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President’s Message

Where Are You In Life?

“Where are you in life, because you choose to be where you are.”

Dr. Brett Thomsen

Let that statement sink in a little. You are in charge and have the ability to choose.

As we come to the end of the year and the beginning of the new year, many of us start to think about what was accomplished during the last year and what is to come for the next year. How many of us set forth “resolutions” to help us reach our goals, both personally and professionally? I certainly have my fair share. These resolutions are well intended, but many times lack the staying power needed to affect real change. I have found some other techniques that are extremely simple and highly effective that can help choose where you want to be!

Three questions of self-reflection:

1] what went right?
2] what went wrong?
3] what will I do next time?

Reflection helps us learn from our mistakes, and also get past our mistakes. Reflection also helps us celebrate our successes and generate new ideas. These three questions can be used in just about any situation, whether it be personal or business. The habit of self-reflection is a very powerful tool to implement.

Author Robyn Scott wrote an article, “The 30 second habit with a lifelong impact.” She describes a process that suggests taking 30 seconds to write down the most important points following a lecture, meeting, or significant experience. This is different than just taking notes for an entire presentation. During these 30 seconds, you are more focused on your main observations and interpret them differently. You begin to listen better and ask better questions to help you prioritize your thoughts. Mark Twain reportedly once said, “I apologize for the length of this letter, I did not have time to make it shorter.”

One word that will change your life, a book by Jon Gordon, Dan Britton, and Jimmy Page. This short but very powerful book guides you through a process that will help you discover one word that will shape your life and/or business for an entire year. Again, when resolutions are not kept and goals are forgotten, your one word has the staying power to keep you focused through the year.

These are just a few suggestions to start a dialogue with your family or your work family. I have stolen many ideas from others and put them to use in ways that benefit me. I encourage you to reach out to your colleagues for ideas that can benefit you. And if you have great ideas, reach out to be a mentor to our new colleagues.

Being engaged and purposeful in your life and business allows you to maximize your potential. I know that we live in the best country in the world and we belong to the best profession in the world. My hope for you is to have the most successful New Year both personally and professionally.

“One interdependent people combine their own efforts with the efforts of others to achieve their greatest success.” -Stephen Covey
EPA Amalgam Recycling Rule

**NO SEPARATOR OR NEW OFFICE? MUST INSTALL**

All non-exempt practitioners must install a compliant separator by July 14, 2020. Newly opened offices that begin operating on or after July 14, 2017 must be in compliance immediately.

**SEPARATOR ALREADY INSTALLED?**

Good until June 14, 2027 or unit needs to be replaced, whichever comes first.

Must file a One-Time Compliance Report by October 12, 2020 or 90 days after transfer of ownership.

**EXEMPT FROM INSTALLING**

1) Dentists exclusively practicing in one of these specialties: oral pathology; oral + maxillofacial radiology; oral + maxillofacial surgery; orthodontics; periodontics; prosthodontics.

No further action required.

2) Wastewater discharges from a mobile dental unit or into a private septic system.

No further action required.

3) Dentists who do not place amalgam and do not remove amalgam except in limited emergency or unplanned, unanticipated circumstances, and who certify as such (estimated less than 5%).

Must file a One-Time Compliance Report by October 12, 2020 or 90 days after transfer of ownership. Keep on record for lifetime of practice ownership.

**Installed amalgam separators must comply with the following best management practices:**

2. Monitor according to manufacturer’s recommendation.
3. Replace/Repair if malfunctioning according to manufacturer’s instructions within 10 business days of discovering defect.
4. Maintain by replacing amalgam retaining cartridge, separator canister or units as directed by manufacturer or when the collection unit reaches capacity, whichever comes first.
5. No use of oxidizing, acidic cleaners when flushing dental unit water lines, chair-side traps and vacuum lines. Therefore no bleach, chlorine, iodine and peroxide cleaning agents that have a pH of lower than 6 or greater than 8.

**Must maintain records on site for 3 years of:**

1. Any reports filed
2. A visual inspection log
3. Documentation of any repair or replacement
4. Disposal records
5. Manufacturer’s current operating manual for the device in place
Salary & Benefits Survey Results

Number of Total Responses
(86)

What is your practice area?
General Dentist (80) * Pediatric (3) * Periodontist (2) * Endo (1)

How often do you update your fees?
Every 6 months (2)
Every year (42)
Every two years (20)
More than two years (9)

Practice Annual Gross Collections
$635,936 (per DDS in the office)
Because offices varied in size, gross collections of the office was divided by the number of dentists in the offices. Part time dentists were counted as 0.5 FTE.

