



The Wisconsin Chiropractor

The Official Publication of the Wisconsin Chiropractic Association

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WCA Board Proposes Changes to Articles of Incorporation



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EXECUTIVE DIRECTOR'S MESSAGE

WCA Articles of Incorporation



John Murray, WCA Executive Director

Dear WCA Member:

The WCA Board of Directors is proposing to amend the WCA Articles of Incorporation to bring them into compliance with state and federal law and update them to reflect the operations of a modern day health care membership association. The purpose of this letter is to explain the reasoning behind the Board's request to amend.

As you may know, the WCA is a Wisconsin non-stock corporation organized under Wis. Stat. ch. 181. It is also a tax-exempt organization under § 501(c)(6) of the Internal Revenue Code. Wisconsin law requires non-stock corporations such as the WCA to file with the Department of Financial Institutions "Articles of Incorporation." These articles must contain the following information:

1. A statement that the corporation is incorporated under Wis. Stat. ch. 181.
2. A corporate name for the corporation.
3. The mailing address of the initial principal office of the corporation.
4. The street address of the corporation's initial registered office and the name of its initial registered agent at that office.
5. The name and address of each incorporator.
6. Whether the corporation has members.
7. Whether the corporation is authorized to make distributions under the statute and a statement to that effect.

Wis. Stat. § 181.0202(1). Any other information in the Articles of Incorporation is permissible, but not necessary for purposes of meeting the requirements under Wisconsin law.

The WCA's current Articles of Incorporation were first created in 1948, and then amended in 1955, 1959 and 1970. The amendments that occurred in 1955, 1959 and 1970 did not make significant changes to the Articles of Incorporation. Specifically, the 1955 amendment abolished the office of the Executive Secretary, the 1959 amendment changed the principal office location from Milwaukee to Madison and the 1970 amendment added two new articles: one listing the name of the initial registered agent and another increasing the board of directors to 18 directors as the result of the Society of

Wisconsin Chiropractors merging with the WCA. Otherwise, the current Articles of Incorporation are the same as they existed since 1948.

Needless to say, there are numerous provisions that no longer apply to the WCA, such as how membership applications occur and the duties of certain WCA officers. Many of the provisions in the current Articles of Incorporation are unnecessary under current Wisconsin law and because a number of those provisions do not even reflect current WCA operations, it is important to amend the Articles of Incorporation to reflect current standards. Moreover, the IRS requires that a nonprofit organization's organizing documents, such as the Articles of Incorporation, be consistent with the actual activities of the organization.

For these reasons, the WCA Board of Directors concluded that amending the WCA Articles of Incorporation is long overdue. Per the WCA's current organizing documents, amendments to the organizing documents must be approved by the WCA membership.

Included in this edition of *The Wisconsin Chiropractor* magazine you will find the original articles of incorporation, the proposed new articles of incorporation and an FAQ answering anticipated questions. Please review these documents carefully and contact me with questions or suggestions.

The WCA will be mailing a ballot to you within the next two weeks asking you to approve of the proposed new articles of incorporation. We respectfully ask that you vote in favor of the proposed new articles of incorporation so we can modernize them and the WCA governance structure to reflect the operations of a modern day health care membership association.

Thank you for your time and attention to this important matter.

Kindest regards,
John Murray
WCA Executive Director

FAQ Articles of Incorporation

1. Who recommended that we change the articles of incorporation now?

The WCA Board of Directors made the decision to amend the articles of incorporation after reviewing them and realizing that they no longer reflect the actual operations of the WCA. Because the WCA is a nonprofit organization, it must follow IRS rules. The IRS expects that a nonprofit's governing documents, such as the articles of incorporation and bylaws, are consistent with the organization's actual activities. The current articles of incorporation describe membership application processes and board member duties that no longer exist.

2. Has legal counsel been consulted in this matter?

Yes. WCA legal counsel has reviewed the current articles of incorporation, IRS requirements and requirements under Wis. Stat. ch. 181, the chapter governing Wisconsin nonstock corporations (which is the type of organization WCA is under Wisconsin law). WCA legal counsel has advised that because the organization's governing documents, such as the articles of incorporation, are outdated and no longer in alignment with how the WCA operates, the WCA should update those documents.

3. Will the change in articles of incorporation affect how I practice?

No. The articles of incorporation govern the operation of the WCA, not how individual members of the WCA practice chiropractic.

4. Do I as a WCA member have a say in the change?

Yes. According to the WCA bylaws, another governing document for the WCA, amendments to the WCA's governing documents can only be made upon the affirmative vote of at least two-thirds of WCA members in good standing when a quorum is met. So that you have time to consider the proposed change, the WCA must give you at least 10 days to review the proposed change and ask questions.

5. Do I as a member vote on the approval of the change?

Yes. See answer to question #5, above.

6. Why are you changing the articles of incorporation? Why are you not just changing the bylaws?

According to the Wisconsin statutes governing Wisconsin nonstock corporations, such as WCA, the articles of incorporation supersede any inconsistent provision of the bylaws. Thus, the articles of incorporation must be updated first to reflect current WCA operations to ensure there is no inconsistency with the bylaws.

7. When was the last time any changes were made to the articles of incorporation?

The last amendment occurred in 1970. However, each of the amendments since the articles of incorporation were first drafted in 1948 were minor, such as changing or adding names of officers or office locations. So, in actuality, the articles have not been updated to reflect WCA operations since 1948.

8. What do the articles of incorporation mean/do?

The articles of incorporation are a type of governing document that Wisconsin law requires in order for a nonstock corporation, such as WCA, to exist. For a nonstock corporation to exist in Wisconsin, the organization must file its articles of incorporation with the Department of Financial Institutions. Current Wisconsin law requires very little information to be included in the articles of incorporation. The articles must contain the following information:

1. A statement that the corporation is incorporated under Wis. Stat. ch. 181.
2. A corporate name for the corporation.
3. The mailing address of the initial principal office of the corporation.
4. The street address of the corporation's initial registered office and the name of its initial registered agent at that office.
5. The name and address of each incorporator.
6. Whether the corporation has members.
7. Whether the corporation is authorized to make distributions under the statute and a statement to that effect.

Wis. Stat. § 181.0202(1). Any other information in the articles of incorporation is permissible, but not necessary for purposes of meeting the requirements under Wisconsin law. The proposed changes to the WCA articles of incorporation remove many of the provisions that are no longer required under Wisconsin law in order to reduce the need to amend the articles again in the future.

9. How will the proposed changes to the articles of incorporation affect how the WCA is governed/run?

The proposed changes will actually bring the articles of incorporation up to date in how the WCA is run. Many of the existing provisions in the articles of incorporation no longer apply, but the WCA has not officially amended the articles of incorporation to reflect current operations until now. So, you will not notice any change in WCA operations based on this update of the WCA governing documents.

Original

Articles of Incorporation of Wisconsin Chiropractic Association

KNOW ALL MEN BY THESE PRESENTS, that we, the undersigned adult residents of the State of Wisconsin, have associated, and do hereby appoint ourselves together for the purpose of forming a corporation under and pursuant to the laws of the State of Wisconsin in the manner provided in Chapter 180 of the Wisconsin Statutes and acts amendatory thereof and supplementary thereto, and for the objects and purposes hereinafter stated; and said corporation, when so formed and organized, shall be a body corporate with all the general powers relating to such corporation conferred by law.

