



The Wisconsin Chiropractor

The Official Publication of the Wisconsin Chiropractic Association

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*connect.
collaborate.
inspire.*

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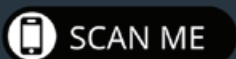
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A COLLABORATIVE APPROACH TO PATIENT CARE

For more than 30 years, BayCare Clinic® physicians have been leaders in providing specialty healthcare services to the communities we serve.

Our primary focus is providing personalized, high-quality care by working collaboratively with patients and other providers.

“We look forward to enhancing this collaborative approach through our new and valued partnership with Wisconsin Chiropractic Association.”

Dr. Ashwani Bhatia, BayCare Clinic chief medical officer

At BayCare Clinic we have more than 100 physicians across 20 specialties serving northeastern Wisconsin.

Our physicians are board certified or are active candidates for certification through boards recognized by the American Board of Medical Specialties. Many BayCare Clinic specialists also are fellowship trained in subsets of their fields.

We value the independence a physician-owned practice provides. As independent practitioners, we believe we can provide a variety of choices for our patients, giving them the most freedom to take charge of their health care journey.

“As a specialty health care services provider, we pride ourselves on providing comprehensive care through collaboration as we help our patients achieve their health care goals,” says Dr. Ashwani Bhatia, chief medical officer of BayCare Clinic. “We look forward to enhancing this collaborative approach through our new and valued partnership with Wisconsin Chiropractic Association.”

Each of our departments aim to improve patients’ experiences by balancing clinical and patient expectations and providing them with high-quality care and service, just as we would for our own family.

Our orthopedic surgeons and sports medicine specialists at **Orthopedics & Sports Medicine BayCare Clinic** address a variety of bone, joint, and muscle problems through surgical and non-surgical treatment options including regenerative medicine. Our goal is to minimize pain, improve mobility and function and get patients back to their normal activities.

BayCare Clinic Pain & Rehab Medicine physicians focus on spine and musculoskeletal care. They offer the highest quality clinical care to a

complex patient population, often using a combination of pharmacology and interventional techniques to improve pain and restore function.

BayCare Clinic Neurological Surgeons treat a variety of conditions, including back pain, neck pain, disc herniations, spinal stenosis, spinal instability, peripheral nerve entrapment, head injuries, spinal injuries, and more.

BayCare Clinic is continuously exploring innovative ways to better serve our patients by making access to high-quality specialized care more convenient. We provide treatment based on the most up-to-date and advanced evidence-based procedures, and practice techniques that are more effective in terms of clinical outcomes and patient satisfaction.

We pride ourselves on a collaborative approach for patient care. We are excited and proud to grow our premium corporate partnership with Wisconsin Chiropractic Association.





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BayCare Clinic® is a physician-owned specialty care clinic headquartered in Green Bay, Wisconsin.

We pride ourselves on our commitment to excellence and our collaborative approach to care for patients throughout the region.



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Omega-3 Fatty Acids for Heart Health

by Standard Process, a WCA Corporate Partner

The human heart and the cardiovascular system that helps pump blood throughout the body are pillars of basic human life – and we’re all too familiar with the adverse events and conditions that afflict this system: heart attack, stroke, high blood pressure, and more.

Omega-3 fatty acids — which are often consumed through fish or via dietary supplementation — have been studied for their potential role in supporting human heart health since the mid-twentieth century. As essential nutrients, omega-3s are a vital tool to support heart health and reduce the risk of cardiovascular health issues. However, people across all age groups struggle to maintain a sufficient level of omega-3 intake, as demonstrated by data from the 2003–2014 National Health and Nutrition Examination Survey (NHANES), which illustrated just how common omega-3 insufficiency is in the United States.¹¹

Omega-3s are a type of polyunsaturated fatty acid (PUFA) and include alpha-linolenic acid (ALA), eicosapentaenoic acid (EPA), and docosahexaenoic acid (DHA). ALA is known as an “essential” fatty acid, which means that the body can’t make ALA on its own. ALA must be consumed in the diet (found in plant oils). While the body can convert minimal amounts of ALA into EPA and DHA, it’s important to obtain these omegas from the diet (found in seafood, like fish) or through supplementation.

In addition, unsaturated fatty acids like omega-3s have been studied in the context of heart health for their potential to improve metabolic parameters, such as blood pressure, lipid profiles, and insulin sensitivity. Eating a diet high in omega-3

fatty acids in particular is associated with a reduction of inflammation. Studies have shown that resolving excessive inflammation is linked to reducing the risk of chronic health problems such as heart disease and stroke.⁴⁻⁸

Additional mechanisms through which omega-3s may support heart health in various populations include:

- Anti-arrhythmic effects⁹
- Improve triglyceride levels by reducing synthesis and secretion from the liver¹⁰
- Support healthy blood pressure through dilation of small blood vessels¹⁰
- Address plaque buildup in arteries¹⁰
- Improve lipoprotein profiles¹⁰

With the benefits of omega-3s understood, the focus can shift to optimizing omega-3 intake. Enter the omega-3 index. The **omega-3 index**, a measurement of the amount of EPA and DHA omega-3 fatty acids in red blood cells, was indicated to be a risk factor for sudden cardiac death in 2004.^{1,2} Studies have been done investigating the effect of increasing omega-3 intake on improving an individual’s omega-3 index, such as this 2020 study of omega-3 enrichment leading to “clinically relevant reductions” in blood pressure and an increase in the omega-3 index.³

Learn more about healthy fats for human health from WholisticMatters.com

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[^]As part of a diet low in saturated fat and cholesterol.

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WCA Spring Convention Highlights



Earlier this March, we welcomed over 400 DCs, staff and speakers to the 2022 Spring Convention in Brookfield, WI. This year, the convention was held at the all new, state-of-the-art Brookfield Convention Center. Those in attendance had the opportunity to earn up to 28 CE hours, which allowed them to get an early start on completing their required hours before the license renewal deadline this December.

Engaging CE & Speakers

Spring Convention welcomed several returning speakers along with some new faces to teach CE courses. Neurology and Nutrition sessions were very popular with our attendees. Dr. Mike Powell brought members module 6 of the Functional Neurology series which teaches attendees the clinically important aspects of how the brain works and the best ways to apply this in your clinic. Dr. Robert Silverman returned to convention with four days of Chiropractic Nutrition courses.



Dr. Silverman teaches Chiropractic Nutrition.

- ▶ New this year, WCA and Standard Process welcomed Dr. Mahmoud Ghannoum to provide a session on the Microbiome and its relationship with the brain in influencing certain neurodegenerative diseases and conditions.
- ▶ Staples in our convention scheduling included the CT Certification & Modalities course taught by Dr. Brenda Holland; Risk Management and Compliance courses with Dr. Mario Fucinari; Evidence Based Use of Rehab with Dr. Wendy Varish and Dr. Laney Nelson; and Medicare and Documentation sessions with Dr. Chris Anderson.
- ▶ Some returning faces to convention included Dr. Paul Ling Tai, who spoke about the importance of hormones (and

the lack of them) in the aging process. Dr. Nelson Marquina returned to convention with a session on Chronic and Neuropathic Knee Pain and how to integrate light, electricity, vibration, and electromagnetic fields. And lastly, Mike Rizzo from Abyde provided high-level HIPAA education for practice management.

An Evening of Fun & Competition

All work and no play isn't good for anyone, so the convention planning team decided to introduce a fun, physical game night at this year's Spring Convention. With WhirlyBall just across the street from the convention venue, it was a no-brainer. Convention attendees, WCA staff, corporate partner representatives and exhibitors gathered on Friday evening for WhirlyBall, bowling, food, drink and tons of laughs.

Our WhirlyBall Champions, the Spinal Crackers, showed excellent teamwork, winning 6-4 in the final round. They might have even been a little cutthroat according to their rivals, the Choir Practors.

We are already planning our next Friday Fun Night for the WCA Fall Convention, taking place September 22-25 at KI Convention Center in Green Bay. Save the dates, and watch for more information coming this summer.



Convention Attendees participate in WhirlyBall.

Exhibitors Bring Conversation & Laughter

With over two dozen exhibitors in attendance, the conference center hallways were bustling with conversation and laughter. The spring convention theme was Saint Patrick's Day so sparkling clover, pots of gold, and assorted other "green" decorations adorned the exhibit halls.

We would like to thank our loyal corporate partners who attended and the multitude of outside exhibitor companies for their spring convention support. The presence of corporate partners and outside exhibitors allows our organization to provide enhanced programming and exceptional networking opportunities.



Attendees chat with representatives of Hope Wellness, a WCA Corporate Partner and exhibitor at Spring Convention.

Convention Passport Winners!

Did you have a chance to play our corporate partner passport activity? For those of you who participated in hopes of winning a \$50 Amazon electronic gift card, thank you for spending the time with our corporate partners engaging in what they have to offer.

