

Bulletin SOUTH CAROLINA January 2025 DENTAL ASSOCIATION

Dr. Douglas Sullivan Rawls 1942-2024 President, 2002-2003 By Dr. Gene Atkinson, SCDA Historian

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Dr. Doug Rawls was born in Pelion, South Carolina in 1942 to Nelson and Blondie Rawls. He attended the public schools in Pelion and graduated from Pelion High School in 1960. Dr. Rawls received a B.S. degree in Biology at the University of South Carolina in 1964. Afterwards Dr. Rawls served in the United States Navy from 1964 to 1968 as a line officer in the Explosives Ordnance Disposal Program. Dr. Rawls received his dental education at the College of Dental Medicine at the Medical University of South Carolina, where he graduated in 1973. He began his practice of general dentistry in North Charleston in 1974.

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Dr. Rawls chaired the South Carolina National Children's Dental Health Month program in 1979. He was president of the Charleston Dental Society from 1982 to 1983, and president of the South Carolina Academy of General Dentistry from 1994 to 1995. Additionally Dr. Rawls served as the Editor of the South Carolina Dental Association's Bulletin from 1992 to 1995.

From 2002 to 2003 Dr. Rawls was the president of the entire South Carolina Dental Association. While president, he focused his energies on: establishing the first strategic plan for the SCDA, establishing the first mission statement for the SCDA, worked tirelessly on access to care issues, conducted a seminar so that SCDA members could be educated on the new HIPAA guidelines and regulations, and worked with the South Carolina State Board of Dentistry to update regulations regarding mobile dental facilities and anesthesia guidelines. Also Dr. Rawls helped spearhead the efforts of the SCDA members to contribute to the capital campaign to build a new clinical facility at the College of Dental Medicine at MUSC. Between members and other donors, over \$7,000,000 was raised. Also during that year, Dr. Rawls launched the first SCDA "Give Kids a Smile Day."

The SCDA Annual Session during his presidential year was held at the Charleston Area Convention Center in North Charleston. The theme for the convention as well as the entire year was "Access to Care."

Dr. Rawls represented the SCDA as an Alternate Delegate to the American Dental Association's House of Delegates from 1999 to 2003, and then as a Delegate from 2003 to 2012.

Dr. Rawls was a member of the South Carolina State Board of Dentistry from 1986 to 1991 and served as its president in 1990. He achieved the rigorous requirements for Fellowship status in the Academy of General Dentistry. Dr. Rawls also chaired the ADA's 16th District Caucus in 2008 and the Carolinas Chapter of the American College of Dentists from 2008 to 2009.

Dr. Rawls served on the Stonemark Corporation Board, the subsidiary for profit organization of the SCDA, from 1997 to 2001. From 2003 to 2010 Dr. Rawls served on the DHEC Advisory Council for South Carolina, as well as being its Chairman from 2008 to 2009. He also was a member of the MUSC Advisory Council to the president from 2005 to 2010.

Dr. Rawls was honored with many awards throughout his career. He received the

Rear Admiral James P. Yeargin Outstanding Senior Dental Officer Award in 1997, the Charleston Dental Society's Dentist of the Year Award in 1991, and the Pierre Fauchard Academy Outstanding Dentist Award in 1994. In 2010 the SCDA honored Dr. Rawls with its George P. Hoffman Award, the highest honor it gives for outstanding service to dentistry as well as the community.

After dental school, Dr. Rawls served in the United States Navy Reserve Dental Corps for over 20 years and reached the rank of Captain. He headed numerous national posts during this time, as well as the Charleston Naval Hospital Medical Unit that oversaw all dental units that served the Seabees. Upon his retirement, Dr. Rawls had served in the Navy for over 32 years.

Along civic lines, Dr. Rawls ably served the North Charleston Breakfast Rotary Club and its activities for many years. Also he was its president in 1991.