Third party providers that you are a contracted provider with.
Delta (47)
United Concordia (20)
Blue Cross/Blue Shield (50)
Ameritas (33)
Met Life (27)
Principal (27)

Approximately what percentage of your patients are covered by a dental benefit plan?
72 Responses - 65% average

Does your office accept Medicaid?
Yes (20)
No (19)
We have current Medicaid patients, but do not accept new Medicaid patients (27)

How many associate dentists do you employ?
None (48)
One (12)
Two (2)
3 or more (2)

Staff numbers are per DDS:
How many Hygienists are in your office
1.1 Full Time; 0.5 Part Time* (76)

How many Assistants are in your office
1.8 Full Time; 0.2 Part Time* (80)

How many Clerical/Administrative are in your office
1.3 Full Time; .15 Part Time* (76)

Is maternity leave available?
48 responses – unpaid, use PTO first* ranged from 6 weeks to 12 weeks. Three responses: paid 12 weeks; one response; use PTO first – 6 weeks of 25% wages.

How many paid Holidays do employees receive
5.9 Full Time; 0.6 Part Time* (75)

How many paid Sick Days do employees receive
3.2 Full Time; 0.4 Part Time* (54)

How many paid Personal Days do employees receive
5.0 Full Time; .6 Part Time* (43)

What was the average pay increase in 2017?
2.6%;

Estimate increase for 2018?
1.8%* (70)

How many years of service to receive 1 week of vacation
1 year (57)

How many years of service to receive 2 weeks of vacation
2.5 years (61)
The average dental office responding to the survey: one dentist; two assistants; one hygienist and one administrative staff. No office reported a lab tech

How many years of service to receive 3 weeks of vacation
6.1 years (39)

How many years of service to receive 4 weeks of vacation
9 years (21)

Do you provide a health insurance benefit?
Yes (11)  No (69)

How do you provide coverage for employee dental work?
Perform services directly at no cost in own discipline (68)
Perform services directly at reduced cost in own discipline (12)
Provide discounts/special arrangements for other disciplines (7)

What Life and/or Disability Insurance do you provide?
A poorly worded question. The few that responded indicated that they didn’t provide any, but it was available.

What type of pension retirement plans do you have?
No pension/retirement plans (11)
Defined benefit pension plan (2)
Defined contribution pension plan (14)
Savings plan (e.g., 401(k)) (54)

Do you pay (partially/fully) any of the following activities for DENTISTS? (61)
- Training required to maintain licensing (56)
- Training not required, but helpful in the current profession (47)
- Membership in professional organizations (42)
- Professional licensing/certification or registration fees (41)
- Attendance at ADA or other national meetings (47)
- Does payment for training include mileage, meals, etc. (39)

Do you pay (partially/fully) any of the following activities for HYGIENISTS / ASSISTANTS? (67)
- Training required to maintain licensing (61)
- Training not required, but helpful in the current profession (47)
- Membership in professional organizations (20)
- Professional licensing/certification or registration fees (24)
- Attendance at ADA or other national meetings (41)
- Does payment for training include mileage, meals, etc. (32)

Compensation information is available under the “Salary & Benefits” page on the NDA homepage
I believe the results of the Salary & Benefits survey on pages 4 and 5 indicate what I feared may happen... the complexity and details asked in the survey may have caused the number of responses to dwindle to less than 10 percent of our membership.

However, THANK YOU to the members who did respond! The last survey was conducted in 2008 and members have been asking for more current information.

The information regarding staff compensation will be linked on the NDA website under the green Salary & Benefits Survey link, by District and Statewide summaries.

David J. O’Doherty

From the Trenches
Salary & Benefits Survey

The Kansas Dental Association tried to form their own group plan . . . which failed in less than two years. A seasoned NDA member informed us that the NDA formed a group health plan in the mid 1980s and was heavily advertised. It failed in just over a year and the NDA lost many members because of the failure.

We will continue to explore possibilities and if anything looks promising, the Board of Trustees will review the matter to see if it will be a benefit to our members.

