

President's Message

Hello Virginia Chiropractors!

It is a great honor to serve as president of the Unified Virginia Chiropractic Association. There has never been a time like this in any of our lives and navigating these uncharted waters is a tremendous challenge that has been placed before us.

I have been extremely impressed with our association's ability to gather and share a tremendous number and variety of resources, in a very short period of time. This has been accomplished through the efforts of many doctors and vendors from around our state and the country. However, it has been the tireless effort of our entire UVCA administrative team – Julie Connolly, Elaine Myers, Pam Grove, Maria del Mar Villar-Villar, and Stevik Kretzmann -- that has made it all possible. The amount of work that has taken place in the background has been beyond impressive and we all owe a debt of gratitude.



I believe we have all gone through similar stages of emotions beginning with anxiety and panic as we were forced to chart a new course for ourselves and our offices. The questions of whether we will even be allowed to remain open or not. Then we were given word from the governor that we are officially recognized as an "essential" part of the healthcare system. Then with the ability to continue to care for our patients, figuring out under what context. Social distancing, disinfectant (in short supply), etc. Determining how to continue to care for patients, whose needs can't wait for the Coronavirus to run its course. Telehealth has become a very real option. And then navigating funding through the government to assist us in keeping our businesses afloat and our staff intact through this time.

There is clearly more to be done, but I believe that we will view this time with a sense of pride. Although we practice individually, we really are a team and it has never been more important than now. I take great comfort in being on your team. We are strong together.

With deepest gratitude,

President, UVCA

COVID-19 Web Pages

The UVCA has created both member and non-member web pages to bring vital, accurate information together in one place.

- **Members:** <https://www.virginiachiropractic.org/>
- **Non-Members:** <https://www.virginiachiropractic.org/page/COVID-19-NM>



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Supporting Supplier News

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Medical Insurance Program

United Virginia Chiropractic Association (UVCA) members have access to medical, dental and vision insurance programs that are available to chiropractors in the 16 states listed below.



California	Colorado	Connecticut	Illinois
Indiana	Kansas	Kentucky	
Missouri	New Jersey	North Carolina	
Ohio	Pennsylvania	South Carolina	
Texas	Virginia	Wisconsin	

First established in 2015 with the Ohio State Chiropractic Association, the plan rapidly spread across the country from the Midwest .



Our mission

From the start, our mission has been to provide another group medical insurance option to chiropractors.



Who is eligible?

The program is available to chiropractor members of the UVCA, their employees and dependents. Chiropractors who are not currently members of the UVCA may complete an application and receive a quote, but membership in the UVCA is required to participate and maintain coverage.



What plans are available?

There are 16 medical plan options; 4 are health savings accounts and 12 are traditional designs with co-pays and a Rx card. The networks available include MedCost PPO, Multiplan PHCS and First Health. After completion of the application, members are provided quotes and plan outlines to determine the program that works best for their needs. We can assist with plans as small as two employees; spouses who are involved in the business are considered an employee.



When and how can I apply for coverage?

Since we allow members to start coverage any month of the year, now is a great time to get your quote. Contact: **Mark Ritchie**, RMFS Benefit Solutions, LLC, by phone: 614-214-8334, email: mark.ritchieohio@gmail.com or fax: 614-553-7763.



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What's Next for Your Practice During This Time of Uncertainty?

Ray Foxworth, DC



From time to time, we as clinicians find ourselves amid a public health crisis. Today is such a time. COVID-19 has affected not only how you care for patients, but also how you operate a clinical business. As you work the frontlines providing care, serving your patients and your communities, we want to help. It has been a crazy couple of months; massive legislative changes, shutdowns across the country, and wondering each morning when we wake up how much longer we will be able to serve our communities.

To help consolidate and bring the profession the most up-to-date information from the many governmental entities, we have created a resource page to help you navigate these rough waters (<https://www.chirohealthusa.com/covid/>). As small business owners, we are facing many challenges, such as decreased revenue, diminishing supplies to help our patients, and changing market demand as more patients are staying home. There are resources available to help you overcome these challenges and bring you peace of mind.

OSHA

OSHA has released a white paper on protecting your patients and employees from exposure. The novel Coronavirus is believed to spread from person to person, primarily through respiratory droplets produced when an infected person coughs or sneezes. The virus is also believed to spread by people touching a surface or object and then touching one's mouth, nose, or possibly the eyes. [Click here.]

FFCRA

Families First Coronavirus Response Act (FFCRA) was signed into law by President Trump on Wednesday, March 18, 2020. According to this new law, when an employee is no longer working, employers must pay them no less than two-thirds of the employee's regular rate of pay, up to \$200/day, and \$10,000 in the aggregate. For hourly employees, employers should pay the employee for the number of hours the employee would otherwise have been scheduled to work. If the employee has variable hours, the employer should calculate hours using a number equal to the average number of hours that the employee was scheduled per day over the 6-month period ending on the date on which the employee takes such leave. (DOL, 2020) Many small business owners are concerned about their ability to afford these new changes. FFCRA allows employers to take a credit against the payroll tax that is equal to 100% of the amount paid to employees who take leave. This tax credit also applies to the new paid sick leave requirement. (IRS, 2020)

SBA

The U.S. Small Business Association (SBA) will work directly with state Governors to provide targeted, low-interest loans to small businesses and non-profits that have been severely impacted by the Coronavirus. The SBA's Economic Injury Disaster Loan program provides small businesses with working **Continued on page 4**

Continued from page 3 capital loans of up to \$2 million that can provide vital economic support to small businesses to help overcome the temporary loss of revenue they are experiencing. The interest rate on EIDLs will not exceed 4 percent per year. The term of these loans will not exceed 30 years. The repayment term will be determined by your ability to repay the loan. (Click here.)

The amount of information we receive is changing daily. Rest assured that we are working with the brightest minds in the profession and will continually update information on our resource page to keep you informed. Additionally, we, and many of our valuable partners, are hosting webinars on these topics to help you navigate loan applications and new responsibilities under changing legislation. All of these webinars are being recorded and are available to view at no charge. Know that we are all in this together. We take our motto "The Network that Works for Chiropractic" to heart and will continue working diligently to help you, your staff, and your patients, get through these unprecedented times.

Dr. Ray Foxworth is a certified Medical Compliance Specialist and President of ChiroHealthUSA. A practicing Chiropractor, he remains "in the trenches" facing challenges with billing, coding, documentation and compliance. He has served as president of the Mississippi Chiropractic Association, former Staff Chiropractor at the G.V. Sonny Montgomery VA Medical Center and is a Fellow of the International College of Chiropractic. You can contact Dr. Foxworth at 1-888-719-9990, info@chirohealthusa.com or visit the ChiroHealthUSA website at www.chirohealthusa.com. Join us for a free webinar that will give you all the details about how a DMPO can help you practice with more peace of mind. Go to www.chirohealthusa.com to register today.

Stoke/Cronk Family Celebrates 100th Year in Practice

Stoke Chiropractic Clinic in Roanoke, Virginia, owned and run by Paul Cronk, DC, celebrates its 100th practice anniversary on May 3, 2020. The clinic was founded in 1920 by Dr. Cronk's grandparents. The UVCA looks forward to congratulating Dr. Cronk in person at the association's Fall Convention at the Hotel Roanoke later this year.



Happy Anniversary!

Kaizo-Health Named an Official NIH Research Site

Dr. Jay Greenstein and his team at Kaizo-Health (Clinical Research Division) were recently named an official NIH research site and the official clinical site for a multi-year, multi-million dollar NIH study evaluating conservative care for acute and chronic pain. Kaizo-Health is in partnership with Amy Baxter, MD, who developed DuoTherm to help patients with a non-pharmacological solution for pain.

