



Milliege

DENTAL PARTNERS



Join Our Team

The Future of Dentistry Together.
Innovation that supports your career.



Milledge

DENTAL PARTNERS

Milledge Dental Partners was founded by business experts with a deep understanding of what it takes to manage and grow successful practices. We bring a wealth of experience in business management, allowing us to provide the support and resources needed for your dental practice to flourish. Our focus is on driving growth and operational excellence, so you can concentrate on delivering outstanding care to your patients without the stress of managing the business side.





OUR CORE VALUES

URGENCY DRIVES OUR ACTIONS

We always operate with a sense of urgency.

INDIVIDUAL EXCELLENCE FUELS TEAM SUCCESS

We understand that individual success creates team success (we do our job!).

CURIOSITY SPARKS PROBLEM SOLVING

We are always curious and identify problems to solve.

ASSUMPTIONS HINDER PERFECTION

We don't make assumptions because they prevent perfection.



***"Are you ready to be a part of something bigger? Join us at Milledge Dental Partners, where your skills and passion for dentistry are valued. We focus on growth, excellence, and a collaborative spirit, offering rewarding opportunities for dentists, office managers, and dental assistants alike. Discover your perfect fit within our thriving team."** ~Donna Armsrong, HR*



COMMITMENT TO COMMUNICATION

We read and listen, think, ask questions, and seek to understand.

We ask questions until both parties are aligned.

We communicate to ensure the other parties comprehension.

We are "constructively" critical not just critical.



CHARATERISTICS OF OUR TEAM

We are willing and committed to being successful.

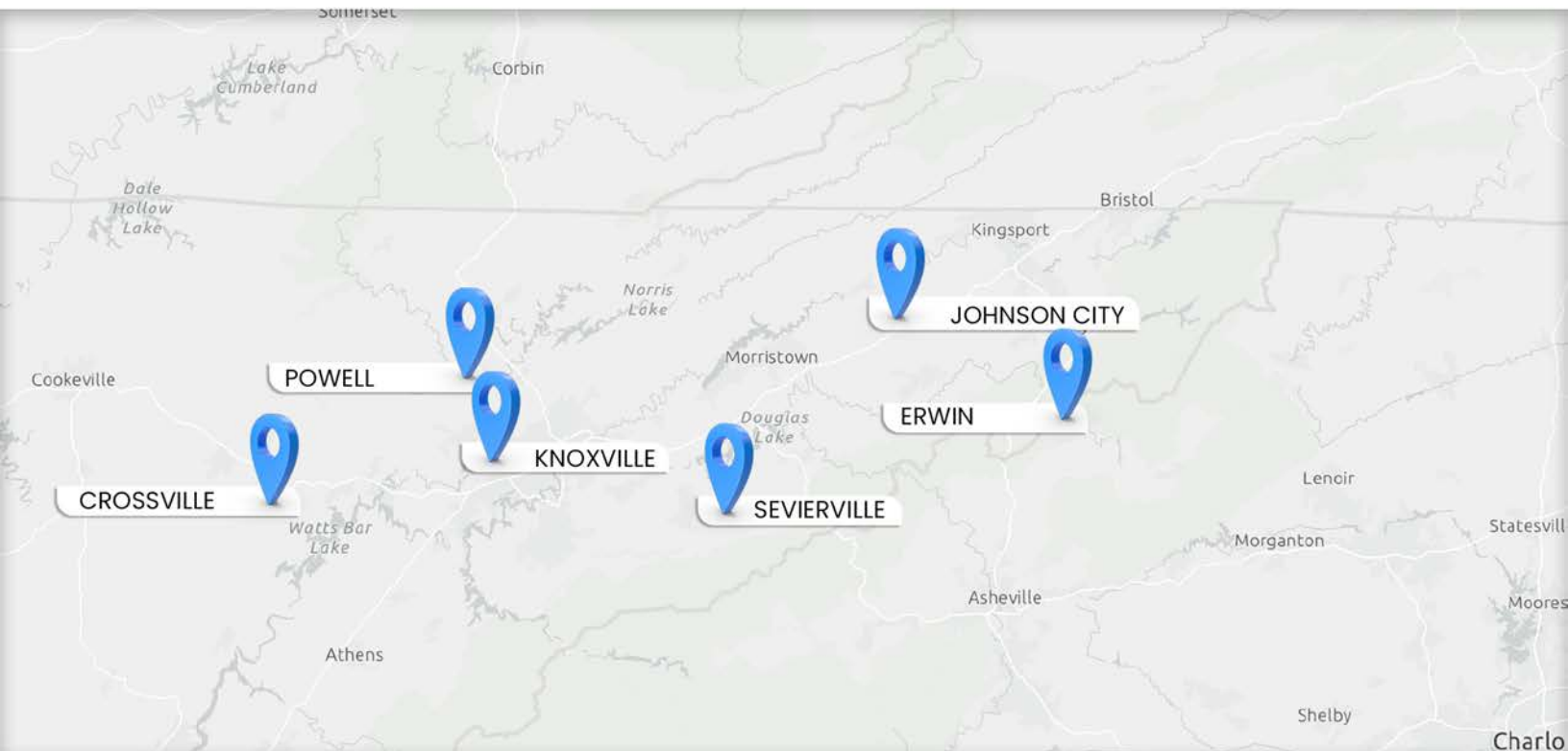
We are problems solvers.