EFT Payments

We have received some calls related to dental benefit plans paying dental offices with virtual credit cards and electronic funds transfer (EFT) payments instead of paper checks.

Some dental offices may incur problems due to their current patient management systems not being fully equipped to handle end-to-end electronic claims processing, in particular bulk claim payments. Other problems include:

- Matching electronic payments to EOBs
- Ensuring accurate electronic deposits
- Reconciling EFT deposits to practice software and accounting software
- Processing virtual credit card payments where higher fees may be assessed

When a dental benefits plan informs a dentist that he or she must accept an electronic funds transfer rather than a paper check, does that dentist have to accept the EFT?

Right now, the answer from the ADA Dental Benefits section is “yes” because it is addressed in the Provider Agreement.

The ADA is working with insurance carriers to “relax” this “requirement,” allowing dentists to “opt-out” of the EFT payment. However, the ADA has said that Blue Cross has not agreed to the opt-out.

While only 6 percent of dentists receive their claim payments via EFT—in contrast to over 90 percent for other health care providers—that number is expected to grow, with more dental payers requiring EFT as the favored method of payment to dental offices.

NDA Health Insurance

We continue to receive calls about why the NDA doesn’t have a group health insurance plan. In addition to what I put in the last eNews, I quizzed several of the states present at the recent Lobbyist Conference that I attended in Texas. In larger states, if they haven’t already formed a group plan because of their larger membership size, they have several insurance companies in the market to make premiums more competitive.

The NDA stuff would like to wish you and your family a very blessed holiday season!

David & Jody
I have just finished my first year as your Tenth District Trustee on the American Dental Association Board of Directors. I am thankful for the opportunity and excited for the upcoming year. Our new ADA president Dr. Joe Crowley has made his appointments and I will share with you what I will be doing on the board for the next year.

I was appointed to the Governance Committee my first year on the board and will probably serve on it for all four years of my term. This committee reviews the Board Rules and the Standing Rules for Councils, Commissions and Committees. I have been appointed chair of the Board Rules Subcommittee. It may not sound exciting but it requires constant review and updating to ensure the ADA is using best practices in professional association governance.

A new assignment for me will be to serve on the ADA Business Enterprises Inc. board for the next three years. ADABEI is the “for profit” subsidiary of the ADA and is an important avenue for non-dues revenues which help reduce our membership dues. ADABEI has deals with about twenty companies and products that dentists need and by purchasing these products and services through ADABEI it saves you money and earns royalty revenue that is shared with the ADA. Not only does it help the ADA but it can help other states as well. Some dental students in Puerto Rico have lost everything and could very easily become depressed at the thought of not being able to finish their education. The ADA Board members took up a special collection to help these students and made a contribution to the foundation to help others in need. I want to remind our members that there is a great need for help with dentists that have been affected by hurricanes, fires and natural disasters. A contribution to the ADA Foundation is a wonderful way to show your support to those less fortunate than yourself. The number of requests for help is at an all-time high and the requests just keep coming in. This is one of the primary purposes of our foundation, to help those in need.

I am here to help you so please do not hesitate to contact me.

Dr. Kenneth McDougall
ADA 10th District Trustee
mcdougallk@ada.org
701-269-9157

Dr. Ken McDougall
Medicare Opt-Out

As reported in the ADA News, thanks in part to significant advocacy efforts from the ADA, the Centers for Medicare and Medicaid Services announced Nov. 16 plans to rescind certain Medicare Part D and C requirements for providers.

This means that dentists no longer need to enroll or opt out of Medicare to continue to provide dental care and prescriptions for Medicare Advantage and Part D drug plan beneficiaries.

However, the agency has not rescinded the two-year opt-out period for providers, meaning dentists who acted in good faith and chose to opt out of the program are still prohibited from accepting payments for services covered by Medicare Part B or Medicare Advantage plans. It also means that their patients’ claims will also be denied.

According to the CMS website, the opt-out period remains two years and “cannot be terminated early unless the physician or practitioner is opting out for the very first time and the affidavit is terminated no later than 90 days after the effective date of the physician or practitioner’s first opt out period.”

