

The background of the entire page is a photograph of a winter scene. It features snow-covered pine branches in the upper half and a teddy bear in the lower half. The bear is wearing a brown, buttoned-up coat and a red hat with a pom-pom. It is standing in a snowy field.

# Plexus

The Connecting Point for Chiropractic in Washington State • December 2023

Student Loan Forgiveness and Repayment Plans Simplified:  
The Smarter Way to Repay

Highlights: ChiroCongress and WSCA Connect '23



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**The Connecting Point for Chiropractic in Washington State • December 2023**

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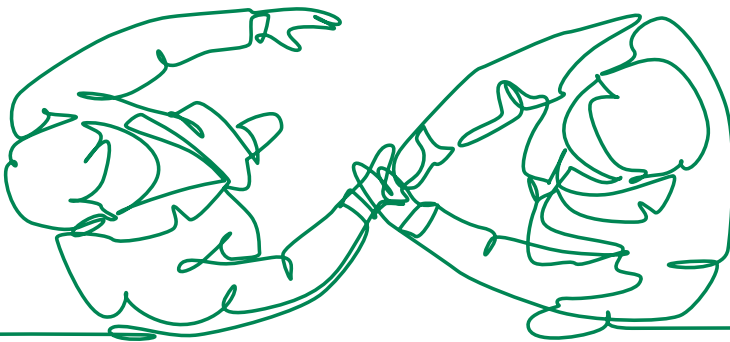
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**Dr. Joseph Brimhall**

has been President of the University of Western States (UWS) for over 20 years, beginning in 2003. He has extensive experience in chiropractic clinical practice, professional licensing and testing, and higher education accreditation. Dr. Brimhall is former President and Chairman of the Council on Chiropractic Education United States (CCE), and a Founding Director and President of the Councils on Chiropractic Education International. He currently serves on the Board of Directors of the Council for Higher Education Accreditation (CHEA). In this issue, he updates us with “Action Potentials” from UWS.



**Zack Geist, Founder and CEO, Student Loan Tutor**

founded Student Loan Tutor in 2015. As one of the leading experts in federal student loan repayment, he and his team have taught thousands of student loan borrowers all over the country how to save enormous amounts of money and hassle. He currently splits his time between his farm on the Hamakua Coast of Big Island Hawaii and Salt Lake City, the location of Student Loan Tutor’s corporate offices.



**Robert Perkes, DC**

is a WSCA Board member and owner of Core Concepts, an integrated healthcare office with multiple locations and providers. He lives in West Richland with his wife of 18 years and four clones/sons. He is a University of Western States graduate. Dr. Perkes provides perspectives in this issue’s “*Water Cooler: Tips for New DCs.*”

# Plexus

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## PRESIDENT'S MESSAGE



Chad Hurst, DC  
President, WSCA Board of Directors

Another year is coming to an end, and I hope that this issue of the *Plexus* finds you with some excitement and joy this holiday season. The end of the year and the beginning of the next has grown to become one of my favorite times of the year. It is a time to reflect on achievements and memories and to look forward to the goals and “what ifs” for the year to come. If you have never done this for yourself personally or for your practice, I would highly recommend you set some time aside, grab a journal, some paper or even a whiteboard and try it.

This has been a busy year for the WSCA. We have been actively evaluating our past and current status and we have been planning and looking towards the future to keep our association a strong one. We have had some great events organized by the WSCA staff and board as well as our corporate partners, and we have also added membership benefits with more to come. Our hope is to continue to develop a strong chiropractic culture of community

within our association and increase the number of members in our association. I personally believe that as we become more unified as a profession across the different generations and regions in our state, we will make the professional experience for every chiropractor in our state better.

We have high hopes for 2024, both legislatively and for the association. The call I am putting out to the association is to get connected and take a small personal step towards creating a stronger chiropractic profession and community. Take a local chiropractic friend out for lunch or give them an adjustment, attend a local or state association meeting, reach out to your local legislator, make a call to your WSCA board member about a concern or idea, sign-up to become a recurring donor to the Washington State Chiropractic Trust, and remember that we are stronger when we are together. We are an association of nearly 1,000 chiropractors in the greatest healthcare profession that exists. Let's all do our part to make 2024 a year to remember for chiropractic in the state of Washington.