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Webinars: Immunology and Viral Support: Lynn Toohey, PhD (Nutrition) and Don Bellgrau, PhD (Professor of Immunology) Parts I and II

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We Are One in Spirit

Matt Schrier, MS, DC

From VCA doctalk on Friday, April 10, 2020

We are one in Spirit.. You can call it Spirit or spirit; your choice. So what credentials do I have to speak on spirit?

My "spirit" CV: I was born to a Catholic mother and Jewish father (who was Orthodox but went to Synagogue on Saturday and church on Sunday); attended a Lutheran founded elementary school; might have been considered a "goy-in-the-hood" at my Jewish high school; received my Bachelor's degree from a Jesuit college; earned my DC from Palmer College (thought by some to be a cult, at the time); further study for a MS through the UB Nutrition program (which once had a connections with the Unification Church); I have had the honor to be invited to sit with Tibetan monks in a Puja; I continue to celebrate Jewish and Christian holidays and can still recite the prayers, in Hebrew, over the bread (thank goodness I am not gluten intolerant) and the pray over the wine (though this may be more of the influence from my college days); however.... my grandmother will forever hold the prize for the best gefilte fish and Charoset.

Ok...Diverse enough... Are you convinced now? Enough leavening....I mean levity... but I digress...

Spirit is defined as:

- The nonphysical part of a person which is the seat of emotions and character; the soul.
- Those qualities regarded as forming the definitive or typical elements in the character of a person, nation, or group or in the thought and attitudes of a particular period.

Spirit can also be defined as Distilled spirit:

That is obtained by distillation from wine or other fermented fruit or plant juice or from a starchy material. (Some of this might seem vaguely familiar, if remembered at all, from the after hours at a Spring or Fall convention.)

But spirit can also be defined as Human spirit:

- The human spirit is a component of human philosophy, psychology, art, and knowledge.
- The human spirit includes our intellect, emotions, fears, passions, and creativity. As construct of representing the qualities of purpose and meaning which transcend the individual human.

In this time of a global pandemic, the world becomes more frightening and fragile. Our physical and emotional self is threatened by an unseen force. If we could only see our foe, it would be much easier to face. So how do we find our spirit in the midst of this chaos? Interestingly enough Spirit comes from the Latin word for "breath," and like breath, spirit is considered a fundamental part of being alive. Breath...spirit...the very thing this virus denies those infected?

I am not seeking to begin a theological or philosophical debate, but merely provide food for thought, applying seemingly unrelated elements of our day to our situation at hand. We have heard the expression: "Give me room to breathe." If the virus denies us of our actual capacity to breathe, perhaps our spirit can add that additional therapy to those our medical experts have found to be successful.

Where do we see spirit within our professional lives? We see it in our connection to each other. Our Unified Virginia Chiropractic Association has tirelessly provided experts, answers, supportive materials and webinars, all aimed to keep our community spirit alive. This is where we find the "intellect, emotions, passions,

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Monica Buerger DC

and professional creativity.” Do we all agree with each other? No, but it would be a boring family if all we did was sit around nodding in approval of each other’s opinions. We are alive, we are loud, we are opinionated and, yet, we continue to watch each others back. Spirit... breath....is alive in our connection to one another within our community. A text, a phone call, an e-mail... whether to commiserate or advise... Our “separated” community can still be bonded tighter than Gorilla Glue.



especially in the sciences, and that probability suffices to govern belief and action....until certainty is discovered. We all do the best we can, with what we have, until a better solution presents itself.

At this meaningful season for many Christians and Jews, we reflect on our Blessings and Gifts and the hope of safe passage in both physical and spiritual terms. We, too, will come though this “time in the desert” and if we hold together,

Those with reduced hours or at home, might call non members to encourage them to join....This nightmare will end and when it does only those with a support system in place, and knowledge in hand, will know how to restore their practices in the most effective way. We might all be worried about our financial ability to stay afloat, let alone give to someone else right now, but the UVCA has given members and non-members tools to use to get through this.....We cannot forget that the UVCA needs to get through this as well. Our experts, Chris, Julie, Becky, Jay, Don, Scott, the various webinar speakers and our ever “supportive” Supporting Suppliers, give of themselves throughout the year and, now, almost daily continue to give us strengthened spirit....breath. We need them and they need to feel our gratitude for their service on our behalf, in whatever way we are able.

we will see a “rebirth” of our “spirit” as well as our world. Though I am not wise in all world faiths and beliefs, I will venture a guess that all feel that hope will come our of our chaos. If we can hold to a spirit (breath) of faith that we are doing the best we can now, and will do better tomorrow, a spirt in trust that “this too shall pass”, and a spirt that we are stronger together than apart...we will have the spirit (“breath”) we require to face the future. We may not always agree, but don’t stop trusting in one another.

Do any of us, medical experts, CDC, UVCA, ICA, ACA have all the answers? NO! Right now the Greek philosophical concept of probabilmism may be more relevant: that, since certainty is unattainable (at this time), probability is sufficient basis for belief and action. This concept follows the thought that certainty is impossible,

I wish you all peace. I believe our love for each other and those who we touch, in spirit or form, will exponentially grow the future..... and be the hope and building of a much better tomorrow. “Thank You” all for being who you are, the way your are...in the now.

Wishing you safe passage and a bright new beginning. Breathe.... and feel the Spirit...

Dr. Matt Schrier is a past UVCA board member and membership committee chair. He recently retired from chiropractic practice and resides in Keysville, VA with his wife, Diane Schrier, LMT.





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FREE Live & Recorded Webinars for Practice Survival & Sanity During COVID-19

Thanks to UVCA Supporting Supplier members, affinity partners, and consultants such as Best Practices Academy, ChiroHealthUSA, ChiroUp, NCMIC, and others, you have free access to recordings of recent webinars and collateral materials that couldn't be more timely. The programs address the numerous learning curves we've all had hop onto over the past few weeks -- ready or not! We hope you find them of value.

Exposure to COVID-19 in the Practice: What Should I Do?

By Dr. Scott Munsterman

What is required of my practice when a patient has a positive screening or test for COVID-19? How should I respond if a patient has been determined to have COVID-19 and has been to my office? What are the levels of risk I need to be aware of COVID-19 spreads? Aired April 1, 2020.

To access: <https://event.webinarjam.com/login/no095h4bvu6u1sx>

On the Other Side of Chaos

By Dr. Alan Bergquist, Dr. Larry Markson, Dr. David Neubauer, Dr. Bart Anderson, Dr. Danny Drubin, Others

Join top chiropractic business consultants as they discuss how to navigate the challenges we all face personally and professionally. Learn how to maintain a "future orientation" on a new vision for the future on the far side of the current challenges. Think strategically, rather than reactively, as you navigate through the next several months. Discover methods to not only deal with the changes ahead but also LEAD others through them as well (at home and at work). Look beyond current challenges. Aired April 2, 2020.

To access: <https://www.chirohealthusa.com/webinars/on-the-other-side-of-chaos/>

Telehealth 101: Strategies for Providing Care When Hands-on Treatment is Not an Option

By Dr. Brandon Steele

COVID-19 has quickly and dramatically altered the healthcare landscape. Many chiropractors are losing the ability to provide hands-on care for their patients. Elective in-office visits are evaporating along with the associated revenue.

