

JOIN OUR TEAM



With Southern Family Dental Partners, you can focus on providing high quality dental care to your patients, while we focus on supporting you.



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Southern Family Dental Partners was founded by dental professionals for dental professionals. Unlike other DSOs, we understand your struggles because we've experienced them ourselves. We're dedicated to helping your already successful dental practice grow, without the need for you to spend all of your time stressing over how it's going to happen.

OUR MISSION



Southern Family Dental Partners mission is to build trust and collaborate with our dentists. We empower and equip our team to provide high quality, personalized dental care. Our company delivers an exceptional experience by achieving synergy among patients, providers and practices. Our success is due to our dedication to quality of care, driven by compassionate and highly skilled professionals.

OUR VISION

Southern Family Dental Partners aspires to be the dentist partner of choice that empowers providers to create the most patient centric company where patients receive superior dental care that positively impacts their health and wellbeing.



INTERGRITY

Act with honesty,
committed to doing
what is right.

SERVICE EXCELLENCE

Exceed expectations
in every aspect of
the patient
experience.

RESPECT

Show regard for the
feelings, wishes, rights,
and traditions of
others.

CORE VALUES

INNOVATION

Expand our knowledge,
skills and efficiencies to
stay ahead of the
changing landscape of
dentistry to grow our
successes.

RESULTS ORIENTED

Pursue and accomplish
any and all tasks which
lead to optimal outcomes
for the patient, provider,
and practice.

COLLABORATIVE COMMUNICATION

Provide information in a
timely manner and discuss
topics transparently as a
team to achieve a
common goal.

Brandy, Human Resources Director



"Our business model is based on integrity, respect and service excellence, all of which match my core values. I have worked for other DSO's and Managed Care Dental companies, and I can say that this DSO is different.

The approach of partnering with Dentist who want to pass on their legacy and allow us the honor of helping them transition into their retirement phase of life is a privilege. This organization truly values their employees and the communities they serve. I am proud to work for SFPD!"

OUR LOCATIONS

Southern Family provides high-quality dental care while focusing on the needs of both our staff and patients.



With 13 locations and expanding rapidly across the Southeast, we are seeking motivated, friendly dentists and clinical staff to join us as we grow.

Contact us for more information about relocation assistance.



Dr. Fred Hannan Augusta, Georgia

"I decided to sell my busy practice. For two years I met with prospective buyers. At that point I hadn't met anyone who I felt would take care of my wonderful staff and family of patients. I also hadn't received any offers that I felt were fair.

SFDP met all of my hopes for an ideal transition. It was a perfect partnership and turn over... **It went so smoothly that a lot of patients never felt the change.** I feel very fortunate to have had the opportunity to be able to work the end of my career in such a stress-free and happy environment!"



WHY START YOUR CAREER WITH US?

In this dynamic industry, acclimating to life as a new dentist can be overwhelming for newly graduated dental students.

New grads often encounter high startup costs, limited growth opportunities and an overflow of non-clinical administrative tasks. DSOs play a critical role in helping alleviate both the dramatically increased start-up costs faced by new dentists and the burdens of practice management by managing a wide array of responsibilities, including procurement, marketing, human resources, compliance, IT and finance. By doing this, we enable dentists to focus on what matters most: the health of their patients.

In addition to our excellent employee benefits, we offer:

- Mentorship
- On-the-job training
- Access to proven technologies
- Networking opportunities
- A healthy work-life balance



Clinical Advisory Board

The clinical advisory board consists of dentists within SFDP who come together bi-monthly to discuss clinical issues, ideas, cases, and technologies that are impacting the industry and the company.

The goal is for our dentists to provide direction in the clinical movement of the company as it relates to what technology we are looking to adapt, collaboration on best practices within the industry, discussing trends within the dental community, and providing educational opportunities.

The clinical advisory committee provides an electronic platform for dentists to continue to grow and mentor as they move throughout their career.

PARTNERSHIP OPPORTUNITIES



We give dentists the opportunity to learn on the job or take an established career to the next level. Recent grads can earn a steady income, while receiving mentoring and support from experienced dentists.

Established dentists can maintain their independence, while focusing on patient care, without the day-to-day distractions of running a practice.

LOOKING TO THE FUTURE

We are a small organization with an aggressive growth strategy. We anticipate adding 10-12 new practices this year and expand our reach into 2 new states and other dental specialties as we continue our mission of providing excellent patient care to the Southeast.

By investing in our team, systems, and improving platform technologies, we have developed a structure that allows flexibility to continue to grow our business while providing additional benefits and career opportunities for our associates and a better overall experience.