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# EXECUTIVE DIRECTOR'S MESSAGE



Jeff Curwen, CAE  
WSCA Executive Director

It's been a busy year for us here at the WSCA, as I'm sure it has been for many of you as well. Shifting back to pre-COVID procedures while moving (and downsizing) our physical office space, embarking on a multi-year legislative agenda, forging new partnerships, and adapting many of our services and benefits to fit the needs of an ever-evolving profession has proven a lofty task. But as usual, your WSCA team is always willing to work with whatever challenges are thrown at us.

Preparing live events again has proven a challenge, as it seems the meetings industry is set on recouping its COVID-era losses through its new business. See the conference recap article in this issue for more details and why we're continuing to revise our conference format each year.

Our legislative platform this year was largely unobjectionable. We didn't advance anything that had a likelihood of opposition from other healthcare provider groups. Still, the measures we advanced were planned to take several years to be successful. We made headway, but we still have work to do. On top of that, many of you reported new, more creative shenanigans on the part of insurance companies. No matter what we accomplish as an association and what we achieve policy-wise, insurers will always oppose us and do everything they can to avoid the best interests of their insureds and the providers they contract with. Things usually work out in the end, but it takes time, and 2023 was a starting point for many of our current policy objectives. The road ahead is long, but it will be made easier by regular engagement from our members.

Our longstanding relationships with corporate members have remained strong throughout the past couple of years, but the pandemic still shattered a number of businesses, including some that were WSCA members. As such, we've spent a good portion of this year searching for new service and product providers that we can trust with our members. We're happy with those that we've brought on, but we're always looking for more.

And finally, we've recognized that the practice landscape for those DCs just coming out of school is vastly different than that of the old guard. Chiropractic practice in Washington is evolving, and with it, so are the needs of our members. We're actively developing new benefits and services to meet those needs and we look forward to providing the same or greater level of *relevant* support to younger DCs that we have for the past 32 years.

Our mission at the WSCA sounds simple—*Helping Chiropractors Help Patients*—but what that looks like on a daily basis is a multi-faceted approach of listening, researching, critical evaluation, finding the right partners, advocating, and delivering services. It requires pivoting daily and spreading out the workload. It's a lot for four people, but we manage the best we can, and we're proud to be here, helping you help your patients.

## Welcome, New & Returning WSCA Doctor Members!

### New Doctor Members

**Maximillian Bicoff, DC**  
Oak Harbor, WA

**Lacy Dillon, DC**  
Vancouver, WA

**Joella Folk, DC**  
Port Orchard Midwifery &  
Chiropractic Care  
Port Orchard, WA

**John Hammer, DC**  
Family Chiropractic Clinic  
Omak, WA

**Se Jun Ji, DC**  
Ace Chiropractic  
Federal Way, WA

**David Isaac Johnson, DC**  
Beacon Chiropractic  
Vancouver, WA

**Nicholas Manzanares, DC**  
Spanaway, WA

**Mitchell Raich, DC**  
Quam Chiropractic  
Kent, WA

**Jessica Settle, DC**  
Darling Chiropractic and Massage  
Vancouver, WA

### Returning Doctor Members

**Marcus Woodall, DC**  
Granite Falls Community Chiropractic  
Arlington, WA

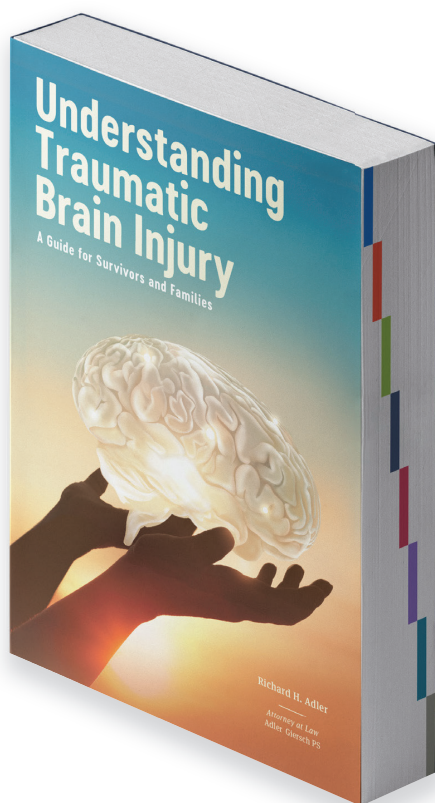


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## About the Author Richard H. Adler