However, this is not the time for providers or patients to free-fall with a wait-and-see attitude. Chiropractors can continue to deliver valuable services to home bound patients via telehealth – but this brings with it new questions, concerns and confusion.

In this webinar, Dr. Steele presents the essentials of telehealth. It includes a detailed, low-cost 8-step process for continuing to provide your patients with the best possible service in the current environment. Dr. Steele is joined by certified compliance specialist Becky Walter, MCS-P, to address Virginia-specific issues and concerns. Aired Thursday, 3/31/2020.

To access the recording: <https://zoom.us/rec/share/-f5zMovSyE5OerP11rTY7ITJ4LhT6a81igaqKAEmeD3P0pGArgXSMnuU7-wzbs?startTime=1585673998000>

Dr. Steele and ChiroUp are giving access to a complete Telehealth Guide for FREE for the next 3 months. Go to www.chiroup.com and register for a "free trial" to get the log-in info. Go to practice resources then forms library. In the search bar type in tele or telehealth and it will bring up all of the information. If you have any

questions, contact ChiroUp support specialist Jenn Bryan, phone 844-462-4476, email jenn@chiroup.com.

Business Survival Kit

By Dr. Nathan Unruh, Dr. Ray Foxworth, Mr. Bill Esteb,
Dr. Shahana Alibhai

These DCs, chiropractic consultants, and expert in managing stress and anxiety are providing access to a webinar they did to help the chiropractic profession through crisis and fallout from the corona virus. The recording is available at no charge, along with the following materials, for 90 days.

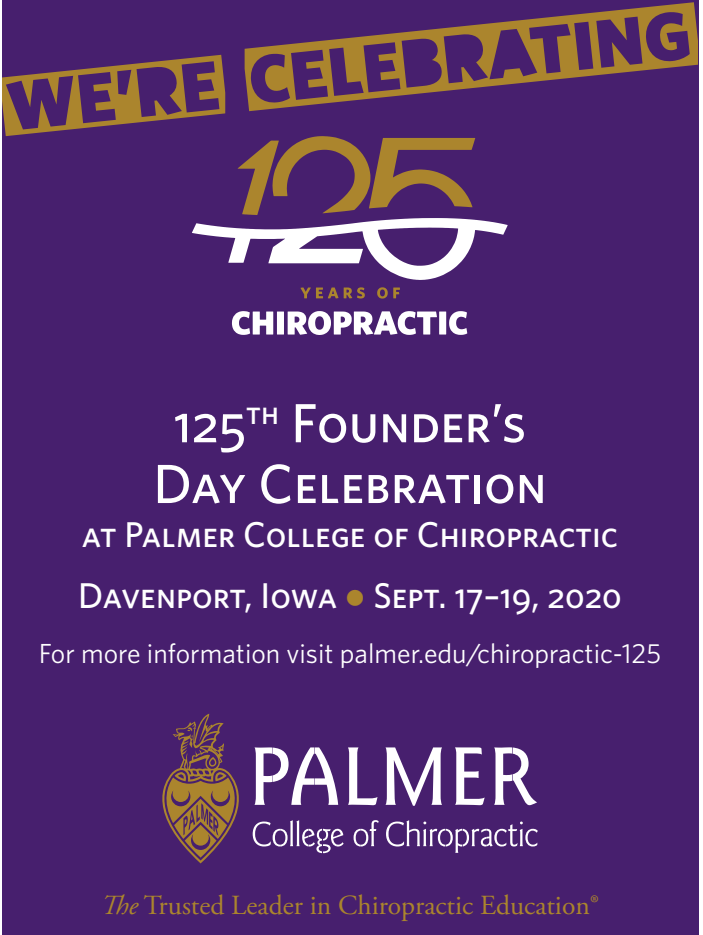
- The Crisis Survival Course, an online, interactive training program.
- The Business Survival Kit, a download that includes action items for you and your staff.
- The Key Performance Indicators guide to measure your business growth and effectiveness.
- The Business Needs Analysis, an online questionnaire to help you focus on areas of strength and opportunities for improvement.
- Additional resources from ChiroArmor.

Several members of the UVCA Board of Directors reported that this webinar provides invaluable insights we need right now.

To access: Go to https://sidecar.lpages.co/crisis-survival/?inf_contact_key=9961f5fb12e0b4090e653eb0b2c4fdff.

Scroll down to "Business Survival Kit."

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Coronavirus Playbook

By Dr. Jay Greenstein & the Kaizenovate Team

As a company and as people living through this just like you are, Kaizenovate is dedicated to providing our Tribe with as many tools and options as possible to navigate this turbulent time. Review and implement the contents, which will provide you and your team with an extraordinary opportunity to differentiate your brand and create substantial impact to your community. To access: <https://kaizenovate.com/>

What Employers Need to Know About the Families First Coronavirus Response Act

By Joseph Gumina, Erica Reib, & Kelly Kuglitsch

On March 18, 2020, President Trump signed into law the Families First Coronavirus Response Act (FFCRA) that expands FMLA rights, including 10 weeks of paid FMLA leave and also provides eligible employees with up to 80 hours of paid sick leave who are impacted by the COVID-19 pandemic. Employees' entitlement to expanded FMLA rights and paid sick leave goes into effect on April 2, 2020, and applies to all employers employing fewer than 500 employees. This means that even small employers, those with fewer than 50 employees, who never had to comply with the FMLA will now be required to provide expanded FMLA leave entitlement as well as paid sick leave to their eligible employees. Join the employment law team from the law firm of O'Neil, Cannon, Hollman, DeJong & Laing S.C. as they discuss what businesses need to know about the newly expanded employment rights for employees impacted by COVID-19. Aired 3/27/2020. The presentation will discuss:

- HR Policies that Address the Impact of COVID-19 in the Workplace
 - Compliance Issues for the Emergency Family and Medical Leave Act
 - Compliance Issues for Emergency Paid Sick Leave Act
 - Potential Errors Employers Can Make in Group Health Plan Administration Relative to Expanded FMLA Rights
 - Key Provisions in the CARES Act to Increase Access to 401(k) Plan Loans and Hardship Distributions
 - Tax Credits for Providing Expanded FMLA Paid Leave or Emergency Paid Sick Leave
- To access: <https://event.webinarjam.com/login/q1q8waxu3swwsksp>



Strategy for Your COVID-19 Response

By Dr. Scott Munsterman

Dr. Munsterman helps you to deploy an action plan for the COVID-19 response and layout a strategy for building your clinical business. Create a safe clinical environment during COVID-19. Use telehealth to maintain continuity care with established patients and learn how to code/bill for this service. COVID-19 Public Health effort - Outreach to your patient base to inform and check in on

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Continued from page 9

them. Join us on this strategic webinar as we focus on building your practice during the Coronavirus Pandemic. It is natural to be fearful of the unknown, wondering how much of a financial hit this will take on the business and your personal life. The day to day stress of waiting it out can become overwhelming. But now is the time to focus on one thing: building and retooling your clinical business to not just survive but thrive as we pull through this temporary time of crisis. Aired 3/26/2020.

To access: <https://event.webinarjam.com/login/24y20i7foa5aksp>

Filling the Financial Gap for DC's thru the SBA Disaster Assistance Program

By Mr. Don Rasmussen

This webinar provides information about the SBA relief, how these loans are different than conventional SBA loans, and how to apply for loans yourself. Aired 4/3/2020.

To access: https://zoom.us/rec/share/ud5KEZbj_DNLR4H2wULfcOk8G4bdX6a81CAZ-KEKyU1r05nPFKEFcpYKEVpuLQOU

This free library grows as the COVID-19 continues to bring us new challenges. Visit the UVCA's web calendar or COVID-19 web page for the most complete listing, along with other upcoming programs.

