



The Wisconsin Chiropractor

The Official Publication of the Wisconsin Chiropractic Association

Spring 2023 | Volume 58 | No.1



A LESSON IN LOBBYING STUDENT MEMBERS ATTEND ACA ENGAGE

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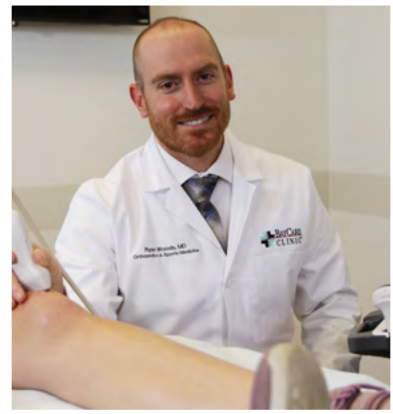
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COVER PHOTO:

Pictured (L to R): Dr. Ben Mikla, DC; Dr. Leo Bronston, DC; Representative Derrick Van Orden; Taylor Schregardus; Hannah Goltz; Brycen Valiga

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WCA NEWS

Governor Evers Introduces 2023-2025 State Budget Plan

The 2023-2025 Wisconsin State Budget season officially began in Madison last month when Governor Evers gave his biennial state budget address and introduced his two year budget plan.

LRB Budget Analysis

WCA Executive Director and CEO John Murray has already been combing through the budget analysis for items of interest and provisions that might potentially affect Wisconsin chiropractors. “Call me a policy nerd, but I love reading through the budget summaries and look forward to the forthcoming in-depth budget analysis from the Wisconsin Legislative Fiscal Bureau,” said Murray.



GOVERNOR TONY EVERS

The Republican-controlled Wisconsin Legislature has already indicated that they will scrap Governor Evers’ budget and build their own. The WCA will be working to get a provision included in the Legislature’s budget that would increase access to chiropractic care within the state Medicaid program and pay chiropractors fairly for the services they provide.

WCA President Dr. Chris Resch and WCA Executive Director and CEO John Murray have been meeting with numerous finance committee members and legislative leaders advocating for the Medicaid provision.

“We have had some very productive meetings educating legislators on the clinical value of providing Medicaid patients with greater access to chiropractic care,” said WCA President Dr. Chris Resch. “They seemed particularly receptive to the idea of using chiropractic care to deliver better patient outcomes and avoid prescriptions and costly surgeries.”

Members of the Wisconsin Legislature are holding listening sessions in their respective districts in March and April to gather public input on the Governor’s budget and hear other ideas from their constituents. The Joint Committee on Finance will start its work on the budget in late April/early May with the goal of sending it to the Governor for his review before the June 30th, 2023 fiscal year deadline.

“We had some very productive meetings educating legislators on the clinical value of providing Medicaid patients with greater access to chiropractic care.”

~WCA President Dr. Chris Resch



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WCA NEWS

Legislative Committee Orders Audit of DSPS License Delays

The Joint Legislative Audit Committee voted recently to order an audit of the Department of Safety and Professional Services (DSPS), the state agency that oversees licensing of hundreds of professional licenses including chiropractors and their staff.

The WCA has been working with DSPS on behalf of WCA members to resolve license delays over the past few years.

“We will continue to work collaboratively with DSPS staff and the Chiropractic Examining Board (CEB) to resolve license delays,” said WCA Executive Director and CEO John Murray. “Our hope is that the results of the legislative audit provide a roadmap for faster licensing times.”

Mandatory Boundaries & Ethics Training

The Wisconsin Chiropractic Examining Board (CEB) is considering a rule that would require chiropractors in Wisconsin to take two hours (as part of the required 40) every biennium of mandatory training on the topics of boundaries and ethics. The rule CR 22-066 was given a public hearing on February 2, 2023 by the CEB during which WCA Executive Director and CEO John Murray provided testimony asking for changes in the rule.

“We support the general concept of proactively educating Wisconsin chiropractors on best practices in the area of boundaries and ethics, but the rule as written misses the mark,” said Murray. “We are encouraged that the CEB is willing to consider changes that would more clearly define “boundaries and ethics” to better accomplish their goal.”

Experiencing Licensing Delays? We Can Help.

Please email WCA Help Desk at wcahelp@wichiro.org or call Tammy McKeown, WCA Help Desk Director at 608.292.1804.



We Want To Hear From You!

Should the CEB reinstate mandatory boundary and ethics training for Wisconsin chiropractors?

Send your thoughts to WCA Executive Director & CEO John Murray, jmurray@wichiro.org



Pictured: Dr. Gene Yellen Shiring, Congressman Scott Fitzgerald, and John Murray attend a fundraising event in early March.



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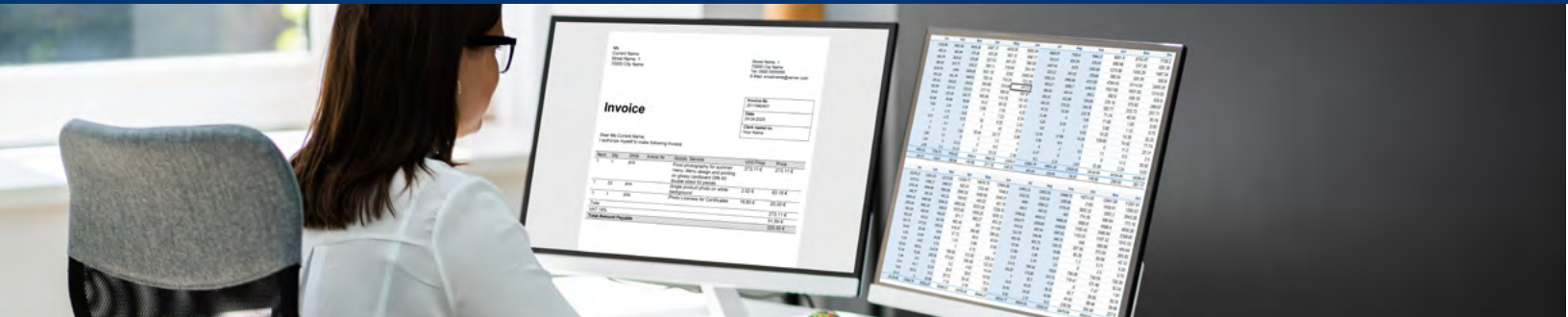
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WCA Help Desk Updates

Tammy McKeown, C.T. | wcahelp@wichiro.org | 608-292-1804



Does Your Clinic Collect Patient Billing Information?

If your chiropractic practice collects patient billing information, you are considered a ‘merchant’ and the clinic is subject to federal and state laws and regulations that protect consumer credit card information.

These laws and regulations include Health Insurance Portability and Accountability Act (HIPAA); Federal Trade Commission Act (FTCA); and Payment Card Industry Data Security Standard (PCI DSS).

"Reasonable Security Measures"

Health Insurance Portability and Accountability Act (**HIPAA**) and state privacy laws require providers to implement ‘reasonable’ security measures to protect payment information. Because HIPAA does not define ‘reasonable,’ providers have freedom in determining which security measures to implement. Locking the information in a file cabinet and locking the room where the file cabinet is kept or using HIPAA-compliant encrypted storage programs (for electronic storage) are examples of ‘reasonable’ security measures.

Federal Trade Commission Act (FTCA) requires businesses to use ‘appropriate’ and ‘reasonable’ security measures to protect credit card information. Federal law requires all businesses to delete a card’s expiration date and shorten the account information to include no more than the last 5 digits of the card number that is printed on all sales receipts. FTCA also requires businesses to get prior authorization from individuals before charging their credit cards.

- **For example, if a patient previously used a credit card to pay for an out-of-pocket cost, the chiropractic clinic cannot later use the credit card to charge for further out-of-pocket cost without notifying the patient and getting their authorization.**

Payment Card Industry Data Security Standard (PCI DSS) applies to entities that store, process, and/or transmit cardholder data. Examples of the PCI DSS rules include using firewalls to protect cardholder data and restricting access to cardholder data to a ‘need-to-know’ basis. Businesses that do not comply with PCI DSS can be subjected to fines and/or have their contracts terminated by credit card companies.