*An honors graduate of Georgetown University Law Center, Mr. Adler is the Founding Principal of the law offices of Adler Giersch PS.*

- Past President, Brain Injury Alliance of Washington; Current Chairperson Advocacy Committee
- First Attorney to receive award American College of Sports Medicine for his leadership and advocacy of the Zackery Lysted Law (first in the nation law preventing preventable brain injury in youth sports)
- “Advocacy Award” from the Brain Injury Association of Washington for “exemplary legal representation and advocacy for those with traumatic brain injury”
- Designated as a “SuperLawyer™”; “Top Lawyer” per Seattle Metropolitan Magazine
- Highest attorney rating (AV) in confidential survey of other attorney for advocacy and ethical integrity
- Invited member of the Million Dollar and Multi Million Dollar Advocate Forum, organizations of top trial lawyers in America
- Traumatic Brain Injury Model Systems research group, Advisory Board
- WSCA Leadership Level



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# ChiroCongress Recap

By Jeff Curwen, CAE



(l to r): Dr. Tom Wetzen (ChiroCongress President), Lori Grassi (WSCA Executive of Legislation and Policy), Dr. Brian Stenzler (ChiroCongress 1st VP)



**ChiroCongress Board of Directors**

**Back Row (l to r):** Dr. Thomas Augat (Dist. 1–ME); Dr. Tom Wetzen (President–VA); Dr. Travis Oller (Dist. 4–KS); Dr. Glenn Jaffee (Dist. 3–NC); Marc Abila, CAE (Dist. 2–IL)

**Front Row (l to r):** Dr. Brian Stenzler (1st VP–FL); Tiffany Stevens (ED-at-Large–TN); Dr. Brenda Holland (Past President–WI); Dr. Rachael Wendt (Secretary–KY); Dr. Julie Bird (2nd VP–IL); Jeff Curwen, CAE (Dist. 5–WA); Dr. Gerald Stevens (Treasurer–NY)



WSCA Executive Director, Jeff Curwen, with his wife, Beth Hutchens

One of the great joys of my job is participating in the annual ChiroCongress convention. This is, in part, because I don't have to run the event; but it's also due to the fact that it affords me an opportunity to see a side of chiropractic from your perspective instead of from my ordinary one as an association staffer. ChiroCongress is a national organization composed of the various state chiropractic associations around the country. At the convention, I get to be an ordinary attendee and consume the content in much the same way that the chiropractors do. Not being a chiropractor myself, I don't always understand all of the clinical aspects of it, but it is a fun and inviting environment where I get to learn. More importantly, it's one where I get to see firsthand the issues that your colleagues are experiencing across the United States, and how their state associations address them.

I know I've said this before and I'm saying it again, without any attempt to pat myself on the back . . . Washington has one of the best functioning, most effective associations in the country. Not just on the operational side, but also because of the dedication and support provided its membership. And I say this noting that there are some pretty good chiropractic associations out there. But this year's convention was special for a couple of reasons. First: location, location, location. This year we met in Waikoloa on the Big Island of Hawaii. The weather was perfect, the scenery was great, and it served as a much needed getaway from the cold and wet PNW. Second: one of our own was in the spotlight. Our own Lori Grassi, WSCA Executive of Legislation and Policy, was named the inaugural State Association Leader of the Year in ChiroCongress' new awards and recognition system. Although it is intended to be for the past year, this first award was treated as more of a lifetime achievement award, as all of the nominees were well-deserving, long-time pillars of the chiropractic profession and association industry with many years of accomplishments to be lauded for. But only one of those nominees could win, and I'm proud to say that the ChiroCongress Board of Directors *unanimously agreed* that Lori was most deserving of this particular honor.

This year also saw elections for several of the ChiroCongress districts, including our own. I was re-elected to the ChiroCongress Board as the District 5 Director, and Dr. Ron Wilcox was re-elected to Clinical Compass as its District 5 representative.

We addressed many issues at this event that every state association faces. We found solutions to a few, got a strong start on solving a few others, and have plans to tackle more in the coming months. And as the District 5 Director representing not just Washington, but also Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, and Utah, ChiroCongress affords me the opportunity to help drive the national conversations on topics that matter most to you and that have the greatest impact on Washington chiropractic providers and patients. So, with that, I'd like to remind all of our Washington chiropractors that my day-to-day focus may be on our state, but there are also national and international issues in the profession on which I can be your voice. You're always invited to share your thoughts and concerns with me on all things chiropractic, even when it doesn't necessarily affect Washington. The power of strong associations isn't limited to individual states.