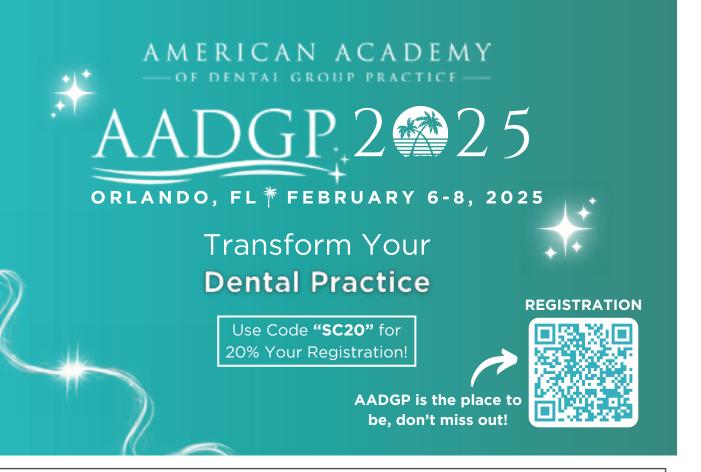
Religiously Dr. Rawls was a very active member at John Wesley United Methodist Church in Charleston. He held many positions there including Chairman of the Administrative Board.

Dr. Rawls married the former Joyce Eppersimons, and they have two daughters, Ashley Rawls Gelber and Alisa Rawls Minshall.

For his many contributions to dentistry, Dr. Rawls was inducted as a Fellow in the American College of Dentists, the International College of Dentists, and the Pierre Fauchard Academy.



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We are pleased to announce...

Matthew E Boller, D.M.D. has acquired the practice of James R. Decker, D.M.D. Charleston, South Carolina

Family Dental Health & Rob M. Safrit II, D.M.D. have acquired the practice of Samuel N. Pratt Jr., D.M.D. Moncks Corner, South Carolina

We are pleased to have assisted in these practice transitions.

Go to our website or call to request information on other opportunities!

800.232.3826

Page 2

Practices For Sale

SMALL TOWN LIVING AT ITS BEST: Southeastern, SC GP in a free-standing building of 1,700 sq. ft. with 5 ops, 2 of which are hygiene. The practice is all digital with paper charts, but compatible with digital charting. This practice is a mixture of FFS and PPO with some Medicaid. The practice collected \$890k in 2022 while working 4 days a week. Real estate is available. Owner financing is available. Opportunity ID: SC-02276

EASILY A MILLION DOLLAR OPPORTUNITY: Columbia GP collecting \$900K on a 4 doctor and 8 hygiene day workweek. The practice has a patient base that is 80% PPO and 20% FFS. There are 4 ops equipped and 1 unequipped. The practice has a robust hygiene program and an excellent recall system in place. Opportunity ID: SC-02273

QUALITY OF LIFE PRACTICE: GP convenient to all the amenities of Columbia and a stone's throw from an outdoorsman's paradise. This guality-of-life practice has over 1,500 active PPO/FFS patients and is located in a free-standing building. The office is 2,050 sq. ft. with 5 ops, 3 equipped and 2 plumbed, digital x-ray, and Pan and is in excellent condition. The practice operates on 4 days per week and collected \$585K in 2023. Opportunity ID: SC-02271

MULTI-MILLION DOLLAR OPPORTUNITY: Seize the opportunity to acquire a highly profitable and well-established dental practice with a strong and loval patient base. This Columbia practice is on track to collect over \$2M this year and boasts 3,600+ active PPO/FFS patients and operates on 4.5 doctor and hygiene days per week. The office features 7 ops within a 2,500 sq. ft. digital setup. **Opportunity ID: SC-02201**

Practice Sales & Purchases Over \$3.5 Billion

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House of Delegates Address

By Dr. Deidre Crockett, SCDA President



Thank you for the honor of allowing me to serve as President of the South Carolina Dental Association for the year 2025.

I am genuinely excited about continuing my journey in organized dentistry as President, and grateful for the support from previous leaders and members.