CMS: Public Health Emergency Update

CMS released a notice on February 27, 2023 stating that they are planning for an official end of the Public Health Emergency (PHE) for COVID-19 on May 11, 2023. Over the next several months, CMS will work to ensure a smooth transition back to normal operations. CMS stated that it will be clarifying its policies on Telehealth services and which services will be approved.



Along with these changes, the WCA Help Desk suspects HIPAA changes that are currently in final draft form, may also be made official. As more information becomes available, we will keep you updated as to any policy changes.

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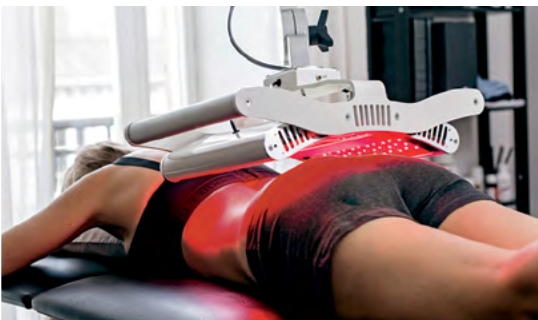
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Typical examples

- **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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WCA Help Desk Member-Only Webinar

2023 Updates: What Your Practice Needs to Know

In Case You Missed It: Watch this Webinar On Demand

About this Webinar: Several changes that affect the chiropractic practice are to take effect in 2023. See what documentation, coding, billing, and practice management protocols you need to know. Dr. Mario Fucinari will deliver nuts and bolts information to update your practice protocols and keep you productive and compliant. This class is perfect for doctors, staff, and billers.

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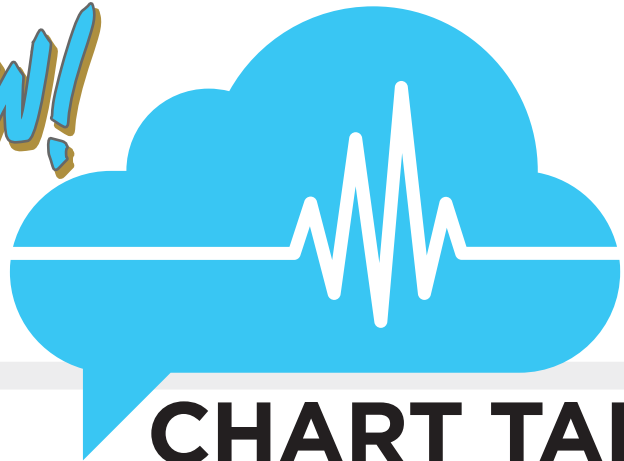


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We hope to see you in Middleton **March 17th!**

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Improving Patients' Lives at HealthNet of Rock County

Editor's Note: WCA Executive Director and CEO John Murray recently visited HealthNet in Janesville, WI.

Imagine if one of the largest clinics in Wisconsin could have a significant impact on the chronic pain of patients through chiropractic care? That is exactly what is happening at HealthNet of Rock County.

HealthNet of Rock County, Inc. is a free and charitable clinic that opened in 1994 as a 501(c)3 non-profit organization through the result of a needs assessment completed by the Salvation Army in 1993. This assessment identified a lack of affordable health care as one of the major problems of Rock County.

"We did a diagnostic study in 2015-2016. We thought that heart disease and diabetes were going to be top of the list," said HealthNet CEO, Ian Hedges. "It actually ended up being mental illness number four, diabetes number three, heart disease number two and chronic pain was number one."

Hedges said chronic pain was a bit surprising because their patients were not asking for pain pills. "We don't have them here and we don't prescribe them here because of the way our clinic works," said Hedges. But patients continued to come back with that diagnosis.



Managing Chronic Pain

HealthNet, which is almost completely funded with donations, offers a wide range of services most recently adding dental and mental health care. Hedges and his team restarted their diagnostic study when they moved into their new building because they wanted to make sure that their new space was serving the purposes it is meant for. As a result, chronic pain had gone down from number one to number four. Hedges suggests a correlation between chiropractic and their number of chronic pain clients.

"We didn't drop down in the number of patients - we didn't drop down in the number of services we were offering. What we did see is that people were being treated for (chronic pain). The only factor we can point to is that we had chiropractors coming regularly."

continued on page 14



“Being able to offer chiropractic care on a regular basis helps (patients) better manage their chronic pain and reduce OTC an prescription use.”

Dr. James Damrow, WCA member

HealthNet - Cont. from page 13

The Impact of Chiropractic Care

WCA member, Dr. James Damrow, volunteers his services at HealthNet each week. He says he sees the impact of chiropractic care first hand. “Most of our patients who are dealing with chronic pain have very physically demanding jobs in the service sector,” said Damrow. “Being able to offer them chiropractic care on a regular basis helps them better manage their chronic pain and reduce OTC and prescription use.”

According to Damrow, the evolution of chiropractic care within HealthNet was gradual. “It really started back with the late Dr. Steven Douglas volunteering his time,” said Damrow. “Dr. Andy Paull built on that work and I am proud to join him in those volunteer efforts.”

Dr. Andy Paull says moving chronic pain from number one to number four has been a great success story. “I think it has been a great opportunity for both us as chiropractors and others on staff to combine our efforts to help these people. They have no place else to go other than us,” said Dr. Paull.

“In our kind of work, we don’t get a lot of success stories. We get a lot of chronic maintenance, but I would argue that because of chiropractors who have just stepped in, it seemed like overall pain was reduced,” added HealthNet CEO Ian Hedges.

[Learn More About HealthNet](#)

HealthNet Patients, By The Numbers



4,011

Combined Medical & Dental Patients



\$23,073

Average Household Income



52 %

Live at or below Federal Poverty Level



60 %

are Female



43 %

of Medical Clinic patients are Beloit residents



44 %

of Medical Clinic patients are Janesville residents



WCA Membership Update

Zach Kasun, Membership Director | zkasun@wichiro.org

WCA Announces Additional Member Benefits

Our number one priority is to provide our members with the tools and the support they need to build a successful chiropractic practice in Wisconsin.

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Explore Our Existing Member Benefits

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If you are on the fence about membership or simply have some questions – please feel comfortable reaching out to me directly at: 608-292-1805 or email membership@wichiro.org

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Social Security Disability Claims

Whether due to an injury-causing accident or the onset and progression of a serious illness, it may become necessary to apply for Social Security Disability benefits to obtain modest income in this difficult time. Hawks Quindel can help you navigate the social security disability application and appeals process to see your claim through to approval.

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March 4-5 at Sonesta Milwaukee West, Wauwatosa

Saturday March 4, 8:00 am – 5:00 pm

Sunday March 5, 8:00 am – 12:00 pm

Module 2: GI Conditions/Gut-Brain Axis

March 16-17 at WCA Spring Convention, Madison Marriott West, Middleton

Thursday March 16, 8:00 am – 5:00 pm

Friday March 17, 8:00 am – 12:00 pm

Module 3: Immunity, Inflammation/Autoimmunity

March 18-19 at WCA Spring Convention, Madison Marriott West, Middleton

Saturday March 18, 8:00 am – 5:00 pm

Sunday March 19, 8:00 am – 12:00 pm

Module 4: Sports Nutrition

April 29-30 at Holiday Inn American Center, Madison

Saturday April 29, 8:00 am – 5:00 pm

Sunday April 30, 8:00 am – 12:00 pm

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Pictured (Back row L to R): Vincent Brannigan, Eric Nalbandian, Brycen Valiga, Dominic LaSpisa, Hussen Ngo; (Front row L to R): Heather Hagland, Hannah Synon, Taylor Schregardus, Jill Zaleski

National University of Health Sciences SACA Chapter Attends ACA Engage 2023

Written by Taylor B Schregardus, BS | Chiropractic Medicine Student

Nine students from the SACA chapter at National University of Health Sciences Illinois arrived in Washington D.C. on January 25 for ACA Engage 2023.