We are outcome driven.



OUR LOCATIONS

Milledge Dental Partners is committed to delivering exceptional dental care while prioritizing the needs of both our team members and patients. With 7 locations in 6 cities and plans for further expansion throughout the Southeast, we are looking for enthusiastic, compassionate dentists and clinical staff to join us on our growth journey.



Contact us for more information of new openings and relocation assistance.



OUR PROGRAMS

At Milledge Dental Partners, we offer a variety of programs designed to support dental professionals at every stage of their career. Our programs provide advanced training, mentorship, and rewarding career development opportunities. Explore the pathways below to find the best fit for your professional growth:



HONORS PROGRAM

Tailored for D3 and D4 students, this program offers hands-on training and education to enhance clinical and production skills.



NEW GRADUATES PROGRAM

For new grads in Dental, Hygiene, Assisting, and Front Office, this program includes paid licenses, certifications, and elevated compensation for multi-year commitments.



THE RESIDENCY

A residency for dental grads with three options: 1-year, 2-year with double compensation, or 3+ years with double compensation and equity.



WHY START A CAREER WITH US?

At **Milledge Dental Partners**, we believe in taking care of our team as much as we do our patients. We offer a comprehensive benefits package, including competitive salaries, health and dental insurance, paid time off, and continuing education opportunities. We are committed to fostering a supportive work environment where every team member feels valued and has the resources to thrive both professionally and personally.

We offer healthy work-life balance to ensure our employees have all the tools they need to succeed and grow in their careers.





HONORS PROGRAM

The Honors Program is designed for top 20 D3 students, selected annually, to enhance their clinical and production skills. Participants attend lectures and hands-on sessions twice a month, supplemented by weekly simulation exercises.

The program requires a commitment beyond regular dental school assignments and spans Semester 1 and 2 of D3 and Semester 1 of D4. Acceptance into the program involves signing a participation agreement and nominating a replacement at the end of the D3 year. Program completion prerequisites for entry into the New Graduate Program include passing clinical competencies, licensure exams, and signing an employment agreement.

Curriculum Highlights

- Culture of a Dental Office
- Working with Dental Assistants
- Diagnosis and Treatment Planning
- Treatment Plan Presentation and Acceptance
- Dental Team Development
- Readiness to Produce on Day 1



