On Associate Positions

As an associate dentist your strategy in finding employment should change dramatically given the challenges presented by the novel coronavirus. We may be entering into a period in which different cities and regions will recover at different rates. Understanding the reasons for these differences will benefit your career and financial health.

Know the patient base. Ask questions of potential employers regarding the demographics of the patient base. Try to figure out how quickly a particular community will recover financially from the pandemic. Also, consider political leanings to evaluate how concerned those patients might be about reestablishing contact with others.

Know the employer. Be on the look-out for experienced doctors who want to avoid the risk of exposure to the virus. These opportunities are on the rise. We are fielding more requests than ever from clients looking to sell their practices to avoid risking their health. Some of these sales will be private, at potentially reduced values. Seek out these opportunities by networking, connecting with dental societies, conducting internet research and cold-calling dental offices.

Mind the money. If you have student loans, seriously consider settling or relocating to a growing town or city with low competition and cost of living. Keeping your expenses low during your first few years out of school is crucial to your long-term financial success.

Here's a bullet point list of the other important considerations:

- Compensation
- Work Experience
- Flexibility
- Production Needs
- Culture
- Patient Base
- Employment Designation
- Benefits
- Termination
- Liquidated Damages
- Restrictive Covenants
- Partnership Opportunities
- Ownership Opportunities
- Owner Profile
- Staff Profiles
- Region
- Cost of Living
- Supplemental Employment
- Schedule
- Experience
- Preparation for Ownership
- Family Planning
- Expenses
- Tax Deductions
- Other business activities
- Owner
- Personality
While some of these issues are self-explanatory, do not underestimate their importance. Given debt loads, potentially depressed revenues, and the importance of your financial and personal well-being, it is important to seek out as much information so that you can start, or re-start, your professional career on the right foot.

Please feel free to call our offices to schedule a consultation. *Do not be concerned with cost, we'll figure it out, together.*

Warm regards,

[Signature]

Justin J. S. Morgan, Esq.
Patrick J. Wood, Esq.
Jason P. Wood, Esq.

The information provided in this open letter is for informational purposes only and not for the purpose of providing legal advice. You should either contact us or your attorney to obtain advice with respect to any issue or problem. The review and use of this information does not create an attorney-client relationship between Wood and Delgado and the recipient. The opinions expressed in this letter are the opinions of the author and may not reflect the opinions of the firm or any individual attorney.

Wood and Delgado advises and consults with dentists and private practice healthcare providers throughout the country regarding their business needs. Our practice focuses on mergers, acquisitions, partnership agreements, dental support organizations, and other general business matters. While our attorneys hold valid legal licenses in the States of California and Texas, among others, we work with clients throughout the country and consult with local counsel when issues of state law arise.

[www.DentalAttorneys.com](http://www.DentalAttorneys.com)  
©Copyright 1984-2020, Wood and Delgado, all rights reserved