

Matthew Yuen

3609 Jamison Way,
Castro Valley, CA, 94546
(510)872-1326 (personal cell)
myuendds@gmail.com



castro valley
Advantage Dental

Dear Potential Associate Doctor,

Hello! I hope this letter finds you well. My name is Matthew Yuen and I am the owner of Castro Valley Advantage Dental. Over the last few years we have experienced explosive growth. This is why we need your help! My practice is in a great location in Castro Valley, CA. We are an incredible private practice that is growing quickly. We have five operatories and a lot of new patients to fill them! Currently we're seeing over 60 new patients per month and would love to increase that with another doctor to provide excellent care. In the next few months, we hope to hire an associate that can join the team as a leader, perform exceptional dentistry and will add value to our patients doing high quality dentistry.

If you are looking for a great opportunity, here it is! If you are aware of any dentists that would like to discuss joining our team and everything it has to offer, please consider forwarding their contact information. My personal cell and email are listed above and you can call, text or email me anytime you would like.

I may be a touch biased, but Castro Valley Advantage Dental is a great place to work.

- Great Culture
- Huge Earning Potential
- Customizable Benefit Package
- Mentorship

I've also included a Frequently Asked Question document that can help you decide if Castro Valley Advantage Dental could be the right place to change the trajectory of their career. The FAQ document has lots of great info that can give additional insights on our organization.

To learn more about us please check out our website or read through some of our five star google reviews. **Our #1 goal is to change the way people feel about going to the dentist. This is our passion. We are looking for more great dentists to help us continue with that vision. What do you think? ARE YOU IN?**

Looking forward to talking to you soon,

Matt

Castro Valley Advantage Dental
3609 Jamison Way, Castro Valley, CA 94546



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Advantage **Dental**

Practice Snapshot

- **Office**
 - **5 Operatories**
 - **Current hours 5 days Monday-Friday 8AM-5PM**
 - **Staff**
 - **Office manager**
 - **2 front office**
 - **3 Assistants**
 - **2 hygienists per day (4 hygienists part time)**
- **Technology**
 - **Sprintray 3D printer**
 - **2 IO Scanners**
 - **Trios 5**
 - **iTero 5D Plus**
 - **Vatech CBCT**
 - **Glidewell Fastmill.io (same day crowns)**
 - **AI (Pearl Second Opinion)**
- **Procedures performed in house**
 - **Crowns/fillings**
 - **All extractions (other than impacted 3rds)**
 - **Root Canals**
 - **Implants**
 - **Invisalign**



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Frequently Asked Questions for the Associate Doctor

What is Castro Valley Advantage Dental's approach to dentistry? What is the overall treatment planning philosophy in the group? Is there standardization among the doctors when it comes to treatment recommendations?

Overall our treatment planning philosophy is conservative. What does that mean (ask any dentist and they'll say they're conservative)? We believe in being proactive but also believe you can be proactive to a fault. We want to educate patients on the advantages and disadvantages of our treatment recommendations and allow them to make decisions. Our job is to educate the patients on what's best and allow them to make the decision.

We do not

- let finances dictate the ideal treatment for patients.
- let insurances dictate the ideal treatment for patients.

The above scenarios are malpractice - we always treatment plan and tell patients what is best for them. Our desire is to tell patients what is best for them and then help guide them into getting that treatment done!

As far as standardization of needed treatment, we have found that the more our doctors talk to each other and discuss cases, the closer we get to being on the same page when recommending treatment. We call this **calibration**. Treatment planning is part art and part science and we do not want to take away clinical autonomy from our providers. We do however feel it's in our patient's best interest to hear a consistent message no matter what dentist, hygienist or dental assistant the patient communicates with in the office.

How is my pay calculated? How often do I get paid?

Associates are paid based on a percentage of their adjusted production. Adjusted production is defined as our normal fees minus any adjustments that were made to the patient account. What are some examples of adjustments? If the patient decides to pre-pay for a 5% discount, that 5% is considered an adjustment. If our normal fee for a procedure is \$500 and we participate in their dental insurance plan, they may have a different fee allowance for that procedure. If the fee allowance is \$400, there will be a \$100 adjustment. If you decided to give a discount on a procedure, for example give a patient ½ off their whitening treatment, that discount is considered an adjustment.

Associate compensation is a negotiable percentage of adjusted production. Many offices pay their associates 35%. In doing your due diligence I would encourage you to ask the dental offices, "What do typical associates produce per day?" You will find the difference is staggering from office to office. Would

you rather make 35% of \$2,000 or 30% of \$4,000? We pay our associates once a month but other arrangements can be made.