2019 Marketing & PR Annual Report To F4CP Members

As a member of the Unified Virginia Chiropractic Association (UVCA), you are granted complimentary membership with the Foundation for Chiropractic Progress (F4CP) -- a not-for-profit organization dedicated to raising public awareness about the benefits of chiropractic care through secured media placements for the profession, national advertisements and bringing chiropractic to new heights.

Through UVCA's enrollment in F4CP Group Membership, you receive membership benefits such as:

- A basic listing in the F4CP Find-A-Doctor Directory: www.f4cp.org/findadoctor
- Free listings in the American Academy of Spine Physicians, WebMD and Vitals.com Doctor Directories
- Monthly Newsletter & exclusive F4CP special alerts
- Access to live, educational webinars for DCs and CAs
- Print advertisements
- Positioning papers to help advocate for your practice
- Free non-CE version Athletic TIPS™ Certification Eligibility & 20% discount on CE version

Thanks to the support of UVCA and many other State Associations, Chiropractic Colleges, Corporate Sponsors and individual contributors, 2019 was a year of tremendous positive momentum for chiropractic care, the doctors who deliver it and our organization, which has grown from 8,000 members in 2015 to more than 28,000 members as of this writing.

Throughout the past year, in the media and in newly published research, chiropractic care continues to be highlighted as a safe and effective drug-free pain management approach that also helps patients avoid the dangers of opioids.

The F4CP supported chiropractic progress in 2019 by continuing to be a prominent voice advocating for chiropractic care and staunchly defending it when it is misrepresented in the media.

The goals of our 2019 marketing and PR program were to:

- Educate the public about the health and well-being benefits of chiropractic care through positive press
- Raise awareness of doctor of chiropractic (DC) education and credentials
- Elevate the profile and credibility of DCs in the provider, payer, employer, sports communities and beyond

For more than a decade, the F4CP has been knocking on doors in the media with little to no avail. Now, not only are we being answered, but journalists are seeking our insight and commentary about safe, effective and drug-free chiropractic care.

We hope you will utilize the material that is available to you as an F4CP Group Member to help us accelerate this momentum into 2020 so we can continue our important mission of educating the public, changing healthcare policies and helping more patients access the important, life-changing care that you deliver.

To download the full report, go to <https://www.f4cp.org/package/home/viewfile/bro2019-pr-and-marketing-report>.





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As of 4/14/2020

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Welcome, New Members!

The Following Members Joined the UVCA Between 1/26/2020 & 4/15/2020

Cole, DC, Joshua

Cole Sports Chiropractic & Rehab
Stafford, Virginia
Phone: 540-242-4489
jjcoledc@gmail.com
Fourth Year or More DC
Decompression, Diversified, Extremity Adjusting, FAKTR-PM, F-D – Cox, Graston, Kinesiotaping, Myofascial Release, Soft Tissue

Crain, DC, Nathan

Virginia Sports Therapy PLLC
Ashburn, Virginia
Phone: 703-723-9355
Drnate@vasportstherapy.com
Third Year DC
Diversified, Extremity Adjusting, Graston, Motion Palpation, Myofascial Release, Soft Tissue

Der-Graux, DC, Sharon

ADIO Specific Chiropractic
Bowie, Maryland
Phone: 301-262-2346
sdergraux@gmail.com
DC Spouse

Dickerson, DC, John

Gateway Chiropractic Inc
Gainesville, Virginia
Phone: 703-753-8080
jtdickersondc@gmail.com
Fourth Year or More DC
Referred by Dr. Alicia Haupt

Gage, DC, Travis

Pure Chiropractic
Vienna, Virginia
Phone: 703-319-1212
DrTravis@purechiropractic.com
Fourth Year or More DC
Referred by Dr. Brandon Lemuel

Hamidi, DC, Hooman

District Wellness
Arlington, Virginia
Phone: 571-765-2324
info@districtswellness.com
Fourth Year or More DC
Active Release Technique (ART), Diversified, Extremity Adjusting, Full Spine, Graston, Kinesiotaping, Soft Tissue

Heppe, DC, Erica

Heppe Chiropractic
Fredericksburg, Virginia
Phone: 540-840-4144
Fourth Year or More DC
Active Release Technique (ART), Cranial Sacral, Diversified, Drop – Thompson, Other, Extremity Adjusting, FAKTR-PM, Flexion-Distraction – Cox, Leander, Full Spine, Gonstead, Graston, Instrument Adjusting – Activator, Pro-Adjuster/Sigma, Integrative, Kinesiotaping, Low / Non Force Techniques, Motion Palpation, Myofascial Release, Palmer Package, Soft Tissue, Upper Cervical -Toggle, Upper Cervical – Other, Webster

Kellis, Catherine

South Chesterfield, Virginia
Student
Life University

Manning, Jr DC, Jerry

Manning Chiropractic
Danville, Virginia
Phone: 434-836-2905
manning_7065@msn.com
Fourth Year or More DC
Diversified, Graston

Richmond, DC,

Kimberly
Chiropractic Health & Wellness Center
Richmond, Virginia
Phone: 804-359-6999
drkmcutchen@gmail.com
Premier DC
Active Release Technique (ART), Graston, Myofascial Release, Soft Tissue
Referred by Dr. Carmen Johanning

McEachin, DC, Chris

The Amato Clinic
Staunton, Virginia
Phone: 540-213-3904
drcrmceachin@gmail.com
First Year DC
Diversified|Drop Techniques -Thompson, Gonstead
Referred by Dr. Michael Amato

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accounting@eztaxfinancial.com
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Consulting/Financial Services
Referred by Mr. Moe Talash, Computer Troubleshooters



Roselle, DC, PAK, PAc DCCN DCBCN, Tom **LEADERSHIP TO LEGACY**

Oakton, Virginia
Phone: 703-278-2273
info@leadershiptolegacy.com
Allied Supplier
Practice Management

Virginia Chiropractic Political Action Committee

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Bronze (Up to \$199)

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* Contributors as of April 7, 2020.

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Chiropractic Political Action Committee of Virginia

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CPAC of Virginia is a separate segregated fund. Voluntary contributions by individuals to CPAC of Virginia can be written from personal or business accounts. Donations written by a business account will be reported to the State Board of Elections from the business and not the individual. Donations to the CPAC of Virginia are not tax deductible. Your decision to contribute will not result in an advantage or disadvantage in your relationship with VCA or CPAC of Virginia. State laws request that PACS use the best efforts to obtain and report the name, mailing address, occupation and employer of each individual who contributes more than \$100 in a calendar year.

4461 Cox Road, Ste 110, Glen Allen, Virginia 23060, Fax: 804-643-0311, Email: vaccpacoffice@gmail.com

Know a Virginia Legislator?

Help C-PAC build its key contacts list!

If you have any legislative contacts or questions about Virginia C-PAC, please email vaccpacoffice@gmail.com.



I want to acknowledge that living through this pandemic is a trauma.

As a trauma specialist, i think there are a few things that are helpful to know:

- Parts of our brain have shut down in order for us to survive
- As a result, we are not able to fully process a lot of what is going on around us
- Feeling somewhat numb and out of touch with our emotions is normal, especially if you have lived through trauma before
- Some people are also more apt to feel hypervigilant or anxious, while others become hypoactive or depressed. Neither means anything other than indicating your predisposition to dealing with extreme stress
- In-depth processing of trauma happens years later, when we feel emotionally safe to deal with it.
- When in the midst of trauma, just getting by emotionally and functionally is okay. Lowering expectations and being kind to yourself and others is vital.