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*Thank you!*

# DC FAQs



By WSCA Staff

**I know my scope requires me to make appropriate referrals when a patient needs care that falls outside my scope, but how can I know what is in the scope of other provider types? Am I expected to just refer them to MDs or is there some way I can check if another provider type can provide the desired service?**

This is a more common question than you'd probably think. Your scope of practice requires you to perform a differential diagnosis on each patient and to determine the need for chiropractic care. When chiropractic care is not indicated, but another form of care is, you are to refer the patient to the appropriate provider. But just as your scope includes some things and not others, so are other providers' scopes bound by various idiosyncrasies. Some chiropractors are left wondering who they really should refer to. When they're not sure, they probably just say "go to your PCP." But this isn't always the best option. Some patients prefer to see certain provider types, and when those providers' scopes permit, you should refer to them. In order to help you with this, the WSCA is in the process of developing a quick reference guide that encapsulates the scopes of practice of all healthcare provider types licensed in Washington. This quick reference guide will be available later in 2024, and will allow you to determine which services your patients can receive from which providers, as well

as recognize when other providers are practicing outside of their own scope. Stay tuned to the WSCA newsletter and *Plexus* for more updates.

**I keep getting requests for records from a company I've never heard of. They say it has to do with an insurance company I'm contracted with. Is this legit?**

This happens every year, particularly around November and December. Part of your provider agreement with various insurance companies includes a provision allowing them to review certain records. There are several theories as to why they do these reviews and why they do them at the end of the year, but those theories are beside the point. Insurers contract out this review process. Some have subsidiary companies perform the review, others may hire a law firm to do it, and still others may just hire an apparently unrelated business. The one we hear about most is Datafied, which is requesting records on behalf of Ambetter; however, there are many of these third-party entities representing various insurers.

The WSCA has asked that these requests clearly indicate who the requesting/reviewing entity is and what their relationship is to the insurer in question. Whether it is just an oversight or an intentional omission is up for debate, but it appears none have honored our requests for greater transparency. If you do receive such requests, you are required to provide the records. Of course, if you're not sure, you can always contact the WSCA to verify if a suspicious business is on the up and up.



**I heard something about the My Health, My Data Act at WSCA Connect '23. Is this something I need to be aware of? When do I need to comply with it and how?**

Yes! One of our new corporate partners, Privacy Lock, was spreading the word at our conference about this new law. It does not take effect for smaller provider settings like chiropractic clinics until later in the spring, but it should be of particular interest to chiropractors now because the act includes several remedies for violations. Among them is a private right of action. When My Health, My Data goes into effect, not only can the state impose regulatory sanctions for violations, but the individual patients affected can sue you as well. This presents a financial liability that none of you want hanging over your head, so the WSCA has teamed up with Privacy Lock to present an informative webinar about the new law, what you need to do to comply with it, and when. This webinar is free to attend and will take place on Thursday, January 18 at noon. It's also worth 1 CE and you can register for it now at [www.chirohealth.org/myhealthmydata](http://www.chirohealth.org/myhealthmydata).

**Can you explain the difference between an investigational procedure and a nonapproved/experimental procedure?**

WAC 246-808-505 requires the CQAC to maintain a classification of procedures and instruments. While not exhaustive, this document classifies most chiropractic techniques, procedures, and equipment into one of three categories—approved, nonapproved/experimental, and investigational. The first category is self-explanatory, but there is some confusion between the terms

“experimental” and “investigational.” Experimental procedures and equipment are those that have not yet been shown to have any benefit for chiropractic care within the Washington chiropractic scope of practice, and are therefore prohibited. Investigational procedures and equipment are those that may have such benefits, but have not yet been approved for general use.

Items classified as experimental are prohibited—meaning they cannot be used in a chiropractic practice in this state. It does not matter if you're billing for its use or not; you cannot use it, period. Items classified as investigational though, can be used. But there's a catch—because they haven't been approved yet, you can't bill for it. This goes for insurers and patients alike. You can use the procedure or instrument, but you're doing it for free. Unless/until an investigational item is moved to the approved classification, that's just the way it is. Currently, there are only five items classified as investigational: BioPhotonic Scanners, Magnets, Mild Hyperbaric Chambers, Oxygen Concentrators, and Spinography.

