



DENTAL PRACTICE COMPENSATION & BENEFITS SURVEY



The dental industry is rebounding rapidly as COVID-19 restrictions lift. This coupled with advances in technology and improved consumer access to care are creating renewed demand for talent and services. BDO's Dental Practice Compensation & Benefits Survey helps dental practices stay abreast of changing industry needs to meet demands. Market pay intelligence helps to:

- ▶ Determine the reasonableness of the cost of compensation and benefits relative to practice revenues.
- ▶ Ensure pay levels are sufficient to attract and retain talent.
- ▶ Set pay for new hires or promotions.
- ▶ Conduct due diligence of pay levels and plan design prior to a merger, acquisition or other transaction.
- ▶ Assess cause of excessive turnover, and more.

SURVEY VALUE



Survey covers pay levels, policies and practices specifically for dental practices.



Results provide the information needed to validate compensation and benefits policies and practices to attract, retain and motivate key talent.



Participants receive a complimentary executive summary.



Participants may realize the full value of the results by purchasing the entire report.



Participants have access to BDO bench strength for industry compensation and tax questions.

The Dental Practice Compensation & Benefits Survey provides reliable and timely market data that is critical to support the compensation benchmarking needs of dental practices.

TYPE OF DATA COVERED

- ▶ Practice demographics
- ▶ Human capital metrics
- ▶ Health and welfare policies
- ▶ Time off policies
- ▶ Compensation policies
- ▶ Employee compensation
 - Base salary
 - Annual incentive eligibility
 - Target and actual annual incentives
- ▶ Other perquisites
- ▶ Employee turnover rates

QUESTIONNAIRE & REPORT

- ▶ The questionnaire and report are in an Excel workbook for ease of use with data input and retrieval.
- ▶ The report will include tables with results that can be filtered by various scopes (size of practice, location, specialty, etc.).

TIMING

- ▶ **Nov - Jan:** Survey Registration
- ▶ **Jan:** Questionnaires Distributed
- ▶ **Mar 1:** Data Effective
- ▶ **Mar 31:** Completed Questionnaire Returned
- ▶ **May:** Results Published

HOW TO PARTICIPATE

- ▶ Complete and submit the online [Survey Registration Form](#), and a questionnaire will be sent to you.

POSITIONS COVERED

- ▶ Owner Dentist
- ▶ Associate Dentist
- ▶ Dental Assistant
- ▶ Dental Technician
- ▶ Hygienist
- ▶ Treatment Coordinator
- ▶ Office Manager
- ▶ Administrative Assistant
- ▶ Receptionist
- ▶ Phone/Appointment Operator
- ▶ Bookkeeper
- ▶ Billing Specialist

PROFILE OF PRIOR SURVEY PARTICIPANTS

- ▶ The number of dentists in a practice range from 1–10, with solo practitioners being most prevalent.
- ▶ Majority of participants have between 2-5 or 6-10 full-time employees in their practice.
- ▶ Majority of participating practices earn between \$1M-\$5M in annual gross patient receipts.

COST

- ▶ Survey participants will receive a complimentary executive summary of survey insights.
- ▶ The cost for the full survey results report:
 - Base fee for participants: \$350
 - Additional fee per dental practice office in participant's portfolio: \$25 per office*

*Up to a maximum of \$1,000, providing dental practice submits data for all offices.

CONTACT

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