-Jennifer Yaeger, LPC

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UVCA Classifieds

DC members may place a classified ad in The Virginia Voice and on UVCA's website free of charge. Fee is \$50 for member vendors and \$88 for all non-members. Listing will remain on website for 3 months, plus appear in at least 1 issue of newsletter, broadcast email/fax to member and non-member DCs throughout VA, and promotion of link to Classifieds on VCA doctalk. Individuals may not post classified listings to the list-serve, per membership vote. Limit of 35 words may be imposed. For deadlines, display ad info. or to submit your listing, e-mail jconnolly@virginiachiro-practic.org.

(Updated 4/14/2020)

Events

Kaizenovate will begin the online The Chiropractic Entrepreneur Framework® course on 5/1/2020. This interactive class will take you through (1) Reinvigorating the Vision of the Practice, (2) Building World Class Culture, (3) Understanding / Leveraging Key Performance Indicators, (4) Maximizing Process Efficiency, (5) Operational Problem Solving, all to drive

(6) Growth. To learn more, click <https://app.kaizenovate.com/the-chiropractic-entrepreneur-framework>, and use the code "UVCA2020" for a massive discount!

For DC & staff training from the Unified VCA & its partners, visit the Calendar section of the web site.

Coverage

OFFICE COVERAGE IN HAMPTON ROADS Dr Lena Nazarek provides statewide office coverage & chiropractic care utilizing a variety of techniques. NCMIC insured. Visit my website at avivawellness.squarespace.com for more information & connect w/me on LinkedIn: www.linkedin.com/in/lena-nazarek Feel free to reach me by e-mail at lena.nazarek@gmail.com or cell, 410-610-4791. [listing#030420b]

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Is peace of mind, keeping your office open & continuity of care important? Yes. I am Dr Pat Boulogne. +I have over 30 yrs of experience & versed in the majority of techniques. NCMIC insured. References available upon request. Let's talk to see if we are a fit.... call or email: drpatb@gmail.com & phone 202-642-2335.

Practice Wanted

Ariya Chiropractic Group is continuing to expand in the Greater Richmond & surrounding areas through practice partnerships. Clinic owners/operators retain 100% ownership but also get the benefits of partnering w/our large group. We help you with the business of chiropractic, staff training/education, documentation, compliance, to see a full list of services- check us out on Facebook. For more info/questions call 804-526-7125 or email ariyachiropractic@yahoo.com. [listing#010220a]

Growing multidisciplinary practice seeks Chiropractic Associate w/superior adjusting skills, clear communication skills, good sense of humor, & ability to work with a team of health professionals to improve patient outcomes. Advanced Wellness Centre offers chiropractic, PT, massage, acupuncture, exercise training & nutritional counseling. Please reply w/CV or resume to awc.resumes@gmail.com. Come join our team & make a difference! [listing#071020b]

Virginia Beach. Seeking Independent Contractor to share office space & equipment in beautiful spacious clinic at the Oceanfront. No overhead, split receivables. Receptionist, insurance filed for you. Activator/nonforce DC preferred. Enjoy life at the Beach! Send resume to Dr.McLean@cox.net. [listing#070720a]

Vienna Chiropractor seeking independent contractor w/future buy in - please email (metrochiroofficemanager@gmail.com) or call 703-242-1415. Dr. Anthony. [listing#061220a]

Virginia Beach office looking for a DC to join our wellness-based team. My goal is to help you grow & become successful in practice. Starting salary is \$65,000.00/yr w/

Continued from page 19

DC Position Available



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Standards of Care – From VCA doctalk, March, 2020

“We are wondering if there are guidelines for standard of care for exams. We are a cash practice so we’re not looking for insurance company standards. We’d appreciate any info.”

*** The standard of care is defined as the reasonable behavior of like practitioners in the same clinical circumstance. Because the clinical circumstances change in each patient and patient encounter, the standard is dynamic. It typically comes down to the opinion of the most believable chiropractic expert witness in a given case. The opinions of the plaintiff and defense experts typically will be quite different. Generally, it will come down to doing enough in history, exam and treatment to do an adequate job. Virginia law defines reasonable behavior as minimal acceptable so thus “adequate”.

For example with low back pain most experts will expect a history to inquire about potential contraindication (tumors, bone disease, bowel/bladder/sex dysfunction, ect), when/how the pain began, presence of radiating pain, etc. Exam should be a basic screen to differentiate the source of pain to the extent possible (disc, SI, etc.), basic screening of LE neurologic status, imaging in the appropriate circumstances. All of this would be specific to the complaints (cervical, thoracic, shoulder, etc.).

The bottom line is that it will come down to having demonstrated a sound thought process. Using a standard, canned process will usually be highly criticized. When I would review the records of all of the providers involved in the case, not just the defendant, generally, the intake most DCs was the best of the group. That sure made the defense easier even with a plaintiff’s expert criticizing the DC.

What is taught by the expert speakers we have present at the UVCA programs is very representative of the current standard of care (SOC). If you develop a good clinical thought process, the exam and history

flow naturally and don’t take an unreasonable amount of time.

*** This is a great question. I have been asked this many times as many doctors know that I went cash over 10 years ago.

I have found a lot of misunderstanding with regard to what you are asking. Since I have known you forever I believe I understand where you are coming from.

The Dr. is not looking to cut any corners or take the easy way out at the expense of doing the best job for the patient. She is asking where the space is between needing to prove necessity to a third party for only the sake of reimbursement vs patient outcome.

My practical advice is to look at what you may have been doing for the sake of building up evidence only for reimbursement vs gathering information for taking care of the patient.

*** Obviously, I would hope, we should all have a thorough history, exam relative to the history, rule out other possibilities and address as needed and tracking all treatment. It is a SOAP note for treatment. All things I know you would do anyway, but wanted to respond in general.

One could argue, when done right, that a cash practice is very patient centered. Because all the focus and the purpose behind everything we do is purely for our needs to best take care of the patient, only. There is no additional focus on the insurance company’s needs. Only the needs for caring for the patient. That is where the potential increased efficiency could come in depending on how much we do for the sake of the insurance company only. For some there is not much difference but for some a big difference. Like everything, that extra work should have an ROI that we believe is in our business’s best interest. That can only be answered individually, no one size fits all.

So cash practice documentation should *Continued on page 20*

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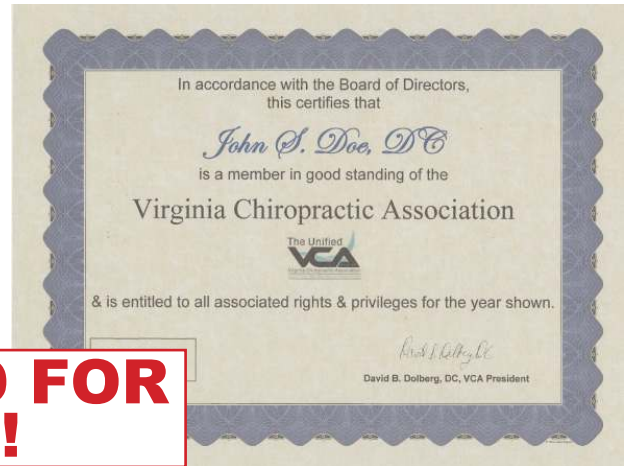
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- Email request to Maria (Member Services), maria@virginiachiropractic.org
- or Call 540-932-3100

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Please send free membership decal(s) and/or certificate(s) to the following Unified VCA Member.