This SACA chapter was dormant for months during the COVID-19 pandemic and only recently restarted in August 2022 under the leadership of Hannah Synon and Taylor Schregardus. Our executive board grew to four members to include Jill Zaleski and Brycen Valiga.

Attending Engage mere months after taking office seemed like a pipe dream to us. We fundraised by selling t-shirts and hosting a pumpkin decorating contest at the NUHS Fall Bash. We also received scholarships from the Wisconsin Chiropractic Association and Illinois Chiropractic Society which enabled all four board members to attend and five general members joined us. These members included Heather Hagland, Hussen Ngo, Eric Nalbandian, Dominic LaSpisa, and Vincent Brannigan.

A Lesson in Lobbying

ACA Engage 2023 kicked off on Wednesday, January 25 with the kick-off/Capitol Hill briefing where we learned the do's and don'ts of lobbying and how best to advocate for the Chiropractic Medicare Coverage Modernization Act. Later that evening was the SACA welcome meeting and we were presented with the 2022 Most Improved Chapter award.

Thursday was our day on Capitol Hill and we were...nervous to say the least since none of us had ever lobbied before. We separated into three groups — two groups were set to lobby with the Illinois representatives and one with the Wisconsin representatives.



(L to R): Taylor Schregardus; Brycen Valiga; Representative Mark Pocan; Dr. Ben Mikla, DC; Hannah Goltz



(L to R): Brycen Valiga; Hannah Goltz; Taylor Schregardus; Dr. Ben Mikla, DC



(Back row L to R): Heather Hagland, Hannah Synon, Vincent Brannigan, Brycen Valiga; (Front row L to R): Jill Zaleski, Taylor Schregardus, Dominic LaSpisa, Eric Nalbandian, Hussen Ngo

"...we were nervous to say the least since none of us had ever lobbied before."

continued on page 20



Students from the National University of Health Sciences SACA Chapter attend ACA Engage 2023, including Executive Board Hannah Synon, Taylor Schregardus, Jill Zalesski and Brycen Valiga; and members Heather Hagland, Hussen Ngo, Eric Nalbandian, Dominic LaSpisa, and Vincent Brannigan. Pictured (L to R): Brycen Valiga; Hannah Goltz; Taylor Schregardus; Dr. Leo Bronston, DC; Dr. Ben Mikla, DC

SACA - Cont. from page 19

Taylor, Brycen, and Hannah Goltz (Northwestern Health Sciences University) joined forces with the WI Alternate Delegate Dr. Ben Mikla and Dr. Leo Bronston (ACA Vice President). Both Taylor and Brycen were born and raised in Wisconsin - Taylor in Waupun and Brycen in Phillips - and plan to return to practice there upon graduation.

The morning consisted of meetings with Congressmen Pocan, Fitzgerald, and Tiffany. Congressman Mark Pocan and Congressman Tom Tiffany happily agreed to cosponsor again when the new bill is announced in the House. Freshman Congressman Derrick Van Orden, with his office fridge stocked with Wisconsin cheese and Miller Lite, not only enthusiastically agreed to cosponsor but also promised to speak with his colleagues about the bill.

Taylor and Jill served as the Delegate and Alternate Delegate at the SACA Business Meeting on Friday. We learned more about the opportunities that NextGen provides and the new Integrative Pediatrics Masters Program at Logan. We also had a deliberative discussion centered around the question, "How are you going to promote your future and the future of chiropractic?" That afternoon we had the privilege of voting for the next SNEB Chair, Hannah Goltz, and Vice Chair, Matt Smolen.

We also got to do some sightseeing while in our nation's Capitol by visiting several Smithsonian institutions including the Air and Space Museum, Museum of Natural History, and the Zoo. Several of us also walked from the White House to the World War II Memorial down the deceptively short Reflecting Pool to the Lincoln Memorial. We took a breather on the steps and the view of the Washington Monument was absolutely breathtaking.

Three of our group will graduate this year and will thus be unable to attend Engage as SACA members. The six who will still be in SACA are so excited to take what we have learned this year and apply it to next year's conference. We hope that more students will join us and that together with the other SACA chapters and the ACA, we can continue to advocate for patients.



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"SIMPLIFYING HIPAA" - 4 CE

Learn how HIPAA compliance applies to patient interaction and fulfill your required HIPAA training for 2023!

- Register for the Saturday afternoon Symposium #4 featuring Mike Rizzo, sponsored by Abyde



Medicare Made Easy. Are You Leaving Money on the Table?

"MEDICARE MADE EASY" - 4 CE

Medicare can be intimidating, but fortunately the rules can be made simple and reduce anxiety when applied properly.

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Finally feel like you know how to create records and provide care that won't be denied or refuted!

- Register for the Saturday afternoon Symposium #4 featuring Dr. Evan Gwilliam, sponsored by ChiroHealthUSA

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Reset Wellness with Whole Food-Based Detoxification



It's not an exaggeration to say that toxins are virtually everywhere.

Even though we cannot necessarily see them, toxins are in the air, in the water, and even in our food.¹ The body can manage some level of detox on its own, but sometimes it may need some extra help and support. Some toxins are even produced from normal metabolic processes in our body, making it difficult to avoid a build-up of toxic compounds.¹

Excessive toxin exposure can surpass the body's natural metabolic detoxification abilities, and improper clearance of toxins may play a role in the development of serious conditions. They include obesity, neurocognitive conditions, immune dysfunction, and reproductive and developmental issues.^{1,2}

Accumulation of toxins can also manifest as symptoms that include:

- **Fatigue or difficulty sleeping**
- **Indigestion and other temporary gastrointestinal upset**
- **Food cravings and weight gain**
- **Reduced mental clarity**
- **Low libido**
- **Skin issues**
- **Joint discomfort**

Metabolic detoxification, also called detox, is an opportunity to intentionally reset the body by ridding it of dangerous toxins and clearing bad chemicals. The detox process consists of three phases. First, toxins are tagged with chemical structures to identify them as toxins. Next, they are converted to non-toxic compounds. This allows them to proceed to phase three — excretion.²

When undergoing a metabolic detox program, it is important to provide the right nutrients from whole food ingredients. Whole food nutrition can help ensure that the steps of detoxification are properly activated and working together to clear dangerous toxins.² It can also support the systems in the body and their processes to keep it balanced and efficient. Whole food

ingredients to keep an eye out for in a metabolic detox program include cruciferous vegetables, fiber, and Spanish black radish.

Spanish black radish contains high levels of compounds called glucosinolates, which can increase levels of enzymes involved in detox.^{3,5} It can also protect the liver from toxins and help the body eliminate toxins more efficiently.^{5,6} Cruciferous vegetables — such as broccoli, kale, and Brussels sprouts — also contain glucosinolates and other related metabolites that help support the body's natural detoxification processes.²

Many other whole food vegetables contain beneficial compounds that support the body's natural detoxification abilities. For example, antioxidants from vegetables can help decrease oxidative stress that may occur during a detox and provide nutritional support for enzymes involved in detox pathways. Whole food fiber also helps in the excretion phase of detox by removing the converted toxic substances from the body.

Metabolic detoxification processes require a lot of energy, and it is important to provide energy to the body from healthy sources that include whole food ingredients. Whether this is the first time choosing a metabolic detox program or you prefer an annual reset, it's a great way to turn the page for a new year and new you!

References

- Liska, D., et al. (2006). *Explore*, 2(2):122.
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Ahn, M., et al. (2019). *Food Sci Nutr*, 7(10):3327.