ARTICLE ONE: The objects and purposes of said corporation shall be to promote the Philosophy, Science and Art of Chiropractic in all legitimate ways; to maintain and promote suitable legislation regulating the practice of Chiropractic in the State of Wisconsin in the interest of Public Health and Welfare; to establish and promote a closer interest and cooperation professionally and socially between Chiropractors generally; to bring about a more general understanding of the true principles of Chiropractic and the benefit to be derived from the application thereof.

ARTICLE TWO: The name of said corporation shall be "WISCONSIN CHIROPRACTIC ASSOCIATION" and the location of its principal office shall be in the City of Madison, County of Dane and State of Wisconsin.

ARTICLE THREE: This corporation shall be non-profit, organized without capital stock, and no dividends, profits or other pecuniary benefits shall be declared or paid to members thereof.

ARTICLE FOUR: The officers of this corporation shall be a President a Vice President, a Financial Secretary and a Treasurer shall all be members of the Board of Directors, and who shall all be elected by the Board of Directors of said corporation from among their number annually. There shall be a Board of Nine (9) Directors.

ARTICLE FIVE: The President shall be the chief executive officer of this corporation. It shall be his duty to preside over all meetings of the members of the corporation and of the Board of Directors thereof. He shall appoint all committees not otherwise designated and be ex-officio a member of all committees. He shall appoint all standing committees within sixty (60) days after the annual convention of the corporation and submit such appointments to the Board of Directors for its approval. He shall appoint Sergeants-at-arms to act at each business or educational meeting and he shall give notice of such appointment at least thirty (30) days prior to such meeting. He shall call special meetings of the Board of Directors at any time when in his judgment such meetings will be for the best interests of the corporation, and he shall direct the notification of all Directors of the time and place of such special meetings at least ten (10) days advance, in writing, or, in an emergency, by telegram. He shall sign all certificates of membership and he shall countersign such other documents as the good of the corporation demands. He shall have the books of the Executive Secretary, Financial Secretary and the Treasurer of this corporation audited and the bonds of the Financial Secretary and the Treasurer renewed or transferred within thirty (30) days after an election or change of officers. He shall have the general powers and

duties of supervision and management usually vested in the office of President of a corporation.

The Vice President shall perform the duties and exercise the powers of the President during the absence or disability of the President.

The Financial Secretary shall be the chief of registration at all meetings and conventions of the corporation. He shall receive all monies and issue receipts therefor. He shall collect all dues and assessments. He shall keep an accurate record of each member's standing. He shall be held accountable to the President and the Board of Directors in the execution of his duties, and he shall perform such other duties as may be prescribed for him by the Bylaws of the corporation.

The Treasurer shall have custody of all money and securities of the corporation, and he shall keep a full and accurate account of all receipts and disbursements in books belonging to the corporation. He shall give his receipt to the Financial Secretary for all money and securities received from such officer and credit same to the General Fund. He shall deposit in the name of the corporation all money and securities received by him in a bank or banks under national or state supervision, and he shall disburse money by checks signed by him and countersigned by the President only upon bills, claims or orders, etc. approved by the signatures of seven Directors or approved by the President and six Directors; he shall then cancel said claims and charge the amount thereof to the General Fund. He shall be held accountable to the President and Board of Directors in the execution of his duties, and he shall perform such other duties as may be prescribed for him by the Bylaws of the corporation.

ARTICLE SIX: The Board of Directors shall have full power in all matters in the interim of corporation meetings except the power to change the Articles of Incorporation and the bylaws of this corporation. It shall have the power to levy per capita assessments upon active members at such time and in such amounts as it may deem necessary to meet any deficiency in the Treasury of the corporation, or in order to carry out any program which is in the interest of the corporation and which has been previously approved by the membership. The Board of Directors shall perform such other duties as may be prescribed for it by the bylaws of the corporation.

ARTICLE SEVEN: There shall be such District Associations and County Societies organized as is prescribed by the bylaws of this corporation; however, no member shall be a member of such District Association or County Society unless he is also a member of the State Association being incorporated hereunder.

ARTICLE EIGHT: Applications for membership of this corporation shall be made on forms furnished by the corporation, only after the applicant's name has been presented and passed upon favorably by the majority of the members present at a District meeting in the District in which the applicant resides and upon receiving a formal invitation from the District Secretary. The application shall be filed with the Secretary of the District accompanied by the application fee and dues. Upon

Articles of Incorporation of Wisconsin Chiropractic Association

approval of such application by the District, the application, together with the fee and dues shall be forwarded to the Executive Secretary. The Executive Secretary shall thereupon submit the application to the Board of Directors for its consideration, and upon approval of the majority of the Board of Directors the applicant shall be considered a member in good standing, and shall be so notified by the Executive Secretary. Only members in good standing shall be allowed to attend meetings and sessions of this corporation and hold an office therein.

Members of this corporation may be suspended from membership for any of the following causes:

1. Being more than thirty (30) days in arrears in any dues or assessments.
2. Conduct inimical or prejudicial to the best interest of the corporation or the Board of Directors, or the members assembled in meeting.
3. Unprofessional conduct.
4. Violation by a member of the code of ethics.
5. Making slanderous, libelous or untrue statements concerning the corporation, or any member or officer thereof, or the members assembled in meeting, with relation to corporation matters.
6. Aiding, abetting or encouraging others to violate any of the above mentioned causes.

Members suspended shall be immediately notified by the Executive Secretary that they stand suspended for whatever the cause may be. They shall be immediately taken off the mailing list of the Corporation and all information relative to the activities of the corporation shall be withheld from them. Any other member knowingly giving such information to a nonmember or suspended member shall himself be subject to suspension. Members thus suspended may be reinstated by the affirmative vote of a majority of the Board of Directors and the committees involved, and upon furnishing satisfactory evidence that the violation or the causes for suspension have been rectified, but they shall not be reinstated as officers if the vacancies have been filled.

Members who have not engaged in continuous full time practice of Chiropractic for a period of three (3) years shall be automatically suspended from membership and shall be readmitted to active membership only upon submitting to the Board of Directors satisfactory proof of their qualifications, provided that persons whose practices have been interrupted by illness or by service in any branch of the armed forces of the United States shall be exempted from this provision.

Any member who has been suspended for any cause for a period of one (1) year shall be expelled without further notice. Any member who has been suspended repeatedly or is deemed a flagrant violator of the causes given for suspension in this Article may be expelled from membership by a two-thirds vote of the Board of Directors, or by a majority vote of the members present at a meeting, provided that such member shall

first be given an opportunity to be heard in his defense. Any member who shall institute suit against the corporation or any officer or member thereof with regard to corporation matters without having submitted the grievance complained of to the appropriate committee and fully exhausted his rights within the corporation, including the right of appeal to the Board of Directors and to the membership as provided in the bylaws, shall cease, upon the institution of such suit, to be a member of the corporation, his membership terminating simultaneously with the institution of such suit. All members expelled shall immediately be taken off the mailing list and denied all rights and privileges of membership. They may again become members only in the manner provided for new members in the bylaws.

ARTICLE NINE: These Articles of Incorporation may be amended by resolution adopted at any annual meeting or at any special meeting called for that purpose. All proposed amendments shall be written and mailed to the Executive Secretary at least thirty (30) days prior to the date of the meeting. A copy of the proposed amendment shall, thereupon, be mailed by the Executive Secretary to each member in good standing at least ten (10) days prior to such meeting.

ARTICLE TEN: The name of the initial registered agent shall be Rebecca Hendrickson, 139 W. Wilson St., Madison, Wisconsin 53703.