Decal(s) Circle desired # 1 2 3 *(Note: Limited supply of decals. First come, first-served!)*

Certificate(s) Circle desired # 1 2 3

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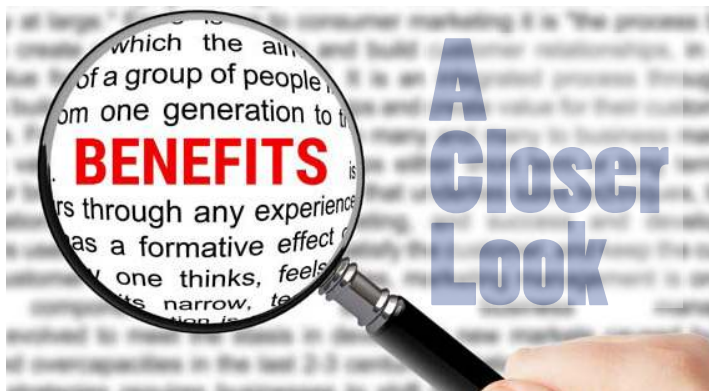
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If We Have Questions About Your Order... Phone: _____ Email: _____

Allow two weeks to receive order. Thanks for your support!



Are You Aware of All Your Benefits?

We've found that **VERY few UVCA member doctors -- let alone their staff members -- are fully aware of the benefits of membership and how to access them.**

Do a Little Surfing. Get your UVCA member log-in, go to www.virginiachiropractic.org, and discover what's there, just waiting for you. If you ever have questions about tools and resources available to UVCA members – on the web or through staff, consultants and specialists – or if you'd like to share something that has worked for your office – please contact the UVCA office.

Continued from page 16

bonuses where a doctor can make over \$100,000/yr. Benefits include: Health Ins, Malpractice Ins, Vacation days & 401k. Relocation reimbursement up to \$2,000.00 offered to assist in moving costs. Send your CV & cover letter to: doctors@kempsvillechiro.com. [listing#061020a]

Associate DC position immediately available in Arlington: Join ArCTIC (arcticva.com), an Integrative Health & Fitness Center. This multidisciplinary practice includes chiropractors, certified dietitian, massage therapists & personal trainers. \$75,000 base salary w/benefits plus attainable bonus structure to achieve six-figure income. A soft tissue technique certification (e.g. ART) is a must. Experience w/functional rehabilitation (e.g. FMS) is a plus. Please send your resume to contact@schrefflerchiropractic.com. [listing#060620a]

Associate Doctor Richmond Area - Amazing opportunity to join an established practice, with a focus on health, wellness & family care. Looking for a passionate doctor who can effectively explain the importance of chiropractic. Adjusting skills: spine, extremity, rehab, soft tissue techniques a plus. Recent graduate or experienced doctor welcome. Salary, part time hrs w/additional bonuses & benefits. Send CV to chirocandidate@gmail.com. [listing#052820a]

Norfolk 30+ yr practice. Dr. looking to retire. Subluxation-centered, family and wellness practice. Great opportunity to set you up for long-term success & eventual take-over. Competitive salary. Email: Drbrad@WardsCornerDC.com. [listing 051920b]

Seeking a Motivated Independent Contractor Chiropractor. Our Office is located in Vienna,

VA. All billing/insurance submission is provided. Higher than usual percentage share offered. Better income rate than associate rate. Marketing will be provided. Bonus structure. Potential buy-out option in the future. Equipment will be provided. Please email your CV to marthaking720@gmail.com. [listing#050720b]

DC needed to start immediately in Arlington, VA. Full time, salary neg. For more info, please call Mr Tajick at 703-402-9092. [listing#050320a]

Seeking Motivated Associate Chiropractors for our practice located in Washington DC, Crystal City, & Lovettsville. Part of 13 local chiropractic clinics with a great support team continually providing training to help you reach your goals. Great starting pay w/bonus structure that never caps. Please email: COO@palmercare.com. [listing#070720b]

Do you want to make a difference? Our office is looking for a motivated associate doctor who is skilled in diversified adjusting & enjoys treating a variety of patients including athletes, accident victims & family care to pregnant patients & pediatrics. Dry needling certification would be helpful. Located in Falls Church. Spanish speaking is a plus. We provided benefits. Please forward your resume to drdamato@qualitychirova.com. [listing#041520a]

Baltimore Area Associateship: Come be a part of a great team while you become confident in your patient skills; patient management skills; & how to run a successful high-volume practice. We are the EXACT opposite of a personal injury mill. Good base, excellent bonus system w/true 6-figure potential & practice management seminars. Contact Dr Jamie Roeder: 410-627-0621 or email chirojamie@comcast.net.

Full time salaried associate position available for busy well established Alexandria practice . Great location outside of Old Town Alexandria, excellent support staff, unlimited opportunities. Practice is diversified, physical therapeutic modalities, functional medicine & dry needling also offered. Health insurance, paid sick & vacation days, 401K option, competitive salary plus bonus incentives. Wonderful opportunity for a positive minded self-starter! Please contact c.levitt4488@gmail.com. [listing#031020b]

Virginia Beach - Dynamic, fast paced, state-of-the-art high tech Chiropractic Clinic is looking to add a full time Associate Chiropractor to the team. Applicants must be licensed Chiropractors & provide school & yr of graduation. New graduates welcome. We will train. Please email your resume to drjamesmaggio@gmail.com. [listing#031020a]

Virginia Beach office looking for a Chiropractor to join our wellness-based team. Starting salary is \$65K/yr. w/bonuses where a doctor can make over \$100K/yr. Benefits include; Health ins, Malpractice Ins, Vacation days, & 401k. Relocation reimbursement up to \$2K offered to assist in moving. Send CV & cover letter to: doctors@kempsvillechiro.com. Visit our website at: www.kempsvillechiro.com. [listing#030420a]

Midlothian/Richmond - Join the movement! Active Chiropractic looking for an associate to join our practice. Base salary & generous compensation w/future expansion possibilities. We operate a fully functional training center focusing on joint, soft tissue & functional rehabilitation. Streamlined systems in place so you can focus on patients. Experience w/soft tissue treatments (ART, Graston), & functional assessment (FMS/SFMA) a huge plus. Please email rgreen@activechiropractic.com. [listing#030220a]

25-yr old successful female DC looking for an associate with PT privileges looking to grow themselves & their ability to have their own practice in 2 yrs. Located outside of Frederick, MD. Holistic family practice w/ability to teach how to create your own thriving practice. Send CV to mimi@drmimi.com with your vision of how you can serve. [listing#092620a]

The Joint Chiropractic in Northern Virginia/ Richmond is looking for full time & part time Drs. All cash practice, great adjustment skills required. Competitive Salary & great environment w/benefits & bonuses. Please email your CV to Dr Ahmed Migdadi amigdadi1988@gmail.com or fax to (888) 503-7522.

We are looking for the right associate to join our prenatal & pediatric focused practice in Mechanicsville. Great salary, bonus, retirement package & help w/student loan repayment. Please email your resume to: dr.anna@atleechiropractic.com We look forward to meeting you!

Ariya Family Chiropractic Centers, Greater Richmond area, looking to make

an associate's dream come true & offer rewarding compensation package, ask our current doctors. We offer 401k & cover 1st year malpractice, UVCA membership & conventions. The position consists of salary + performance bonus. Experience is a plus. For more information or questions call 804-526-7125. Please fax resume to 804-520-7624 or email ariyachiropractic@yahoo.com.