For our patients.
For our staff.
& For our dentists.



Alicia
Payroll and Benefits Specialist

"There's never a dull moment with Southern Family Dental Partners. SFDP have brought out the professional in me and kept me on my toes."

EMPLOYEE BENEFITS

Southern Family Dental Partners offers a comprehensive array of benefits, including:



Medical & Vision Insurance



Relocation Assistance



Student Loan Repayment Program



Opportunity to Specialize



Flexible Hours and Scheduling



Paid Time Off & Holidays



Provider Referral Incentive Program



Pre-Paid Legal from MetLaw



Continuing Education Reimbursement



In-House Dental Services



410(K) Savings Plan with Company Match



Private Practice Feel

Dr. Jennifer Humm, DMD
Clinical Director

"Working with SFDP gives me the clinical freedom to care for my patients the way I want."



Montana, MBA
HR & Recruiting Manager

"Having worked with various Dental Services Organizations over my career, ranging from hundreds of practices to thousands of practices, Southern Family Dental Partners does an amazing job at blending the DSO structure with a private practice feel."



FINANCIAL WELLBEING

The 401(k) Savings Plan

The 401(k) Plan combines contributions from your facility with your own contributions to help you save for the future. For every \$1 you contribute to your 401K, we will make a safe harbor matching contribution of \$1 up to 3% of compensation and \$.50 for each \$1 on the next 2% of compensation contributed (Maximum match of 4% of pay).

You can choose how you invest the money in your account based on your tolerance for risk and how involved you want to be in managing your account. Vesting refers to when you own the rights to money in your account. You are always 100% vested in your personal contributions to the Plan.

Employer Contribution Amount

For each \$1.00 you contribute to your 401K, we will make a safe harbor matching contribution of \$1.00 up to 3% of compensation and \$0.50 for each \$1.00 on the next 2% of compensation contributed (i.e., maximum match of 4% of pay).

Can I rollover previous retirement plans?

You may choose to rollover previously contributed retirement dollars from qualified retirement plans (401(k), profit sharing, pension) and traditional/pre-tax IRAs.

Can I make a withdrawal?

Yes, for a qualified reason. Tax penalties may apply.

Who is eligible for this coverage and when?

Employees must be at least 18 years old. All employees after 30 day waiting period.

Do you offer a Roth Contribution?

Roth 401(k) deferral option gives you the flexibility to designate all or part of your elective deferrals as Roth contributions. All Roth contributions are contributed after tax.

FINANCIAL WELLBEING

Employee Referral Program

All employee referrals are \$250, Hygienists are \$500, Dentists are \$2000, and Dentists (1099) are \$1000. Just have your candidate mention you when they apply!

*All employee, hygienist, and dentist referral bonuses are paid in 2 payments: after 90 days and after 1 year of employment. Referral incentive for dentist that are on 1099 contract will be paid after 1 year of employment. If doctor is hired as a 1099 provider, then contract must be minimum of 1 year to be eligible for referral incentive. If new referred employee is hired as part-time (works 3 days or less), then bonus will be pro rated at half the amount.

More Earning Opportunity with SFDP

Southern Family Dental Partners has added a variety of ways for you to earn additional income:



Bonuses



**Relocation
Reimbursement**



**Commision
on Retail Sales**



**Employee Referral
Incentives**



Niki, Registered Dental Hygienist

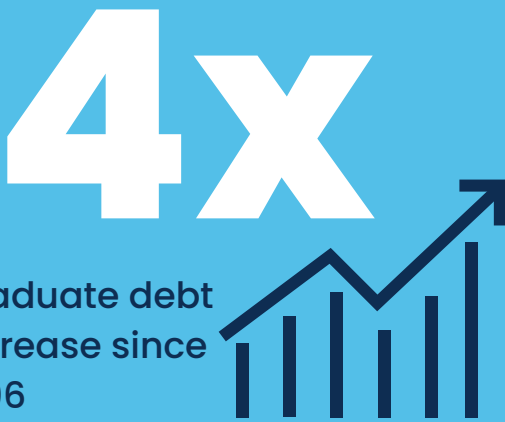
"When SFDP bought our private practice in 2019, I was not sure what to expect. At that point in my career, I had been a hygienist for 23 years. SFDP has been a blessing to our office. They have allowed us to remain the same practice with a "small town feel" with the luxury of benefits that come with a larger company. The transition from private practice to DSO was smooth and everyone has been a pleasure to work with."

Student Debt

The numbers according to the American Dental Education Association

\$84,247
Average graduating
debt in 1996.