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WCA Education & Events

Andrea Murray, WCA Education & Convention Director | awmurray@wichiro.org

Spring CE Courses



ONLINE - Human Trafficking Awareness 2 CE DC/CT/CRT

Human Trafficking is considered modern-day slavery. It rarely involves someone being kidnapped by a stranger or lured into a white van. Unfortunately, there are many misconceptions about how trafficking works and who the traffickers target. This course will give you a better understanding of what human trafficking is, how to identify a patient or an individual who may be a victim of human trafficking, and how to report the abuse properly. You will be equipped with the resources to help fight human trafficking and provide resources to victims.

Tuesday, April 4 | 12 PM - 2 PM

Online via Zoom

Presented by Dr. Mario Fucinari

Sponsored by: NCMIC



ONLINE - Basics of Heart Rate Variability 1 CE DC/CT/CRT

HRV is one of the newest and hottest topics in health care today, and arguably one of the most important biometric tools health care practitioners have available. This course will cover what HRV is, the metrics associated with it, and the science behind it. Participants will learn how to administer HRV readings, interpret results and trends, and learn how to apply HRV in clinical practice. Upon completion, course participants will be ready to bring HRV into their own practices and serve patients at a higher level of care

Thursday, April 13 | 12 PM - 1 PM

Online via Zoom

Presented by Dr. David Hopper

[View WCA CE Calendar](#)



Dynamic Neuromuscular Dry Needling - Up to 50 CE DC

Invest in yourself and your practice! Add this valuable skill to your Chiropractic tool kit while completing your CE hours for renewal. Students may take just one of the courses or both!

Dry Needling Foundations 1 - April 15-16

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. A variety of TrPtDN techniques will be taught in the 25 hours, enabling you to diagnose and safely treat NMS conditions with confidence.

Dry Needling Foundations 2 - October 20-22

Program Description: This course will build upon the DN Foundations 1 course to prepare the chiropractic physician to practice Trigger Point Needling (TrPtDN) for Neuromusculoskeletal conditions and includes demonstration of Electrical Dry Needling with hands-on practice. A variety of TrPtDN techniques will be taught in the 25 hours, enabling the practitioner to diagnose and safely treat NMS conditions with confidence. Prerequisite: Successful completion of DN Foundations 1 Course, or its equivalent.

Presented by Dr. Alex Earl

Location: Aurora Summit Medical Center, Oconomowoc



Chiropractic Radiology (CRT) Certification - 48 CE CRT

This 48-hour course is approved by the Wisconsin Chiropractic Examining Board and satisfies the legal requirements for chiropractic assistants to take X-rays. Current CRTs make take part of the course for license renewal hours.

April 15-16, 22-23 & 29-30

Saturdays 8 AM-8 PM, Sundays 8 AM-12 PM

Presented by: Dr. Wendy Varish

Location: Fond Du Lac and Madison

continued on page 26

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Spring CE - Cont. from page 24



ONLINE - DOT Medical Examiner Course - 8 CE DC

Train to become a DOT Physicals Provider from the comfort of your home or office! No travel expenses, travel time, or hotel costs. This course will prepare DCs to take the NRCME Exam, which is required to provide DOT Physicals in your clinic.

Saturday, April 22 | 8 AM | Online via Zoom

Presented by: Dr. Christopher Murray



Functional Neurology Series

Dr. Michael Powell continues his exceptional Functional Neurology series this year! Don't miss this fast paced, interactive course with actionable steps that you can take to improve your clinical skills.

Presented by: Dr. Mike Powell | Sponsored by: NCMIC

Functional Neurology 9: Functional Neurology for Kids

Saturday, March 18 | Middleton at WCA Spring Convention

Functional Neurology 10: Resetting Homeostasis: Sleep, Breath, Digestion & Exercise

Saturday, April 29 | Fond du Lac

Functional Neurology 11: Brain-Based Care for Pain

Saturday, September 23 | Wisconsin Dells at Fall Convention
Registration opens in June

Functional Neurology 12: Advanced Applications for Your Challenging Patients

Saturday, November 4 | Green Bay
Registration opens soon



Correct Coding & Documentation for Common Conditions seen in Chiropractic Offices - 6 CE DC/CT/CRT

Each year a Doctor of Chiropractic can lose significant revenue from their practices due to incorrect coding and documentation. We will cover how to identify revenue leaks and how to capture those monies with correct coding and documentation.

Saturday, April 29 | 8:30 AM - 3 PM

Presented by Dr. Ted Arkfeld

Location: Hilton Garden Inn Brookfield

Sponsored by: Genius Solutions



Fundamentals of Exercise Rehabilitation - 24 CE DC/CT

CTs can complete this valuable certification course in one weekend! DCs may take all or part of the course for license renewal hours.

Schedule:

May 6, 8:00 AM - 8:00 PM - Exercise Rehab I

Sunday May 7, 8:00 AM - 8:00 PM - Exercise Rehab II (Exam at the end of class for CTs)

Location: WCA Education Center, Madison

Presented by: Dr. Steven G. Yeomans



The New Paradigm in Functional Health: A Comprehensive Approach to Optimizing Patient Outcomes—12 CE

Join Dr. Silverman in this illuminating seminar and gain insight into a comprehensive methodology that incorporates proven protocols into a clinically integrated system—one you can apply to your practice immediately.

May 6-7, 2023

Saturday 8:00 AM - 5:30 PM & Sunday 8:00 AM - 12:15 PM

Presented by: Dr. Robert Silverman

Location: Ingleside Hotel, Pewaukee

Sponsored by: Erchonia



CT Certification and Modality Training - 23 CE CT

This series of classes is for staff seeking initial certification as a Chiropractic Technician (CT) and for CTs adding modalities to their current license or seeking continuing education hours.

May 19-20, 2023

Location: Lismore Hotel, Eau Claire

Presented by: Dr. Brenda Holland

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Holland Visits Standard Process Nutrition Innovation Center

WCA Board Vice President Dr. Brenda Holland recently traveled to the Standard Process Nutrition Innovation Center in Kannapolis, North Carolina. Holland is a member of the Standard Process Chiropractic Advisory Board.

Pictured from left to right: Gene Ford, Diana Spencer, Meghan Hamrock, Bassem El-Khodor, Brenda Holland, Carolina Carlisle, Kimberly Besuden, Christopher Bump, Simon Agger, Gena Kadar, Ryan Lazarus, Sarah Clarke, Chinmayee Panda.



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PLAN AHEAD

A block of rooms has been set aside for WCA at a discounted rate until August 21, 2023. Waterpark passes are included, and the \$30 Resort Fee is waived for WCA Convention attendees.

Regular Room \$159

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2023 Women's Health & Wellness Forum

SATURDAY, NOVEMBER 18, 2023

Best Western Premier Waterfront Hotel

1 N Main St, Oshkosh, WI 54901

Join us for a day of seminars and events focused on chiropractic care and female patient health and wellness. Registration opens soon.

PLAN AHEAD

A block of rooms has been set aside until October 18 for our attendees. Rooms are \$110. Book your room by calling Best Western at 920-230-1900, and be sure to mention WI Chiropractic Association

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The Three Step Formula Every DC Should Know About Billing for Chiropractic Manipulative Treatment

Evan M. Gwilliam, DC MBA QCC CPC CCPC CPMA CPCO AAPC Fellow



Chiropractic Manipulative Treatment (CMT) is the life blood of most chiropractic clinics. And Medicare (CMS) is the gold standard when it comes to rules and regulations. If a provider is able to satisfy Medicare guidelines, odds are good that he/she can satisfy any third party. CMS only pays chiropractors for Chiropractic Manipulative Treatment (CMT), but fortunately they have outlined all that a provider needs to know to make sure the service is reimbursable.