Wanted: Dr w/great adjusting skills, basic knowledge of nutrition, basic applied kinesiology a +. We are an integrative practice of DCs/applied kinesiologist, acupuncturist, nutritionist, MTs. Send your resume to drtomroselle@gmail.com. Salary, Bonus, Benefits (health insurance, malpractice insurance, 401K, paid vacation & holidays, possible stock options.) www.rosellecare.com.

Sport & Spine Rehab, a rapidly growing Chiro, PT & Rehab co is looking for highly skilled, ethical DCs w/exc clinical, interpersonal & comm skills. Competitive salary, bonus structure, benefits plan inclusive of health, dental, life, long term disability insurance as well as cont ed benefit, 401K match, ownership plan, more. For more info, pls contact Dr Jay Greenstein at drjay@ssrehab.com.

Practices

Norfolk, 33+ yrs. Subluxation-centered, family & wellness practice; high volume, highly profitable. Dr. looking to retire. Looking for the right person to "earn" your way in then buy me out at the end of the term. Serious inquiries only. Email: Drbrad@WardsCornerDC.com. [listing#052120a]

Tyson's Corner, Vienna Sports Chiropractic Office: Established, Modern equipment & new technologies. Doctor moving. 3 tx rooms. 80-100/wk. open only 3 days. Great price. 1700sqft in medical building. Flxn/Dis, Drop, ART, Sports Rehab and Impulse. Serious Candidates Only. Contact chirotram9090@gmail.com. [listing#050720a]

Cash practice for sale \$23,000. 1656 sq ft clinic. Requires a 5 yr lease. Rent \$1950/mo or purchase the office for \$325,000. Located in Lexington near the Blue Ridge Mountains. Office is located in a professional center w/ other health care providers: orthopedists, physical therapists, dentists, optometrist, etc. Great location. Contact drummershort@aol.com. [listing#042020a]

Products & Services

Valley Credit Service, Inc. is a receivables management firm with more than 50 years' experience. Our philosophy of consumer friendly collections and revenue cycle reduction sets us apart from our competitors. Our services include Pre-Collections, Collections, Payment Monitoring, Credit

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Reporting. Talk to Bill today about how you can build a quality partnership around your definition of the "ideal" agency relationship. Bill Hopkinson, 800-238-0325, bhopkinson@maxprofitsys.com, www.maxprofitsys.com.

Ariya Chiropractic Group is continuing to expand in the Greater Richmond & surrounding areas through practice partnerships. Clinic owners/operators retain 100% ownership but also get the benefits of partnering w/our large group. We help you with the business of chiropractic, staff training/education, documentation, compliance, to see a full list of services-check us out on Facebook. For more info/questions call 804-526-7125 or email ariyachiropractic@yahoo.com.

Space Available

Office space available to share in Arlington. Chiropractor of over 20 yrs is currently working part time & looking for someone to share space during the times the doctor is not in. All details can be discussed via phone at 703-966-5749. [listing#5/19/20a]
For Sale or lease: Free standing office on .3 acres on busy 4 corner intersection off Main St in Fairfax. 18 parking spaces available. Occupied by Chiropractor & PT for 32 years. Call 703-304-6211. [listing#042120a]

Richmond office space share w/perks! We will refer our Medicare & Healthkeepers patients, share our website, adjusting equipment & ChiroTouch Software, & you can have the office to yourself on your days & provide coverage for senior chiropractor. Low overhead/low start up costs for a motivated doc! Email drgreen@MySpinesAligned.com for more details.

Charlottesville/Pantops Gorgeous Office Space in our New Satellite office. Can accommodate two practices. We are there M-W-Friday but not a problem. Two Massage/Acupuncture rooms. 2 Full Chiro rooms, one Large 12x12 Rehab room. Use our Equipment or bring your own. Exceptionally large Reception Area (two windows) Prefer Female/Ped Practitioner but open to all. \$1300/Month Includes all except phone. Contact Ed Lauterbach chirodoc4u2@gmail.com or Cell 434-960-6733.

Equipment

Lloyd bench w/arm rest & tilting head piece. Body has been recovered head piece has not, but have the material to match. \$100 located in Virginia Beach. Email: vanellachiro@gmail.com. [listing#071620]

We have a box of 8x10 & 10x12 unopened green film & a few opened boxes of 14x17, 10x12 & 8x10. We also have cassettes (2) 8x10, (7) 10x12 & (6) 14x17. 1 1/2 boxes of 14x17 Xray envelopes. Make us an offer for some or all. 2chirodocs@comcast.net in Mechanicsville (just North Of Richmond). [listing#071620a]

"Fire Sale Prices": Retiring, liquidating practice. Spinalators, numerous lateral file cabinets, lateral x-ray file cabinets, single & double view boxes, stationary table w/ all drops, large office desks, copier/printer, 1 newer computer & 1 older computer w/ Windows 10, wall-mounted rehab unit by Lifetime Fitness, older traction unit, therapy tables, assorted chairs, cabinets, more. Email Dr Jeff Teass: jktdc@earthlink.net or call 540-597-8581. Must PU in Vinton, VA. [listing#071020a]

ScripHessco has Modalities, Elevation & Hylo tables, Laser, DTS tables available to ship immediately. Custom reconditioned tables ship in 3 weeks. Call Brenda Cassell 800-586-2448 or email bcassell@scriphessco.com. [listing#053120a]

Intersegmental traction device for sale. Good condition. 100 dollars or best offer. Alexandria VA. Please text Dr Hatam at 571-214-1305 or email at virginiafamilych@aol.com Local pickup only. Photo [listing#062520b]

X-Ray supplies - Richmond. After switching to digital x-rays I have film, film jackets, chemistry, & a film processor that could be used for parts. call (804-754-2380 or e-mail wcc99@verizon.net. [listing#062520a]

Hampton Roads Docs! Chiropractic Office closing. Office chairs, Hydrocollators & other sorted items for sale. Please contact me at 757-618-6574 for more info. [listing#061720a]

No Reasonable Offer Refused: Lumix 2-45 watt laser. Barnes F/D table. X-Ray film bin, cassettes, view boxes & flash card unit. Hydrocollators w/packs-towels. PT tables. Tote Bin of orthopedic braces. Pic's available. Call 703-728-3863 or email gmfdcfi@gmail.com. [listing#061320a]

Entire clinic stuff in basement: x-ray setup + darkroom, Large Lloyd table, several Chattanooga adjusting tables, EMS units, U/S units, stationary U/S, oak wall units, Dr Pete Fernandez tapes, traction table, Visual Odyssey, viewbox, spinalators, Scol. chair & PRO21 vib unit...TONS of stuff. Call 703-206-8063; ask for Dr Bob. Can open entire practice with what's in basement! Call 703-206-8063 [listing#052620a]

Thomas table, heritage 7 with 3 drops (stationary table). Black leather w/wood footings. The table was purchased new in 2016 & has barely been used - like new - \$800. Pictures available. Table must be picked up in Harrisonburg. Please contact info@svperformanceclinic.com. [listing#052520a]

Zenith hi-low table, perfect condition, w/drop sections, used 2 yrs. \$700. Contact me at js_eggleson@hotmail.com. [listing#051920b]

Price Drop: 2 Galaxy Deluxe Adjusting Benches model 1989CA. Tilting head, arm rests, 3" foam, metal paper cutter, 300lb

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be no different with regard to the patient care. The only difference would be the difference with regard to the insurance care.

