



General Dentist

# Lifestyle and Compensation Guide

## What will YOUR successful dental career look like?

You have a huge decision ahead of you. We get it, we've been there ourselves. We know you want to make a positive impact on your industry and your patients while retaining a healthy work/life balance. In this guide you'll learn more about some of your career options, their lifestyle factors and compensation so you can find the right fit for YOU.

# Lifestyle

For dentists today, it may seem like there are only two career paths: grind it out daily until it's time for someone else to retire and finally let you step up, or partner with Corporate Dental and wave goodbye to your individuality and autonomy. We have a better solution at Community Dental Partners.

## Small Practice

Private practice dentistry has dominated practice structure for many years, but there are sacrifices.

### Pro

- + Freedom to make your own decisions.

### Cons

- Expensive and risky to start your own practice.
- Difficult to manage the business side of things AND focus on dentistry.

## Corporate Dental

Corporate dentistry promises profitability and sustainability, but it comes at a great cost to you.

### Pro

- + Far less risk than owning your own practice.

### Cons

- Loss of autonomy.
- Lack of transparency.

## Community Dental Partners

We offer training and support for dentists who want something more than the conventional path. We'll help you serve your community while providing you with the freedom to practice how you want.

### Pros

- + Get access to individualized mentorship from industry-leading doctors.
- + Focus on your work as a dentist and improve your clinical skills.
- + Build lasting relationships in your community.
- + No need to worry about day-to-day operations like payroll, billing, scheduling, compliance, etc.

## The CDP Clinical Constitution

### Patient-Centered

- Comprehensive Care
- Same Day Treatment
- Convenient Access

### Personal Development

- Expanded Clinical Capability
- Practice Leadership
- Patient Empathy



# Compensation

There's more to life and dentistry than money, but serving your community, growing your skills and making a difference are only possible when partnered with financial success. Check out our compensation estimation tools below and discover your earning potential.

## Small Practice

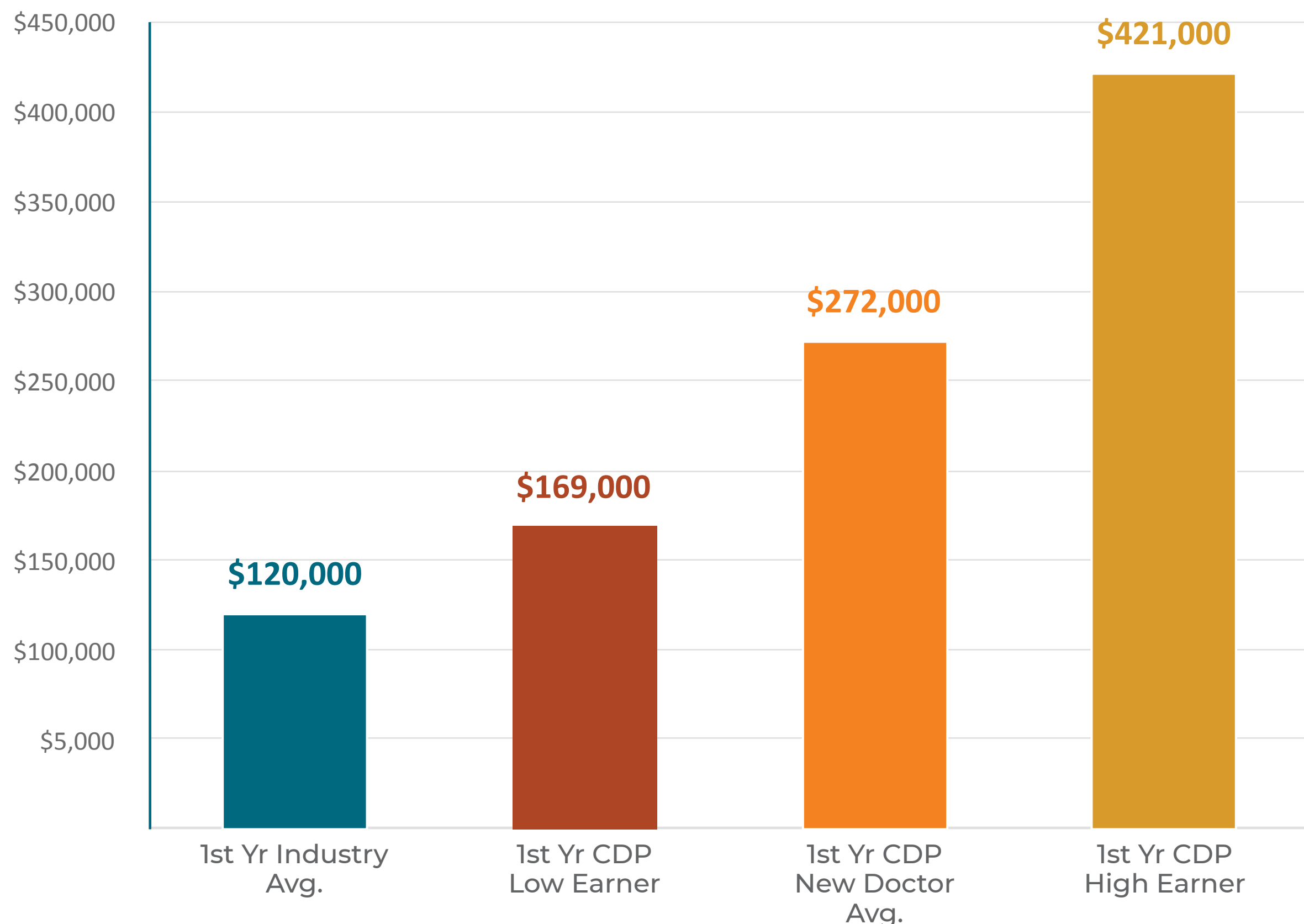
Private practice dentistry too often pairs below-average wages with extremely limited benefit packages.