Congratulations to this year's 2022 spring convention corporate partner passport winners.

- | | |
|---------------------|-----------------|
| JENNIFER DREW, DC | EMMA HERVAT, DC |
| KRIS MIELKE | TOM SCHERER, DC |
| JAMES SPENNETTA, DC | |

CONGRATS!



THANK YOU FOR ATTENDING THE 2022 SPRING CONVENTION



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WCA Spring Convention Highlights

President's Club Reception features Senate Leader, Dan Feyen

The WCA was honored to have State Senator Dan Feyen (R-Fond du Lac) join WCA members at a President's Club Social reception during the WCA spring convention in Brookfield. Senator Feyen is one of the top leaders in the State Senate as Assistant Majority Leader.

"It was an honor to have Senator Feyen join us to preview the 2022 fall elections," said Dr. Chris Resch, WCA President. "Dan has been a friend of chiropractic and was key in getting our Medicaid reimbursement increase included in the state budget."

Senator Feyen walked attendees through the key State Senate races that will determine control of the Wisconsin State Senate in 2023. "They are keenly aware of how the US Senate and Governor's races will effect State Senate races particularly the open seats on both sides," said John Murray, WCA Executive Director and CEO. "The WCA will be looking to support pro chiropractic candidates in these key races."

"This event made clear the value of having strong leaders in the Wisconsin Legislature like Senator Feyen who will support pro chiropractic issues when they matter the most," said Dr. Resch.



Spring Convention President's Club Reception (pictured left to right): Dr. Chris Resch, Dr. Brenda Holland, Dr. Barbara Bradley, Senator Dan Feyen, Dr. Bruce Davis, and Dr. Jason Mackey.



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Typical examples

- **Sprains:** Fully heal in 6-8 days
- **Cold sore:** Disappears in 2-3 days
- **Tennis elbow:** Heals up in 4-10 treatments
- **Leg ulcer:** Heals up in 2-3 weeks
- **Arthritis pain:** Is reduced, often significantly



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Government Affairs Update

CE Sponsorship Legislation on Governor Ever's Desk Awaiting Signature

Legislation agreed to by both the WCA and the Chiropractic Society of Wisconsin to allow the Chiropractic Examining Board to approve additional sponsors of continuing education programs passed the Wisconsin Legislature last month and is on Governor Ever's desk awaiting his signature. The legislation - Senate Bill 115 - authorizes the CEB to approve an organization to sponsor CE programs if they

1. have been a non profit for 5 years,
2. do not solely exist to provide continuing education programs, and
3. can demonstrate a measurable advocacy effort for the chiropractic profession.

"All indications are that the Governor will sign this compromise legislation," said John Murray. "Our hope is that with this issue resolved, both groups can work more collaboratively on other more important issues that benefit the chiropractic profession."

[Read the Full Legislation](#)

[Joint Legislative Memo of Support](#)



WCA Continues to Press CEB and DSPS to Address License Delays

The WCA continues its efforts to raise concerns with leadership at the Department of Safety and Professional Services (DSPS) and the members of the Chiropractic Examining Board (CEB) over unacceptable delays in license approvals for chiropractors and their staff. WCA Executive Director and CEO John Murray and WCA Help Desk Director Tammy McKeown met recently via zoom with DSPS Assistant Deputy Secretary Daniel Hereth to further discuss agency efforts to fix the problem. According to Hereth, DSPS has made staffing changes within their Credentialing Division and are implementing a new more efficient licensing software system.

"We appreciate the efforts of DSPS to fix the license delay issues and look forward to faster licensing times for our members and their staff," said John Murray, WCA Executive Director and CEO.

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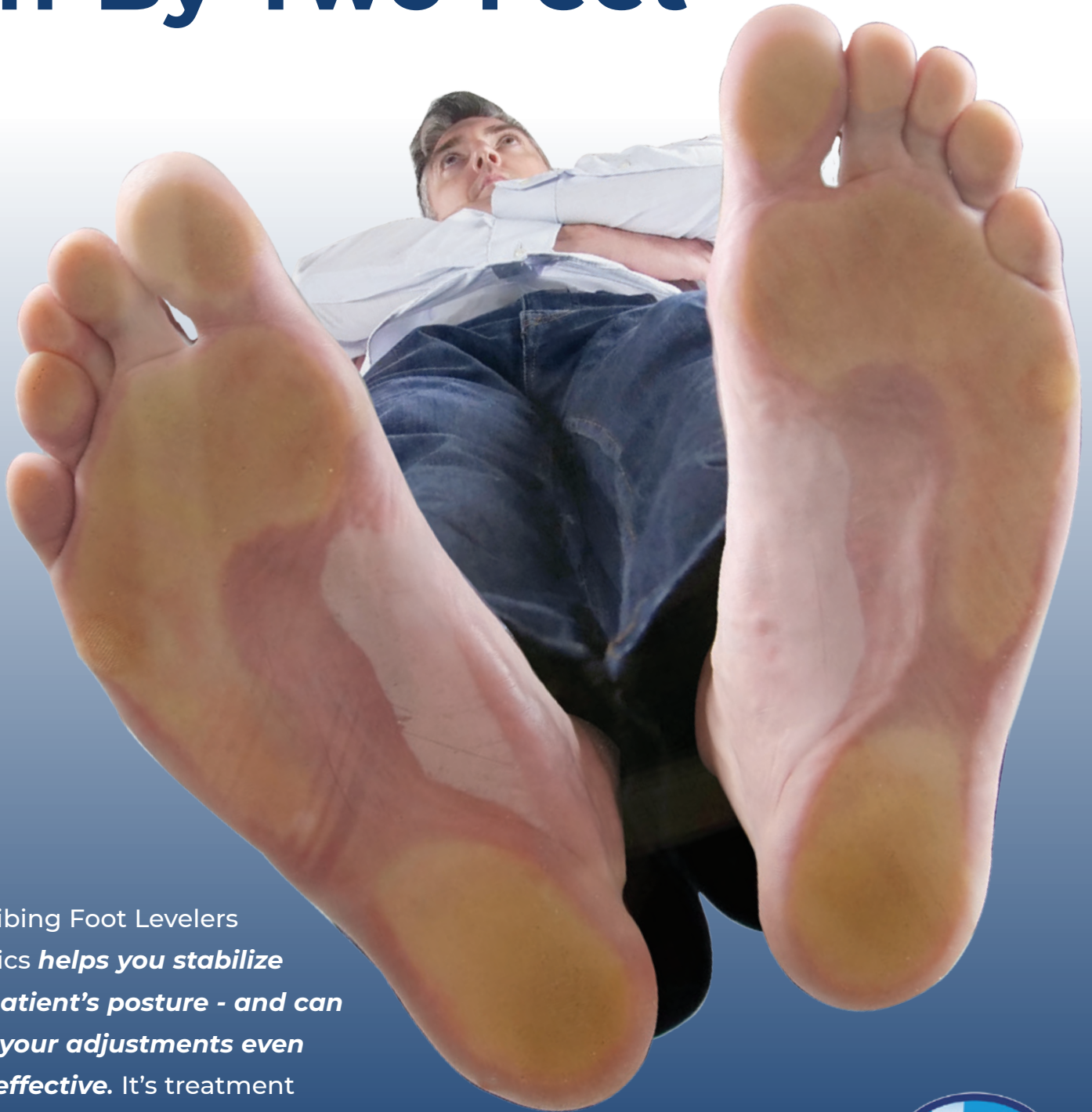
Online Continuing Education Rule Close to Being Final

The administrative rule that will allow Wisconsin chiropractors and their staff to take a portion of their required continuing education credits via online programs is in the final stage of approval. CR-21-056 is sitting in the Joint Committee for Review of Administrative Rules (JCRAR) where it will stay for a 30 day "passive review" period during which members of that committee and the Wisconsin Legislature can give it its final review prior to becoming effective. If no objections are raised related to this rule, it will be sent back to the agency from where it originated (DSPS/CEB in this case) and is then sent to the Wisconsin Legislative Reference Bureau to be published in the Wisconsin Administrative Register. Once it is published, it become effective. "Barring something unexpected, we expect the online CE rule to become effective June 1, 2022," said WCA Executive Director and CEO John Murray.

The Path to Online CE in Wisconsin



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ACA Elects 2022-2023 Leadership Team

According to an ACA news release of February 7, 2022, the American Chiropractic Association announced their 2023-2023 leadership team and it includes former Wisconsin Chiropractic Association board member Dr. Leo Bronston (photo right).



The ACA re-elected Dr. Michelle Maiers, DC, MPH, PhD of Minneapolis, MN as President and elected Dr. Leo Bronston, DC, MAppSc of Onalaska, WI as Vice President.