NEW GRADUATES PROGRAM

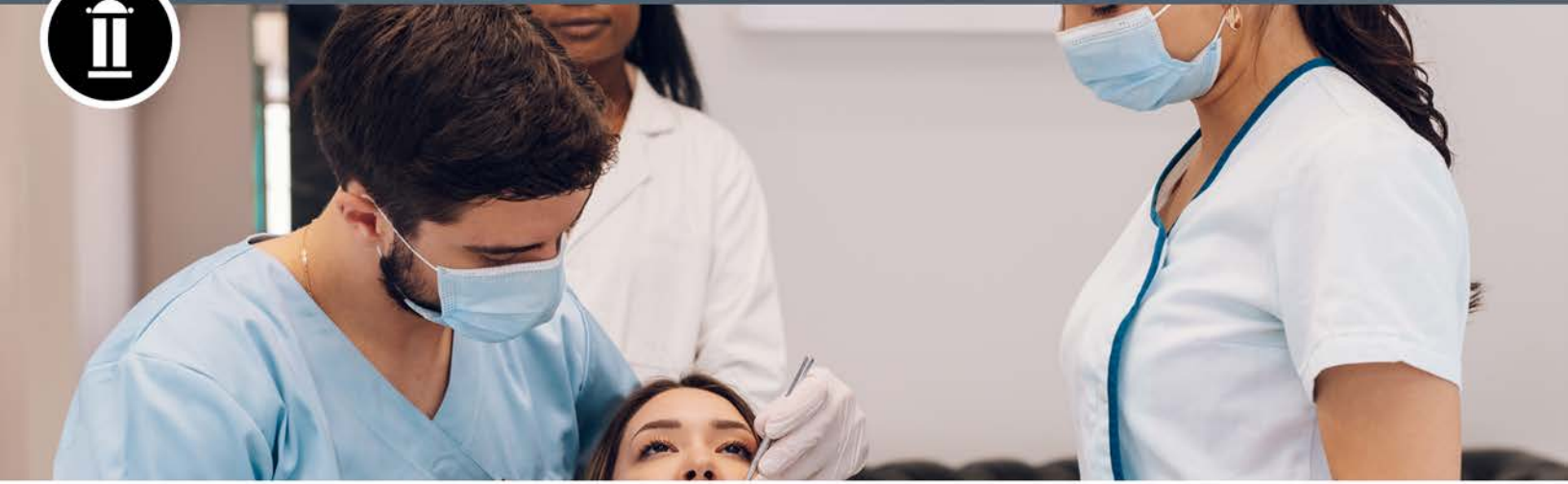
The New Graduate Program offers dental graduates up to 6 months of pre-start work and runs through their second year as a Dental Associate.

It is designed for all dental graduates, serving as the next step for Honors Program students by providing an externship in Medicaid practices during D4 Semester 2.

All first-year Dental Associates will work with Medicaid patients in fully or partially dedicated practices, helping them develop essential front office, dental, and hygiene skills.

Medicaid work offers lower production rates but provides vital experience in handling high-need patients, managing frequent no-shows, and adapting to flexible, technology-driven scheduling.

The program focuses on building resilience, adaptability, and a commitment to high-quality care within a demanding schedule.



THE RESIDENCY

The Residency Program offers dental graduates three participation options, each designed to provide unique benefits and career growth opportunities:

- **1-Year Residency:** This option allows graduates to complete a residency for one year, offering a standard level of compensation and professional development.
- **2-Years after 1 year Residency:** Graduates choosing this path commit to an additional year beyond the residency, earning double compensation and commissions, providing an enhanced financial reward for extended service.
- **3+ Year after 1 year Residency:** For those ready to commit for the long term, this option includes double compensation and commissions along with an equity stake at no cost. This path offers the highest financial incentive and long-term investment in the practice's success.

This flexible structure allows new graduates to choose the path that best aligns with their career goals, financial aspirations, and desire for growth within the organization.



PARTNERSHIP OPPORTUNITIES

We offer dentists the chance to learn and grow, whether they are recent graduates looking to earn a stable income while receiving mentorship and support from seasoned professionals, or experienced dentists aiming to elevate their careers. For all dentists, we provide a path to maintain autonomy and concentrate on patient care without the daily burdens of practice management. As a growing organization with ambitious expansion plans, we aim to add 10-12 new practices this year, broaden our presence into two new states, and explore additional dental specialties, all while continuing our commitment to delivering exceptional patient care across the Southeast.

By investing in our team, refining our systems, and enhancing our platform technologies, we have built a structure that supports growth and offers greater flexibility, increased benefits, and more career opportunities for our associates, creating a superior experience for both our staff and patients.





EMPLOYEE BENEFITS

Milledge Dental Partners offers a comprehensive array of benefits including:

- **Medical & Vision Insurance**
 - **Student Loan Repayment Program**
 - **Provider Referral Incentive Program**
 - **Paid Time Off & Holidays**
 - **Opportunity to Specialize**
 - **In-house Dental Services**
 - **Continuing Education Reimbursement**
 - **Only Work 4 Days a Week**
 - **All Practices are Operated Privately and Independently**
 - **Freedom to Care for Your Patients**
- 



ADDITIONAL BENEFITS

We are partnered with **Insperty**, a nationwide PEO company for HR and payroll processing. As a team member of MDP, you are also co-employed by Insperty which allows access to their pool of benefits that you will not get elsewhere.

Voluntary Life, AD&D, and Disability Insurance (100% employee-paid)

The Insperty Health Care Flexible Spending Account (FSA) Plan

Health Advocacy Program

The Insperty Adoption Assistance Program

Caregiver Support Program

Financial Wellbeing

The Insperty Commuter Benefits Program

Insperty Training and Development

MarketPlace™



GROWTH



At **Milledge Dental Partners**, we are committed to your financial well-being by providing opportunities for career growth and rewarding achievements. Our team members benefit from a performance-based structure that includes clear career advancement paths tied to goals achieved, alongside generous bonuses.