## Corporate Dental

Corporate dental puts too much focus on "bottom line numbers" which tends to make you feel like just another employee.

## Community Dental Partners

With above-industry compensation, expert guidance and a pathway to practice ownership, we give you the freedom to focus on your clinical and financial goals, so you can build a successful career doing what you love.



Defining Productions:		Questions to ask	% of Income
<b>Included Treatment in Production</b>			
X-rays	✓	?	- 4%
Cleanings	✓	?	- 2%
Sealants	✓	?	- 1%
All other production		?	
<b>Expense Reduction</b>			
Lab expense paid by the company	✓	?	- 2%
Supplies paid by the company	✓	?	- 2%
<b>Fee Schedule</b>			
Fee Schedules are NOT manipulated	✓	?	- 2% to - 4%
<b>Contract vs Employee</b>			
Am I considered an employee or contract?		(If employee add)	+2%
<b>True Production % : Promised Production % – Hidden Deductions % = _____ %</b>			
<b>Collections vs Production</b>			
You get paid on production	✓	?	
<b>Benefits</b>			
Company pays Health Insurance	✓	?	
Company pays Malpractice Insurance	✓	?	
Dentist has access to 401k	✓	?	
<b>Increase Pay Metrics</b>			
Company provides reports and metrics to show ways to increase dentist pay	✓	?	
<b>Practice &amp; Company Culture</b>			
Dentist Led NOT Corporate Driven	✓	?	
Dentist Autonomy	✓	?	
Amazing Support	✓	?	
Exceptional Mentoring	✓	?	
Partnership for Multiple Practices	✓	?	

## Production vs Collections

How many days after I bill the procedure am I paid? \_\_\_\_\_

How much is my base guaranteed pay amount? \_\_\_\_\_

What gross percentage of **production/collections** do I receive? \_\_\_\_\_

## Defining PRODUCTION

**Excluded Treatment** | What treatments are excluded from my percent pay?

X-rays	-4 %
Cleanings	-2 %
Sealants	- 1 %
All other treatment	- __ %

### Expense Reductions

Lab fee reductions	-2 %
Supply reductions	-2 %
Other	- __ %

### Fee Schedule Manipulation

By what percentage are the doctor pay fees different than the collection fees in the practice software? \_\_\_\_\_ (Subtract 4% to 20%) - \_\_ %

### Adjustments and Write-offs

Are adjustments taken from Gross Production or Net Production?  
 (If the practice files their tax returns on Accrual they are Gross Production, if they file on Cash, they are Net Production) \_\_\_\_\_ (If Net Production, subtract) -3 %

### Contract vs Employee

Am I considered an employee or contract? \_\_\_\_\_ (If employee add) +2 %

**Net Percentage Pay: \_\_\_\_\_ %**

## Benefits - What's paid on my behalf ?

Health Insurance	Yes or No
Malpractice Insurance	Yes or No
401K access	Yes or No
Other _____	Yes or No

## Increase Pay Metrics

Does the practice provide reports and metrics to show me ways to increase my pay?  
 If yes, what are they called and what's the potential?