*** That is exactly what I'm looking for. We were trained on doing exams that would satisfy insurance company requirements. We're trying to figure out how much of what we do is really just because that's what we were taught and how much of it really is about getting the best information to make the best treatment decisions. We feel like a lot of what we are doing in the exam is more time-sucking than really giving us information that affects our treatment decisions. Obviously a detailed history is extremely important.

*** I am doing functional medicine/nutrition only at this point so I am all cash and only look at the quality of care perspective. I appreciate for most, they have two masters to cover and it takes care not to let the lessor importance (insurance) dominate over the most important, patient/quality of care. It is easy to get caught up in appeasing the insurance beast and thinking that that also ensures a good clinical thinking process. Sometimes the regimentation causes some atrophy of thinking.

*** The guidelines published by Clinical Compass may be helpful.

- [https://www.jmptonline.org/article/S0161-4754\(15\)00184-0/fulltext](https://www.jmptonline.org/article/S0161-4754(15)00184-0/fulltext)
- [https://www.jmptonline.org/article/S0161-4754\(19\)30008-9/fulltext](https://www.jmptonline.org/article/S0161-4754(19)30008-9/fulltext)

*** I really don't have much to add to the very eloquent replies you have received. I can say this: You always should at least meet the standard of care expected by the state governing body for your practice. In our case, that's the Virginia Board of Medicine. Exams are defined by CPT code and that's not only just for reimbursement, but I understand how you may think that. In Virginia, you're held to the standard that you must examine any areas you plan to treat. That sounds pretty reasonable. History of the complaint and health and family history usually are helpful in determining what kind of care you give, what general expectations might be for length of treatment and how you explain your decisions to the patient. All of that would be standard in most cases, I'm sure you would agree.

I believe that most doctors of all specialties fear the documentation process most of all. How much do I need? What's too much? Those are questions I answer very frequently. I try to tell every provider to think about the exam and re-exam also as a tool to inform your patient and imagine that patient is your family member. What would you expect? Would you be satisfied if you read what you just wrote down and it was for your mother or father? Would the BOM find that you had done enough if some adverse action occurred? A critical look helps you decide if you might need to document a bit better what you're doing. I find that most docs are performing a very thorough exam, but just don't know how to record it and how to formulate that information into a treatment plan regardless of whether they believe a third party is paying or not.

That's the reason I do what I do.

weight capacity, BRG color, 22" high x 72" long x 22" wide. Gently used. 2 for the price of one! \$250 for both or \$150 each. Dr. Larry Lesser (540) 809-6087. [listing#041320b]

NEW/USED EQUIPMENT; 30+ yrs experience; HF Hill & Associates, Inc. Chiropractic showroom is located in Richmond (by appointment). We buy &

sell new & used equipment: Lloyd Table Co., Richmar, Hill Labs, Pivotal Health, Chattanooga & more. Adjusting tables, laser, electrotherapy, ultrasounds, & traction tables (decompression & IST). Check out our NEW & USED EQUIPMENT IN STOCK - www.HFHill.net. 1.800.434.4551, ask for Hugh or Bryce. [listing#062120a]



Would an extra \$1000 come in handy?

CHIROCENTERS MANAGEMENT CORPORATION and **CHIRO1SOURCE** have teamed up to make this year's member-get-a-member campaign stronger than ever!

The person who sponsors the highest number of new members in 2020 will receive \$100 for EACH new member sponsored, regardless of member type -- **up to \$1000!**

You know how important patient referrals are to your practice. Well, referrals are just as vital to the association. **SHARE** the expertise, resources, support and

camaraderie that UVCA membership provides—and the **SUCCESS** that follows. Contribute to not just that individual's success, but to your own, the UVCA's, and your profession's. The chance to win some cash is icing on the cake.



It's easy to share! For benefits info. and forms, visit www.virginiachiropractic.org, go to Membership Recruitment and click on "Member Sponsorship" -- or call the UVCA office at 540-932-3100.

2020 Member Sponsors
At 4/15/2020

Dr. Mike Amato
Dr. Alicia Haupt
Dr. Carmen Johanning
Dr. Brandon Lemuel
Mr. Moe Talash
Computer Troubleshooters

Unified VCA Education & Events

Virtual CEUs & Training

- **FREE WEBINARS: COPING WITH COVID-19** -- Page 8
- **CA COACHING AND TRAINING** -- Assistants for Chiropractic Excellence
- **ONLINE CEUs** -- ChiroCredit.com
- **ONLINE RAD TECH CONT. ED.** -- Myicourse.com

Face-to-Face

June, 2020 (May be Postponed to July)

HIPAA/OIG MEDICARE COMPLIANCE FOR CHIROPRACTIC OFFICES

By Ty Talcott, DC, CHPSE

3 Dates & Locations to Choose From:

1. Wednesday, June 17, 1-6 pm, Williamsburg, VA
2. Thursday, June 18, 1-6 pm, Fairfax, Fairfax, VA
3. Saturday, June 20, 8:30 am - 1:30 pm, Fredericksburg, VA

5 Type 1 CEUs Each

Details, Registration Available Soon

Friday, October 16 - Sunday, October 18, 2020

2020 FALL CONVENTION

- Evidence-based Exercise, Barbell Topics by Dr. Michael Ray
- Ethics & Risk Management by Dr. Stu Hoffman, Sponsored by ChiroSecure
- The Comprehensive Management of Inflammation with Combined Nutritional & Neurofunctional Modulation by Dr. Scott Banks, Sponsored by Standard Process
- Keynote: Progress in Neuroscience – A Chiropractor's Dream by Dr. Heidi Haavik
- Evidence-Based Chiropractic Practice Rocks! by Dr. Heidi Haavik and Dr. Monika Buerger, Sponsored by ChiroSecure and NCMIC
- Increasing Your Financial Strength Panel Discussion (Topics Subject to Change Based on Current Events)
- Practical Spinal & Extremity Adjusting by Dr. Kevin Wong, Sponsored by Foot Levelers
- CA-Specific Training:
 - Hellos That Last a Lifetime, Consultation for Total Connection, Lifetime Wellness Practice by Dr. Bob Leib, Sponsored by TLC4SuperTeams
 - 5 Easy Steps to Run a More Efficient Practice, Using Technology to Improve Outcomes Through Patient Engagement by Ms. Kristi Hudson, Sponsored by ChiroHealthUSA
 - Manage Widgets - Lead People, Contagious Growth - It's an Inside-Out Job, The "Most Right" Actions Taken Consistently, Living in the Danger Zone - Assessing Your Heart Attack Risk Factors by Drs. Ashley & Stephen Genthner, Sponsored by TLC4SuperTeams

Hotel Roanoke, Roanoke, VA

Approx. 18 CEUs, INCLUDING UP TO 16 TYPE 1

Details, Registration Available Soon

Saturday, October 17 - Sunday, October 18, 2020

NEUROMUSCULOSKELETAL MEDICINE PROGRAM - Weekend 1 of 5

Mastering the Assessment & Management of Shoulder & Upper Extremity Problems by Brandon Steele, DC, FACO

Hotel Roanoke, Roanoke, VA

Details, Registration Available Soon



Starting November 7-8, 2020

(Online Portion Starts October 1)

RAD TECH TRAINING PROGRAM

Richmond, Virginia

Details to Come

Details, Registration Available Soon

For details, updates, & registration info., go to www.virginiachiropractic.org & click on Calendar. Supplier Member event listings, too!

The Virginia Voice

Spring 2020

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We estimate that 78% of VCA dues are not deductible as a charitable contribution, but may be deductible as ordinary and necessary business expense. The remaining 22% is allocated to VCA lobbying expenses and is not deductible. Further information should be obtained from your tax advisor.