
Today's Dental Associate Advantages

— Run it as you own it —

Who are we?

Our Vision- Reason for Being

We want to serve the dental needs of our customers (30%Medicaid ,70% Insurance and private Patients) at a reasonable price by driving operational efficiencies, thus creating a very profitable model for our associates, investors and building long lasting relationships with our patients.

Our Mission- How do we go about it

We will achieve this by diligently measuring and religiously adhering to the key performance indicators in every aspect of our business. (Marketing & Communications, Finance & Accounting, Legal & HR, Operations & Management, Information Technology & Knowledge Management)

Our Values- Guiding Principles

We will achieve our goals by using the golden principle and positive relation building with all parties (patients, associates, regulators, vendors and the overall community)

Our Structure- DSO Level (Todays Dental Partners)

Our DSO (run by professionals who worked in senior roles in fortune 50 companies) will provide all our centralized services mentioned above leaving Clinical Ownership and Leadership to the Associate running the practice

Our Structure- Practice Level

Currently our clinics have 6 Chairs with one Dentist with one or two specialist part time dentists, two hygienists, one office manager, 3 assistants, 2 receptionists. Associate Dentist will lead this team from a clinical perspective and help us achieve our vision by adhering to the mission.

Where are we now?

Key Financials

1. Total Adjusted Revenue in 2019 in the first full year of operation was 1.2+ million USD with a large learning curve
2. 40% EBITDA(normalized-Owners salary per market rate).
3. Competitive Associate compensation of \$650 per day or 30% of Adjusted Production (whichever is higher)
4. Health Insurance coverage for you and your family (upto 600 USD per month)
5. 5 Holidays and 6 Vacation days (Paid Time off)
6. Year end bonus program with straight forward, transparent and predictable calculation based on four factors based on previous years numbers (increase in net revenue, increase in profit, decrease in expenses, increase in associates revenue- 25% each multiplied by half months salary). Restricted Stock Units will be an option for associates that prefer such compensation.
7. Centralized Insurance Verification
8. Centralized 24x7 Call Center Support
9. Centralized Billing
10. Centralized Marketing Function

Where do we want to go?

1. We would like to build a group practice of 10 clinics within the next 3-5 years
2. We encourage our associates to take up Restricted Stock Units in place of the annual Bonus to encourage partnership and potential windfall gains during our exit event at the end of 3-5 years
3. We believe that our associates will be very well placed after our exit event as we already have verbally confirmed interest in a PE firm who owns and operates 500+ sprint stores

How can we get there together?

We believe, that if we share the values and profits, we can do this together. Please see the details below. Please note that this does not include the windfall gains if you take RSU's instead of the bonus.

Sample Numbers based on 2019 Compensation 2019 Provider Revenue of 750000@30%	225,000
Bonus based on 2018 Calculations	8500
Insurance @600 per month	7200
Paid Holidays	3250
PTO	3900
Malpractice Insurance upto	2500
Total Estimated Compensation	250,350