



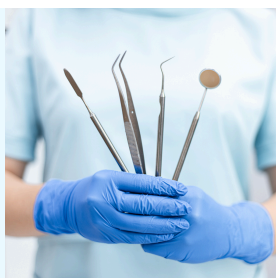
DENTAL HYGIENIST

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 hygienists often feel limited to just two career paths – joining a corporate dental practice and sacrificing personal aspirations, or waiting indefinitely for an opportunity to advance. At Blueprint Smiles, we offer a better way.

Small Practice

Private practice has traditionally been a common path for dentists, but for hygienists, the landscape looks different.

PRO

- You have the freedom to work independently and work during normal working hours.

CONS

- Lower earning potential with fewer patients and services.
- Fewer benefits like health insurance and retirement plans.
- Less investment in continuing education and professional growth.
- Practices may lack modern equipment and technology.
- You may be the only hygienist, limiting collaboration opportunities.

Corporate Dentistry

Corporate dentistry can provide job security and steady income, but it may come with certain trade-offs for hygienists.

PRO

- Opportunity to collaborate with other hygienists and bounce ideas off peers.

CONS

- Reduced autonomy in how you work.
- Rigid work schedules, with less flexibility to set your own hours.
- Possible early/late shifts and weekend work.
- Less control over the types of procedures you perform and the patients you see.

Blueprint Smiles

We offer hygienists the opportunity to make a meaningful impact in their community while enjoying the freedom to focus on their passion for patient care. We offer the training and support needed to excel in your career, without the burdens of administrative tasks.

PROS

- Access to in-house education and continued professional development.
- Doctors are willing to perform hygiene services to help manage the workload.
- Doctors will co-diagnose with hygienists, making them a key part of the care team.
- Hygienists are treated like providers, with competitive pay and higher earning potential.
- We provide the latest technology for your comfort and professional growth.



The Blueprint Smiles Constitution

Patient-Centered

- Comfort-Driven
- Same-Day Care
- Advanced Technology

Personal Development

- Clinical Improvement
- Technical & Patient Interaction
- Leadership Skills

Other Great **Blueprint Smiles** Benefits

Benefit	Details
Compensation	Base hourly pay ranges from \$45-\$55/hour with several providers earning over \$65/hour.
Group Office Bonus	2 Group Office Bonus System based on office goals and KPIs
Monthly Bonus	% Bonus paid monthly over production/pay thresholds for unlimited earning potential
Paid Holidays	New Year's Day Memorial Day Fourth of July Labor Day Thanksgiving Day Christmas Day
Paid Time Off	40-80 hours per year based on years in the organization
Traditional 401(k)	Can contribute 1 to 92% of gross wages; Blueprint Smiles will match 100% of the first 1% and 50% of the next 5%.
Continuing Education	In person sponsored CE courses and upgraded CE Zoom account for free.
CPR Training	Annual CPR fully covered.
Referral Bonus	We offer a referral bonus for bringing new team members into our organization.
Health Insurance	Health Insurance offered.

COMPENSATION

While we strive to give our dental hygienists 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 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.

HYGIENE COMPENSATION MODEL

Duration Of Employment (Years)	2+
Scheduled Work Hours (Per Week)	40
\$ per hour	\$50.00

	Hours	\$
Annual Work	2000	\$100,000.00
Paid Holidays Hours (8 Hours X 5 Paid Days)	40	\$2,000.00
PTO	80	\$4,000.00
Annual Medical/Dental Benefit		\$3,500.00
Other Benefit/Compensation/401 K	Employer Match	\$5,000.00
Sponsored CE Courses/CE Zoom		\$2,000.00
Average Office Collection Team Bonus		\$3,600.00
Total Compensation		\$120,100.00
Total Per hour Compensation Package		\$60.00
No Weekends, No Late Days, and Every Friday Off		
+30% production bonus with no ceiling (see next page example)		



TOP 1% HYGIENIST EARNING EXAMPLE

30% Production Bonus Example	
Monthly Adjusted Production	\$35,000
\$35,000 x 30%	\$10,500
Monthly pay based on hours worked (160 hours x \$50)	\$8000
Production bonus (\$10,500) – Monthly Pay (\$8000)	\$2500 Bonus
+\$2500 added to monthly pay	\$30,000 per year

Work Hours : 40 \$ Per Hour : \$50		
	Hours	\$
Annual Work	2000	\$100,000.00
Paid Holidays Hours (8 Hours X 5 Paid Days)	40	\$2,000.00
PTO	80	\$4,000.00
Annual Medical/Dental Benefit		\$3,500.00
Other Benefit/Compensation/401 K	Employer Match	\$5,000.00
Sponsored CE Courses/CE Zoom		\$2,000.00
Average Office Collection Team Bonus		\$3,600.00
Top 1% Production Bonus (see above)		\$30,000.00
Total Compensation		\$150,100.00
Total Per hour Compensation Package		\$75.00



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.