**Follow up question—Ultrasound is listed as nonapproved as a treatment, but it is approved as an analytic technique. Can you clarify this and can I bill for diagnostic ultrasound?**

The distinction here is between diagnosis and treatment. Ultrasound can be used to diagnose a condition in a chiropractic setting; it cannot, however, be used to treat said condition. As long as you're using it solely for diagnostic purposes, you can bill for it. But you should also be aware that whether or not you get paid for that (by an insurer) will depend on whether or not the procedure is listed in your fee schedule with the insurer. If it isn't in the fee schedule in your contract, you won't get paid for it.

*Each issue of Plexus features several frequently asked questions about chiropractic in Washington. If you have any questions you'd like to see shared in the magazine, please submit them to:*

**Washington State Chiropractic Association**

c/o Shaka Forest, Membership Director  
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Tacoma, WA 98402  
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# Student Loan Forgiveness and Repayment Plans Simplified: The Smarter Way to Repay

Zack Geist, Founder and CEO  
Student Loan Tutor

**Student loans are growing to be as complex as the tax code.** Like the tax code, student debt benefits can be challenging to navigate, and even minor policy changes can significantly impact a borrower's financial situation. Every new presidential administration layers new rules and regulations onto a byzantine system. Major events, such as the pandemic or the 2008 financial crash, can bring more change. So it is no surprise why many debt holders feel scared, confused, and overwhelmed.

As millions of borrowers are faced with resuming payments this month and with new initiatives being rolled out by the Biden administration, we are noticing a major increase in servicer

error of 61%. Borrowers are having a difficult time reviewing their options with their loan servicer, changing their plans, or even getting their questions answered. There have been growing reports of additional issues such as confusing or misleading communications from loan servicer, involuntary forbearances, and failure to timely process documents.

My intention with this article is that you walk away feeling more liberated in your knowledge around the current student loan plans available for you so you can choose the smartest way to repay.

So what is Student Loan Forgiveness and Student Loan Repayments? In a nutshell, student loan forgiveness is something almost every



federal student loan borrower can qualify for; it is written into U.S. law. Where things get complicated is that there are many forgiveness and repayment options that are difficult to understand, leading people to believe that because they didn't qualify for one loan forgiveness option that student loan forgiveness at large does not exist. There are several kinds of forgiveness available through different programs.

While student loan forgiveness will dramatically reduce the cost of your loans, navigating it on your own without making mistakes that disqualify you for forgiveness is nearly impossible as evidenced by recent data from the National Consumer Law Center that showed that out of the 2 million borrowers who could have qualified for student loan forgiveness via IDR (Income Driven Repayment) plans, only 32 individuals actually received total student loan forgiveness.

## Current Ways to Repay Federal Student Loan Debt Simplified

There are two common ways to repay your federal student loan debt, Balance-Based Repayment option which is the traditional route most know about where you will pay off 100% of the balance, plus interest, and the second option is Income-Driven Repayment option or IDR.

The Income Driven Repayment option overall this is the best choice for most borrowers who qualify for them. That's because an IDR program designates payment amounts that are a certain percentage of your income and family size, with many people qualifying for as low as a \$0 payment. Once you have made payments for 20-25 years, depending on the specific IDR you've chosen, the total loan balance is forgiven and treated as taxable income.

In addition to the IDR program, certain repayment options have additional subsidies. For example, the new SAVE Plan eliminates 100% of remaining monthly interest for both subsidized and unsubsidized loans after you make a scheduled payment. This means that if you make your monthly payment, your loan balance won't grow due to unpaid interest that accrued since your last payment.

Another program that is very important to mention under the Income-Driven Repayment options is Public Service Loan Forgiveness. You qualify for this program if you can work for the federal, city or state government or a qualified 501(c)3 non-profit and are in a qualified repayment plan and have made 120 total qualified payments. This includes vocations such as nursing, medical doctors, and public school teaching and many others. For example, you could technically have a million dollars in federal student debt and work as a janitor at a public school and after 120 qualified payments, your debt would be forgiven without any tax implication.

