

Employment Package Summary

THIS IS A SUMMARY ONLY - IT DOES NOT CREATE A CONTRACT BETWEEN THE EMPLOYEE AND THE COMPANY.

1. **Salary & Compensation**

Dentist compensation shall be based on a combination of the dentist's individual dental fee collections and the entire practice's dental fee collections. The portion based on individual collections is referred to as Base Compensation and equates to 80% of the dentist's total monthly compensation. The portion based on practice collections is referred to as Practice Location Compensation and equates to 20% of the dentist's total monthly compensation. We pay a percentage of the dentist's operative, hygiene and x-ray collections each month whereas most practices just pay their dentists based on operative collections. You can also elect to have a monthly draw income amount to provide financial stability. We will guarantee to pay a monthly income of at least \$10,000 per month for the first 6 months of employment. Direct deposit is available and encouraged to ensure safe and efficient payment. Payroll occurs once per month.

2. **Health Insurance**

United Healthcare Insurance - We pay 100% of your premium and 100% of the premium for your family. Enrollment commences after 90 days following the date of hire.

Voluntary Benefits with MetLife (Dental, Life) and VSP (Vision) - You have the option to elect coverage for dental insurance, life insurance and vision insurance. We do not cover the premiums, but the premiums are available to you at discounted rates.

3. **Long-Term Disability Insurance**

MetLife Disability - We pay 100% of your premium. Enrollment commences after 90 days following the date of hire. The maximum payout benefit is \$5,000 per month.

4. **401(k) Retirement Plan**

We provide a retirement plan that allows you to save for the future. We match 25% of your contributions up to the first 5% of your salary. Enrollment commences after 90 days following the date of hire. Employee must work over 1000 hours per year to be eligible for the plan.

5. **Malpractice Insurance, Licensing Fees, Membership Dues & Continuing Education**

We pay 100% of your malpractice insurance premium with Dentist Advantage Insurance. We also reimburse for dental association dues, licensing fees and continuing education expenses. Dentists also receive continuing education through our in-house, accredited program at no cost.

6. **Holidays**

There are eight holidays off work in 2011. The following holidays will be observed by your practice in 2011:

*New Year's Day
Memorial Day
Independence Day - Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day*

7. **Scrubs**

We will provide five sets of personalized scrubs.

8. **Administrative Support-- Including Licensing/ Credentialing Assistance**

Our experienced home office staff provides administrative and business support in all areas of operation so you can focus on quality care. One example is our commitment to provide dental licensing and credentialing assistance for our Dentists - We will pay for your license and process the paperwork.

9. **Relocation Reimbursement**

We offer relocation reimbursement when moving to accept a new position up to a certain amount based on the distance of the move.

10. **Great Work Hours**

We are not open on weekends or evenings, so the staff has time off work to maintain a great quality of life.

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11. **Career Advancement Opportunities**

We believe in promoting from within and our staff has the opportunity for advancement and/or relocation to new offices if desired.

12. **Orientation & Clinical Support**

We arrange for new Dentists to visit our home office in Nashville, TN for one week of classroom type orientation and then we arrange for a second week of clinical observation and training at a dental center. These orientation sessions will occur during the first two weeks of employment. We cover all the travel costs. We provide valuable education on treating our patient population with the opportunity to observe treatment and operations. After orientation, we are committed to continue providing unsurpassed clinical and administrative support.

13. **Referral Bonuses**

If you refer a dentist candidate that joins our staff through our referral program you will earn a \$5,000 bonus. If you are not currently an employee of CSHM but still refer someone to join our staff, you can earn \$1,500. So please pass our career opportunities along to your peers and colleagues.

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