

## About MCDC

My Community Dental Centers (MCDC) is a non-profit dental support organization dedicated to improving the lives of our patients. Our care is customized for each patient and offered in a "patient first" atmosphere with exceptional care.

Our dental centers utilize electronic patient records, digital radiography, and state-of-the-art dental equipment including intraoral cameras and CEREC technology. Our care provides for a continuously improving level of quality designed to exceed the expectation of those who seek treatment.

Our compensation methods encourage productivity, cost control and efficiency, resulting in a network of dental centers that provide timely, much-needed services to a greater number of people.

## Join the MCDC Team

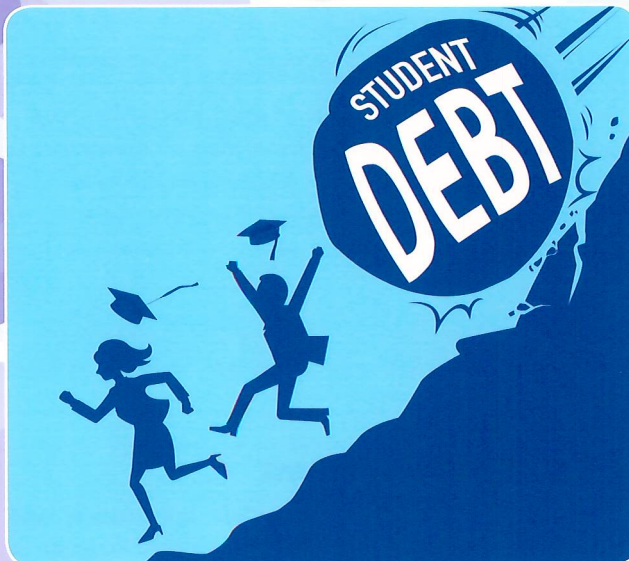
Join us in providing exceptional dental care and making a difference in patients' lives. We offer full-time and part-time opportunities.

## Do you have student loan debt?

Working at MCDC allows you to potentially qualify for one of three loan repayment programs.

## Could you use an additional \$25,000 per year in compensation?

Ask your MCDC recruiter for more details.



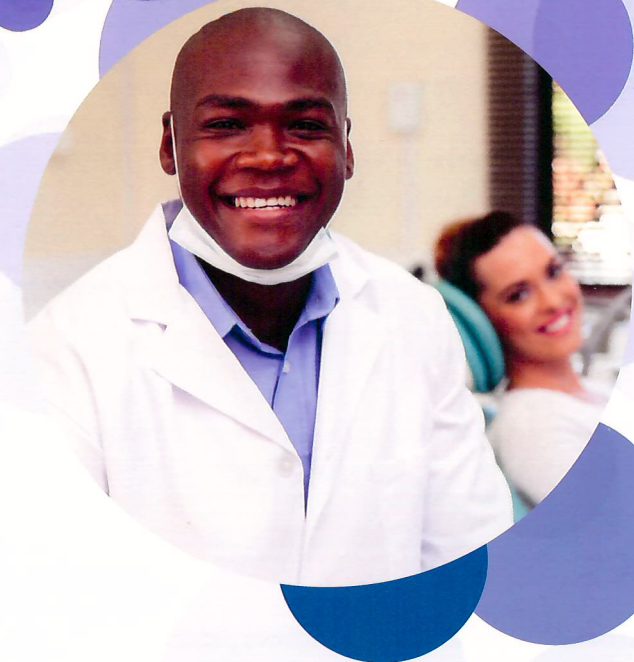
*Improving Lives*  
**One Smile at a Time**

## Ready to take the next step toward a rewarding career?

If you are interested in an opportunity to serve the dental needs of an ever-growing underserved population, **please call (231) 437-4830, email [hr@mydental.org](mailto:hr@mydental.org) or apply online at [mydental.org](http://mydental.org).**

[mydental.org](http://mydental.org)

*My Community Dental Centers is an Equal Opportunity Employer*



**MAKE**  
*Improving Lives*  
**PART OF YOUR FUTURE SUCCESS**

Looking for a great opportunity in dentistry?