"I'm honored to work with Dr. Maiers and the rest of the board to support efforts that demonstrate the high value that chiropractors bring to the healthcare system and increase access to those who need our essential services," said Dr. Bronston.

Continued Work on Full Medicaid Coverage Legislation for Chiropractic Care

Building on WCA's recent state budget success which increased Medicaid reimbursement for chiropractic spinal manipulation, the WCA Policy Steering Committee led by WCA President Dr. Chris Resch (photo right) is working on a budget initiative for the 2023-2024 budget that would require the state Medicaid program to pay chiropractors for all services provided to Medicaid patients within their scope of practice and pay them at rates comparable to other health care providers providing same or similar services.



"We are already working to position this issue for inclusion in the next state budget," said Dr. Resch.

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Medicare Modernization Advocacy Continues

WCA members continued their advocacy efforts to support modernization of Medicare to cover all services provided by chiropractors within their state scopes of practice.



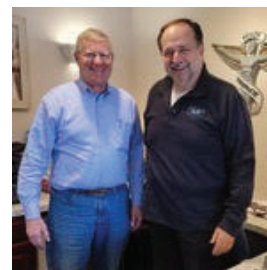
WCA members recently participated in the ACA virtual hill day in February to lobby members of the Wisconsin Congressional delegation to support HR 2654 - <https://www.acatoday.org/advocacy/medicare/>

“WCA will continue to support Medicare modernization advocacy efforts including meeting with Wisconsin congressional members in their districts along with Medicare beneficiaries,” said John Murray WCA Executive Director and CEO.



Pictured (left to right): Dr. Gene Yellen Shiring, Congressman Scott Fitzgerald, and WCA Executive Director and CEO, John Murray.

Senator Howard Marklien visits with WCA Board Member William Spontak



State Senator Howard Marklien (R-Spring Green) who is also the co-chair of the Joint Committee on Finance (the state budget writing committee), recently stopped by the clinic of WCA Board member Dr. William Spontak in Monroe, WI.



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WCA HELP DESK UPDATES

Tammy McKeown, C.T. | wcahelp@wichiro.org | 608.256.7023

Anthem BCBS Regarding Claims Data Analysis

Recently, providers in Wisconsin began receiving letters from Anthem BCBS regarding Claims Data Analysis of Chiropractic Manipulative Treatments. This letter from Anthem BCBS is like the Comparative Billing Report (CBR) from Medicare. These letters are sent to providers as a form of education and will not trigger an audit. Each year, carriers perform an internal audit of the claims sent to them. During the audit, one pattern that they are looking for is if a provider submits claims with an excessive overbilling of one code. Given that Chiropractic only has 4 CMT codes, we will likely see that one code will become a more frequently used code.



In Chiropractic, this is typically the 98941 code (Chiropractic Manipulation of 3-4 regions). This report will analyze the number of claims that have been submitted to that carrier and the codes that were included on those claims. Then, these numbers are compared to other providers in the same geographic location. When one provider has a statistical number that is an outlier (above the average), then a letter is sent to that provider.

Our Anthem BCBS representative (Kelly Beirne) states:

The intent of this letter is to educate and ensure that the providers are aware of the documentation guidelines to support Chiropractic Manipulative Treatment services. They are sent to providers that exceed the established benchmark utilization of Chiropractic Manipulative Treatment CPT codes 98941 and/or 98942 within a 12-month data period compared to their peers.

Because this letter and the information within it, is meant for educational purposes and intended to help the providers with performing self-audits of their coding and documentation processes, a provider should not interpret this process as a trigger to an audit by Anthem BCBS. According to documentation guidelines, the documentation in the patient's notes should support the code that is being billed to the carrier. Also, according to OIG Corporate Compliance Program guidelines, offices should be conducting internal self-auditing steps on coding and documentation, at least annually.

If providers would like to have a patient's chart reviewed or you have additional questions regarding this, please contact Tammy McKeown, C.T. at the WCA Help Desk, wcahelp@wichiro.org.

Sharecare Collection Notice Update

Earlier this month, it was brought to our attention that some clinics have recently received a notice of overpayment from a collection company called Sharecare, which appears to be working on behalf of American Enterprise Group (and its subsidiaries: Medico Insurance Company, Medico Corp Life Insurance Company, Medico Life and Health Insurance Company, American Republic Insurance Company, and American Republic Corp Insurance Company). The letter claims that this company has made an overpayment to your clinic and is seeking payment.



WCA contacted Sharecare and had an extensive phone conference with Seton Amick, Director of Business Development/Payment Division from Sharecare. Seton explained that Sharecare is a Health Data Company that was hired to perform reviews of overpayments on claims in various professions.

As part of this recovery, there were 242 chiropractic providers in Wisconsin that were sent a request for payment in error. There were multiple errors made with the 242 requests when data was converted, such as incorrect information on a claims data collection and the requests being sent out.

- Sharecare has now identified all notices that were sent in ERROR. Because we do not know who contacted us and the specific notices sent in ERROR, providers will receive a notice stating either no payment is owed, or an adjusted payment notice with an explanation of the mistake. This process began on Monday March 28, 2022.
- If you are a provider who did respond and sent the overpayment requested in ERROR, Sharecare will be in touch with these providers regarding the refund process.

Thank you to those who reached out to us with questions about their notice. Know that we are here to support our members. You can always count on the WCA Help Desk as your trusted resource, we always have your back!

[Read Emails from Sharecare](#)

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Fulcrum Newsflash Update: Cultural Competency Requirement Form and the Disclosure of Ownership Form

In February 2022, several providers contacted the WCA Help Desk regarding a “newsflash” that they received from Fulcrum, requiring Cultural competency training and the DOO form.

The WCA Help Desk reached out to our contact at Fulcrum (Josephine Opong Vaughn) with the following questions.

WCA Does this only apply to providers that are in network with Fulcrum or is it limited to only those in Minnesota or in-network with Minnesota Health Care Programs (MHCP)?

DOO: Applicable to all providers participating in the Fulcrum network.

Cultural Competency: While not required, WI providers are not excluded from completing the form. Cultural competency training is certainly best practice for all clinics, however, since this a DHS driven requirement and we do not support Medicaid business outside of MN, we are not requiring submission by WI providers to Fulcrum at this time.

WCA How does this apply to or affect Wisconsin providers if they are only in network with Fulcrum?

DOO: Required to complete, per Fulcrum requirements.

Cultural Competency: Not required to complete, per Fulcrum requirements.

WCA If this is required of Wisconsin providers, Fulcrum and/or MHCP, can you recommend options to get the required training?

Not required for WI providers as mentioned in answer to question 1. We are working on developing a list of optional resources but ultimately, a specific set of training materials is not required, and it is up to the clinic to determine the most appropriate option for them/their staff

WCA If this was issued in 2016, why are providers just now getting this notification to act on this?

Both are annual requirements; Fulcrum has historically requested completion near year-end (for several years) and will continue to do so going forward.

WCA Does this apply to in and out of network providers? We have some providers that are not enrolled with Fulcrum receive this email.

Submission of these forms to Fulcrum is only required of INN providers, providers not participating in the Fulcrum network should not have received an email from us.

WCA The form linked in the newsflash appears to be a short questionnaire about the accessibility for disabilities in offices. Does this include ALL disabilities, as the questionnaire only asks questions about parking, exam rooms, etc.? It does not ask about disabilities regarding the blind, deaf, those with support animals.

The questionnaire references disabilities as an overarching term and inquiries about overall access. We are specifically required to collect data regarding whether the provider's office/facility has accommodations for people with physical disabilities, including offices, exam room(s) and equipment.

If you have questions regarding this, please contact Tammy McKeown, C.T. at the WCA Help Desk, wcahelp@wichiro.org.



COMING SOON! WCA MEMBER SURVEYS

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In Memoriam

Dr. Russell M. Krebs died on January 31, 2022 following a brief illness. He was born November 13, 1929 at Loretta Hospital in New Ulm, MN to the late Elmer E. and Veronica F. (Weiss) Krebs.

He attended St. Mary's Grade School in New Ulm, Minnesota and graduated from New Ulm High School in May, 1947. In September, 1950, he enlisted in the U.S. Navy during the Korean conflict and was honorably discharged in July, 1954. After the Navy, Dr. Krebs attended Palmer College of Chiropractic in Davenport, IA. He graduated September 27, 1957 and opened Krebs Chiropractic Office on January 27, 1958 in Campbellsport, Wisconsin. He retired January 26, 2001.

