical community at 1342 Ebenezer Rd. Contact John Rinehart at [jdrinehart@ccim.net](mailto:jdrinehart@ccim.net) or 803-517-0229 or contact Rinehart Property Management at 803-329-3285.

**Columbia General Practice #8843-**Gross collections-\$559K; sale price \$449K. 3 operatories; 1300 sqft. office space. For more information contact Dr. Jim Howard at 919-337-1162 or [jim@adssouth.com](mailto:jim@adssouth.com)

**Coastal SC Oral Surgery #8926** - Waterfront Community Gross Collections - \$831K; 3 days. For more information contact Dr. Earl Douglas at 770-664-1982 or [earl@adssouth.com](mailto:earl@adssouth.com)

**North Augusta #8930** - Gross collections \$878K; 4 days; 3 operatories; 1750 sqft. office space. For more information contact Dr. Earl Douglas at 770-664-1982 or [earl@adssouth.com](mailto:earl@adssouth.com)

**For rent in Mt. Pleasant-** Available June 1, 1,650 sq ft. office wired and plumbed for 4 operatories with nitrous oxide. Lot has room for expansion. Located in quiet subdivision near area of urban growth. Will consider sale or purchase option. Continuous dental office since 1976. Call 843-884-9937 for more information.

**Upstate South Carolina** - Well established OMS practice. Practice has an I-Cat and 8 fully equipped ops. Real Estate also available. Free standing building in prime location with over 3,400 sq. ft.! Facility could accommodate 2 F/T specialists. Owner doctor retiring. Contact Henry Schein Professional Practice Transitions rep: Russ Baker, 704-776-2533 or [russ.baker@henryschein.com](mailto:russ.baker@henryschein.com). #SC101

For sale or lease. Previous dental office centrally located in **Spartanburg, SC**, with 100 ft of road frontage on South Pine Street. Office situated on .55 acre corner lot, large parking area and heavy traffic count. Prime location. Call for details: 864-680-3566.

### **Equipment For Sale**

**For Sale:** Dental equipment chairs, units, lights, cabinetry, x-ray, vacuum, compressor, sterilizers and handpieces. Any and all things dental call 843-697-7567.

Great opportunity to purchase at a **very affordable price** 3 beautiful neutral color chairs hardly used w/lites, statim, 2 chair side stools, filing cabinets, dental supplies including bits, dremel, amalgam unit, burs, small refrigerator, microwave etc..Please call and ask for Rebecca 843.877.9078 or email at [fpnc@sccoast.net](mailto:fpnc@sccoast.net)

- Classified advertising is \$35 on a per issue basis. There is no charge for Help Wanted/Job Wanted (Job Bank) ads for members. The public can place ads for \$35 on a per issue basis. Ads are posted to the SCDA website during the month(s) of publication at no additional charge. Please use **no more than 50 words**.
- All ad copies and cancellations must be received no later than the 10th of the month prior to publication, which will occur on the first of the month, with remittances accompanying the ads.
- Contact: Maie Brunson, 120 Stonemark Lane, Columbia, SC 29210; call 800-327-2598; fax 803-750-1644; email [brunsonm@scda.org](mailto:brunsonm@scda.org).