We also offer incentives for employee and patient referrals, recognizing the value of growing our team and patient base through trusted relationships. This approach not only enhances your earning potential but also fosters a culture of collaboration and mutual success.



BONUSES



COMMISSIONS



**REFERRAL
INCENTIVE
PROGRAMS**



**STUDENT
LOAN
REPAYMENT**



**CAREER
GROWTH**



STUDENT LOAN REPAYMENT PROGRAM

At Milledge Dental Partners, we recognize the significant financial burden that comes with launching a dental career, particularly the challenge of managing substantial student loan debt. That's why we stand out by offering **access to a unique and comprehensive Student Loan Repayment Program**, something not easily found at other practices due to the demanding requirements it entails.

Our program provides tailored financial assistance and repayment incentives, specifically designed to ease the debt load for eligible dentists. Whether you are a recent graduate or a seasoned professional, we are committed to supporting your financial well-being, allowing you to focus on excelling in your career with long-term financial security in mind.

STUDENT DEBT IN NUMBERS

**AVERAGE
STUDENT DEBT
\$300,000**

**Source: American Student Dental Association*

**EXPECTED TOTAL
DEBT*
\$647,000**

**Amortized over 30 years
with a 6% interest rate*

**REDUCE YOUR DEBT*
RECEIVE UP TO
\$250,000**

**Benefit paid directly to you as a 1099 contractor, this opportunity helps reduce your student debt and jumpstart your future.*



MEDICAL BENEFITS

At **Milledge Dental Partners**, we understand that a healthy team is a productive team, which is why we offer a comprehensive medical benefits package that includes vision coverage. We believe in providing our employees and their families with access to high-quality healthcare services that promote overall well-being and peace of mind. Our benefits are designed to meet a wide range of healthcare needs, from routine preventative care to specialist visits, ensuring that every member of our team can maintain their health and wellness while focusing on delivering exceptional patient care. With a network of trusted providers and extensive coverage options, we strive to support the health of our employees both inside and outside the workplace.

WHO IS ELEGIBLE?

Full-time employees working 30 or more hours per week are eligible.

WHEN AM I ELIGIBLE?

Eligibility begins on the first day of the month after 90 days of full-time employment.

WHAT IS COVERED?

Our plan covers medical services, prescriptions, and vision care, including eye exams, glasses, and contacts.



DENTAL BENEFITS

At **Milledge Dental Partners**, we take pride in offering our employees comprehensive dental benefits that reflect our commitment to exceptional oral health. As a dental company, we cover 100% of all dental services for our employees, ensuring that you have full access to the care you need without any out-of-pocket expenses. This coverage extends to immediate family members, allowing your loved ones to benefit from the same high-quality dental care.

For extended family members, we offer generous discounts on dental services, making it easier to access care at an affordable rate. While lab costs are not included in the coverage, they are provided to employees and their families at cost, ensuring transparency and affordability. Additionally, all dental products, such as toothbrushes, toothpaste, and other oral care items, are available to employees and their immediate family members at cost, supporting a holistic approach to maintaining excellent oral health both at work and at home.

WHO IS ELEGIBLE?

All employees working 30 or more hours per week are eligible for dental benefits.

WHEN AM I ELIGIBLE?

Eligibility starts immediately upon hiring for dental benefits.

WHO ARE ELIGIBLE FAMILY MEMBERS?

Immediate family members include spouses and children under 18, all of whom receive full dental coverage.



RECRUITMENT & SELECTION PROCESS

Explore Career Opportunities

We are an expanding company, and new opportunities are added regularly. To see all available positions, please visit our careers page and submit your application. If you're interested in a specific role, we recommend completing an application first, and a recruiter will reach out after reviewing it. Alternatively, if you prefer direct communication, you can email us at info@milledgedentalpartners.com.

Virtual Interview with Our Operations Team

Your first interview with our operations team will be conducted virtually. This initial assessment typically lasts between 30 minutes to an hour. Be prepared with your resume and any questions you have about the role or our company.

In-Person Site Visit

After the virtual interview, you'll be invited for an in-person site visit. We are committed to finding the right fit for every role and every practice, as each has its unique qualities while sharing our core mission and vision. This final step, which usually lasts 1 to 1.5 hours, allows you to experience the work environment firsthand and meet our team before the onboarding process begins.

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CONTACT US

info@milledgedentalpartners.com