Dr. Krebs married Jean A. Luerman on August 22, 1953 at St. Andrew's Catholic Church in Richmond, IN. He is survived by his loving wife of 68 years, Jean, and his 7 children and their spouses: Valerie A. (Alan) Floeter, Waukesha, WI, Mary T. (Rod) Tinberg, The Villages, FL and Menasha, WI, Michael A. (Pam) Krebs, Sauk City, WI, Ann M. (Joe) Byrne, Cottage Grove, WI, Kathleen J. (Brian) Gottlieb, Appleton, WI and Scottsdale, AZ, Carol J. (Victor) Beecher, Milwaukee, WI, and Dr. David A. (Melinda) Krebs, Campbellsport, WI. Dr. Krebs is also survived by 24 grandchildren and 16 great-grandchildren, his sister Patricia (Barry) Noack, Sun Lakes, AZ, and his sisters-in-law Romaine (Paul) De Lucio and Mary Coblentz (Gary Giesche), Bradenton, FL, his aunt Oradell Fischer, Sleepy Eye, Minnesota, and numerous nieces and nephews. He was predeceased by his parents and 2 sisters-in-law, Joan Marie Luerman (1953) and Sr. Joan Luerman, OSF (2021).

Dr. Krebs was a member of the American Chiropractic Association, International Chiropractic Association, Wisconsin Chiropractic Association, and St. Matthew's Catholic Church since 1958. He loved God, his faith, his country and his family. He also loved his Chiropractic profession, his patients and the Green Bay Packers.



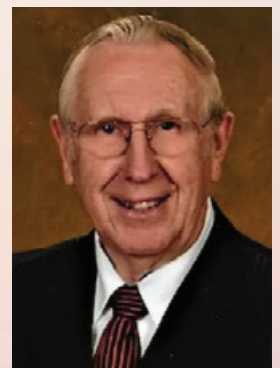
Dr. James Meloyd Loftus

Born October 12, 1934 in Madison WI was called to his eternal life January 3, 2022. He is survived by his wife Mary Lou of 66 years, his four sons Dr. James (Dr. Linda) Loftus, William (Rick Cherry) Loftus, Dr. Daniel (Sharon) Loftus, Kenneth (Karen) Loftus, four grandchildren and six great-grandchildren. He is preceded in death by his parents Meloyd and Gladys Loftus and his sister Karen (Loftus) Jordan.

Dr. Jim grew up in Madison and graduated from Madison East High School. He graduated from Palmer College of Chiropractic in 1956 and interned at the B.J. Palmer Research Clinic. Dr. Loftus practiced for 45 years in East Troy. When he retired and gave the reins to Dr. Tina Sullivan, he and Mary moved to Lake Geneva, WI. He was the perfect Chiropractic influencer to many students and patients. Dr. Jim was one who could not stand still. He held many key posts in his Chiropractic field and was awarded the Dr. Tueteberg achievement award for outstanding effort for the Chiropractic profession. He served on several boards for the East Troy Kiwanis Club, East Troy School Board, Wisconsin Chiropractic Association, St. Paul's Lutheran Church, Good Shepard Lutheran Church, and First Lutheran Church. He volunteered and served with several local social programs.

Dr. Loftus was an avid Wisconsin sports fan, including all the activities of his children and local sports heroes, holding Green Bay Packer tickets since 1956. Fishing in Canada, Florida and Alaska with family and friends was a favorite pastime.

A special Thank You to the Aurora Home Health and Hospice workers. In lieu of flowers, you are asked to make a contribution to First Lutheran Church in Lake Geneva.



If you have news from your clinic that you'd like shared in the Magazine, please email membership@wichiro.org with information and any links.



WCA CE & Convention Updates

Sarah Krahn | registration@wichiro.org | 608.256.7023

Biennium 2021-22: (December 15, 2020 - December 14, 2022)

2022 is the end of this biennium and WCA will continue to provide a variety of research-based topics for people to earn their CE's.

CE Deadline Extension for 2019-2020 biennium: In 2020, the CEB gave DCs, CTs, and CRTs until the end of the 2021-22 biennium to complete their continuing education for the 2019-2020 biennium. Please note that the CEB/DSPS did not cancel or waive the required hours. They EXTENDED the deadline to complete the CE requirements for 2019-2020 to December 2022. In other words, if you took an extension when you renewed your license in December 2020, DCs will need a total of 80 hours CE, CTs a total of 12 hours CE, CRTs a total of 24 hours CE. [Learn more on the DSPS website.](#)

If you want an up-to-date transcript of the CE classes you've taken with WCA, please email registration@wichiro.org.



Dry Needling: Part 1 - 21 CE DC

DN Foundations 1 is a 25 Hour Program Presented by Midwest Rehabilitation Institute - 21 hours in-person, 4 hours online. This course will prepare the chiropractor to practice Trigger Point Needling (TrPtDN) for Neuromusculoskeletal conditions.

Saturday, April 23 - Sunday, April 24

Muscle and Movement Therapy, Cedarburg
Instructor: Dr. Alex Earl, DC

Chiropractic Radiology (CRT) Certification - 48 CE CRT

Attend the entire course for Initial Certification as a Chiropractic Radiology Technician. Attend 12 hours to earn your CRT Renewal Hours for licensing. Join us for three weekends in April.

April 2-3; April 23-24; and April 30-May 1

Hilton Garden Inn Green Bay
Instructor: Dr. Wendy Varish

Fundamentals of Exercise

Rehabilitation I & II - 24 CE DC/CT

This 24-hour education course is designed to allow delegation of exercise rehab to Chiropractic Technicians in compliance with Wisconsin's Administrative Code.

April 23-24 & April 30-May 1

Yeomans-Edinger Chiropractic Clinic, Ripon
Instructor: Dr. Steven G. Yeomans

HIPAA Compliance & Cybersecurity: Surviving New & Ongoing Regulations

This course provides critical information that EVERY clinic needs to know about how to stay in compliance, manage risk, and avoid expensive fines. Designed for DCs, CTs, front desk, and billing staff, to implement sound policies!

Eau Claire Class - 6 CE DC/CT

Wednesday, May 11 | 12:00 - 6:00 pm
Best Western Plus - Eau Claire Conference Center
Instructor: Dr. Ty Talcott

Wisconsin Rapids Class - 6 CE DC/CT

Thursday, May 12 | 12:00 - 6:00 pm
Hotel Mead, Wisconsin Rapids
Instructor: Dr. Ty Talcott

Madison Class - 6 CE DC/CT

Saturday, May 14 | 8:30 am - 2:30 pm
DoubleTree by Hilton Madison East
Instructor: Dr. Ty Talcott

Functional Neurology Series

Module 7: The Aging Brain - 8 CE DC

Saturday, April 9. 8:00 am - 5:00 pm
Doubletree by Hilton East Madison
Instructor: Dr. Mike Powell
[REGISTER >>](#)

Module 8: Applying Functional Neurology In Your Practice - 8 CE DC

Saturday, May 7. 8:00 am - 5:00 pm
Doubletree by Hilton East Madison
Instructor: Dr. Mike Powell

[Register for WCA Classes >>](#)

Exclusive
Event
for WCA Members!



Healthy **Soil.** Healthy **Plants.** Healthy **Lives.**

An exclusive event for WCA

Friday, June 24 | 9 a.m. – 4 p.m.

Standard Process certified organic farm
W1786 WI-59 in Palmyra, WI

The event will include:

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Helping Your Patients Shouldn't Put Your Practice at Risk.

by ChiroHealthUSA, a WCA Corporate Partner



In 2021, the Office of Inspector General (OIG) budgeted \$329 million for oversight of the Medicare and Medicaid programs, including Health Care Fraud and Abuse Control (HCFAC) Program activities and law enforcement activities coordinated with HHS and the Department of Justice (DOJ). In addition, they continued to invest money in modernizing and updating their information technology. These efforts have assisted investigative analysts in sifting through data about questionable billing practices in just hours instead of weeks. It is anticipated that the FY2022 budget will reflect additional money budgeted to continue expanding and updating the information technology system. (OIG, 2021)

We reported in 2020 that the OIG is utilizing the impact of social media to educate patients on how to report pricing and discount concerns. With regular videos posted to social media and FB live events during which patients can #AskAnInvestigator, the OIG uses every available channel to educate patients on identifying and reporting even their smallest concerns. (CHUSA, 2020) The rules and regulations are often conflicting and confusing, making it difficult for doctors and their teams to know which discounts to patients are good, bad, and illegal.

As part of our commitment to protect and educate the profession, ChiroHealthUSA has launched the Discount Challenge 2.0. You have 5 minutes to review ten scenarios and identify which discount practices are good, bad, or illegal. The Discount Challenge will last from now through October 31, 2022. In December, one lucky person will be the recipient of \$15,024. Why \$15,024?