## ✓ Full-Time Benefits

- Paid holidays
- Health, vision and dental insurance
- MCDC paid life, short- and long-term disability insurance
- 403(b) retirement plan with 100% match on first 5% contribution
- Student loan repayment options
- MCDC-paid professional liability insurance
- Professional Association dues contribution
- Company-sponsored CE and mentoring
- Modern facilities, equipment, and electronic patient records
- Complimentary MCDC work attire
- Gym membership reimbursement

## ✓ Compensation

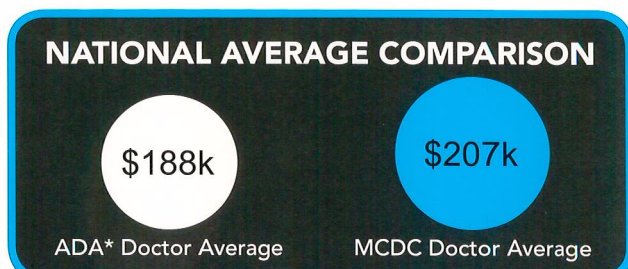
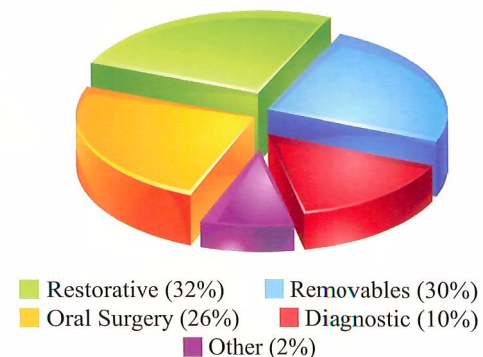
- Full-time pay above ADA average and part-time pay over \$1,000 per day
- Incentive pay based on production - without an earnings cap
- Up to \$20,000 sign-on bonus at select locations

Our incentive plan for dentists is based on:

- Production and not actual collections
- A percentage (%) of Relative Value Units (RVUs) per procedure based on Delta Dental rates - regardless if MCDC is billing at a lower rate such as Medicaid
- No deductions for lab fees, etc.

## Proportion of MCDC Reimbursements

Along with actual MCDC production information used in our example, the following exhibit showing reimbursement by procedure category will help you to better understand your potential compensation.



\*Source: American Dental Association, Health Policy Institute, 2017 Survey of Dental Practice

**MCDC's mission** is to improve patients' lives and enhance community health by setting the highest standard of oral health care. It begins with recruiting and retaining exceptional health care talent with a passion for providing care for the underserved.

MCDC believes in combining high-quality patient care with recognizing hard-working employees who are paid for performance. MCDC is looking for colleagues at all stages of their career, including:

- Recent Graduates
- Retirees
- Practicing Doctors
- Full and Part Time

## Two Compensation Plans

The MCDC dentist compensation information and examples provided are based on our Standard Program of hourly wage plus RVU incentive. Because we recognize some candidates might prefer earning a salary without production incentive, MCDC offers full-time dentists the choice between two compensation plans during their first year of work.

- Standard Program: hourly wage plus RVU production incentive (e.g. "variable" or "not-capped")
- Transition Program: \$120,000 base pay without incentive (e.g. "fixed" or "capped" during first 12 months)

During your first year at MCDC, you can choose the program you are most comfortable with and that best meets your financial needs. Many new hires start with the Transition Program (annual base) but then switch to the Standard Program of hourly plus incentive pay. You can switch from Transition to Standard any time during your first year. All dentists receive the Standard Program at the beginning of their second year.

## Example of Potential Compensation

During 2015 and 2016, the average production of our MCDC dentists was 3,700 RVUs per day. Multiplying the average RVU production of 3,700 by a 20% reimbursement rate results in a production incentive of \$740.

**3,700 RVUs x 20% rate = \$740 daily incentive**

In addition to daily production, MCDC reimburses our dentists for time spent entering clinical notes, getting involved in quality initiatives, performing patient outreach, etc. Therefore we also provide an hourly reimbursement for hours worked. Our initial Associate Dentist rate is \$23 per hour.

**\$23 per hour x 8-hour work day = \$184 daily pay**

This example is based on actual MCDC data and results in daily income of \$924.

**\$740 incentive + \$184 pay = \$924 daily income**

There are MCDC dentists producing above this average as well as working more than eight hours per day.