For opt-out affidavits signed on or after June 16, 2015, CMS says the opt out will “automatically renew every two years.” The agency says that dentists who file a valid opt-out affidavit after June 16, 2015, and do not want to extend their opt-out status at the end of the two-year period, may cancel by notifying in writing all Medicare contractors with which they filed an affidavit at least 30 days prior to the start of the next two-year opt-out period.

The ADA realized this conflict as early as 2015 and has asked CMS to instruct Medicare contractors to allow dentists who have opted out to terminate the opt out and enroll as either an ordering and referring or as a Medicare provider, but the agency has declined to change the length of the opt-out period.

Dentists who file a valid opt-out affidavit after June 16, 2015, and do not want to extend their opt-out status at the end of the two-year period, may cancel by notifying in writing all Medicare contractors with which they filed an affidavit at least 30 days prior to the start of the next two-year opt-out period.
2018 National Children’s Dental Health Month

Resources Available on ADA.org

Visit MouthHealthy.org/ToothTeam for more activity sheets.

HEALTHY SMILE TIPS

- Brush your teeth twice a day with a fluoride toothpaste.
- Clean between your teeth daily.
- Eat a healthy diet that limits sugary beverage and snacks.
- See your dentist regularly for prevention and treatment of oral disease.

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ADA Delegate Reports

Atlanta, Georgia

As always I am honored to be one of the Nebraska Dental Associations Delegate representatives to the most recent American Dental Associations meeting in Atlanta.

Many interesting and heavily debated issues were brought forth over the course of the meeting. I would like to share some of these issues with you now.

First and foremost there was no increase in dues for this year. A $30 dollar special assessment was proposed by the ADA Board to fund the second year of a three year $18 million dollar marketing campaign “Find a Dentist”. The House of Delegates saw fit to take the $6 million dollars needed from reserves. The ADA reserves still remain above ADA reserve policies but may be challenged in the future by the need to fund a new venture “Frog” which for proprietary reasons we were told little about. Stay Tuned.

A new Specialty Commission to regulate Specialty Boards was created. This commission will function at an arms length to the ADA similar to CODA.

To all New Dentists, if you are interested in becoming active in organized dentistry at the ADA level consider one of the many ADA Councils or Committees as the House approved a New Dentist (voting) position on each. The new dentist would be recommended by the New Dentist Committee and nominated by the Board of Trustees.

A significant re-write of the ADA Bylaws significantly streamlining the bylaws was passed.

A policy on Medicaid audits to be conducted peer to peer was passed to encourage state dental associations to consider.

Thank you again for your trust in me to represent you at the ADA.

Respectfully submitted,

Scott L. Morrison DDS MS

It was, as always an honor to represent the members of the NDA at the annual session in Atlanta last October.

While I attended several reference committee meetings, I was assigned to Dental Benefits, Practices and Related Matters.

Most of the resolutions dealt with revisions, deletions and wording changes to existing policies and by-laws and while that is a sure cure for insomnia there were some interesting and debated policy

HR17 dealt with the dentists role in Sleep Related Breathing Disorders. After about 60 pages of research and testimony plus some spirited live debate, a resolution was passed that dentists do indeed play a big role in the treatment of this disorder, and include several pages of guidelines and procedures for treatment

HR 34 was a resolution supporting the right of dentists to receive paper checks as payment opposed to credit cards or EFT payments.

HR 44 resolution to support development of a template for clinical chart entries and determination of medical necessity

HR 50 resolution discouraging do it yourself at home orthodontics

Atlanta was a terrific host and considering I have a Son, Daughter-in-law and granddaughter in Atlanta, the perfect location for a meeting. Thank You for your continued support of the NDA and organized dentistry

Scott Wieting
Legislative Reception
January 23, 2018 - Cornhusker Marriott

Please join us, **Tuesday, January 23, 2018**, from 5 p.m. to 7 p.m. at the Cornhusker Marriott Renaissance Room in downtown Lincoln (333 S. 13th Street) for the NDA annual Legislative Reception.

The cost to NDA members is $40 per couple or $25 per person. The NDA picks up the tab for an open bar and a variety of hot and cold hors d’oeuvres.