Dentistry has always been a large part of my life. My father practiced dentistry for 58 years after serving in Vietnam, and through him, I witnessed several changes over the years within the practice of dentistry. Staffing issues, new government requirements, and having to alter the office to prevent the spread of new Bloodborne pathogens to name a few. Our most recent worldwide issue was of course the Covid pandemic. In that case,

we had to make many changes within our physical office buildings, and patients were concerned with safety, Fortunately, we were given several tools from the ADA to navigate those times. Remember, dentists were not considered essential workers at first, and some were not eligible for the PPP loan until the ADA stepped in.

It helps me to remember that there are always changes and new requirements that affect dentistry whether it be licensing or where and how we practice.

I have spent several years of my life working in dentistry, starting at a young age. In the 1980's I worked with the dental assistants with sterilization and helping with some patients. I started working in the front office during my high school summers and evenings until I started college.

In 1994, I graduated from the College of Charleston and taught Math within in the Berkeley County school district. Dentistry was in my past, until my husband transferred to the University of South Carolina to finish his Chemical Engineering degree. Then, like in the Godfather movie, "Just when I thought I was out, they pull me back in." I was offered the office manager position for my fathers' very large practice with four dentists and five hygienists. During this time, I decided to take prerequisites courses for dental school, and at 30 years of age, I entered MUSC in the summer of 2002.

We were told that the new dental school was set to open soon, and our dental class was very excited. Unfortunately, MUSC dental school lost most of its state funding. This led to Tuition costs increasing sharply during my four years of dental school. At the time, many SCDA dentists rallied to try and help our dental school with monetary contributions and their time in clinics. The dentists' concern and kindness really left an impression on me.

All of us went through dental school, and even though our school location and buildings may be different, we were still a part of a community. We spent four years with the same people, and we navigated the immense pressures of dental school with our peers. We helped each other from the beginning of Gross Anatomy to assisting with patient competency exams. I could not have gotten through dental school without the friendship and support of my classmates. We went through the same experiences and knew how to help each other due to our journey together.

That is one of the reasons why I stay involved and close with my SCDA colleagues. We are in the same profession, and we understand each other's daily lives and struggles in this profession. It doesn't matter if we are general dentists or specialists, we know what we do daily.

After graduating from MUSC in 2006, I joined a group practice with my father, brother, an experienced Periodontist, and oral surgeons. Practicing alongside experienced specialists was enlightening and educational.

My organized dentistry journey started when my dad took me to my first HOD which was held biannually at the time. Those Fridays were blocked off of our schedule automatically, no question. At these meetings, I met many dentists with whom I'm still friends with today. It was nice to see dentists come together for our state.

Fortunately, I was asked about my willingness to serve on a district level as membership chair by Dr. Julia Mikell. Julia has been a wonderful mentor and friend, and I am grateful for her sharing her time and

knowledge with me for several years. I served for a few years as membership chair, and was then elected to serve on the Central district board.

Through those meetings and extended board meetings, I learned an amazing amount of knowledge about how organized dentistry works and the challenges we have to navigate to protect our profession. I also learned the policies and procedures and am still learning today. It was efficient and nice to have the answers to questions and history from the more experienced members during the in-person meetings. Several years ago the SCDA hosted an excellent leadership conference, which educated those in attendance on the topics of organized dentistry, committees, and legislative issues. It was eye opening to learn about how Denpac and Adpac helped ensure autonomy and protection for our profession. Later on, I attended SCDA board meetings as President Elect and President of the Central district, learning about nationwide and statewide issues affecting our profession. I was able to meet very intelligent and caring individuals on the SCDA staff.

Our excellent and accomplished executive director, Phil Latham, has informed the board that he will be stepping down in a few years. Therefore, Mark Brown, our associate executive director for the past twenty years, will assume some new duties this next year. We are looking forward to working with Mark a lot more and together with Phil to have a great year in 2025.