ARTICLE ELEVEN: The number of directors constituting the board of directors, which shall serve until the first annual meeting subsequent to the effective date of this Plan of Merger shall be 18, and their names and addresses are as follows:

C.F. Brink, D.C., Lake Mills
T.C. Genrich, D.C., Kenosha
G.A. Emholtz, D.C., River Falls
M.J. Gonstead, D.C., Beloit
B.B. Jacot, D.C., Baldwin
W.F. Grunig, D.C., Milwaukee
W.H. Krueger, D.C., Clintonville
R.W. Klein, D.C., New Berlin
K.O. Lyngaas, D.C., Jefferson
R.B. Mawhiney, D.C., New Berlin
D.L. Magnuson, D.C., Two Rivers
N.H. Meyer, D.C., Cedarburg
H.A. Naidl, D.C., Manitowoc
F.W. Moellendorf, D.C., Green Bay
M.N. Schaub, D.C., Burlington
D.R. Schultz, D.C., Milwaukee
C.M. Witte, D.C., Platteville
A.W. Truitt, D.C., Edgerton

Amended

Articles of Incorporation of Wisconsin Chiropractic Association

We, the undersigned adult residents of the State of Wisconsin, have associated, and do hereby appoint ourselves together for the purpose of forming a corporation under and pursuant to the laws of the State of Wisconsin in the manner provided in Chapter 181 of the Wisconsin Statutes and acts amendatory thereof and supplementary thereto, and for the objects and purposes hereinafter stated; and said corporation, when so formed and organized, shall be a body corporate with all the general powers relating to such corporation conferred by law.

ARTICLE ONE: The objects and purposes of said corporation shall be to advance the Chiropractic profession and empower its members to better serve their patients, their communities and each other.

ARTICLE TWO: The name of said corporation shall be "WISCONSIN CHIROPRACTIC ASSOCIATION" and the location of its principal office shall be in the City of Madison, County of Dane and State of Wisconsin. The corporation shall have members.

ARTICLE THREE: This corporation shall be non-profit, organized without capital stock, and no dividends, profits or other pecuniary benefits shall be declared or paid to members thereof. However, upon dissolution of the corporation, the corporation shall be authorized to make distributions not otherwise permitted under Wis. Stat. § 181.1302 so long as the distributions are made in accordance with the stated purpose of the corporation.

ARTICLE FOUR: The officers of this corporation shall include a President, Vice President, Secretary and Treasurer. The officers of said corporation shall also be members of the Board of Directors, and shall be elected annually by the Board of Directors. The total number of Directors and the method by which they are elected by the membership shall be prescribed in the Bylaws of the corporation.

ARTICLE FIVE: The President shall be the chief executive officer of this corporation or shall delegate this function to an Executive Director. The President shall have the authority to create all committees not otherwise designated in these Articles or the Bylaws as well as designate the membership of those committees with approval from the Board of Directors. The President shall call special meetings of the Board of Directors at any time when in his or her judgment such meetings will be for the best interests of the corporation, and he or she shall direct the notification of all Directors of the time and place of such special meetings at least ten (10) days advance.

The Vice President shall perform the duties and exercise the powers of the President during the President's absence.

ARTICLE SIX: The Board of Directors shall have full power in all matters in the interim of corporation meetings, including the power to change the bylaws of this corporation. Any change to the bylaws must be approved by at least two-thirds of the Board of Directors. The Board of Directors shall have the power to levy per capita assessments upon active members at such time and in such amounts as it may deem necessary to meet any deficiency in the Treasury of the corporation, or in order to carry out any program which is in the interest of the corporation and

which has been previously approved by the membership. The Board of Directors shall perform such other duties as may be prescribed for it by the bylaws of the corporation.

ARTICLE SEVEN: These Articles of Incorporation may be amended by resolution adopted at any annual meeting, any special meeting or mail (electronic or paper) ballot called for that purpose. All proposed amendments shall be sent in any manner to the President at least thirty (30) days prior to the date of the meeting. A copy of the proposed amendment shall, thereupon, be communicated in any manner by the WCA Executive Director to each member in good standing at least ten (10) days prior to such meeting.

ARTICLE EIGHT: The name of the registered agent shall be the acting WCA Executive Director, 521 E. Washington Ave., Madison, Wisconsin 53703, which shall also be the mailing address of the principal office location of the corporation and the incorporators, listed below.

WE, the undersigned incorporators, approve of these Amended Articles of Incorporation on this ____ day of _____, 2017.

Rodney Lefler, D.C., President

Brenda Holland, D.C., Vice President

Gene Yellen-Shiring, D.C., Secretary

Chris Resch, D.C., Treasurer

Bruce Davis, D.C., Treasurer

Leo Bronston, D.C., Director

Tom Burlage, D.C., Director

Robert Anderson, D.C., Director

Steve Bircher, D.C., Director

Eric Kirk, D.C., Director

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WCA LEADERSHIP MEETS WITH GOVERNOR WALKER



(Left to Right - John Murray, WCA Executive Director, Dr. Chris Resch, Dr. Bruce Davis, Governor Walker, Dr. Gene Yellen Shiring, Dr. Erik Kirk, Dr. Rod Lefler and Tom Moore, WCA lobbyist)

Governor Scott Walker recently took time out of his busy schedule to sit down and meet with leaders of the Wisconsin Chiropractic Association to discuss a number of health care issues including the opioid crisis and national health care reform.

“We appreciated the opportunity to discuss the role chiropractic care can play in preventing opioid addiction with the Governor,” said Dr. Gene Yellen Shiring, Chair of the WCA Government Affairs Committee.

The WCA has been successful in having a provision inserted into the 2017-2019 state budget that would create a study and pilot program within the State Medicaid program to direct more patients toward chiropractic care and away from other addictive and more costly treatments. “The Governor was very positive towards our Medicaid pilot project and the potential for Wisconsin to become a national leader in helping Medicaid patients benefit from chiropractic care,” said WCA Executive Director John Murray.



WCA MEMBER STARTS VA RESIDENCY IN ST. LOUIS

On July 1, Dr. Steven Huybrecht, member of the Wisconsin Chiropractic Association’s Government Affairs Committee, began a 12-month residency at the VA St. Louis Health Care System. He was selected as one of five

residents nationally for the Council on Chiropractic Education’s accredited residency program, which is the only of its kind. Dr. Huybrecht works as part of an interdisciplinary team, which includes medical doctors, psychologists, physical therapists, nurses and nutritionists to help manage pain and improve quality of life for our nation’s Veterans. In addition to clinical care,

Dr. Huybrecht rotates through a multitude of professional settings, including surgery, mental health services, psychiatry, primary care, rheumatology and pain management. He will also be guest lecturing at Logan University to provide insight on case management to chiropractic students. You can contact Dr. Huybrecht at steven.huybrecht@va.gov with questions related to this. Congratulations to Dr. Huybrecht on this exciting opportunity!

RECENT ANTHEM REFUND REQUESTS MADE IN ERROR



Many WCA members reached out to us after receiving refund request letters from Anthem Blue

Cross Blue Shield in July. The letter sent by Anthem identified specific claims billed with the GY modifier when Anthem was the secondary payer after Medicare, and asked for a refund of the procedures billed, such as exams and X-rays, stating that they were paid in error. The WCA Help Desk reached out to high level contacts at Anthem to remind and educate them about the Wisconsin Mandate prohibiting discriminatory coverage of chiropractic services (Wis. Stat. § 632.87(3)). Anthem states that the refund requests were sent in error, and that Wisconsin Chiropractors should not expect to receive such requests going forward. If you were the recipient of a refund request from Anthem related to procedures billed with the GY modifier, no action is necessary on your part, you may ignore the request. For further confirmation of this direction from Anthem, feel free to contact them at the number listed on the letter.



