



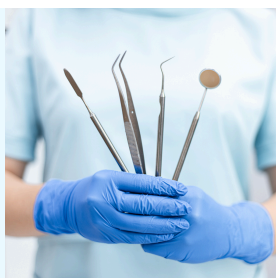
DENTIST

WORK, LIFE, THRIVE!

Compensation Guide

What does success look like for YOU?

We believe in balance – where your work life and your personal life can both thrive, without any compromise. Success shouldn't just be measured just in the office, but should be able to flow into every other area of your life. We strive to give our team the freedom to achieve the goals they have both in and out of the office.





LIFESTYLE

New dentists usually see only two career paths ahead – partner with corporate dentistry and give up your personal dreams or hold out long enough for someone to retire and hand you the reins. At Blueprint Smiles, we have a better way.

Small Practice

For several years, private practice dentistry has been the primary practice structure, but it isn't always easy.

PRO

- You have the freedom to make decisions on your own.

CONS

- Costly & risky starting your own practice
- Less support
- Higher overhead which means less profit
- Personally responsible for accounting, legal, HR, insurance & all other aspects of running your own business
- Difficult to focus on what you love while running your own practice
- Large, upfront financial commitment

Corporate Dentistry

Corporate dentistry offers both profitability and job security, but requires you to give up a lot of personal freedom.

PRO

- Removes the risks that come with owning your own practice.

CONS

- Loss of autonomy
- Lack of transparency
- No work/life balance
- Cannot set your own schedule
- Early/late work hours & weekends
- Less control over services you provide & patients you see

Blueprint Smiles

We offer a way for dentists to give back to their community while having the freedom to practice as they choose. Our goal is to give dentists a better alternative to the traditional dental career paths. We provide the training and support you need to advance your dental career in a way that works best for you.

PROS

- Mentorship from other owner-doctors
- In-house education
- Ability to focus on your dental work
- We take care of the day-to-day operations including staffing, payroll, billings, scheduling & more



The Blueprint Smiles Constitution

Patient-Centered, Doctor-Driven

- Comfort
- Same-Day Care
- Advanced Technology

Personal Development

- Clinical Improvement
- Technical & Patient Interaction
- Leadership Skills

Other Great Blueprint Smiles Benefits

Benefit	Qualifications	Details		
Time Off	Full-Time Doctors	All Full-Time Doctors coordinate with their own office and the other Full-Time Doctors and determine coverage plans that work for their Practice.		
Holidays	All Doctors	New Year's Day Memorial Day	Fourth of July Labor Day	Thanksgiving Day Christmas Day
Traditional 401(k)	Full-Time Doctors Eligible after 1 year with 2-year vesting	Can contribute 1 to 92% of gross wages; Blueprint Smiles will match 100% of the first 1% and 50% of the next 5%.		
Potential Buy-In	Full-Time Doctors	Eligible to buy-in and own part of the Practice.		
Dental Benefits	Full-Time Doctors 90 calendar days	Reduced general dental services provided in your office, excluding lab fees for Full-Time Doctors, spouse, and dependent children up to age 26.		
Continuing Education	Full-Time Doctors	\$1,000 stipend for CE per full year. Including in person sponsored CE courses and upgraded CE Zoom account for free.		
Malpractice Insurance	Full-Time Doctors	Up to \$2500 malpractice stipend per year for Full-Time Doctors that use our preferred vendor.		
Referral Bonus	All Doctors	\$5,000 referral bonus for referring a Full-Time Doctors that joins one of our Practices and remains employed for at least 1 year.		
CPR Training	All Doctors	Annual CPR fully covered.		
Health Insurance	Full-Time Doctors	Health Insurance offered.		

COMPENSATION

While we strive to give our dentists a balance in life and work, we also care about their well-being and financial success. Please see the compensation estimation tools below to determine earning potential with Blueprint Smiles.

Small Practice

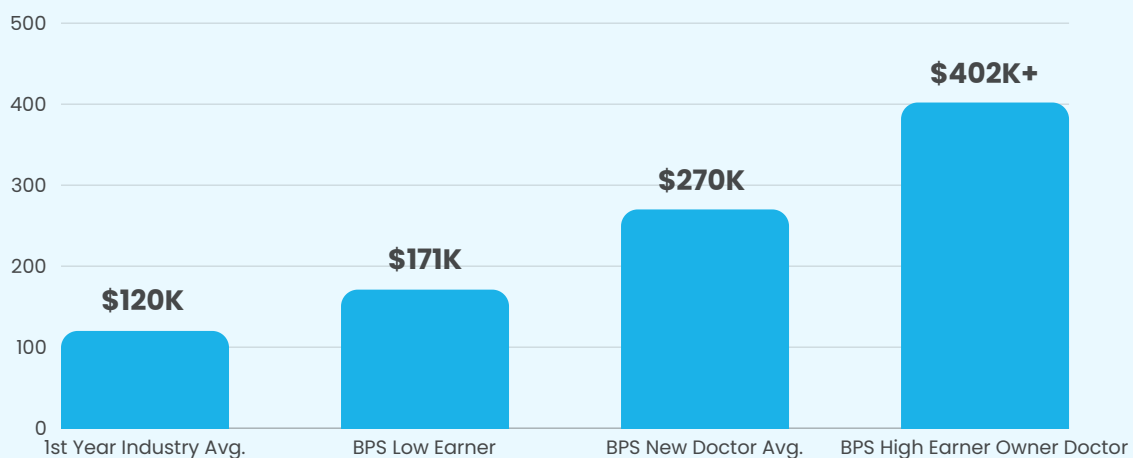
With private practice dentistry, typically you would receive a lower salary with greater risks. Small benefit packages make it hard to succeed financially.