In more recent years, I was elected to serve as ADA Delegate for a four year term which opened up a whole new appreciation for our profession. There is nothing like sitting in a room full of dental practitioners from every district in country coming together to support our dental community. What an honor it has been to befriend our North Carolina and Virginia district colleagues year after year and collaborate and identify issues affecting dentists. Staffing shortages and insurance issues are unfortunately common and a shared plight. The 16th district consisting of South Carolina, North Carolina, Virginia is well respected and works hard for member dentists in the changing environment of the present. Our elected delegates and alternate delegates from SC learn resolutions in detail, debate on them, and vote at the House of Delegates. I think you all would be very proud of our delegation.

And speaking of the present, I never imagined that I would be 53 years old with an almost two years sole proprietorship practice under my belt. There are differences when practicing alone, as many here know. I would say to the next generations of dentists, to be open to every avenue in our profession. One day you may be in a group practice, faculty practice, or in a small town practice. I absolutely love where I practice now, iCoreRx and it fits my lifestyle. Changes always occur when we least expect it, and I have been able to navigate those changes with the support of the SCDA members and ePrescribe all meds *faster* community. Every dental professional should feel not alone, but supported by others. As mentioned before, from any device. we supported each other in dental school through the grueling schedule, exams, and stress of clinicals. Why should that stop after graduation?

One of my goals this year as President, is to expand member's knowledge of all aspects of organized dentistry. Hopefully, if enough dentists see what we do, they will also join to protect our patients and profession. The main goal that I will have and ask that you help us with is our Membership. We are an organization full of exceptional practitioners, with a wealth of knowledge and service to our state. We need to remain strong to ensure that we are listened to by the legislature. I encourage those that have been serving as members and delegates for several years to help educate fellow dentists about the benefits of membership in the SCDA. We are only as strong as our membership, and we need to stay strong in numbers. We need to show the public and those that can alter our profession with one vote that we represent all dentists in South Carolina. Thank you again for this honor and opportunity to serve this great association.



16th District Trustee Report

By Dr. Jim Mercer, 16th District Trustee



This is my first article since becoming your 16th District Trustee. First and foremost, I want to recognize and thank Gary Oyster, my predecessor, who represented us well in Chicago and helped me transition into my new role. I am an Oral and Maxillofacial Surgeon in a multisite group practice in Columbia SC since 1988. I became involved in organized dentistry due to great role models and mentors that invited me to my first local meeting as soon as I arrived in Columbia. Since then, I have been involved in all levels of the tripartite.

I have just returned from eight days in Chicago which encompassed the new board member orientation, the November Board of Trustees (BOT) meeting and a Finance Committee meeting at different times in November. The ADA is undergoing

transformational changes, many of which are not yet evident. Dr. Ray Cohlmia was hired as the new Executive Director of the ADA just over three years ago. His charge was twofold when he was hired – to increase membership and to increase non-dues revenue.

Membership

Membership has been declining for many years. The ADA, Constituents, and Components have tried many approaches over the years with very little effect on the membership numbers. The younger dentists tell us and surveys confirm that they just don't see the value proposition for membership. A national dues rate of \$570.00 is a barrier to membership to many. If the ADA falls below 50% membership for a sustained period of time we will have difficulty claiming we represent all of dentistry. Many states have already "fallen off the cliff" and have membership numbers in the 40 - 30 % range. If we continue to do things the way we have always done them we will be successful in achieving membership at a non-sustainable rate. There needs to be an uncoupling of dues for our financial sustainability which will occur with a significant increase in non-dues revenue. This will allow a low monthly recurring "subscription" to membership. To this end there are two pilot programs which have already begun for 2025.

Membership and Engagement Pilot

This pilot initially involves five states. It launched November 18th with Washington State being the first state, followed by New Mexico, District of Columbia, New Jersey and New Hampshire. Each state actively participated in the development of their own pilot which was individualized for each state with the dues rollout. There is a Pilot Task Force which will be convened in January that will review metrics and share them with the BOT and ADA Councils.