We believe that if senators had a better understanding of the intensive academic and clinical education that dentists undergo, their role in delivering oral health care and, most importantly, the degree to which dental disease is almost entirely preventable, our senators would better understand why a dentist must continue to be the leader of the oral health team. You are the best person to deliver that message.
Nebraska Oral Health System

ADA Health Policy Institute

Oral Health Status Index Among Adults in 2015

- **Nebraska**: 8.5 (High-Income Adults), 7.1 (Low-Income Adults)
- **U.S.**: 8.2 (High-Income Adults), 7.2 (Low-Income Adults)

Oral Health Knowledge Index Among Adults in 2015

- **Nebraska**: 61% of High-Income Nebraska Adults
- **U.S.**: 44% of Low-Income Nebraska Adults

Oral Health Attitude Index Among Adults in 2015

- **Nebraska**:
  - High-Income Adults: 5.9
  - Low-Income Adults: 3.9

- **U.S.**:
  - High-Income Adults: 5.9
  - Low-Income Adults: 4.0

Percentage of Population on Community Water Systems Receiving Fluoridated Water in 2012

- **Nebraska**:
  - 71% of Nebraska's population on community water systems receive fluoridated water

HPI Health Policy Institute

ADA American Dental Association*
In Memory

The NDA would like to extend its sincere sympathy to the family of Dr. Caryle Reinmuth of Lincoln, Nebraska, who passed away on November 14, 2017, and the family of Dr. Earl Lampshire of Lincoln, Nebraska, who passed away on November 25, 2017.

Speaker for the House of Delegates Position Open

During the House of Delegates meeting on September 29, 2017, Dr. Deb West announced that she would be stepping down from the position of Speaker of the House of Delegates in order to run for President of the NDA from the Omaha District.

Under the NDA Bylaws, it is the duty of the Speaker to:

1. Preside at the meetings of the House of Delegates and perform such duties as custom and parliamentary procedure require.

2. Serve as a non-voting ex-officio member of the Board of Trustees.

If you are interested in serving the Association in this capacity and have questions, please contact Dr. West at drdebwest@cox.net.

If you are interested in running for this position, please contact Dr. Brett Thompsen, the Chair of the Council on Nominations, at brettthomsen@yahoo.com.

NDA Delegate to the ADA - the NDA has three Delegates to the ADA House of Delegates. The outstate delegate position, a three-year term, is open for election this April at Annual Session. If you are interested in running for this position, please contact the NDA.

2018 NDA Newsletter New Distribution Schedule

The NDA will implement a new newsletter distribution schedule beginning in 2018. Based on the responses we received to our survey, the Board of Trustees recently voted to have a total of four newsletters a year. Two of those newsletters will be mailed to you (January/February/March and July/August/September). The other two newsletters will be electronically sent to you (April/May/June and October/November/December). If you do not currently have an email in the ADA database, please update your profile to include an email, or contact Jody at the NDA (jody@nedental.org) and she can update it for you. A pdf of the newsletter will also be posted on the NDA website at www.nedental.org.
Buying or selling a practice is one of the most significant financial events in a dentist's career – with only one chance to get it right. Turn to the experts.

4240 Blue Ridge Blvd, Suite 216, Kansas City, MO 64133
P: 1-800-311-2039 F: 816-817-8276

ADS-MidAmerica.com
ASSOCIATE: We are looking for an associate for a busy group practice in the Omaha, Nebraska metropolitan area. Our practice is state of the art. We have a comprehensive periodontal program, digital x-rays, CAT scan, and rotary endodontics. It is an excellent position for a new graduate to advance their skills or an experienced dentist. This position offers competitive salary, continuing education, and license expense. There is the potential for partnership in the future. Contact 402-733-6066 or email, leader@colwellomhcoxmail.com.

FOR SALE: West Omaha Dental Practice. Well-established family practice on West Dodge corridor, located in high-traffic area. Modern facility, three digitally equipped operatories with spacious reception area. Office is turnkey and suitable for general dentist or specialist. Serious inquiries are welcome. Please email WestODentist@gmail.com for additional information.

IMPLANT PRACTICE: 3,710 sq. ft. Cherry Creek Denver. Super prime location; gorgeous building; 6 ops. Priced under appraisal. Do all the implant work you can produce. Option: We will match you with a partner. Email: ImplantCenterDenver@comcast.net or 303-513-3521.