SPORTS PHYSICALS LEGISLATION REFERRED TO SENATE COMMITTEE ON HEALTH

Assembly Bill 260 - the chiropractic clinical tools package which passed the State Assembly in June - has been referred to the Senate Committee on Health and Human

Services. This committee is Chaired by Senator Leah Vukmir (R-Brookfield).

As amended by the Assembly Committee on Health, AB 260 does the following:

- Gives parents the right to choose a chiropractor to perform sports physical examinations for their student athletes. The bill requires school districts, technical colleges and two-year state colleges to accept sports physicals performed by chiropractors who obtain a sports physical training certificate from the Wisconsin Chiropractic Examining Board.

WCA NEWS

- Codifies in Wisconsin law the ability of chiropractors to continue to perform truck driver physical examinations required by the Federal Motor Carrier Safety Administration. Wisconsin chiropractors have been performing these comprehensive examinations for decades.
- Allows a chiropractor to delegate services that are preparatory or complementary to chiropractic adjustments to various licensed health care professionals if the services are performed under the direct, on premise supervision of the chiropractor.
- Provides that a chiropractic student need not be in his or her last academic quarter, semester or trimester to qualify for a preceptorship.
- Clarifies that a chiropractor can use cold laser for therapy.
- Clarifies that a chiropractor who is also licensed as an acupuncturist can practice both out of the same clinic. All other language related to chiropractic acupuncture or dry needling was removed by the committee via Assembly Amendment 1.

The WCA Government Affairs team has met with Senator Vukmir to discuss the bill and identify any issue of concern prior to the bill going to a public hearing in the committee. "We look forward to working with Senator Vukmir and other members of the State Senate to educate them on the merits of AB 260 and refute the misleading argument of opponents," said John Murray, WCA Executive Director.



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DR. PHILIP A. REPETTI, DC (1961–2017)

Repetti, Dr. Philip A., DC Went in peace July 15, 2017 after a courageous battle with cancer at the age of 56 years. Beloved husband of Jennifer. Devoted father to Clayton (Noel) and Shelby (Adam) and grandfather of Brant and Aiden. He is survived by his proud mother Theresa. Preceded in death by his father Joseph and brother David. Dear brother of Cathy (Cheryl), Tim, Jim (Dianna) and Nancy (Dan). Proud uncle of Luke, Jesse, Samantha, Rachel, Cristina, Emily and great-uncle to Gabriel. Also survived by other relatives and many friends. Special thanks to all

his friends he met through his Chiropractic practice and for all the love and support they gave him throughout his battle and special thanks also to the doctors and staff at Froedtert Hospital for their excellent care and compassion.

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Health Care Provider Records Fees

JULY 1, 2017 to JUNE 30, 2018

Paper Copies (per page)	Adjusted Fees*
First 25 pages	\$1.10
Pages 26 to 50	\$0.82
Pages 51 to 100	\$0.54
Pages 101 and above	\$0.32
Microfilm/Microfiche (per page)	\$1.62
Print of X-ray (per image)	\$10.84

As a result of the decision by the Wisconsin Tax Appeals Commission in Cannon & Dunphy, S.C. vs. Wisconsin Department of Revenue (August 15, 2015), **sales of paper copies of patient medical records are no longer subject to Wisconsin sales or use tax if the medical records are sold to the patient or to a person authorized by the patient to receive the medical records.**

According to the Wisconsin Department of Revenue, this also applies to Workers' Compensation medical records. Sales of electronic copies of patient medical records that are transmitted electronically continue to be nontaxable.

*A health care provider may not charge a patient or a person authorized by the patient more than 25 percent of the applicable fees for providing one set of copies of a patient's health care records under this section if the patient is eligible for medical assistance. A health care provider may require that a patient or person authorized by the patient provide proof that a patient is eligible for medical assistance before providing copies under this paragraph at a reduced charge.

A health care provider may charge 100 percent of the applicable fee for providing a second or additional set of copies of patient health care records for a patient who is eligible for medical assistance (Wis. Stat. § 146.83(1f)(cm)).

When to Charge for Certification of Copies or a Retrieval Fee

The certification of copies or retrieval fee may only be charged if the requestor is not the patient or a person authorized by the patient. In the situation where a third party initiates a request for PHI on its own behalf (with the patient's HIPPA authorization), these fees may be charged. However, when the third party is simply forwarding, on behalf and at the direction of the patient, the patient's own access request, these fees may not be charged. If any confusion exists when a third party is requesting copies of records, it is best to clarify whether the request is being initiated by the patient or the third party prior to charging the certification or retrieval fees.

*If the requestor is not the patient or a person authorized by the patient***

Paper Copies (per page)	Adjusted Fees*
Certification of Copies	\$8.69
Retrieval Fee	\$21.73

**By law, a "person authorized by the patient" includes an attorney appointed to represent the patient if that attorney has written informed consent from the patient to view and obtain copies of the records (Wis. Stat. § 146.83(1b)). In addition, it includes the parent, guardian, or legal custodian of a minor patient, the guardian of a patient judged to be incompetent in this state, the personal representative, spouse, or domestic partner of a deceased patient, any person authorized in writing by the patient or a health care agent designated by the patient as a principal if the patient has been found to be incapacitated, except as limited by the power of attorney for health care instrument. If no spouse or domestic partner survives a deceased patient, "person authorized by the patient" also means an adult member of the deceased patient's immediate family (Wis. Stat. § 146.81(5)).

Health Care Provider Records Fees

Additional Information

Basic Guidelines

Pursuant to Wis. Stat. § 146.83 (3f) (c) 2., each July 1, the Wisconsin Department of Health Services is required to adjust, by the percentage difference between the consumer price index for the 12-month period ending on December 31 of the preceding year and the consumer price index for the 12-month period ending on December 31 of the year before the preceding year, the dollar amounts specified under Wis. Stat. § 146.83 (3f) (b) that a health care provider may charge for providing copies of a patient's health care records. The current fees are available at the website for the Wisconsin Department of Health Services, www.dhs.wisconsin.gov.

Furthermore, the Federal Privacy Rule permits a covered entity (such as a medical provider) to impose a reasonable cost-based fee if the individual requests a copy of the PHI (or agrees to receive a summary or explanation of the information). The fee may include the cost of: (1) labor for copying the PHI requested by the individual, whether in paper or electronic form; (2) supplies for creating the paper copy or electronic media (e.g., CD or USB drive) if the individual requests that the electronic copy be provided on portable media; (3) postage, when the individual requests that the copy, or the summary or explanation, be mailed; and (4) preparation of an explanation or summary of the PHI, if agreed to by the individual. The fee may not include costs associated with verification; documentation; searching for and retrieving the PHI; maintaining systems; recouping capital for data access, storage, or infrastructure; or other costs not listed above even if such costs are authorized by state law.