Group Practice Membership Pilot

I know many of you reading this immediately think DSO. A group for the purpose of this pilot is defined as 2 or more dentists in practice so you can see it encompasses many more dentists than just DSO dentists. The Michigan Dental Association and Connecticut State Dental Association are participating in the initial testing. Each state has developed and is testing a different approach to group practice membership pricing starting in 2025. There is a Group Practice Membership Task Force currently being formed to evaluate the results of these 2 pilots and will report back to the Board in April 2025.

Non-dues Revenue

Non-dues revenue will be key to lowering the ADA dues and future sustainability. At the November Board meeting Raymond Cohlmia (ED) and Robert Quashie (COO) provided an update to our strategic business plan which reflects the Strategic Forecast adopted by the House of Delegates this past October. Over the next 5 years the ADA will create new opportunities by leveraging the ADA's market position, customer relationships, and deep industry knowledge. The ADA will proactively adapt and innovate and create new opportunities, rather than simply resting on our existing market share.

Some key priorities for the coming year will be launching of an ADA Credit Union, the ADA Forsyth Institute (AFI) development of a Certification program for professional products and revitalization of the ADA Seal program. The continued implementation of Fonteva / Salesforce and the Salesforce engagement platform for our members and the introduction of a new member experience: Elevate to name just a few. The future is bright if we open our minds to new ways of doing things. I want to hear from you so I have I have worked through your Executive Directors to schedule three Town Hall ZOOM meetings to provide an update from the ADA and answer any questions you may have.

TOWN HALLS

6 p.m. - Tuesday, Feb. 18th 6 p.m. – Tuesday, May 6th 6 p.m. – Tuesday, Sept. 16th

The ZOOM link and information will be sent as we get closer to the dates of the meetings, but in the meantime, you may want to place the below on your calendar.

Please feel free to reach out to me anytime. My contact information is below.









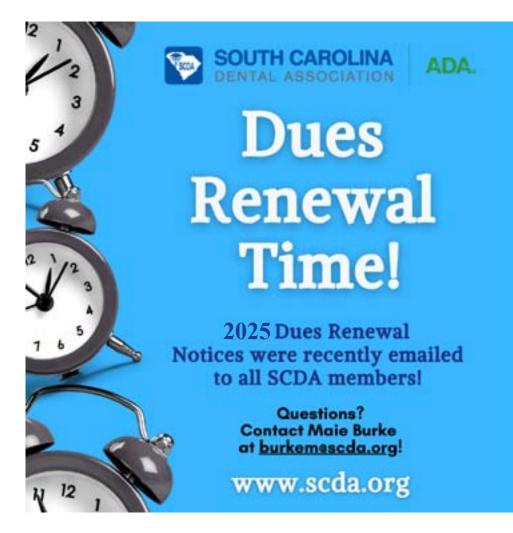
Pay Your Dues Today!

It's time to renew your dues with the South Carolina Dental Association (SCDA) and the American Dental Association (ADA)!

The ADA recently upgraded their database management software. To renew your 2025 dues online, please visit your ADA login page and change your login to an email address instead of your ADA number. If you have issues logging in please use this guide ADA New Login Credentials FAQ or contact the ADA Member Service Center at 312-440-2500 or msc@ada.org.

If you have any additional questions or have moved or retired, please let me know.

Wishing you and your family a safe and wonderful holiday season and we look forward to working with you in 2025!







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Wellness Resources By Phil Latham, SCDA Executive Director



The American Dental Association (ADA) along with all State Dental Associations and the ADA Council on Dental Practice of which SCDA Past President Nick Papadea serves on have taken a special interest in well-being.

An easy-to-use risk assessment tool has been developed by the Mayo Clinc to address clinician distress and well-being and is available at no cost for every ADA and SCDA member. This tool, with the help of the ADA Wellness Ambassador Program is confidential and easy to use.

The new Well Being Index (WBI) is an "important commitment to safeguarding the health and well-being of dentists," said Kami Dornfeld, D.D.S., ADA Dental Team Wellness Advisory Committee chair. "Mental health is health. Our patients' health depends on our being able to prioritize our own health and well-being."