**Student loan forgiveness can slash your loan costs, but navigating it alone is nearly impossible. Out of 2 million eligible borrowers, only 32 received forgiveness. It's not just about options; it's turning a <1% chance into near 100% certainty.**

So now that you understand some of the different options for federal student loan forgiveness, what can you do to improve your odds of actually realizing the forgiveness from less than a 1% gamble to near 100% certainty? Well, the answer is something that will probably surprise you because it's never talked about in the media or from your servicer. The answer is working with someone who is compensated to have your best interest in mind. Similar to a tax accountant or an attorney, you want to work with people who have a vested interest in your outcome. You could hire a student loan attorney. Keep in mind they're often expensive and offer simple advice, and rarely handle all of the document preparation and servicer follow up and auditing.

Another option is you could become a client of Student Loan Tutor. We are the industry leader in strategy implementation and document processing for federal student loan debt. Ultimately, we want to make sure clients are saving the most money with the least amount of headaches.

We not only help you figure out which forgiveness program and repayment plan is best for you now, but also revisit your strategy year over year for the life of your loan. We also do all of the paperwork and servicer follow up to make sure you never miss a payment or deadline which can disqualify you from your chosen repayment program, cause interest to capitalize, or cause collections to come knocking. If you'd like to find out if Student Loan Tutor is a good fit for you, please schedule a free evaluation with us.

20  
23



# WSCA Annual Conference & ..... Tradeshow

Oct. 27-28

Hilton Seattle Airport and Conference Center

## Thank You to the Following Sponsors Who Made the Conference a Huge Success!





# WSCA Connect '23 a Big Success

Jeff Curwen, CAE  
WSCA Executive Director

WSCA Connect '23 has come and gone and we're pleased to announce its success!

As we ease back into the long form live events, this year proved to be a learning experience for everyone. We tried a few new things this year that we haven't done before and, for the most part, were very happy with the results. We decided to do a two-day event this year rather than the traditional two and a half because it's difficult to predict who will attend the half days and it isn't fair to many of our outstanding speakers and sponsors to be scheduled on a day that's underattended. Instead, we tried to strike a balance between having compelling speakers, full rooms, and not too much time for our attendees away from their clinics.

This made for exceptionally long days, but in the end it worked out well. Some of our new features included a separate social event, a less imposing push for support of the Trust, and a new presentation format.

The social event, which took place on Friday evening, was attended by about 50 people. This was actually more than we expected and yet it still provided a nice, intimate gathering where just about everyone walked away with a door prize.

We also heard your feedback from last year's event where our raise-the-paddle fundraiser had a cool reception. We've never intended to make any of our members or conference attendees feel strong-armed, so this year we chose instead to take a two-pronged approach to the annual fundraiser benefitting the Washington State Chiropractic Trust. The first prong was a silent auction



Dr. Jean Scarzello-Wakeland, Dr. Sarah Kotlerman, Dr. Bob Wakeland

featuring gift baskets donated by the WSCA Board of Directors. These baskets featured items such as liquor, ski trips, weekend getaways, gourmet foods, books, clothing, and much more. The second prong was a much less forceful call for a recurring pledge. Each attendee was asked to make a monthly pledge to the Trust for whatever amount they were comfortable with, be it \$1 or \$100. The reasoning being that if every attendee committed to a monthly pledge of just \$10, the Trust would receive the same amount over the course of a year that it would through our previous efforts. While we didn't quite reach that goal, we did see a generous outpouring of support and will continue in the future with these kinds of less demanding calls for contributions.

Within our conference programming, we tried out a new presentation format. Instead of the ordinary lecture-style presentation everyone is accustomed to, we experimented with what we called "Collaborative Discussions." This

*continued on next page*

session consisted of four speakers, each with a different topic, moving around the room in 20-minute increments giving their presentation to a segment of the total audience. This format was intended to drive open conversations about the topic and engage each of the attendees. According to the surveys and verbal feedback we received onsite, this part of the event was a huge success. The only issues we encountered were the din created by too many people talking at once and a lack of time to adequately address each topic. Luckily, we've made some adjustments and we look forward to next year's "Collaborative Discussions 2.0." We believe we've come up with a solution to the noise issue and we have scheduled more time for small group discussions. Moving forward, this is likely to be a standard feature of WSCA conferences.