The penalty amount for Medicare inducements was increased to \$15,024. That is not per patient or per provider, but per violation, which can add up to hundreds of thousands of dollars in fines very quickly. (Office of Inspector General, 2016) What is the difference? A "Good" discount is compliant and may be applied to any patient, no matter who pays the bill (Legally Defensible). A "Bad" discount is one that your state may allow, but not the feds or insurance carriers (Subject to Interpretation). Another example of a bad discount is one that is so low, you may not be covering the cost of delivering the care. (If you would like to know the cost of delivering care down to a single visit, [click here.](#)) An "Illegal" discount will likely land you in hot water if your office is audited (Not Legally Defensible).

Whether you are an expert on discounting in your practice or not, test your knowledge in just 5 minutes by answering just 10 questions. Every correct answer gets you an entry in the challenge to win \$15,024. Once you've answered a challenge question correctly, you will receive one prize entry for that question. You can receive a maximum of 10 entries meaning that you have answered all ten questions correctly. If you miss one or two, you'll see information on what the correct answer should have been with links to sources where you can learn more. You may take the challenge as many times as you like until you answer all ten questions correctly. For full official rules and prize disclosures, [click here.](#)

Test Your Knowledge. Have Some Fun. Enter to Win. Take the Discount Challenge 2.0!



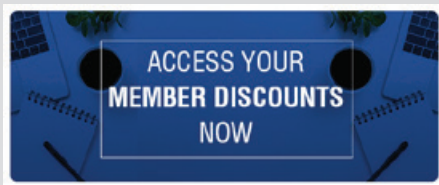
The Clinical Compass Evidence Center

Andrea Murray | membership@wichiro.org | 608.256.7023

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WCA members will have a complimentary subscription to the Clinical Compass Evidence Center, which is a member-only library of research summaries of relevant and current peer-reviewed journal articles either as abstracts or full-text with an annotated bibliography for each topic.



The Clinical Compass is Proud to Support Chiropractic Research

For the past 2 years, a conversation about disease prevention, health promotion, and public health has penetrated nearly every aspect of society. We don't need to get into all the specifics and nuances, but suffice to say, the conversations have been illuminating in several ways. From our very inception, Chiropractic has been helping patients with not just musculoskeletal pain, but all matters of health, wellness, and healing. We now see our age-old philosophy come full circle with the rise of the biopsychosocial (BPS) approach to patient care. Public health should be no exception to this paradigm. Most Chiropractors encounter public health through the startling statistics regarding lower back pain and how it drives pain, disability, missed time at work, lost income and revenue, as well as other factors like opioid usage and depression. It's abundantly clear that we can contribute to the overall health of populations and make enormous positive impact.

But why stop with lower back pain? There is evidence that smoking and pain levels are linked. There is evidence that lack of exercise and pain are linked. There is evidence that elevated blood pressure can make many other conditions worse. We absolutely have the education, experience, and relationships with our patients to raise these issues.

What other factors can WE have an impact on in order to raise the health of not just our individual patients, but on the population at large?

This was the starting point for the Clinical Practice Guideline (CPG) recently published by the Clinical Compass, *The Role of Chiropractic Care in Providing Health Promotion and Clinical Preventive Services for Adult Patients with Musculoskeletal Pain*, which can be viewed [here](#).

ARTICLE:
The Role of Chiropractic Care in Providing Health Promotion and Clinical Preventive Services for Adult Patients with Musculoskeletal Pain: A Clinical Practice Guideline

Of course, the larger question is: Can the Chiropractic profession add to these conversations and discourse in a way that best serves our patients as well as the public at large? AND, can we do it in a manner consistent with the highest ideals of EVIDENCE BASED PRACTICE?

In light of these questions, the WCA is proud to support Chiropractic research through the Clinical Compass and provide our members with access to their Evidence Center, where the most recent Chiropractic research is housed. Take advantage of this great member benefit today!

Our patients deserve the very best evidence-based care we can provide. A huge thank you to the Clinical Compass for providing the tools needed for us to do just that.

WELCOME

new WCA members!

New DC Members:

Dr. Aaron Abplanalp
Dr. Steven Crotteau
Dr. Jennifer Drew
Dr. Jacob Lipski
Dr. Riley Lutz
Dr. Margo Nolte

Dr. Tanner Schuh

Dr. Nicholas Schmidkofer
Dr. Cody Sromek
Dr. Brandon Wedig
Dr. Amanda Wedlund
Dr. Shelby Weger
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New Student Members:

Skyler Farrand, Palmer
Isaiah Griesbach, Palmer
Sarah Heesacker, NWHSU

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Whitepaper

Combat Childhood Obesity by Turning Exercise Into a Game."

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How To Disinfect Your Chiropractic Office with Force of Nature

by Force of Nature, a WCA Corporate Partner

Eliminate Cracked Tables & Protect Your Equipment from Harsh Chemicals

With the stress and anxiety of the pandemic, your chiropractic clients need your services more than ever! While conventional disinfectants may provide powerful germ-kill, they can also contain some serious chemicals that can put your patients and staff at risk as well as damage your equipment.

With the increase in disinfectant usage, it's more important than ever to choose a safer, effective disinfectant for your chiropractic office. Our EPA-registered disinfectant and sanitizer, **Force of Nature**, can be used to kill 99.9% of viruses, bacteria and germs in your chiropractic office, without harmful chemicals. Made with all-natural ingredients! Gentle on your equipment!

Top Tips For Disinfecting Your Chiropractic Office

Chiropractic Tables

Your chiropractic table is a valuable piece of equipment, and many conventional disinfectants can contain harsh chemicals that can cause corrosion or damage to your table. Force of Nature is gentle enough to disinfect your chiropractic table and any surface your patients or staff come into contact with, and is free of top allergens and certified **SkinSafe by the Mayo Clinic**. Force of Nature does not contain any alcohol, drying agents, or harsh chemicals which are known to cause damage to equipment and table coverings.

Exam Rooms & Furniture

It's safe to use Force of Nature on virtually every surface in your exam room, including chairs, countertops and rolling stools. To disinfect and clean between patients, spray surfaces with Force of Nature.

Cleaning vs. Disinfecting vs. Sanitizing

Before you start spraying or fogging, it's important to know the difference between **cleaning, sanitizing and disinfecting**.

The term "disinfectant" is the only term with a required minimum germ-kill rate, and is governed by the Environmental Protection Agency (EPA). Only EPA registered products can claim to be "disinfectants" on their labels. While the EPA tests these products for efficacy, they do not test the chemicals for safety, so it's important to **learn which ingredients are harmful and avoid them**.

An EPA registered disinfectant must prove in testing to kill at least 99.9% of the specific microbes it says it does within a certain "dwell time". The key to disinfecting is to ensure that you are covering the entire surface, so it needs to be clean of debris first. Force of Nature kills 99.9% of **Staph, MRSA, Norovirus, Influenza A, Salmonella, and Listeria** when used as directed. It's EPA Registered for use in hospitals, medical clinics, medical facilities, fitness facilities, daycares, schools, offices and more.



We're proud to be on the **EPA's List N**, the disinfectants approved for use against SARS-CoV-2, the cause of COVID-19.

"High Touch" Areas Including Your Waiting Room

Objects and surfaces that are commonly touched by staff and patients are considered "**high touch**" areas. These include door handles, drawer handles, light switches, elevator buttons and cabinet knobs. If you have any shared beverage areas like coffee or water stations, these would also qualify. In order to keep these from being hotspots for germ-transfer, spray hard surfaces down with Force of Nature and let air dry. Bonus: Force of Nature is pet-friendly, so you can wipe down fish tanks or the environment for any office "friend" to disinfect them.

Shared Technology & Gadgets

Our devices are teeming with germs! We touch technology more than we realize and we're often passing them back and forth between team members and clients for checking in, filling out and processing patient forms, and running payment, so it's important to disinfect technology like computers, phones, tablets, interactive screens and remote controls between each use.

If you have patients check in on a tablet, you can wipe it down with a soft cloth or paper towel that has been sprayed with Force of Nature between uses to avoid spreading

DISINFECTING THAT'S GENTLE ON SURFACES AND SKIN

Say good bye to cracked tables & hands! Introducing **NEW** Force of Nature Pro, the appliance that uses electricity to turn salt, water & vinegar into a multi-surface cleaner and EPA registered disinfectant that kills 99.9% of germs.

- + No harsh chemicals, no rinsing.
- + Mayo Clinic Skin-Safe Certified
- + EPA approved for use against Covid-19
- + Green Seal certified
- + Reusable bottles



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Disinfecting Your Office - Cont. from page 33

germs. To protect expensive electronic devices, never spray them directly. Instead, first spray a cloth or paper towel with Force of Nature and then wipe them down, preferably when they are powered off.

Staff Communal Areas

If your chiropractic office has a staff break room or shared kitchen, Force of Nature can be used to sanitize and disinfect surfaces to avoid the transfer of germs, viruses and bacteria like salmonella and listeria. You can spray countertops, appliance exteriors and door handles as well as food prep and eating surfaces with Force of Nature. Force of Nature can also be used around food without concern – you can even use it to clean produce!