Step One:

It all starts with documenting the existence of a condition that would respond to CMT, or the chiropractic adjustment. While most chiropractors would agree that the condition should be a problem with the spine, CMS tells us that the primary diagnosis must be a spinal subluxation. Fortunately, CMS has outlined a way to document that a subluxation exists. The acronym P.A.R.T. identifies diagnostic criteria for spinal dysfunction (subluxation). Per MLN Matters Number SE1601, *Medicare Coverage for Chiropractic Services – Medical Record Documentation Requirements for Initial and Subsequent Visits*, it is laid out as follows:

P PAIN/TENDERNESS:

The perception of pain and tenderness is evaluated in terms of location, quality, and intensity. Most primary neuromusculoskeletal disorders manifest with a painful response. Pain and tenderness findings may be identified through one or more of the following: observation, percussion, palpation, provocation, and so forth. Furthermore, pain intensity may be assessed using one or more of the following; visual analog scales, algometers, pain questionnaires, and so forth.

A ASYMMETRY/MISALIGNMENT:

Asymmetry/misalignment may be identified on a sectional or segmental level through one or more of the following: observation (such as posture and heat analysis), static palpation for misalignment of vertebral segments, and/or diagnostic imaging.

R RANGE OF MOTION ABNORMALITY:

Changes in active, passive, and accessory joint movements may result in an increase or a decrease of sectional or segmental mobility. Range of motion abnormalities may be identified through one or more of the following: motion palpation, observation, stress diagnostic imaging, range of motion, and/or other measurement(s).

T TISSUE TONE, TEXTURE, & TEMPERATURE ABNORMALITY

Changes in the characteristics of contiguous and associated soft tissue including skin, fascia, muscle, and ligament may be identified through one or more of the following procedures: observation, palpation, use of instrumentation, and/or test of length and/or strength.

continued on page 35



Billing - Cont. from page 34

The guidelines go on to tell us that CMS only requires that two of these four elements be documented in the record, one of which must be Asymmetry or Range of Motion.

This exam is refreshingly simple. It is a fast and easy way to show that a patient has spinal segmental dysfunction. And this condition is perhaps the best one to justify the need for CMT, or the chiropractic adjustment. Therefore, consider documenting P.A.R.T. in every region that receives billable CMT, regardless of payer. Records for patients with private insurance, worker's compensation, personal injury, and cash can all easily meet this standard. And all of these payers would have a hard time disagreeing with the record that clearly documents the segmental dysfunction this way, meeting the guidelines of Medicare.

Step Two:

Once the objective findings support the existence of a problem that is known to respond to the chiropractic adjustment, the next step is to assign the right diagnosis code. Medicare has told us that the treatment they will pay for must be intended to correct a subluxation and that this must be diagnosed. Even though the word "subluxation" is not used with the codes found at M99.0- in the ICD-10 tabular list, they are the codes that CMS have identified for describing it.

If the M99.0- *segmental and somatic dysfunction* codes are good enough for Medicare, they are likely sufficient for any payer or third party who is looking for a reason that someone was adjusted. Make sure that every region that is adjusted has the appropriate M99.0- code, and that each of these regions has clearly documented P.A.R.T. Medicare specifically requires that M99.0- be primary and that each region has a secondary diagnosis as well, but other payers may be more flexible on the secondary diagnosis requirement.

Step Three:

Now that the objective findings show that there is spinal dysfunction, and the ICD-10 code is appropriately assigned, Chiropractic Manipulative Treatment (CMT) can easily be justified. The records should show a clear link as follows:

P.A.R.T. → M99.0- → CMT

A simple self-audit might include a review of each record to make sure that all the links in this chain are easily identifiable. The three spinal CMT codes vary depending on the number of regions addressed. 1-2 regions for 98940, 3-4 regions for 98941, and 5 regions for 98942. Therefore, if billing for 98941, an auditor would look for 3 or 4 regions, each with P.A.R.T., and 3 or 4 M99.0- diagnosis codes.

This would work for 98943 extraspinal CMT as well. The records can show that the area was examined, that there are at least two elements of P.A.R.T., and that a code like M99.06 *Segmental and somatic dysfunction of lower extremity* or M99.07 *Segmental and somatic dysfunction of upper extremity* is linked to the 98943.

By using this simple formula, a chiropractor can clearly and easily support CMT services in such a way that any third party should be satisfied that it was necessary and billed appropriately.

About the Author

Dr. Gwilliam, Clinical Director for PayDC Chiropractic Software, graduated from Palmer College of Chiropractic as Valedictorian and is a Certified Professional Coder, and Certified Professional Medical Auditor and Compliance Officer. Because he is also a clinician with a Bachelor's degree in accounting and a Master's of Business Administration he is a sought-after seminar speaker. He provides expert witness testimony, medical record audits, consulting, and education for health care providers and has authored and contributed to reference books and articles for multiple publications.




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Concussion 101 (CHI240141) 1 CE

Dr. Jeffrey A. King,
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April 6th, 2023

6:00 PM



District Leaders: Dr. Brenda Holland & Dr. Tom

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Mental Health - What to Do When Your Employees Aren't OK

Dr. Ray Foxworth, DC, FICC, Founder and CEO of ChiroHealthUSA

Gallup's **State of the Global Workplace Report 2022** revealed that workplace stress is at an all-time high. This stress is compounded with growing employee sadness, loss of hope, and even anger, with just 21% of employees engaged at work and 33% thriving in terms of wellbeing.

The human urgency of this trend is clear. Without taking compassionate action, chiropractic employers face hard financial realities. Disengagement at work can reduce productivity and increase turnover. Declines in physical health as a result of mental challenges, increase absenteeism and further damage a clinic's performance. Here's how employers can promote employee mental health.

4 STEPS

Toward Mentally Healthier Employees

Some of these improvements cost money. Others cost time. They all require ongoing empathy. When given, these gestures can pay you back with a healthier, happier, and more engaged staff.

1. Focus on the Physical to Help the Mental

Chiropractors appreciate the importance of ergonomics in a healthy life, thus even a simple improvement to an employee's physical comfort at work goes a long way. Ensure any chairs, desks, or other equipment are optimized for employee comfort.

2. Review Workplace Benefits

It's a good idea to implement these if you haven't already. If you have, are they in line with what your employees need and want? Ask them which benefits they feel would improve their mental state at work, and how well current ones meet their needs.

Making your employee's holistic wellness a priority is a winning strategy and reviewing the **Total Worker Health**® program from NIOSH is a great starting point. You'll find questionnaires, webinars, and access to regularly updated resources to help you get started with creating a more mentally beneficial workplace.

3. Introduce Work from Home Days

This isn't always possible, of course, but when it is, it can have **profoundly positive mental effects** including:

- Improved sleep
- Fewer stressful social interactions
- Money saved by avoiding commuting
- More family time
- Healthier dietary choices
- A more active lifestyle
- A greater sense of personal autonomy

Working from home also allows employees to improve their time management skills, giving them more breathing room to create a healthy work/life balance.

4. Become an Educated and Vigilant Employer

Employers can engage in mental health training that will help them better identify when their team is showing signs of suffering. For example, are you, as an employer, aware of the impact of **invisible disabilities**, including but not limited to diabetes, learning differences, and depression?

One or more of your employees may be invisibly suffering mentally or emotionally because they feel embarrassed, ashamed, or fearful of discrimination.

The **Center for Workplace Mental Health** provides high impact workplace mental health resources including toolkits and guides, training and turnkey programs, and organizational assessment to transform employers' abilities to become proactive in recognizing employee mental health struggles and finding effective solutions.

The help is out there for employers who want to help their staffs. Take advantage of that assistance and you'll be building a humane workplace that will help every team member cope more effectively with the challenges of their jobs, and those of their personal lives.

If you are looking for more tips to help your team, register for our upcoming webinar with Dr. Nona Djavid. She will be addressing burnout and mental health for you and your team on April 18th. Click [here](#) to join.

Dr. Ray Foxworth, DC, FICC, is founder and CEO of ChiroHealthUSA. For over 35 years, he worked "in the trenches" facing challenges with billing, coding, documentation, and compliance, in his practice. He is a former Medical Compliance Specialist and currently serves as chairman of The Chiropractic Summit, an at-large board member of the Chiropractic Future Strategic Plan Committee, a board member of the Cleveland College Foundation, and an executive board member of the Foundation for Chiropractic Progress. He is a former Staff Chiropractor at the G.V. Sonny Montgomery VA Medical Center and past chairman of the Mississippi Department of Health.

