

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

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

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](#)



WEBSITE: www.communitydentalpartners.com

TELEPHONE: 940-222-5005

EMAIL: careers@cdp.dental

©2021 Community Dental Partners. All Rights Reserved.