Corporate Dentistry

Corporate dentistry doesn't allow you to expand. As part of their plan, you are not given a choice when it comes to the patients you work with or a path to grow or improve your clinical skills.

Blueprint Smiles

Our compensation is above industry level to provide you with the financial freedom to focus on what truly matters. A reliable compensation plan, experienced leadership, and any open path to take ownership of your dental skills can help you build a career that you truly enjoy.



Balanced Schedule

At Blueprint Smiles, our compensation estimates are based on a 4.25-day workweek, with hours from 8am-5pm Monday through Thursday, and from 8am-2pm every other Friday. **No early mornings, late nights, or weekends.** We put an emphasis on balance so that you can also enjoy life outside of the dental office.

The Comparison **Worksheet**

Defining Productions



Blueprint Smiles

Questions
to ask

% of
income

Included Treatment in Production

X-rays	<input checked="" type="checkbox"/>	?	-4%
Cleanings	<input checked="" type="checkbox"/>	?	-2%
Sealants	<input checked="" type="checkbox"/>	?	-1%
Exams	<input checked="" type="checkbox"/>	?	-3%
All other production (occlusal guards, whitening, etc.)	<input checked="" type="checkbox"/>	?	-2%

Expense Reduction

Lab expense paid by the company	<input checked="" type="checkbox"/>	?	-2%
Supplies paid by the company (implant supplies etc.)	<input checked="" type="checkbox"/>	?	-2%

Fee Schedule

Fee Schedules are NOT manipulated	<input checked="" type="checkbox"/>	?	-2% to -4%
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Contract vs Employee

Am I considered employee, contract, or independent contractor?		W2 (if employee add)	+2%
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True % : **Promised %** - **Hidden Deductions %** = _____ %

Benefits

Company pays Malpractice Insurance	<input checked="" type="checkbox"/>	?
Dentist has access to 401k	<input checked="" type="checkbox"/>	?
Online training & remote access	<input checked="" type="checkbox"/>	?

Increase Pay Metrics

Company provides reports & metrics to show ways to increase dentist pay	<input checked="" type="checkbox"/>	?
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Practice & Company Culture

Dentist Led NOT Corporate Driven	<input checked="" type="checkbox"/>	?
Dentist Autonomy	<input checked="" type="checkbox"/>	?
Amazing Support	<input checked="" type="checkbox"/>	?
Exceptional Mentoring	<input checked="" type="checkbox"/>	?
Multiple Practices	<input checked="" type="checkbox"/>	?

THRIVING AS A DENTIST

DEFINITIONS

EXAMPLES

Base Pay

Monthly base salary amount agreed upon in contract

\$10,000

Billable Collections

All work done in the practice (i.e. X-rays, cleanings, sealants, etc.)

\$75,000/month

Base Collections

Minimum amount of production before doctor can receive bonus pay

\$33,333

Collection Pay (\$75K - \$33,333)

Billable Collections - Base Collections

\$41,667

Percentage Pay (\$41,667 x 30%)

Collection Pay x percentage of collections pay agreed upon in contract

\$12,500

Monthly Pay (\$10,000 + \$12,500)

Base Pay + Percentage Pay

\$22,500

Yearly Pay (\$22,500 x 12)

Monthly Pay (x12)

\$270,000

Billable Collection	40K	60K	80K	100K	120K	140K
Monthly Pay	12K	18K	24K	30K	36K	42K
Yearly Pay	144K	216K	288K	360K	432K	504K



The Support You Need to Thrive

At Blueprint Smiles, you have the opportunity to thrive:

- ✓ Mentor doctors who are willing to teach you clinical and leadership skills.
- ✓ The latest technology, such as digital 3D x-rays, digital cams in all rooms, 3-second curing lights, digital scanner, dryshield in every op, training portal for staff and doctor, and group help from other offices.
- ✓ Pearl AI technology to help diagnose on x-rays and for better patient education
- ✓ 410K, malpractice insurance, and continuing education reimbursement.
- ✓ All our offices have weekday operation of 8-5pm and select Fridays from 8-2pm, providing a work/life balance.
- ✓ You will be paid on true collections, unlike other places. (We pay for x-rays, exams, sealants, fluoride and night guards). No lab fee to the doctor if using our preferred labs.
- ✓ Implant and endodontic equipment.
- ✓ A real, future buy-in option.
- ✓ Remote access to work and option of Teledentistry.



How do YOU view success?

No matter what your version of success is, we're here to support you every step of the way. We'll invest in both you and your practice, so you'll have the tools you need to make your dreams a reality.

With access to our training, support, resources, and relationships, we'll be with you every step of the way as you grow your practice. Our goal is your success, because if you are thriving then we are doing our job. There's nothing we want more than your ultimate success.

Thriving in your career, your finances, and your life - as a team, we'll work together to help you reach your goals.

Be part of Blueprint Smiles where we find joy in helping others not only succeed, but truly thrive.



Join the Top 1% at Blueprint Smiles

At Blueprint Smiles, we're not just another dental service organization—we're a collective of the best in the field. We are committed to building a team of the top 1% of dentists, hygienists, and dental assistants, ensuring that our patients receive unparalleled care and expertise.



Our Blueprint for Success

At Blueprint Smiles, we see our core values as the heart of our success. After all, that's what separates us from the pack — a commitment to not just running a thriving business, but doing it in a way we can feel good about.

High Five Blueprint for 5-Star Team Members

At Blueprint Smiles, our team celebrates achievements, fosters connections, and spreads happiness! At our core, giving a high-five is more than celebration; it's a symbol of genuine connection and shared success. We're seeking ambitious, upbeat, and smart individuals with a reliable and humble attitude.