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OUR DEEPEST Sympathy



Leroy "Roy" Allen Yeomans

Leroy "Roy" Allen Yeomans, age 98, of Ripon, WI, passed away peacefully on Sunday, February 26, 2023 at Ripon Community Hospital with his loving family by his side.

Roy was born on February 2, 1925 in Chicago, IL, son of George and Minnie (Larson) Yeomans.

He attended high school in Ashland, WI, and furthered his education at Ripon College and National College of Chiropractic in Chicago, IL. Roy served our country in the U.S. Army from 1943-1946 in the European Theater and was a proud veteran of WWII. He married Ruth Anne Beerheide on June 11, 1949 in Chicago, IL.

Ruth and Roy moved to Ripon, WI in 1950 after Roy's graduation where Roy joined his father, Dr. George Yeomans, DC in practice located at 303 Watson Street in Ripon, WI. Roy then built a new clinic in 1964 at 315 Eureka Street where his son, Steve joined Roy in practice in 1979. In 1990, Steve and Roy moved the practice to 404 Eureka Street where Yeomans-Edinger Chiropractic, continues to serve the community with Steve and partner, Dr. Mark Edinger, DC. Roy retired in 1992 after 42 years in practice during which time he was very active in what is now, the Wisconsin Chiropractic Association.

Roy was passionate about the Ripon Rotary Club and was particularly proud of the scholarship program the Club provides to earning high school students each year. Last year, Roy was awarded "70 Years of Service Above Self" on 2/7/22 as the Ripon Rotary Club's longest-serving Rotarian. At that same meeting, the City of Ripon officially declared February 2nd as "Roy Yeomans Day" in honor of Roy's birthday. More recently, on October, 19, 2022 Roy participated in the Old Glory Honor Flight to Washington, DC (mission 59) as the only WWII veteran on that flight with Steve as his "guardian" – a truly memorable experience!

Roy was a long time member of the Ripon Gun Club, a sport his father introduced to him as a young boy. Hunting was one of Roy's passions, which included multiple elk bow hunting trips out west with his sons. Golf was a year round passion of Roy's as a long-time member at Tuscumbia in his younger years and Lawsonia for the last 25 years. He particularly enjoyed our many "four generation outings" over the past 15 years. In the winter, he enjoyed indoor golf at least once a week. A trip to Scotland in the fall of 2004 with Steve and dear friend, John Harmon celebrating Ruth's life shortly after her passing was a highlight in his passion for golf – along with 8 hole-in-ones! Roy was also very passionate about music and attended many performances cheering on many family members as well as attending many Ripon College Chamber and Jazz Series events, as well as many concerts at the Thrasher Opera House in Green Lake.

Most importantly, Roy had the unique ability to connect with people – his patients, his friends, and especially his family – his children, grandchildren, great grandchildren and frankly, everyone in the room. He always took the time to allow others to express their feelings and thoughts before offering his insightful perspective. Roy had the ability to make you feel important and heard. Throughout his 98 years, he offered a fresh perspective on every conceivable topic. He had the gift of being everyone's "best friend" and truly was!

Roy is survived by his sons, Marc (Jan) Yeomans of Richland, WA; Steve (Brigid) Yeomans of Green Lake, WI; and his "adopted son" Sui Chin/Oliver Chan (Christiane) of Aventura, FL; grandchildren, Adam (Nicole) Yeomans of Ripon, WI, Rachel Yeomans (Eric Mehl) of New York, NY and Abigail (Robert) Lynch of Downers Grove, IL; great grandchildren, Sam, Hannah, Kate and Maeve; and Roy's very special friend, Rae Miller of Green Lake, WI. He was preceded in death by his parents, George and Minnie Yeomans; his loving wife, Ruth Yeomans of 55 years; and siblings, Nora, Cecil, Beatrice, and Maxine.

Visitation for Roy will be held on Saturday, March 25, 2023, from 9:00 - 11:00 am, at Our Saviour's United Church of Christ, 343 Scott St., Ripon, WI 54971.

A memorial service for Roy will be held at 11:00 am on Saturday, March 25, 2023, at Our Saviour's United Church of Christ in Ripon, with Rev. Dr. Kevin P. Mundell officiating. You may view a livestream of Roy's service at 11:00 am by clicking [HERE](#). Inurnment will follow at Woodlawn Cemetery in Ripon, with a Final Salute and Military Honors. In lieu of flowers, memorials may be directed to the Ripon Rotary Club Scholarship Fund.

The family would like to thank the SSM Ripon Community Hospital and Hospice Care for such kind and caring service.

OUR DEEPEST Sympathy



Sara Jurgella

MADISON - Sara Rae Jurgella, age 42, of Madison, passed away on Friday, Feb. 3, 2023, at UW Hospital. She was born on Oct. 3, 1980, in Menomonie, Wis., the daughter of Gregory and Jacqueline (Anderson) Pavek.

Sara graduated from Dodgeville High School in 1999, where she excelled as a student and starred on the cross-country and track teams. She continued her academic and athletic success at UW-Eau Claire, graduating in 2004 with a degree in environmental and public health. It was there where Sara fell in love with Neil, and upon graduation the two of them explored Hawaii and deepened their love on a month-long camping and hiking adventure.

She and Neil married on Dec. 16, 2006, in Eau Claire. Her compassion for others and fascination with the healing power of the body then took them to San Jose, Calif., where Sara received her D.C. in 2008 from Palmer College of Chiropractic. In 2010, after a year living in Fort Collins, Colo., with two-year-old Jack in tow, Sara and Neil moved to Madison to be closer to family and continue to grow their own.

Sara continued her career at LSM Chiropractic and eventually opened her own clinic, Be Well Chiropractic and Wellness, with a longtime co-worker, friend, and business partner. Also certified in functional medicine and yoga, she practiced as she lived, focusing on the things that need attention and taking time with each patient, in fact everyone she met, to counsel, teach, and heal.

Sara shared her big, bright love through cooking heaps of healthy dishes, proudly running marathons with her father, backyard cookouts and campfires with dear friends, making the other person the important one, volunteering at schools, and reading, reading, reading, to and with her children. But what she found most centering was being with Neil, Jack, Milo, and Hazel in the natural world. In her words "We are a family of hiking and biking and outdoor adventurers. Camping and traveling with my family is my very favorite activity on Planet Earth."

Sara is survived by her husband, Neil; children, Jack, Milo, and Hazel Jurgella; parents, Greg and Jackie Pavek; brother, Josh (Katie) Pavek; nephew and twin nieces Oliver, Miriam and Lucy Pavek; father-in-law, Ron Jurgella; mother-in-law, Janet(Eric) Finn; brother-in-law, Dan (April Hallmark) Jurgella; sisters-in-law, Gail (Daryl) Getz and Mary Sue Jurgella; and niece and nephew, Violet and Greyson Getz. She was preceded in death by her loving grandparents and aunt.

A Celebration of Life will be held at a later date. Sara wanted nothing more than to have an outdoor celebration in nature amongst the trees with family and friends present to tell stories, and, in Sara's words, "Remember the good times because there were so many!" Memorials may be made to the family for a fund to be established. Online condolences may be made at www.gundersonfh.com.

Benefits of Your Membership



Member Benefit Spotlight: F4CP

A New Commercial for Your Clinic

The Foundation for Chiropractic Progress (F4CP) has a new commercial for you to utilize in your clinic as part of its “Naturally, Chiropractic” campaign.

The commercial features 89-year-old, Mavis, who credits chiropractic for her healthy and independent lifestyle. This commercial highlights the importance of chiropractic care for older adults. As a WCA member, you are also an F4CP member due to your state’s enrollment in F4CP Group Membership. You have access to utilize the new commercial to build awareness amongst your patient base.