The WBI, used by hundreds of health care organizations, takes one minute to answer nine questions, evaluating risk of fatigue, depression, burnout, anxiety.

This ADA-licensed version directly connects participants to ADA resources and members can continue to take the WBI at a selected frequency and can reference their own personal dashboard.

Click here to watch a short video on the WBI.

To access the member benefit, click this link to set-up a WBI account and then take the assessment.

For additional health and wellness resources, visit <u>ADA.org/Wellness</u>.



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South Carolina **Rural Dentist Loan Repayment Program**

About the Program

To address the maldistribution of dental providers in South Carolina, the Rural Dentist Loan Repayment Program provides educational loan repayment for gualified providers who contract to practice in rural and underserved areas or serve as faculty at the MUSC College of Dental Medicine.

Medicaid Provider Status

Applications from providers currently in practice must include an **individual** Medicaid provider number in order to be considered. This stipulation does not apply to students who have not yet completed their training. For students who will establish practice upon completion of training, access the South Carolina Department of Health and Human Services' (DHHS) website to become a Medicaid provider.

Applicant Scoring

Candidates are prioritized using an objective checklist that awards points for categories such as community need, practice type and retention factors (e.g., education and/or training in South Carolina).

How to Apply

Apply online at www.scahec.net/recruitment. The application

cycle opens yearly in October and closes in February (see website for specific dates). Required materials include:

- Completed application
- Proof of U.S. citizenship, U.S. national or lawful permanent resident status
- Personal statement
- Curriculum vitae
- Letters of support from lay (not dentists) members of the community*
- · Copies of all educational loan documents
- Documentation of practice investment (if applicable)*
- 1040 form from most recent tax return
- Copy of SLED state criminal background check

Eligibility

- Loans must be from a recognized financial institution
- Applicants must have no active, outstanding service obligations to the federal or state government or any other entity (e.g., NHSC, scholarship program)
- Applicants are expected to be (or become) a Medicaid provider and treat at least 100 unduplicated Medicaid patients a year
- Must be a U.S. citizen, U.S. national, or lawful permanent resident
- Must practice in an area of need* or contract to serve on the faculty at the MUSC College of Dental Medicine

*see map on page 2



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Find more information and apply online at:

www.scahec.net/recruitment



*Not required for MUSC Dental Faculty applicants

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Seeking an Associate Dentist in Lexington SC to join our practice. We offer competitive pay, benefits, bonus structure and a flexible schedule. Full and part time candidates considered. If interested or have questions, contact via text, phone 304-839-3867 or email tdbrittanye@gmail.com.

Seeking an Associate Dentist to join our practice in West Columbia. We can offer competitive pay, benefits, bonus structure and a flexible schedule. Full and part time candidates considered. If interested or have questions, please contact via text, phone or email tdbrittneye@gmail.com.

Busy and growing dental practice in beautiful Fort Mill, SC is looking for an associate general dentist to join our expanding team. Competitive and excellent pay for qualified candidate. Experience is preferred but not mandatory. State of the art facility, computerized and paperless. For more information or please contact beth@ friendlydentalgroup.com.

Come work with us and achieve greatness. We are seeking a FT dentist to join our busy general practice in **Columbia**, **SC**. Simply Smile is an updated practice with an energetic atmosphere. We offer great benefits, compensation, and the ability to work independently with a supportive and trained staff. Mon-Fri. new grads welcome. Send resume to simplysmile7457@gmail.com

Prisma Health Dentistry welcomes applications from exceptional candidates to serve in a full-time clinical track faculty role. This position will provide multidisciplinary comprehensive oral health and urgent care. Completion of a CODA approved Residency Program is required. Please send CV to carrie.dover@prismahealth.org if interested.

Well-known **pediatric dental** office looking for partner. Perfect for work/life balance, office is 1.5 hrs from the beach. Competitive salary, benefits, and practice buyout available. Motivated individuals looking to practice pediatric dentistry in the Pee Dee region, email CV and cover letter to stewartbryant2020@gmail.com.