Bathrooms

Bathrooms should be cleaned, sanitized and disinfected frequently, but thoroughly disinfecting between uses can be time-consuming and impractical.

Force of Nature is a great solution that allows you to effectively disinfect bathroom surfaces, faucets, stall door handles and locks, bathroom entrance door handles, paper towel dispensers, and, in a refillable mop, can be used to disinfect tile and hardwood flooring as well. For all these surfaces, just spray them with Force of Nature and let air dry. You don't need to waste time rinsing or wiping down the surfaces after you've sprayed them.

Personal Belongings

From the soles of our shoes to our badges, glasses, keys, phones and bags, we tote a lot of stuff around with us! Your staff can sanitize and disinfect any personal belongings before they leave for the day with Force of Nature to avoid tracking germs and bacteria home with them.

Learn More About Force of Nature

We're proud to offer an EPA-registered sanitizer and disinfectant that kills 99.9% of viruses and bacteria, which you can make on-demand in **all kinds of workplaces**. **Force of Nature Pro**, our large capacity appliance that makes 32 or 64 oz of all-in-one cleaner, deodorizer and disinfectant.

www.forceofnaturepro.com



Thank You

Spring is a time of rebirth and new awakenings. A time when we stop and appreciate our surroundings and close relationships.

How grateful we are to have loyal Corporate Partners who provide quality products and services along with member-value financial support and programming.

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| Chiro One Wellness Centers | NCMIC | Standard Process Inc. |
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BUYING OR SELLING A CHIROPRACTIC PRACTICE?

Current Wisconsin Practices for Sale

Oshkosh. Solid, long established practice. Skilled staff. \$244,102 gross. Sale includes fully equipped office with digital x-ray, and accounts receivable.

Sheboygan area. Located in highly popular city just west of Sheboygan. Approx \$600,000 gross. Long, profitable history with steady growth. Asking \$275,000. Financing available.

Northwestern Wisc. \$280,000 gross. 100% cash practice, family referral wellness patients.

Plymouth. Busy cash practice. 3,000+ patient charts. Priced below market value at only \$40,000.

Lake Geneva/Elkhorn. Div./Act. 507 pv/month. Excellent payor mix. Skilled staff. Doctor retiring.

New opportunities routinely available

Contact Loren Martin
Practice Opportunities, Inc.
Phone: 952.953.9444
www.practiceop.com
Email: martin@practiceop.com



Do you feel a headache coming on every time you need to x-ray a patient?

If so let **Superior X-Ray Company** make that headache disappear.

No you don't have to take any pills. Let our experienced staff aide you in either using your existing x-ray equipment or upgrading it to create the highest quality radiographs for your patients. We offer the sale and service of Chiropractic x-ray equipment and accessories. Please call us at 608-226-9729 or email us at superiorxrayco@gmail.com.

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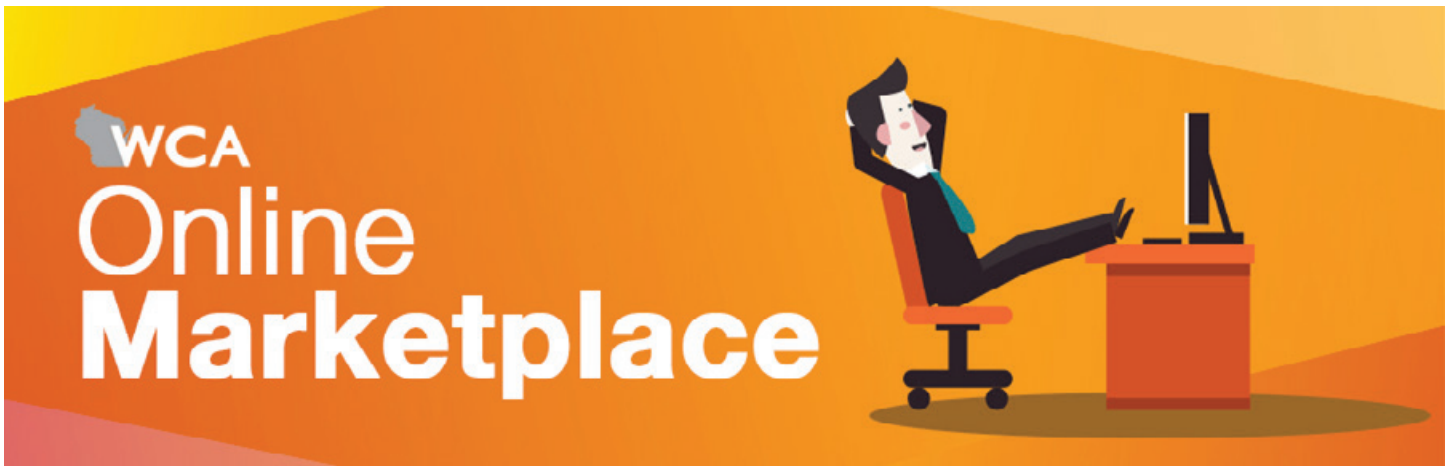


Nutritional Supplement Patient Programs

WCA is proud to partner with Standard Process and NutriDyn to provide your patients with the nutritional supplements which they rely on -- without the need for an office visit.

[www.wichiro.org/
NutritionalSupplements](http://www.wichiro.org/NutritionalSupplements)

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WINDING DOWN?

You have spent your entire career developing and growing your practice. Now is the time to look ahead. If you do not have an exit plan, LSM may be your solution. Consider joining this large, patient-centered practice and see how smooth your move to retirement can be. Please contact Sarah Pavlik at 608-316-6972 or spavlik@ismchiro.org for more information.

STUCK OR PLATEAUED?

Running a chiropractic practice is not easy. Now, with Covid, it may be almost impossible. Consider joining with LSM to revitalize your career. With 18 clinics, support staff and the latest technology, LSM can help you flourish. All benefits including healthcare, dues, malpractice and 401K plan. Work as the Chiropractor you were meant to be. Please contact Sarah Pavlik at 608-316-6972 or spavlik@ismchiro.org for more information.

PRACTICE FOR SALE IN MILWAUKEE

Located in professional building off I-94 in highly desirable west Milwaukee suburb. High volume, low overhead. Established 12 yrs. Fully furnished and equipped including digital x-ray. Priced to sell due to seller injury.

Contact Loren Martin, Practice Opportunities Inc.
P: 952.953.9444 | Email: martin@practiceop.com |
Website: www.practiceop.com

HIRING SUCCESSFUL CHIROPRACTORS - \$30,000 BONUS!

Chiro One Wellness Centers is hiring for our Wisconsin market!

- Our average clinic director salary is over \$200K
- 4 day workweeks
- 12 week paid training program
- Malpractice coverage, health insurance and PTO benefits

We are hiring for Milwaukee, Madison, Eau Claire, Chippewa Falls, Racine and Kenosha! Send resume to Dr. Kumar Email: narmda.kumar@medullallic.com Phone: (630) 415-6030

WI PRACTICES FOR SALE

- Elkhorn - Solid practice. Excellent ins/cash payor mix. Located in popular city with large draw area.
- Plymouth - Cash practice priced below market value. Seller financing.
- Sheboygan area - \$650,000 projected 2021 gross. Fully furnished and equipped.
- Ashland area - 100% cash practice! Div/Gon. Projected 2021 revenue \$285,000.
- Oshkosh area - Fully furnished & equipped practice including digital x-ray. Financing available.

New opportunities routinely available. We have excellent banker sources and provide loan assistance.