How to use the commercial:

- Play it on your clinic monitor
- Post on social media
- Include it in your patient newsletter
- Add to your clinic's website

To Download the Commercial

- Visit www.f4cp.org
- In the upper right-hand corner, click “login”.
- Enter your WCA credentials to receive access to hundreds of resources located in the Media Center.
- If you are unable to access your account, click “sign in help” on the member login page.



F4CP Year in Review

2022 was a successful year for the F4CP and the chiropractic profession! F4CP was able to achieve many firsts, including hosting the first-ever ChiroThon event to celebrate, elevate and support the profession. Learn about the campaigns and successes that F4CP has made and what they look forward to in 2023 in their 2022 Annual Stakeholders’ Report.



To view the Stakeholders’ Report and download other marketing materials, log in to your F4CP account! Follow the steps listed below to access your benefits.

To Download the Stakeholder's Report

- Visit www.f4cp.org
- In the upper right-hand corner, click “login”.
- Enter your WCA credentials to receive access to hundreds of resources located in the Media Center.
- If you are unable to access your account, click “sign in help” on the member login page.



A PARTNER IN PATIENT CARE

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

Dr. Ashwani Bhatia, BayCare Clinic® CEO and CMO

BayCare Clinic proudly collaborates with other top-tier organizations to provide a range of high-quality, personalized health care services to communities in and around northeastern Wisconsin.

Collaboration has been a part of our culture since our foundation. As such, the partnership with Wisconsin Chiropractic Association has been a natural, seamless, mutually-beneficial fit.

BayCare Clinic has more than 100 physicians across 20 specialties. Our physicians are board certified or are active candidates for certification through boards recognized by the American Board of Medical Specialties.

Many of our specialists also are fellowship trained in subsets of their fields.

At BayCare Clinic, we value the independence that comes with being physician-owned. That sense of independence, we believe, helps us offer our patients the best choices for their health care journeys.

Often, those health care choices begin with a patient's chiropractor, a great first line of defense for some when it comes to various health care issues including, but not limited to, issues such as back or neck pain, joint and muscle aches and more. It is sometimes necessary, however, for patients to seek additional treatment before they find full relief from their health issues.

Our valued partnership with Wisconsin Chiropractic Association allows us to provide patients with the support they need when their chiropractor determines additional or alternative treatment is needed.

Our departments strive to balance clinical expectations and patient needs in providing patients with high-quality care and service.

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.

Our **referral system** creates a smooth, seamless pathway for you to connect with our providers on your patient's behalf. A simple registration is required, but the site is secure, allowing you to upload medical information and send images (such as X-rays) without worry. Once registered, you will only need to enter your username and password the next time you visit the site.

In order to improve patient care at BayCare Clinic, we are constantly exploring new methods of making access to our high-quality, specialized care more convenient. With the most advanced evidence-based procedures and practice techniques, we ensure that our patients get the best possible clinical outcome and satisfaction.

We pride ourselves on a collaborative approach to patient care.



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BayCare Clinic® is proud to partner with the Wisconsin Chiropractic Association and more than 100 chiropractors in northeastern Wisconsin to provide top-level musculoskeletal care to their shared patients.

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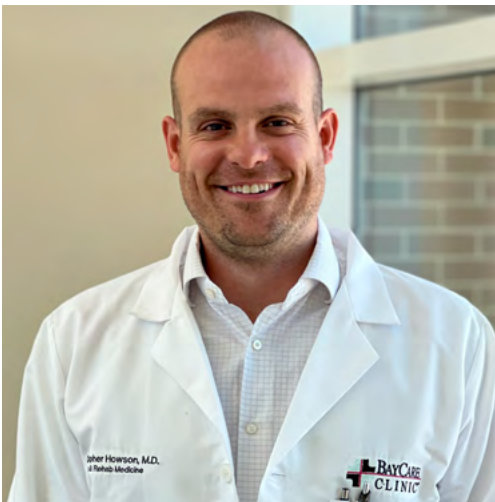


BayCare Clinic® provides a range of high-quality, personalized health care services to patients throughout northeastern Wisconsin.

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

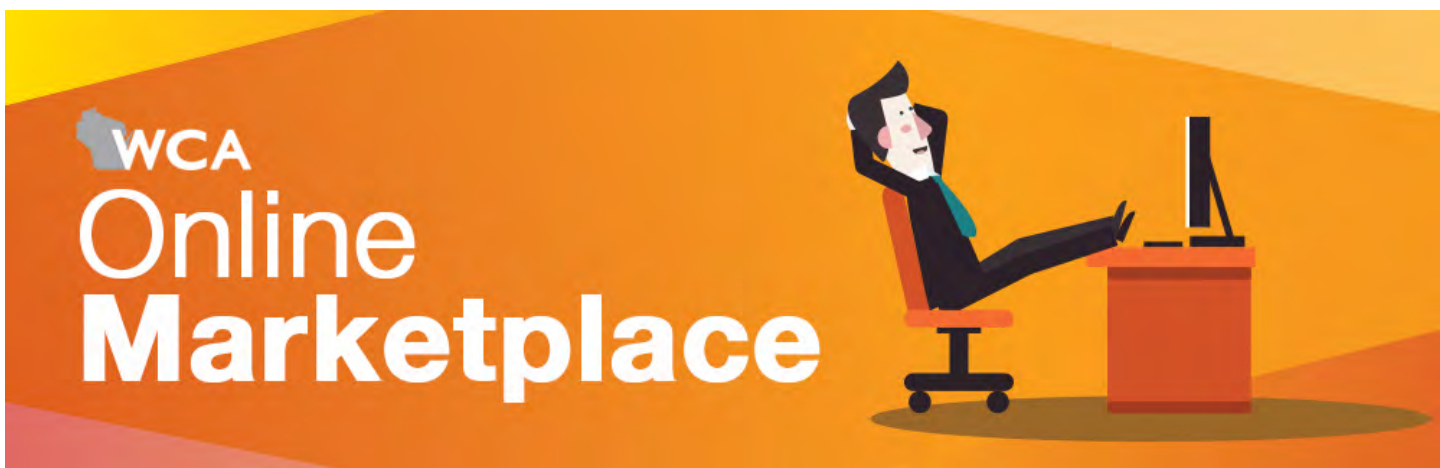


BayCare Clinic® is proud to partner with the Wisconsin Chiropractic Association and more than 100 chiropractors in northeastern Wisconsin to provide top-level musculoskeletal care to their shared patients.



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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@lsmchiro.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@lsmchiro.org for more information.



BUYING OR SELLING A CHIROPRACTIC PRACTICE?

Current Wisconsin Practices for Sale:

- Hudson area - Solid, Integrated including functional medicine/rehab. Jan-Oct 2022 gross \$512,181. Fully equipped, cash practice. Highly efficient. Skilled Staff. Asking \$268,000.
- Elkhorn - Dr. retiring. Act./Div./Straight. Asking \$89,000.

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Send resume to dcrecruiting@medullallc.com



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Back In Action Chiropractic (BIAC) is looking for a Wisconsin-licensed DC to join our busy family practice. Voted a Top Chiropractic Clinic in Southcentral Wisconsin in 2022, BIAC has been established for over 20 years in beautiful Baraboo, WI. BIAC offers a competitive base salary with unlimited ceiling of performance bonuses, paid vacation, holiday, personal/sick leave, simple IRA, maternity/paternity coverage, and first two years of malpractice insurance paid.

This is an excellent opportunity for a new graduate or experienced DC to join a close-knit team with a proven track record of building and supporting successful associates.

Please email us with questions and a current CV with cover letter to: DrJason@BackInActionBaraboo.com

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Salary based on collections with opportunity to earn a very competitive income. Benefits include retirement, insurance, group practice, and continuing education.

Resumes to: westfieldchiros@hotmail.com for serious inquiries only please.