Charleston: Non-profit Charity Dental Clinic seeking applications for Dental Director, Prefer an experienced mission-minded individual with a desire to use dentistry in a public health

setting. Unique opportunity to mentor the next generation of dentists while making a difference in the lives of those in need. Negotiable salary and benefits. Please send resume to admin@ northcharlestondentaloutreach.com

Well established school-based dental program looking for dentists to work in rural areas of Allendale, Dillon and Manning. The program has fixed buildings located on school campuses and provides preventive and restorative services to students in K4-12th. This is a perfect supplement to income or for a retiree looking to work one or more days per week. Salary and mileage are competitive. Hours 8am-3pm. Call Georgia at (803) 300-7028.

FT Associate Dentist Lexington- Ideal candidate must be committed to providing exceptional patient care and continued professional development. A well established family practice (over 45 years) caring for multi- generational families. We value relationship based care with current digital technologies: CBCT and intraoral scanners, 8 operatories. Privately owned practice, full benefits including 401k. <u>Heyrob.sr@gmail.com</u>

Come grow with us! Seeking an Associate Dentist to join our cosmetic/family dental practice, latest technology available, located in Myrtle Beach area. For more information: sailfish187@gmail.

Help our neighbors in need! Volunteer with Oconee Memorial Hospital's Community Dental Clinic in Seneca, SC. Seeking compassionate, licensed dentists to give their time 1/2 day per month. A rewarding way to serve our community! Call Debbie 864-885-7545 or Deborah.Smith2@ prismahealth.org.

Singh Pediatric Dentistry has an exceptional employment opportunity for a Pediatric or General Dentist in Lexington and NE Columbia. This position offers competitive compensation with a flexible FT or PT schedule. Interested applicants contact Rene Quattlebaum at 803-490-9008 or admin@singhandleite.com.

We are a fast growing, privately owned dental office in Indian Land seeking a talented & enthusiastic Associate Dentist to join us FT/PT fast growing, top guality, privately owned office, limitless income potential! Enjoyable, respectful & professional environment, newest most advanced instruments/procedures, flexible hours. dentalrecruitingservicesfmsc@gmail.com

Flexible job opportunity for dentist seeking PT or FT work. We are a privately-owned general dentistry practice located in the Market Commons area of Myrtle Beach. We are seeking a compassionate dentist to work with adults and children of all ages. If interested in joining our team, please contact happyteethmb@gmail.com for more information.

Irmo Smiles is a privately owned, multi-specialty dental practice located near Columbia. We are seeking an experienced FT Associate Dentist. The ideal candidate should be proficient in cosmetic and restorative dentistry, with an eagerness to step into a high-producing, patient-centric practice. Excellent compensation/benefits package offered. Interested applicants please contact Heather@ irmosmiles.com.

Private dental practice in the Greenville/ Anderson area looking for a FT or PT dentist. Great practice with growth potential. If interested send information to clems md@amail.com or bradwms@vahoo.com

Positions Available- Staff

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Looking for a New Dental Team member, for a temporary Dental Hygiene position in the beautiful town of Beaufort, Sc! 7:30am - 4:00pm. Fun & Energetic Environment. Eagelsoft & Dexis. 60min recares/80min New Patients/ 30 min child prophy. Competitive Pay. All Proper PPE Provided. Please call/text 843-593-6428 info@ foxdentalstaffing.com

Chapin SC- Looking for a full time or part time hygienist. Office hours are 8-4 Mon-Thurs with an hour lunch break. Paid holidays and paid vacation for full time employees. We are a small family practice that has been established for over 23 years. Our patients and work family are amazing to work with. ediegoredmd@gmail.com.

Practices/Office Space Available

A profitable periodontal practice situated in the Upstate Region of South Carolina, where 2022 collections totaled nearly \$1 million seeing patients 4 days per week. The one-story, stand-alone facility is 2,200 sq. ft., with 4 fully-equipped operatories. CS 8200 3D Neo Edition. Contact matt.kosciewicz@ up.com for more information.

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