GREAT SOUTH DAKOTA PRACTICE: Neighborhood Dental is a network of clinics in Southeast South Dakota and Eastern Nebraska. We are not looking for employee Dentists. We are looking for partners that buy in and establish a relationship with the area for many years. At Neighborhood Dental, we give our dentists the independence and flexibility they need to better save our patients pain, time, and money. We also offer a professional support staff who will take care of the operational and administrative aspects of the practice. The practice is a 2 doctor practice located in Yankton, SD in a new construction building. This is a high volume clinic with a gross of $2,500,000. The position includes a high guaranteed minimum salary, production pay, bonuses, health insurance, professional liability insurance, 401K, and CE allowance.

FOR SALE: Well established family oriented practice, 40+ years in general dentistry for sale. Located in heart of Omaha. Sale includes office building. Seven complete operatories with ample off street parking in Omaha’s most actively developed area. Very large private office big enough for 2-3 DDS. Some of the equipment includes: Dexis digital x-rays throughout, multi purpose PerioLase laser exclusive provider of Laser Assisted New Attachment (LANAP) procedure, new Rayscan CBCT/Panorex and PlanMeca cad/cam mill, oven and scanner. Interested parties should respond to PO Box 6537, Omaha, NE. 68106.

DENTIST: Examine teeth, gums, related tissues, evaluate dental health, diagnose diseases/abnormalities, plan appropriate treatments; diagnose/treat diseases, injuries, malformations of teeth, gums, related oral structures and provide preventive/corrective services; instruct patients regarding preventive dental care, causes and treatment of dental problems, or oral care; clean, polish, bleach teeth; perform oral/periodontal surgery on jaw/mouth. DDS DMD (or foreign equivalent), NE dental license or eligible, 24 months experience. Apply by mail to Dental Management Services, Attn: NDA, 11229 West Dodge Rd, Omaha, NE 68154.

FOR LEASE: Orthodontist office space with high-end leasehold improvements from existing orthodontist is included. Located in rapidly growing Papillion – wonderful opportunity for new orthodontist or satellite location. Call Joel Janssen – 402-339-5888 or lynettejanssen@cox.net for photos.

WISCONSIN: Do more of what makes you happy! Join RLJ Dental and enjoy all the things you love about dentistry, with none of the things you don’t. Leave the non-clinical tasks to our staff, and get the freedom to lead your own patient-focused practice in a whole new way, either as an employee or as a part owner. You get the full support of an experienced network of dentists, dental staff, and dependable administrative support with no quotas, no mandates, and no restraints typical of profit-driven chains. RLJ Dental has dentistry opportunities throughout Wisconsin, with immediate openings in Appleton, Fond du Lac, Janesville, Menasha, and Waupaca. Call 920-969-2080 or email opportunities@rljdental.com to explore a different way to practice successfully. Join RLJ Dental today and STAY PRACTICE PROUD FOR LIFE!

PRACTICE FOR SALE: Practice for sale in Southeast Nebraska. One hour from Lincoln or Omaha. Also home available. Call Todd at 402-699-0589.


Ever need a dentist to help keep your office open in case of sickness, vacation time, or any other reason? Willing to travel. Daily rates. 33 years of experience and NDA member. Please call 402-525-2972 or email dirtoothster@gmail.com, Tom Martin, DDS.

ASSOCIATE & PARTNERSHIP OPPORTUNITIES: Midlands Dental Group, Jeffrey T. Garvey, DDS, Seeking full time dentist to join our successful general dentistry practices. Opportunities in Omaha, Nebraska, Council Bluffs, Iowa and Missouri Valley, Iowa, 25 minutes North/East of Omaha. 1. Gain diagnostic, clinical and treatment planning proficiency without being burdened with management of your own business; 2. Tap 30 years experience from senior doctors; 3. Earn an income of $150,000 to $250,000; 4. Learn the business of dentistry. Some of our past associates have been graduates from Creighton University, University of Nebraska and University of Iowa. Some needing interim employment while waiting for spouses to graduate, and some have opened their own practices or have become partners within our group. For more information, please call Jean; 712-642-4136 or email at grover@qwestoffice.net.
As a partner with the Nebraska Dental Association, the Professional Protector Plan® for Dentists offers a comprehensive package integrated into one policy offered to you by one company, including:

- Professional Liability
- General Liability
- Practice Property Coverage
- Employment Practice Coverage
- Cyber Liability

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