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Newer Zerona Z6, Non-invasive, cold laser for fat loss. This is the only treatment FDA market cleared for overall body circumference reduction. Very lightly used. Bought to partner with staff member but their plans have changed. FREE DELIVERY anywhere in WI. Safe & effective with very easy set-up.

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PART-TIME OR VACATION RELIEF CHIROPRACTOR WANTED – PLYMOUTH, WI

Big News from Chiro-Health Chiropractic Care Center - Our prenatal, pediatric, and family-focused office is happy to announce that we are accepting applications for a part time/vacation relief Doctor of Chiropractic! We are a family wellness clinic that serves a high-volume patient base. Our focus is empowering families to maximize the innate power of their bodies. We are a team of authentic women who love to share life with one another. We are looking for someone to join us on this journey and grow with us professionally and personally. We are a two Doc fully scheduled practice.

Ideal candidates are Webster certified and experienced adjusting kiddos and pregnant mamas.

[Click here for more details!](#)

Please send cover letter and resume to: drcindy@chirohealthplymouth.com

ASSOCIATE POSITION – MILWAUKEE, WI

Well established and highly respected 20+ year practice in a great community looking for a long-term Associate with ownership opportunity. Pediatric and family friendly practice utilizing Diversified, Thompson, and Activator techniques. Potential for either part-time or full-time hours depending on the right candidate. Base salary plus a competitive-tiered monthly bonus.

Please Email your resume and cover letter to: shorewoodfamilychiro@gmail.com

ASSOCIATES WANTED – GREENVILLE & APPLETON, WI

The benefit package for new associate doctors is: a starting salary of between \$55,000 - \$75,000. Malpractice is covered. CE allowance to cover continuing ed. Paid vacation/PTO. A fully furnished office and new patients are provided. Our associates focus on diagnosing patients, giving treatment plans, and patient care.

We offer fair compensation, and most clinics have two DC's so there is consistent vacation coverage. We have a great staff and solid business systems, so you can focus on patient care.

Please Email resumes to: DrDornChiro@gmail.com :: Respectfully, Dr. Clint Dorn, DC.

POSITION WANTED – KEWAUNEE, WI

Join our team at Beyond Chiropractic located in Kewaunee, WI. Our office also offers: therapies (estim, ultrasound, and cold laser), orthotics, supplements, DOT physicals, massage therapy, and IV infusions.

The right candidate for this position is:

- A superior adjuster (demonstrates good manual adjusting skills – Gonstead, Thompson Drop, & Diversified techniques utilized primarily).
- Subluxation/Manual based
- Passionate about chiropractic and holistic wellness care

Experienced & new doctors encouraged to apply! We offer a competitive tiered commission-based salary (\$35,000-\$75,000) with no holidays or weekends. Full or Part-time position available.

Email resume to: adjust@beyondchirowi.com – ATTN: Kari/Jessica



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Licensed and fully insured with NCMIC. 25 years of experience treating patients in Wisconsin. I am available on Tuesdays, Thursdays, and Fridays. I have worked at multiple offices and I'm familiar with many chiropractic techniques. I live in Menomonee Falls, Wisconsin.

Dr. Jeff Hamill can be reached at: 262-328-4678 or Email: hamillchiropractic@yahoo.com

ASSOCIATE WANTED – WEST BEND, WI

Join our principled chiropractic team in West Bend, Wisconsin. We are a unique office, offering upper cervical chiropractic, full body chiropractic and functional medicine. We are looking for an associate willing to learn the NUCCA, side posture and Thompson techniques.

- Starting Salary: \$65,000 - \$75,000 based on experience.
- Malpractice and continuing education paid for.
- PTO and 401(k) matching.
- No nights or weekends.

If interested, please send resumes to: info@westbendchiropractor.com

Learn more about us on our website: westbendchiropractor.com

ASSOCIATE WANTED - JANESVILLE, WI

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: ryanlaurawyatt@hotmail.com if interested.

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If interested, please contact **Dr. King:** drdjk@hccgb.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.

Call: 414-213-4808 or Please Email: drmcleod@chiropracticco.com or visit chiropracticbuyers.com for additional information.

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.

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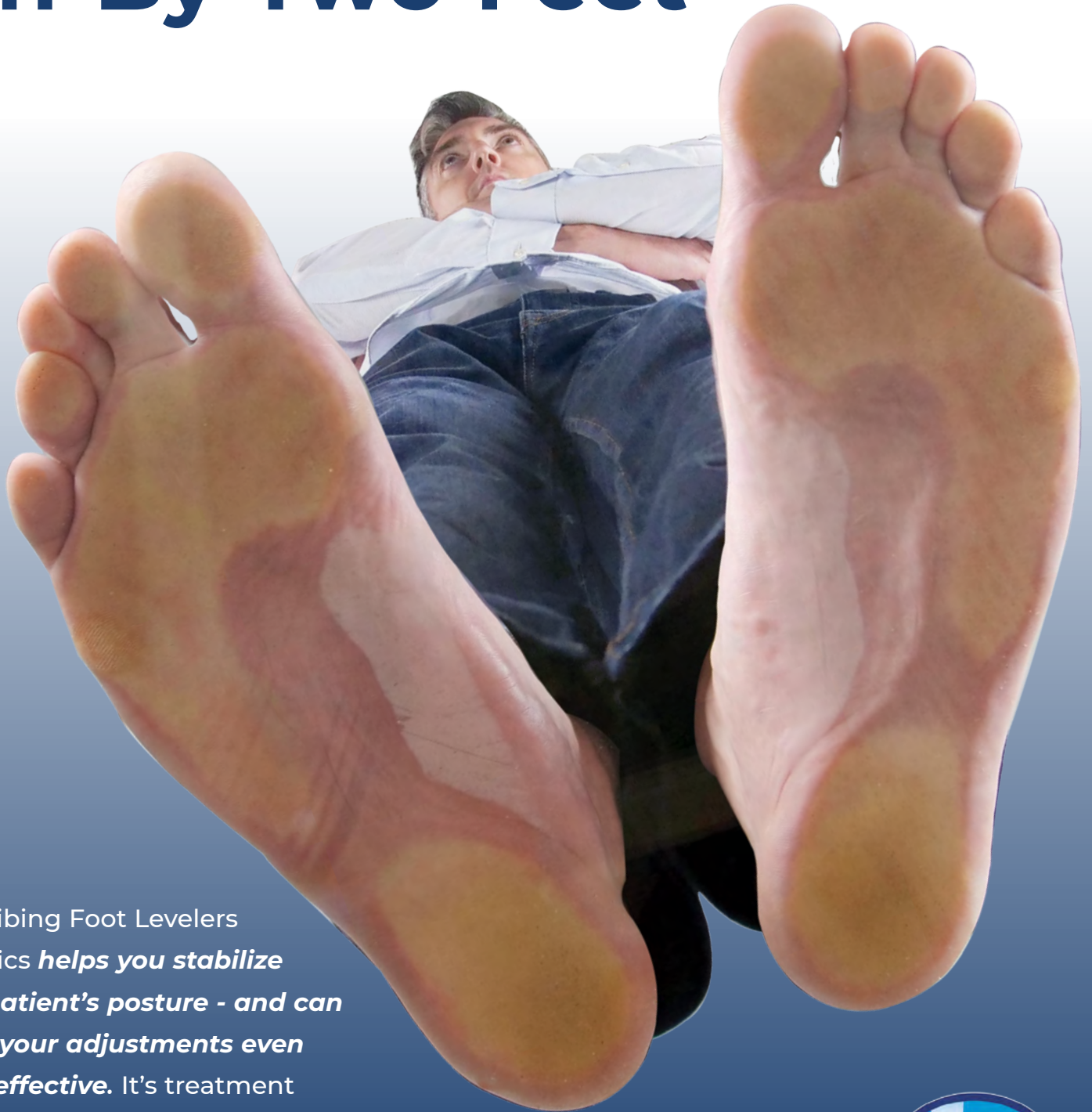
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