Contact Loren Martin, Practice Opportunities Inc.
P: 952.953.9444 | Email: martin@practiceop.com |
Website: www.practiceop.com jeske@schubbeappleton.com

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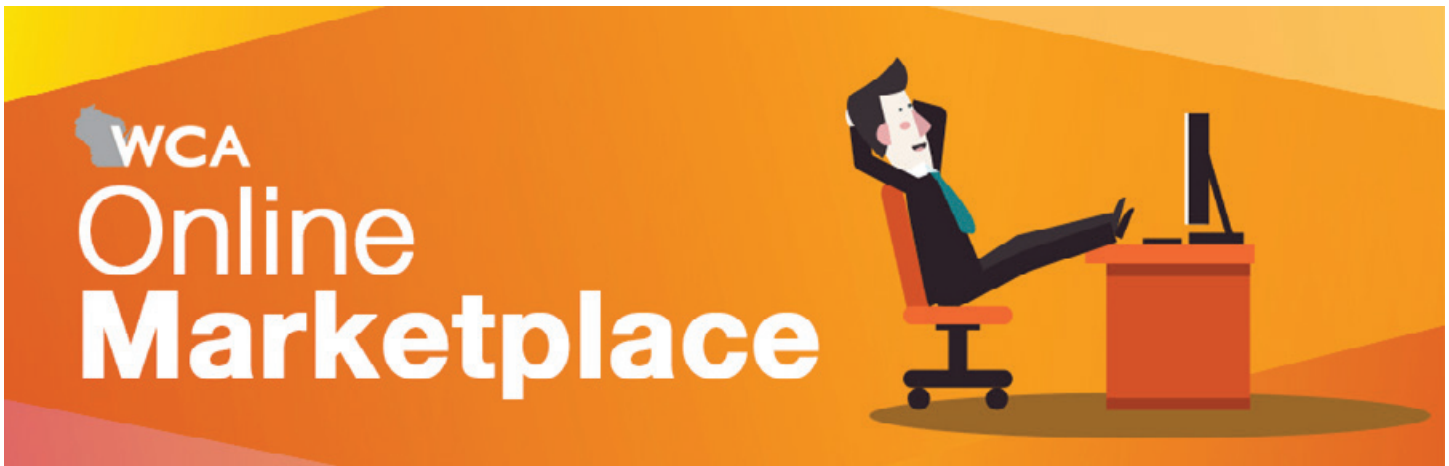
Doc for a Day covers your office and provides you income when you cannot. All docs are licensed, insured, experienced and had background checks. Free office intro. Flat rates, no sneaky extras. Call 847-367-9641 or email daleslachman@gmail.com. Website: www.Docforaday.com

PART TIME CHIROPRACTOR WANTED IN CENTRAL WISCONSIN

Looking for a part-time Doctor of Chiropractic to add to our fast-growing Wellness Way clinic in Kingston, WI. Base salary plus productivity and quality bonuses, allowances for continuing education and conference attendance, as well as massive opportunities for personal and professional growth. Possibility of developing into a full-time position.

Already established existing patient base in need of

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chiropractic care. We are looking for the right person to add to our Wellness Way team. Job duties:

- Conduct patient consultations by reviewing health and medical histories; questioning, observing & examining patients; and reviewing x-rays, as indicated.
- Evaluate patients' neuromusculoskeletal systems and the spine using chiropractic diagnosis to determine neuromusculoskeletal and spine-related conditions.
- Perform manual adjustments to the spine, or other articulations of the body, to correct the neuromusculoskeletal system.

If interested, please email jfeldner@dynamicdoctors.com
We look forward to hearing from you!

CHIROPRACTORS NEEDED

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 3 years ago. Call 847-367-9641 or email daleslachman@gmail.com w/resume.

ADDITIONAL CHIROPRACTOR WANTED FOR GROWING PRACTICE IN KEWAUNEE, WI

Well-established family-based practice in beautiful Kewaunee, WI looking to hire fourth doctor. Steele Chiropractic has been a strong base in the community for over 25 years and continues to show steady growth.

Looking for a doctor who demonstrates good manual adjusting skills primarily utilized in Gonstead, Thompson Drop & Diversified techniques, someone who thrives in a fast paced + fun environment and is passionate about chiropractic and holistic wellness care.

We offer a commission-based salary, 4-5 day work week and more!

Interested candidates should send resume to totalhealth@steelechiropractic.com ATTN: Kari/Jessica

ASSOCIATE POSITION

Well-established Madison Chiropractic North Clinic is looking for an associate chiropractor who will be stepping into an established patient base. Work with a great team of DCs and staff, who are well-trained and knowledgeable regarding patient insurance and billing.

Techniques used are Diversified, Thompson, Gonstead, and Activator, but additional techniques are welcome! 4-day work week with Saturdays, seeing 100-130 visits/week.

Salaried position includes health insurance, continuing education, license renewal, malpractice insurance, and CPR training. Great potential to become a partner!

Contact Information: Please send a Resume and Cover Letter to madisonchiropractic@madisonchironorth.com

APPLETON CHIROPRACTOR

Chiropractic position available in a progressive clinic in the Appleton area. Looking for someone who is motivated to grow along with our expanding practice. Our clinic has amazing tools to work with patients such as physiotherapy, digital x-ray, vertical and horizontal traction, soft tissue tools, dry needling, and hyperbaric oxygen chamber. 4 day work-week with paid vacation. Other benefits including continuing education, short term and long term disability insurance. Great chance to work with a wonderful and supportive team. \$2,500 Signing Bonus! Interested candidates please email resume to drreineking@aascendchiro.com.

ASSOCIATE WANTED TO JOIN OUR THRIVING CLINIC IN WEST BEND, WI

The previous owner is looking to retire, so this new Associate will be stepping immediately into a fully-established patient base. We have a team of multiple DCs, CTs and a great staff all working together to provide a top-notch experience for both patients and employees. Seeking a confident DC who is proficient at: history taking, physical exams, note taking,

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adjusting and treatment plan management. Salary: \$50,000-\$100,000.

This is a great long-term career opportunity in a well-established clinic with a high reputation for genuine patient care and management.

Contact: Garrett Brugger DC, owner of Woodridge Chiropractic Clinic, garrett.brugger@gmail.com

ASSOCIATE DOCTOR WANTED SOUTHEAST WISCONSIN

Southeast Wisconsin clinic in Waukesha County established over 30 years seeks motivated individual to join our staff. The right individual will have the opportunity for ownership once his/her practice is established. The current Dr. seeks to retire within 5-7 years. New or recent graduates are encouraged to apply, but we will gladly welcome experienced providers looking for a change. We primarily utilize manual adjusting techniques and offer a wide range of therapeutic modalities, exercise and massage therapy. The clinic has a very friendly and skilled staff to assist you in your practice growth. To arrange a confidential interview, please submit a resume and cover letter to newberlinchiro@gmail.com.

NORTH CENTRAL WISCONSIN ASSOCIATE OPPORTUNITY

Do you want to be part of a team that LOVES to have fun with each other, and has a desire to make a TREMENDOUS IMPACT in the community, and is your chiropractic family?

We are an established family and pediatric wellness-based group practice located in Merrill, Wisconsin. We have a great reputation as the place to go if you have kids and a family!

Salary plus commissions, great benefit package including health and dental insurance, retirement plan, health savings account, paid malpractice insurance, LOTS of paid time off, amazing work environment, and THREE DAY WEEKENDS!

Learn more...email kategras@gmail.com.

Website: <https://www.kidschirowi.com>.

WISCONSIN LICENSED CHIROPRACTOR OR SOON-TO-BE WISCONSIN LICENSED CHIROPRACTOR

Did you just graduate from chiropractic college? Have you bounced around from clinic to clinic and are looking for a place to call home and people to grow old with? Are you on the back end of your private practice career, but aren't ready or able to retire? Do you own your own practice, but you're tired of the administrative headaches involved?

If you fit one of the above scenarios, the team at Oak Creek Relief & Wellness has an immediate opening for a Doctor of Chiropractic with strong case management skills and a passion for helping patients achieve Relief & Wellness.

Free yourself from all the stresses that a typical DC has in private practice!

You will NOT need to:

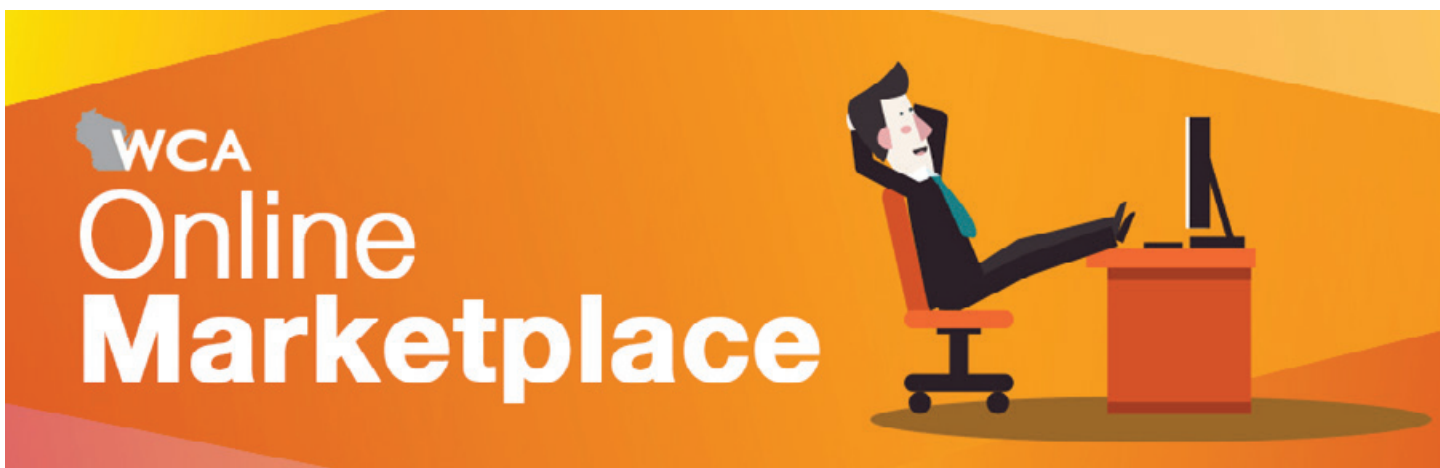
- Deal with staffing issues
- Answer phones
- Handle billing & collection issues
- Become a marketing guru
- Spend all your evenings or weekend doing screenings

Oak Creek Relief & Wellness offers:

- Well equipped modern chiropractic facility with unmatched administrative and licensed support staff to help you reach patient goals
- Starting salary of \$51,240 a year
- Salary range \$51,000-91,000
- 100% malpractice coverage
- Continuing Education Credit allowance
- 100% Insurance Credentialing fees covered by clinic
- 401K Retirement Plan
- Short term disability
- Long term disability
- Paid time off (holiday, vacation, personal/sick days)
- Free health club membership

Come tour our clinic and see why:

- Our current team of Associate Chiropractors have been with us since 2008



- Our current team of CT's & Administrative staff have been with us an average of 11.5 years.
- Why our clinic was featured in The American Chiropractor Magazine

Please email your Curriculum Vitae (CV) to drken@tds.net. All contacts will remain confidential. Previous applicants welcome to re-apply.