\_\_\_\_\_

## Practice and Company Culture - How would I rank (1-10)

The Team \_\_\_\_\_ The Mentoring \_\_\_\_\_ The Opportunity \_\_\_\_\_ The Integrity \_\_\_\_\_

**Warning! - Look for statements such as: salary equal to 28% of production of the amount by which the total fees generated by the Dentist during each calendar month are collected by Practice**

## DEFINITIONS

## EXAMPLES

### BASE PAY

Monthly base salary amount agreed upon in contract

\$12,000

### ADJUSTED GROSS PRODUCTION

All work done in the practice (i.e., X-rays, Cleanings, Sealants, etc.)

\$125,000

### BILLABLE PRODUCTION

90% x Adjusted Gross Production

90% x \$125,000 = \$112,500

### BASE PRODUCTION

Minimum amount of production before doctor can receive Production Pay

\$60,000

### PRODUCTION PAY

Billable Production – Base Production

\$112,000 - \$60,000 = \$52,500

### PERCENTAGE PAY

Production Pay x Percentage of Production Pay agreed in contract

\$52,500 x 30% → \$15,750

### MONTHLY PAY

Base Pay + Percentage Pay

\$12,000 + \$15,750 → \$27,750

### YEARLY PAY

Monthly Pay x 12

\$25,125 x 12 → \$333,000

+ Benefits: Health, Dental, Vision, 401K, Malpractice Insurance (CDP \$5,000 avg benefit amt)

### QUICK REFERENCE (Our top earners make over \$400,000/yr)

Billable Production	\$90K	\$100K	\$110K	\$120K	\$130K	\$140K
Monthly Pay	\$21K	\$24K	\$27K	\$30K	\$33K	\$36K
Yearly Pay	\$252K	\$288K	\$324K	\$360K	\$396K	\$432K

**DEFINITIONS**
**EXAMPLES**
**BASE PAY**

Monthly base salary amount agreed upon in contract

\$12,000

**ADJUSTED GROSS PRODUCTION**

All work done in the practice (i.e., X-rays, Cleanings, Sealants, etc.)

**BILLABLE PRODUCTION**

90% x Adjusted Gross Production

$90\% \times \underline{\hspace{2cm}} = \underline{\hspace{2cm}}$

**BASE PRODUCTION**

Minimum amount of production before doctor can receive Production Pay

\$60,000

**PRODUCTION PAY**

Billable Production – Base Production

$\$ \underline{\hspace{2cm}} - \$60,000 = \underline{\hspace{2cm}}$

**PERCENTAGE PAY**

Production Pay x Percentage of Production Pay agreed in contract

$\underline{\hspace{2cm}} \times 30\% = \underline{\hspace{2cm}}$

**MONTHLY PAY**

Base Pay + Percentage Pay

$\$12,000 + \underline{\hspace{2cm}} = \underline{\hspace{2cm}}$

**YEARLY PAY**

Monthly Pay x 12

$\underline{\hspace{2cm}} \times 12 = \underline{\hspace{2cm}}$

+ Benefits: Health, Dental, Vision, 401K, Malpractice Insurance (CDP \$5,000 avg benefit amt)

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# Doctor Led. Team Supported.™

What's YOUR version of success?

Whatever your ideal career path looks like, we're here to invest in you and your practice so you're every bit as supported as your patients.

As you embark on this next stage of your dental career, know that we're right here beside you with the training, support, resources and relationships you need for every step of the journey, because nothing makes us happier than seeing you achieve your version of success.

**A successful dental career, financial success, and a healthy lifestyle:  
it all starts with community.**

**Join CDP where it's more than just dentistry; it's about relationships.**

[Contact a Career Specialist](#)



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