Electronic Records

Because Wisconsin statutes only address fees for paper copies of records, and not the provision of electronic copies, you must look to Federal requirements. Under 45 CFR s. 164.524(c), you may impose a reasonable, cost-based fee for electronic copies, provided that the fee includes only the cost of labor for copying the PHI and the cost of supplies for creating the electronic copy (such as the cost of a thumb drive, CD, etc.), the cost of postage if the copy is mailed, and the cost of preparing an explanation or summary of the PHI, if agreed to by the individual.

Workers' Compensation Records

The allowable charges for copies of certified medical records are the greater of 45 cents per page or \$7.50 per request plus the actual cost of postage. An employee who reports a work-related injury waives any physician-patient privilege with respect to any condition for which the employee claims compensation.



Is Seeking Member Ambassadors

Are you Semi-retired or Retired and want to stay connected with your peers? Have you been involved in WCA for a while?

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- Mentor DCs new to the profession
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To learn more about the WCA Member Ambassador opportunity, contact WCA's Membership & Program Director Brenda Toler at (608) 256-7023

2017 FALL CONVENTION & EXPO

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September 14-17
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Speaking for the first time in Wisconsin, Dr. Brian Jensen presents **The 3 Power Patterns of Health and Healing: Concepts of Neurologically Based Chiropractic Care** at Fall Convention.

Understanding Neuroplasticity: Creating real, lasting changes in the expression of health for our patients and ourselves



This is an exciting time to be a chiropractor! Advances in the world of neuroscience have changed our understanding of how the brain and nervous system work. Understanding the concept of neuroplasticity, or the ability of the brain to change, opens up new opportunities in our practices to create real, lasting changes in the expression of health for our patients

and ourselves. We live in a time with the most advanced medical technology and yet we have never been less healthy. Our country is experiencing an unprecedented drug addiction epidemic and stress related disorders are in the headlines every day and we continue to struggle with chronic degenerative disease. This is an exciting time because our profession is uniquely equipped to lead people back to health.

As chiropractors, it is time to update how we explain to the public what we do, why and how chiropractic works and why it is important for more than back pain and headaches. This seminar will explore the effect of stress on posture, functional movement, physiology and we will discuss "Adaptive Capacity," the ability of our nervous system to respond appropriately to its environment. With our new understanding of how the nervous system can change, we can purposefully target specific physiological and physical responses that need improvement and help our patients regain control of their health.

There are new tools available to help us more accurately evaluate patients and document their progress both functionally and physiologically. Regaining health in our stressed out world is a worthy pursuit and it takes a concerted effort by the doctor and the patient. As powerful as the chiropractic adjustment is, there is more that we can do as chiropractors and there is certainly more work that patients must do in order to achieve the desired results. I will discuss the use of a new technology that has been a breakthrough in helping retrain brain function and improve the ability to adapt to

"There are new tools available to help us more accurately evaluate patients and document their progress both functionally and physiologically."

stress appropriately. We will also discuss a fabulous way to re evaluate patients on a regular basis and document positive quantifiable changes in your patient's outcomes. This has our patients excited and motivated to finish their care plans.

This seminar walks you through the day-to-day activities of a thriving, evolving practice that combines the education and nearly 90 years of experience of three chiropractors making a difference in their community and profession. You will return to your practice with the excitement of simple, practical information that you can implement immediately regardless of the technique you use or how long you have been in practice. I look forward to meeting you at the WCA Fall Convention in the Dells.

- Brian Jensen, DC

Dr. Brian Jensen is a 1987 graduate of Palmer College. In 2006, he joined Foot Levelers Inc. as the Associate Director of Education and Research. He has been privileged to share his experience in continuing education seminars and on over 20 chiropractic campuses around the world. He is currently in full-time practice in Salem, VA and continues to teach on a regular basis for Foot Levelers, Inc.

The 3 Power Patterns of Health and Healing with Dr. Brian Jensen is scheduled Saturday September 16 at the WCA Fall Convention. *Learn more at www.wichiro.org.*

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FALL CONVENTION CE, KALAHARI RESORT, WISCONSIN DELLS

September 14-15	Chiropractic Nutrition Module 1 - 12CE	Chad Oler, ND
September 14-15	Integration of Functional Nutrition - 12CE	Dr. Robert Silverman
September 15	General Review of Lower Extremity - 4CE	Dr. J. Alan Lovejoy
September 15	Kinesiology Taping Redefined - 4CE	Dr. Thomas J. Solecki**
September 15	ACL Injuries in Female Athletes - 4CE	Dr. Michelle Barber
September 15	Athletes at Risk: The Female Athlete Triad - 4CE	Dr. Michelle Barber
September 15	Kinesiology Taping for a Lifetime - 4CE	Dr. Thomas J. Solecki**
September 15	Advanced MRI: Extremities - 4CE	Dr. Vinton Albers
September 15-17	CT Delegation - up to 24 CE	Dr. Wendy Varish
September 16-17	Chiropractic Nutrition Module 2 - 12CE	Chad Oler, ND
September 16-17	Advanced CRT Training - 12CE	Dr. Brenda Holland
September 16	Be Prepared: Effective Compliance Program - 8CE	Dr. Chris Anderson & Tammy McKeown
September 16	Lumbopelvic and Hip Dysfunction in Female Patients - 8CE	Dr. Sarah Macchi
September 16	The 3 Power Patterns of Healing - 8CE	Dr. Brian Jensen
September 17	Diagnostic Imaging of the Spine and Extremities	Dr. Timothy Mick and Dr. Michelle Mick

2017 FALL/WINTER CE

September 30-October 1	Exercise Rehab 1 - 12CE	Dr. Steve Yeomans • Hilton Garden Inn, Oconomowoc
September 30-October 1	Chiropractic Nutrition Module 3 - 12CE	Chad Oler, ND • Holiday Inn, Fond du Lac
October 14, 15, 21	CT Delegation - up to 24CE	Dr. Brenda Holland • Hilton Garden Inn, Green Bay
October 14-15	Exercise Rehab 2 - 12CE	Dr. Steve Yeomans • Aurora Medical Center, Summit
October 21-22	Chiropractic Nutrition Module 4 - 12CE	Chad Oler, ND • Holiday Inn, Fond du Lac
October 28-29	CRT Radiology 1 - 12CE	Dr. Wendy Varish • Holiday Inn, Green Bay
October 28-29	Exercise Rehab 3 - 12CE	Dr. Steve Yeomans • Hilton Garden Inn, Oconomowoc
November 4-5	CRT Radiology 2 - 12CE	Dr. Wendy Varish • Holiday Inn, Green Bay
November 4	Brain Inflammation - 8CE	Dr. Greg Fors • Clarion Hotel, Eau Claire
November 7	New Techniques in Radiology - 2CE*	Dr. Stephen Fridinger • Milwaukee
November 9	New Techniques in Radiology - 2CE*	Dr. Stephen Fridinger • Appleton
November 11	Role of Chiropractic in Opioid Sparing Therapy*	Instructor - TBA • Green Bay
November 11-12	CRT Radiology 3 - 12CE	Dr. Wendy Varish • Holiday Inn, Fond du Lac
November 16	Cold Laser & Light Therapy - 6CE	Dr. Wendy Varish • Delafield Brewhaus, Waukesha
November 18-19	CRT Radiology 4 - 12CE	Dr. Wendy Varish • Holiday Inn, Fond du Lac
December 2	Role of Chiropractic in Opioid Sparing Therapy*	Instructor - TBA • Brookfield
December 9	CT Recertification - 6CE	Dr. Brenda Holland • Grand Lodge, Wausau
December 9	HPA AXIS Dysfunction - 4CE	Dr. Nicole Fenske • Grand Lodge, Wausau

**Just Added! Confirm details at www.wichiro.org or call 608-256-7023.*

***Dr. Thomas J. Solecki incorrectly listed as Dr. Timothy Solecki in the July Magazine.*

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Wisconsin Worker's Compensation System Targeted by Employers



WCA Lobbyist Tom Moore

Wisconsin enjoys one of the best worker's compensation systems in the nation. Compared to the statistical averages of other states, employees injured on the job have greater access to the health care providers of their choice, return to work and family faster, report high patient satisfaction with the system and have one of the lowest litigation rates of any state studied by the independent, nonprofit Workers Compensation Research Institute (WCRI).

