

## Employment Contract Reading

When considering a new position with a dental practice, Dental Support Organization (DSO), or clinic, it is crucial to carefully review your Employment Agreement and seek legal assistance to fully understand your obligations as an employee. An Employment Agreement is a legally binding contract, and consulting with an experienced attorney is advisable to ensure clarity on the terms. Investing a few hours with an attorney can help you comprehend the agreement and potentially negotiate any necessary changes before discussing them with your prospective employer.

As a potential employee, you have the right to negotiate terms and conditions. While compromise may be necessary, it is important to recognize when a contract is overly one-sided and consider whether accepting such terms aligns with your career goals.

### Red Flags in Contracts to Watch For:

- Classification as an employee or independent contractor.
- Requirements regarding treatment plans.
- Mandatory use of specific third-party dental supplies or services.
- Existence of a non-compete clause.
- Ownership rights over patient records.

Certain provisions in an employment agreement can significantly impact a dentist's career and professional freedom. For more detailed guidance on employment contracts, visit the ADA website.

For more contract reading guidance, go to the EDIC Blog, "**Business Contracts – The Hold Harmless Clause**" <https://www.edic.com/business-contracts-the-hold-harmless-clause/>

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