



6/2/2020

## 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.

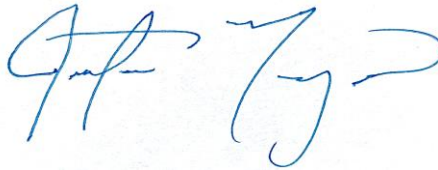
Here's a bullet point list of the other important considerations:

- 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,



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