Critical to the high level of patient satisfaction, quicker return to work and low rates of litigation (all relative to other states) is the high quality of health care available to Wisconsin employees under the Worker's Compensation Act. This law allows workers injured on the job to choose the health care providers of their choice and does not restrict health care treatment options through up-front provider fee schedules.

You might expect such a well-performing worker's compensation system to come at the expense of elevated health care claims and increasing premium rates to Wisconsin employers - but you would be wrong. It is true that individual costs for particular CPT coded procedures may be higher in Wisconsin than in many states with state-imposed worker's compensation fee schedules. However, when these individual costs are combined into episodes of care, Wisconsin's total cost for all claims is actually 18 percent lower when compared to other states by a recent WCRI study.

What is to appreciate about Wisconsin's current system is that by allowing injured workers to seek the providers of their choice, and by allowing providers to treat patients unrestricted by government-imposed fee schedules, health care providers are able to deliver high quality care and do so efficiently and effectively. The result is a system in which the duration of disability in Wisconsin is three weeks shorter than the typical state studied by the WCRI. No wonder Wisconsin workers report such high satisfaction. No wonder we have such a low litigation rate.

These benefits are not just accruing to employees. Wisconsin businesses benefit greatly when injured employees are back on the job quickly. They also benefit when worker's compensation claims in Wisconsin are much lower than a typical state, as this reduces employer costs of either self-funding or purchasing insurance for worker's compensation benefits.

This successful and cost-effective program was recently modified by legislative changes agreed upon by labor, management and the Wisconsin legislature and governor to address potential areas

of fraud and abuse. Combining these reforms with an already sound and effective program has led to dramatic, across the board worker's compensation insurance premium reductions to Wisconsin employers, emphasized by a dramatic 8.45 percent rate reduction this past year.

Despite the demonstrable success of Wisconsin's Worker's Compensation program, some Wisconsin employers, represented by the management members of the Worker's Compensation Advisory Council (WCAC), are once again pushing to severely limit provider payments through a government imposed fee schedule which would limit payments to 150 percent of the Medicare payment rate.

Further, management members of the WCAC are asking the council to allow employers to choose the health care providers who will treat workers injured on the job, rather than allowing the injured employee to choose his/her own health care provider.

As a result of these management proposals, WCA will again join other health care providers, including the Wisconsin Medical Society, the Wisconsin Physical Therapy Association and the Wisconsin Hospital Association in opposing government imposed fee schedules and employer directed care. This will now be the third consecutive legislative session where we will fight against these unnecessary and harmful proposals. Whether we are successful could depend on whether or not Wisconsin's chiropractors are willing once again to contact their state elected officials and voice their opposition to government imposed fee schedules or employer directed care.

Wisconsin's Worker's Compensation has evolved over the decades to produce outstanding results. Injured workers are receiving the highest levels of treatment, which means they are healing and returning to work (and other activities) quickly. They report high levels of satisfaction with the system and therefore are less likely to pursue litigation than injured workers in other states. While bills for individual procedures may be higher than in other states with fee schedules, overall costs for episodes of care are lower than in other states. This has led to real and meaningful premium reductions for worker's compensation insurance.

The WCA is committed to supporting this system and defending misguided efforts to limit where and how Wisconsin's injured workers can be restored back to good health.

Tom Moore has been WCA's lobbyists in Madison for over 10 years.

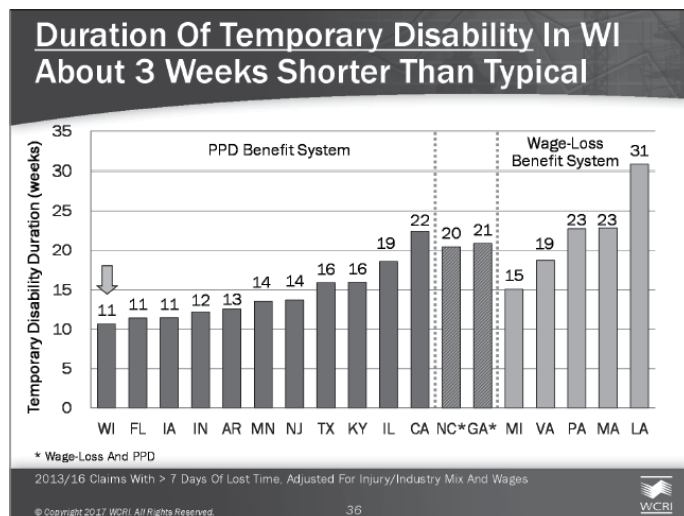
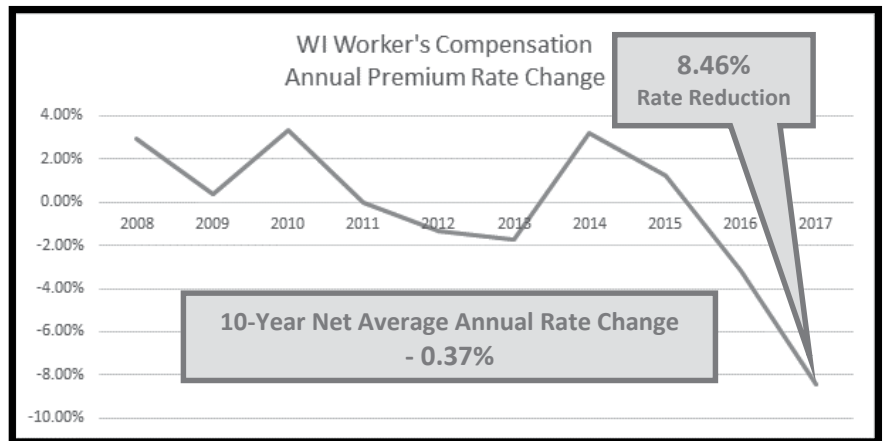
High Quality Health Care, Real Program Reform Results in Largest Worker's Comp Insurance Rate Decrease in Nearly a Quarter-Century

When an employee is injured while at work, Wisconsin's health care providers step in to return that person back to work as quickly as possible.

And we have done it well, with disability duration a full three weeks shorter than the typical state worker's comp system.

Not only do we have better results, work comp claims in Wisconsin are less expensive than other states...

...AND RATES ARE DROPPING!