\$138,104
2019 equivalent



2020 dental school
graduates with
federal loans owed an
average of nearly

\$305,000



Indebted grads with
more than \$300,000

Student Loan Repayment Program

Southern Family Dental Partners wants to set you up for success. Our Student Loan Repayment Program is just another perk of our amazing benefits package.

Willing to relocate to Georgia? You could qualify for up to \$100,000 in student loan repayment. Check out the link below for more information!

[Loan Repayment Programs | Georgia Board of Health Care Workforce](#)

Continuing Education Reimbursement

At Southern Family Dental Partners, we believe in investing in the professional development of our team. We offer CE reimbursement up to a specific amount for all clinical employees.



Employees who work in the clinic setting are eligible to receive company paid scrubs or reimbursement for the cost of scrubs

MEDICAL BENEFITS

With SFDP, you'll have four Major Medical Health Insurance Plans to select from. A major medical health insurance plan is a type of medical insurance plan that meets all of the minimum essential benefit standards of the Affordable Care Act, while providing benefits for a broad range of inpatient and outpatient health-care services.

VISION

Experts recommend you get your eyes checked at least once every two years. The cost of eye exams, frames, and lenses can really add up. Vision insurance can help cover some or all the expense associated with keeping your eyes healthy.

Who is eligible?

All regular employees scheduled to work 24 hours a week or more and their eligible dependents

When am I eligible?

Benefits begin after 60 days of employment.

What is covered?

HR will provide a complete benefits plan when you are hired, and they will discuss your coverage options during onboarding.

Do I need to take action?

You will enroll or waive benefits during open enrollment.



Who is eligible?

All full-time and part-time employees are eligible for company-provided benefits

When are you eligible?

Benefits begin after 60 days of employment.

Who are eligible family members?

Immediate family members include:

- spouse
- son/daughter (in-law and step relation)
- father/mother (in-law and step relation)

Extended family members are offered 20% off dental services only:

- brother/sister (in-law and step relation)
- grandchildren (step relation)
- grandparents (in-law and step relation)
- nieces and nephews

DENTAL BENEFITS

Southern Family Dental Partners and your practice location are pleased to offer dental services in-house to our employees and family members.

All dental services, including major restorative services, are covered at 100% for employees and immediate family members (less any lab fees associated with any procedures).

Employees and immediate family members pay for products at company cost.





PRE-PAID LEGAL

Finding an affordable lawyer to represent you when you have trouble with Identity Theft, buying or selling your home, or even preparing your will can be a challenge. Now there's a Smart, Simple, Affordable® solution — MetLaw,® administered by Hyatt Legal Plans. MetLaw is a legal services plan that provides legal representation for you, your spouse and dependents at a price that won't break your budget.

EAP & WORKING ADVANTAGE

SFDP offers you and your eligible family members access to NexGen EAP, a prepaid and confidential service that provides quick online or telephonic support to assist you with day-to-day issues, improve your work/life balance and enhance your well being.

Having fun, getting away, and saving money are important for your well-being. This cost-free benefit provides you access to thousands of exclusive travel and entertainment discounts, so you can make the most of your time away from work.



RECRUITMENT AND SELECTION PROCESS

We are a growing company, so we add positions frequently. Please visit our career page for all open positions in our organization.

● **Submit your application.**

If interested in a particular position, it is best to complete an application first. A recruiter will contact you after reviewing your application.

If you prefer to get in contact with a recruiter directly, please email hr@sfdpartners.com.

● **Virtual interview with our operations team.**

Your first assessment interview can range from 30 minutes to 1 hour. Come prepared with your resume on hand and any questions you may have about the position and our company.

● **In-person site visit.**

We are very passionate about hiring the right person for the right position. Each of our practices share the same mission and vision, but they are unique. As such, we want to ensure a good fit for all.

The last step before onboarding is a visit at your chosen practice to see the environment and meet our team. This visit usually lasts 1 – 1.5 hours.

LEADERSHIP TEAM

Great leaders should bring out the best in those around them, and our leadership team is passionate about providing a positive work environment that brings out the best in each of our team members. Partnering with Southern Family Dental Partners isn't just a good career move. Our mission is to provide the best support for you, so that you can continue to offer your best to your patients.

Juloy Raymer
CEO

Kevin Martin
SVP, Business Development

Madi Hoesten
VP, Integration

Robert Schneck
Controller

Brandy Denton
HR Director



Jennifer Moody
VPO, GA Division

Heather Fowler
VPO, TN Division

Montana DeVore
HR & Recruiting Manager

STAY CONNECTED



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