Oak Creek Relief & Wellness
1900 W Ryan Rd | Oak Creek, WI 53154
414.761.5777 | www.oakcreekreliefandwellness.com

ASSOCIATE WANTED - GREATER MILWAUKEE AREA

Chiropractic Company is a rapidly expanding group of clinics in the greater Milwaukee area and we are currently looking for associate doctors.

We are unique in the profession in that doctors have the opportunity to advance from associate, to clinic director, to shareholder in the corporation all based on their personal performance.

In addition to a salary and bonus structure we also offer health insurance, short term and long term disability insurance, and a matching 401k plan. Continuing education, chiropractic coaching, 50% off a gym membership, license, CPR training, and malpractice insurance are also covered benefits of working with the Chiropractic Company.

For more information go to: www.chiropracticcompany.com
OR Email: drmcleod@chiropracticco.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.

IMMEDIATE OPPORTUNITY FOR ASSOCIATE DOCTOR IN GREEN BAY AREA - FT OR PT AVAILABLE!

We are looking for an Associate Doctor to help grow our already busy Chiropractic Clinic in the Green Bay area. Established practice with 22 years of helping patients with chiropractic and rehabilitation needs. Van Drisse Chiropractic Center is a multi-doctor team that delivers the highest quality of care available with 8 adjusting rooms, a rehab room, spinal decompression, and digital x-ray.

We have an immediate opening for a full or part time Chiropractor. This is a great opportunity for a new or established doctor. Above average compensation, malpractice, 401k, profit sharing, and a flexible schedule with paid time off. Call Kaitlin at (920) 337-0103 or email kaitlin@vandrissechiropractic.com.

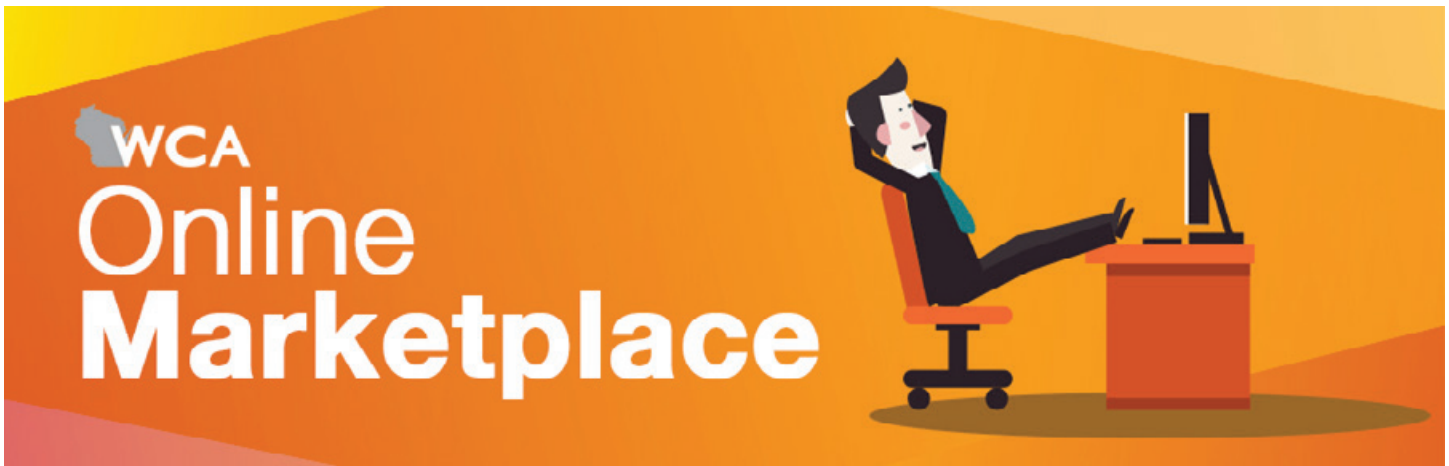
LONG-TERM ASSOCIATE DOCTOR OF CHIROPRACTIC NEEDED IN JANESVILLE

Van Roo Family Chiropractic is seeking an Associate Doctor to join our family practice which has been serving the Janesville community for 20 years. We are at an ideal stage to begin the search for a long-term Associate Doctor with potential ownership of the clinic in the future. The new Doctor must have a good work ethic and values, like to have fun yet be professional, and would also like to be in our area long-term. We will provide training and competitive compensation. Call Dr. Ryan at 608.751.3124 or email ryanlaurawatt@hotmail.com if interested.

AVAILABLE ASSOCIATE DC POSITION IN SOUTHEAST WISCONSIN - CONTACT US TODAY!

Associate DC position immediately available in a well-established, high-volume practice in Southeastern WI. Anderson Chiropractic is a 30-year clinic in Burlington, WI. We are looking for someone who is motivated and willing to learn and grow with a passion for chiropractic. Looking for an associate and/or potentially someone who wants to

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run their own practice. Contracted employment with initial salary, tiered commission, continuing education and liability insurance. New or recent graduates are encouraged to apply, but we will gladly welcome experienced providers looking for a change. To schedule a confidential interview, submit resume/cover letter to andchiro733@gmail.com.

ASSOCIATE NEEDED - BEAVER DAM MULTIDISCIPLINARY PRACTICE

Beaver Dam Chiropractic & Rehab is looking for an associate chiropractor in a multidisciplinary practice in Beaver Dam, Wisconsin. The practice has been consistently growing and therefore has created the need to add another chiropractor to the practice. Benefits include: starting salary of \$60,000 plus bonus incentives, health insurance stipend, paid time off, and an employer sponsored retirement plan. Interested candidates please contact Josh Lentscher via email: lentscherj@gmail.com or phone: (920) 887-7156.

PRACTICE FOR SALE AND/OR INDEPENDENT CHIROPRACTIC CONTRACTOR WANTED

20 miles NW of Milwaukee. Large 3600sqft, beautifully decorated and fully equipped office for Sale OR Rent. 6 Adjustment Rooms / 2 Exam Rooms / Consultation Room / Digital X-Ray, with monitors for viewing and education in each room / Complete Therapy Department.

36 year practice - 500K/yr collections / 90% cash – 3 days a week, Space available for rent or ready to sell. Financing Available.

Please Call 414-322-7505

ASSOCIATE OPPORTUNITY NEAR SHEBOYGAN

Howards Grove Chiropractic (near Kohler/Sheboygan) is seeking a Wisconsin-licensed Associate Doctor to join our well-established practice of nearly 30 years. Excellent opportunity to take over a full patient base and work side-by-side with 3 established chiropractors, an awesome staff, and a well-equipped office. Multiple future options are also available. If interested in learning more, please contact Dr. Wendy Varish at wvarish@varishchiro.com.

DOCTOR/ASSOCIATE WANTED IN CENTRAL WISCONSIN

Established wellness-based family practice in Central Wisconsin with future partnership potential seeking caring, self-motivated, energetic, and ethical doctor to join the practice. State-of-the-art modern staffed facility with digital x-ray, physiotherapies, EHR, electronic billing, and nutrition. Desired record keeping and organizational skills to complement a caring personality. Wisconsin licensed doctor with Activator certification, diversified and drop piece adjusting skills wanted. Salary based on collections and benefits including retirement plan, group practice conveniences, and continuing education. Please send resume/CV to westfieldchiros@hotmail.com.

WANTED TO BUY: USED FLEXION-DISTRACTION TABLE

Wanted: used flexion-distraction table, preferably with elevation. Lloyd, Chattanooga, Ergostyle, other. Call Matt, (920) 965-1155.

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