Access to High Quality Health Care

+

High Patient Satisfaction

+

Low Litigation

+

Successful Injury Prevention Programs

=

Total Costs Below Median State (...AND RATES ARE DROPPING)
& Better Productivity for Business

&

Injured Workers Have Healthy Return Back to Family

&

One of the Best Worker's Comp Programs in the US

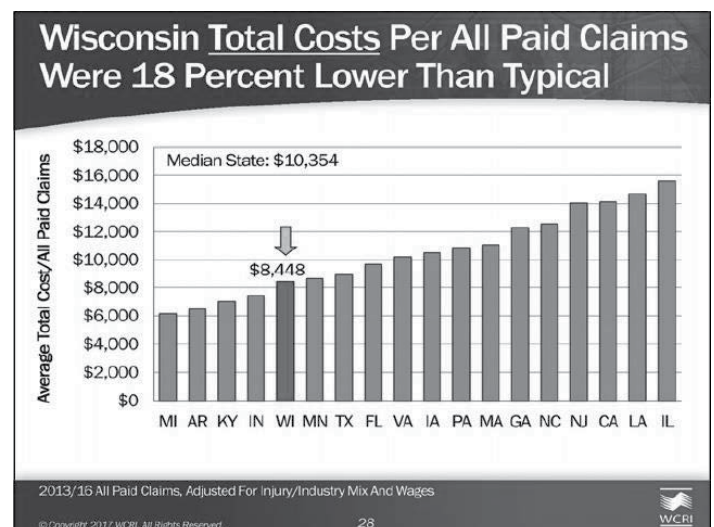
In 2014, the legislature rejected a proposal from the WCAC (the first time the legislature didn't pass a work comp bill since World War II) because it included government rate setting for health care providers. Last session, the WCAC worked on real reforms to our worker's compensation program and the legislature enacted these reforms into law. These changes included:

- Statute of limitations reduced from 12 to 6 years
- Apportion PPD based on causation
- Deny TTD when an employee is released to light-duty work and subsequently fired for good cause
- Provide funding for fraud investigation at DOJ
- Retain TTD benefit during vocational retraining

"Best package of reforms in my 21 years on the Council,"

- WCAC Management Caucus Chair

When energy is spent on real reforms to the work comp system, we see what happens...**RATES ARE DROPPING!**



For more information, please contact: Joanne Alig or Kyle O'Brien, WHA; Tom Moore, WCA; Mark Grapentine, WMS; Annie Early, WPTA

When Reviewing Managed Care Contracts, Don't Forget About the "Opt-Out"



Barbara J. Zabawa, JD, MPH, Center for Health and Wellness Law, LLC

If you are a Wisconsin provider and not a member of an Independent Practice Association (IPA), you have an individual statutory right to "opt-out" of being prohibited from seeking reimbursement from managed care patients. In other words, if you, as a provider who is contracting with a managed care organization (MCO) to be a "participating provider" do not opt-out, then you must accept the reimbursement provided to you by the MCO as your only form of payment for all cases involving the MCO's patients. This of course excludes patient cost-sharing payments, such as co-payments. But, failing to opt-out would mean that you could not seek reimbursement from an MCO patient's auto-liability insurer, should such insurance otherwise cover the patient's condition, or worker's compensation coverage.

In general, Wisconsin statute section 609.91 protects MCO patients from being liable for health care costs for services covered by their MCO. This means that participating providers in an MCO may not ask MCO patients to pay their health care bills, except for the patient's cost-sharing portion. It also means that the participating MCO provider must accept the MCO's fee schedule as full payment for the health services rendered, even if the MCO patient could have otherwise been covered by a different fee schedule, such as an auto liability insurer's fee schedule or worker's compensation fee schedule. Specifically, Wis. Stat. § 609.91(1)(d) states that an MCO patient is not liable for health care costs that exceed the amount that an MCO has agreed, in a contract with the participating provider, to pay for that health care.

Despite this general prohibition, the Wisconsin statute also permits providers to "opt-out" of the general requirement that MCO patients can't be held liable for health care costs. One finds that opt-out provision in Wis. Stat. § 609.91(1)(b). That statute states that MCO providers may not hold MCO patients liable for health care costs covered by the MCO if those providers do "not elect to be exempt from this paragraph under s. 609.92."

Wis. Stat. § 609.92 provides that hospitals, IPAs and other providers may "elect to be exempt from s. 609.91(1)(b) for the purpose of recovering health care costs arising from health care provided by the hospital, [IPA] or other provider" if certain conditions are met.

A relevant condition is that providers must complete an "opt-out" form and submit it to the Wisconsin Office of the Commissioner of Insurance (OCI). Contact the WCA Help Desk for a copy of the Opt Out form.

Despite this general prohibition, the Wisconsin statute also permits providers to "opt-out" of the general requirement that MCO patients can't be held liable for health care costs.

Providers who wish to seek health care costs from MCO patients, usually through other coverage related to the patient, must fill out this form for each MCO from which they wish to opt-out. Also, the provider must give the form to OCI within 30 days of entering the MCO contract. Even if the MCO contract has its own "opt-out" provision which the provider can select, the provider should still complete and send the opt-out form to the Insurance Commissioner's office for the opt-out to be effective. The form asks for a "termination date." The provider does not have to enter a termination date. Not entering a termination date makes the opt-out effective until the provider files with OCI a Termination of Election form.

As providers receive and review MCO contracts, it is a good idea to keep the Wisconsin opt-out provision in mind and to exercise their right to opt-out when it is beneficial for them to do so.

Please contact the WCA Help Desk for further questions on this issue.

wcahelp@wichiro.org | 608-256-7023

CLASSIFIEDS

ITEMS FOR SALE

- Power Plate Pro5 Airdaptive \$5,000
- Dynatron 709 Solaris Combo Stim/Ultrasound Unit \$1,300
- 2 massage chairs \$75 each
- 2 FMS screening test kits \$100 each

Pick up only, Kenosha, WI. More information and pictures upon request. Serious inquiries contact doctor@dramyfoerster.com.

ASSOCIATE DC AND CA POSITIONS AVAILABLE

Associate DC and CA positions available in a beautiful, progressive, multiple award-winning practice with expanding locations in Appleton and the surrounding Green Bay and Fox Cities areas. Amazing opportunity with a supportive team and the ability to work just 25 miles from Lambeau Field. We are looking for someone who is motivated and willing to learn and grow with a passion for chiropractic. Onsite rehab, physiotherapy, digital X-ray and a fun team of chiropractors are here to help you do your best. Vacation time is available, along with potential for benefits. Please forward a resume and cover letter to buss.skibbachrios@gmail.com.

X-RAY UNIT FOR SALE

For sale: Summit Nova 325 X-ray unit. The unit is a 300MA/125KVP, and is 24 years old with one owner. Excellent condition, lightly used and fully functional. It includes stainless steel dip tanks, cassettes, lead apron and a gonad shield, and an upright buckey and tube stand. You may have the leaded glass window as well. Price: \$3,000 or best offer. Nieuwenhuis Chiropractic 201 W. Main Street, Hortonville, WI 54944. Phone: 920-779-4704

PRACTICE FOR SALE

Motivated seller! 70-year, Activator/Diversified, high-volume practice located in beautiful Buffalo County. Ample on-street parking and just one block from downtown. The doctor is averaging 818 patient visits per month. Low overhead and trained staff. Includes inventory, professional equipment and furniture. \$280,200. Financial assistance is available. Please contact Practice Brokers, Inc. for more details at 888-878-0027 or email: healthconradpbi@gmail.com. Please reference ad when inquiring.

OPPORTUNITY TO OWN YOUR OWN CHIROPRACTIC CLINIC

Professional opportunity to own your own chiropractic clinic in rural setting, with plenty of hunting fishing/outdoor activity. Turnkey as \$500 rent per month plus utilities and Cam, includes X-ray machine and chiropractic adjusting table. Office set up for a chiropractor and served community over 15 years. Patient list included. This is an excellent opportunity for an aspiring associate to start your own rewarding practice and have access to mentoring. Connect with Leo Bronston DC at 608-781-2225.