Do I pay my own lab bill? Which Labs can I use?

Castro Valley Advantage Dental mills crowns in house and has a couple labs that are preferred. The lab bill of your work sent out to outside labs is deducted off adjusted production. You can choose other labs if you really prefer, to be discussed with Dr. Yuen.

Are there any basic benefits?

Castro Valley Advantage Dental has an extensive list of benefits including 50% of medical insurance for any full time employee (Defined as 32 hours per week), dental care provided, 401K, continuing educational allowances . . . and much more. We pride ourselves in being able to develop benefit packages that are fully customizable for you and for what you value. For more specific information please request our associate dentist benefits summary.

Is there a salary guarantee? How does it work?

We offer an initial guaranteed compensation based on your experience and expertise. The purpose of this is for the new associate to not feel pressure to push treatment on our patients. It's been our experience that associates rarely need to depend on this guarantee but we want you to have the peace of mind to know it's there.

How many days a week will I work?

We consider full time 4 days a week. Currently we are looking for a full time doctor. Our goal is for our associate doctor to love our office and enjoy growing with the team-to seek out a full time position and That being said, if you are the right fit for our group we can discuss part time or full time opportunities ranging anywhere from 1-5 days per week.

Will my schedule stay full? Do I get an assistant to work with?

We will do everything possible to keep your schedule full. At the same time, we want a doctor who is driven to work and "feed themselves" (so to speak). We don't want someone who will show up and settle for the bare minimum and expect things to be done for them, but someone who is dedicated to doing what needs to be done to take care of patients in the most efficient way possible! Our ability to keep your schedule full is directly related to three main functions. First, are you able to offer patients a wide range of dental services? Can you perform routine extractions? Do you do root canals? Are you comfortable seeing children? Are you proficient in sedation? Second, are you taking advantage of performing hygiene exams and starting to develop relationships with our patients during those exams? Third, are you treatment planning patients in a way that aligns with our philosophy of being a patient advocate? Are you a good listener? Are you working with the patient instead of telling the patient what they need? Are you letting patients know if their proposed treatment is very important, preventative and cosmetic?

From the start you will have access to work with one assistant and you are scheduled for one column of dental appointments. Early on most of your appointments will be with new patients to the office and

emergency appointments. As you become more established in the office, patients will begin to request to see you for their dental needs.

Do scheduled procedures get removed from my schedule to fill the senior doctor's schedule?

Never.

Do I get compensated for hygiene exams?

Always.

What insurances will I be required to participate with? Do you take Medicaid and/or other state assisted insurance?

Our office is only contracted with Delta Dental PPO. We are out of network with all other insurances.

Is there someone I can discuss cases with? Will the more experienced dentists help me grow and perform more difficult procedures?

Our doctors pride themselves on constantly working together to discuss cases and treatment plans. We hope to have a regular calibration and treatment planning discussion with doctors. This could be as simple as looking at x-rays together or having one of us assist you at implant placements, complex cosmetic cases or a wisdom tooth surgery. Dr. Yuen will also be available for any questions or concerns you have with any aspect of your job.

Does the office require me to take a certain amount or type of CE? Is there a CE compensation package?

Yes. Castro Valley Advantage Dental has certain CE requirements of our associates. We don't want dentistry to be your whole life, but we definitely want someone who is committed to growing and continued learning. These are typically a combination of online study and conventional courses. These requirements can be made available to you. Castro Valley Advantage Dental offers CE reimbursement as part of the benefit package

What procedures will I be allowed to do? How will my progress be evaluated?

We will trust your judgment as a professional and will allow you to perform the dental procedures you feel comfortable with. Dr. Yuen will consistently sit down with you during the first 3 months and discuss your planned and executed treatment with you. Our ultimate goal is to make sure you are performing procedures in a predictable, efficient way that benefits both you and the patient. Castro Valley Advantage Dental performs quarterly reviews for all employees with an emphasis on reflection of the business core values, how you are progressing and what steps are needed to attain continual improvement.

What are my (owner) responsibilities?

- Provide a great team
- Provide enough patient flow
- Mentorship
- Always have your back, with patients and the team. Help you succeed with our team

What are your (associate) responsibilities?

- Show up on time, stay late. Treat team with respect and be a team player
- Convert treatment
- Seek out your own growth: The sky is the limit, we have the resources for you.
- Ask questions! We don't know what you don't know.