INDEPENDENT CONTRACTOR/OFFICE SPACE FOR LEASE

Caledonia Chiropractic has an opportunity for an independent contractor to lease space within our 20-year practice. Reduce overhead, take home more revenue, have built-in coverage, enjoy professional support. Contact Tim Schneider D.C. at 262-681-8829 or ts8247@gmail.com.

FISCHER 300-100 X-RAY UNIT FOR SALE

I'm an unemployed Fischer 300-100 X-Ray unit eager to work for some D.C. Born 1979. In good health. Haven't worked in two years so will work pro bono, (that means for nothing). My family includes a Bucky, Screen and moveable Lead Screen. You move us from Milwaukee and we'll go to work for you. We can be contacted through Gene Rohloff, DC at 414-445-2980 or generohl@yahoo.com.

MADISON PRACTICE FOR SALE

Established 14 years. Primarily cash practice. Prime location in upscale building. 3 1/2 days per week. Fully equipped. Financing available. Contact Loren Martin, Practice Op Inc., 952-953-9444 or martin@practiceop.com.

PRACTICE AVAILABLE

Looking for a doctor interested in taking over a practice with patient base used to non-aggressive adjusting. Doctor has to retire because of health issues. Please call: 608-882-6819.

SEEKING FULL-TIME WISCONSIN LICENSED DOCTOR

Madison Maximized Living is seeking a (full-time) new or experienced Wisconsin licensed chiropractor to excel in a top-notch professional facility. Willingness to learn, grow and a passion for chiropractic is a must. Onsite rehab, digital X-ray and tremendous support staff will help you do your best care. If your dream is to focus on chiropractic, this office is for you. Please send your resume to: billing@madisonml.com.

WISCONSIN LICENSED CHIROPRACTOR WANTED

Wisconsin licensed chiropractor wanted for established southeastern Wisconsin practice. Looking for full-time, licensed Wisconsin chiropractor who is self-motivated, long-term relationship with buy-in opportunities for the right candidate. Benefits include malpractice insurance, vacation and continuing education. Inquire in confidence. Email resume to: insurance@spinalrehabandchirocenter.com.

CLASSIFIEDS

ASSOCIATE POSITION AVAILABLE

Associate position available in a beautiful, successful, busy practice of 23 years in free-standing clinic in South Bend, IN (Near Notre Dame). Dr. Kevin Kaurich is interested in an associate who has an excellent work ethic, passionate about chiropractic, friendly, happy, hardworking, trustworthy, great energy, committed to personal growth and adaptable. This candidate will receive excellent training, great pay with bonus opportunity and the possibility to run your own clinic. Please send resume with cover letter to kevin@drkaurich.com ASAP for this opportunity to learn from a highly successful doctor.

ASSOCIATE WANTED

Energetic associate member wanted for practice in Antigo, Wisconsin. We are seeking someone with great communication skills, outgoing personality, motivation and willing to work hard; proven system already in place. Base salary and bonuses are offered. Please email your Resume to: BGoldsworthy1@cfl.rr.com, call 715-576-3222, or mail your resume to Dr. Bruce Goldsworthy, 2969 Canyon Avenue, The Villages, FL 32163.

ASSOCIATES WANTED

Ambitious associates wanted for multi-office family based wellness practices in the beautiful and progressive LaCrosse area. Associates must have a desire to learn, solid work ethic and passion for chiropractic. With these qualities, we will teach you to succeed in chiropractic both professionally and personally. Multiple doctors are needed to help our growing clinic locations. We are looking for long-term relationships with buy-in opportunities for the right candidates. We are looking forward to meeting the right people to join our amazing team. Resumes to drenataanderson@mychiropracticplace.com or call 608-385-0522.

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All our doctors are licensed, insured and have at least 3 years' experience with background checks. Free introductory meeting. Full- and half-day rates without any sneaky extras. Call 847-367-9641 or daleslachman@gmail.com docforaday.com.

CLINIC WANTED FOR PURCHASE

Chiropractic company is currently looking to purchase a clinic in the greater Milwaukee area. If you have interest in selling, a merger or are contemplating retirement and need an exit strategy, please contact Kent McLeod at 414-213-4808 or drmcLeod@chiropracticco.com. Or visit chiropracticbuyers.com for additional information.

FULL-TIME DOCTOR NEEDED

Well-established clinic in southwest Wisconsin is looking for an energetic, caring, skilled and self-motivated doctor to fill a full-time position at one of our multiple clinics. Benefits include malpractice insurance, vacation, holidays and continuing education. This position offers the opportunity to see patients immediately. Financial opportunities will be discussed at interview. Please send resumes to: abfchiro@gmail.com.

SPACE FOR LEASE INTERSECTION OF FITCHBURG/MADISON/VERONA

First floor, Flex Medical related space available: Great visibility from 18/151, Medical related strip center have last vacancies of 3,250 sq.ft. The space can be split into one or two different units. Brand new, built to suit for your business needs, it's on first floor, handicap access, kitchenette, handicap bathrooms, office with sink, one-story building, visible signage is on the building front and back. Highly populated area with residential and commercial. Average household income is around \$70,000. Asking lease rate \$14.00 NNN. Current tenants: Orange Shoe Personal Trainer, Fairyland day care, Farmer Insurance and general medical doctor. Contact: Samina Khan (owner) at cell: 608-347-8993 email: sjkhan97@gmail.com.

WISCONSIN PRACTICE FOR SALE

Northeast district - Rosendale, WI. Twenty-Six plus years and well established, 20 to 30 hours / 5 days / week: includes files, furniture, inventory on hand, equipment, Zenith Hi Lo with 4 drops. Office is approximately 800 sq.ft. with on- and off-street parking, near busy intersection. \$39,900.00. Email lerothdc@gmail.com. Office phone: 920-872-2969.

PRACTICE FOR SALE

Oshkosh, WI. Diversified/Gonstead. 1,720 sq. ft. lease in busy center with high visibility. Excellent cash/insurance payer mix. \$198,000 gross. Asking \$130,000 including the practice, equipment, accounts receivable, and seller transition assistance. Contact Loren Martin, Practice Op Inc., 952-953-9444. martin@practiceop.com.

PRACTICE FOR SALE

Stevens Point area. Referral practice. Collections \$135,051. \$102,704 net income. Voluminous patient charts. Fully equipped office. Asking only \$85,000. Excellent financing available. Contact Loren Martin, Practice Op Inc., 952-953-9444. martin@practiceop.com.

ASSOCIATE WANTED

B'wel is seeking an associate doctor to work in a fast-paced environment in Algoma, WI. The ideal doctor would provide Diversified, Flexion distraction, Gonstead, Thompson techniques, and be trained in physiotherapy/rehab. The clinic has equipment and rehabilitation area. Must have excellent people skills, be coachable and open to learning and executing the latest marketing techniques and business procedures. Marketing will be an important part of growing and maintaining the business. The position is full time. This is an expansion of an Elite Integrity office and we know it will be a success. Call today to schedule an interview at 920-738-9997.

CLASSIFIEDS

DOC FOR A DAY!

Is hiring part-time contractors to perform office coverage work. Great pay, flexible hours and valuable learning experiences. Must be licensed, have malpractice insurance, transportation and have graduated at least three years ago. Call 847-367-9641 or e-mail daleslachman@gmail.com with resume.



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