All that said, there were some negative aspects of the event. As mentioned in my ED Message at the beginning of this issue, it seems that the meetings industry is seeking to recoup their COVID losses through new events. The prices—for everything—skyrocketed this year. Food and beverage is usually the most expensive part of a conference, and so we select our venues in large part according to who the lowest bidder is on that item. A good way to gauge how exorbitant a venue's prices are is to look at the cost of drip coffee. There is the cost of the item, the mandatory gratuity, and the sales tax. In the pre-COVID days, a gallon of drip coffee at a hotel cost between \$75 and \$90. Maybe \$100 at a swankier venue. Additionally, in those days, coffee was served in a 6.5 oz. ceramic mug. This meant that each gallon yielded a \$4 or \$5 cup of coffee each for 20 people.

This year, it was served in disposable 8 oz. cups. You wouldn't think that makes much of a difference, but it decreases the number of people each gallon serves and drives up the cost of drinkware. The venue—which was the low bidder, mind you—charged us \$200 per gallon of coffee. That's not a typo. After gratuity and tax, each gallon of "hot water strained through

beans" was \$200. That means each gallon yielded a \$12.50 cup of coffee for only 16 people.

I don't cite these numbers just to kvetch; I'm sharing them so that people understand why our prices have crept up and why we've had to be more selective about the food and beverages we serve. Every gallon of hot water makes it that much more difficult to bring top thought leaders to speak at our events. It's only with the assistance of our generous sponsors that we're able to bring you the content that we do. And it's because of all this that we'll be playing with the format of the event again next year.



Dr. David Stemp

Don't worry—we're not doing another rebrand and we're not going to do a mini-conference in every corner of the state. Rather, we'll be doing two-location program all in one week. We'll do one day in Spokane and one and a half days in Seattle, with one travel day in between. Those who register for the full event will be able to livestream the program that's on the other side of the state from them, but we won't be offering any livestream-only option. Chiropractic is a hands-on profession and we know you can get your online education anywhere. The WSCA intends to incorporate hands-on elements into

every session of its conferences moving forward with an emphasis on in-person learning. We'll still have online options of course, but one piece of feedback that we've heard time and again over the past several years has been that we're an in-person profession offering an in-person service, and our continuing education offerings should reflect that.

It's hard to argue with that, especially as the in-person learning requirement has just recently been reinstated in Washington. So having looked at new ways of presenting content, experimenting with them, asking for your guidance and listening to it, we are continuing to refine our programs so that you can get the best possible mix of education, social interaction, and convenience at our conferences.



Liquor Gift Set donated by Dr. Luther Chau



PNW Culinary Bouquet donated by Jeff Curwen



Ski-n-Cider Gift Basket donated by Dr. Tom Ovenell



Weekend Getaway Package donated by Dr. Sarah Kotlerman



Wine Gift Set donated by Dr. Diane Sherwood-Palmer





(l to r): Dr. Kimberly Palmer-Yee, Lori Grassi, Dr. Chad Hurst



Drs. Bob & Jean Wakeland playing corn hole



(l to r): Dr. Bob Wakeland, Lori Grassi, Dr. Sarah Kotlerman, Dr. Jean Scarzello-Wakeland, Dr. Zachary Kotlerman, Dr. Reald Markokaj, Dr. Dave Butters, Jeff Curwen

## WSCA INTRODUCES MOBILE APP

One of the exciting new features the WSCA is rolling out this year is our association's mobile app. Having access to information, benefits, and business resources at the tip of your fingers is of the utmost importance. This app aims to do all three and more!

Current features include WSCA news, events, on-demand webinars, our Career Center, affinity programs, corporate partners, government relations resources, social media channels, our Find a Chiropractor directory, information on COVID resources and our new association health plan, and more. But that's just the start of it—there are additional features that will be rolled out in the coming months.

The WSCA mobile app is free and available for both Apple and Android devices.



Scan the QR code below for your operating system or visit the link on your device to download the app today!



[www.chirohealth.org/iOS](http://www.chirohealth.org/iOS)



[www.chirohealth.org/Android](http://www.chirohealth.org/Android)

## WSCA Long-Time Member

# Spotlight



**Name:** Eric R. Kurtz, DC

**Clinic name and location:** Columbia Basin Chiropractic located in Richland, WA

**What chiropractic school did you attend and what year did you graduate?** Life West Chiropractic College, 1990

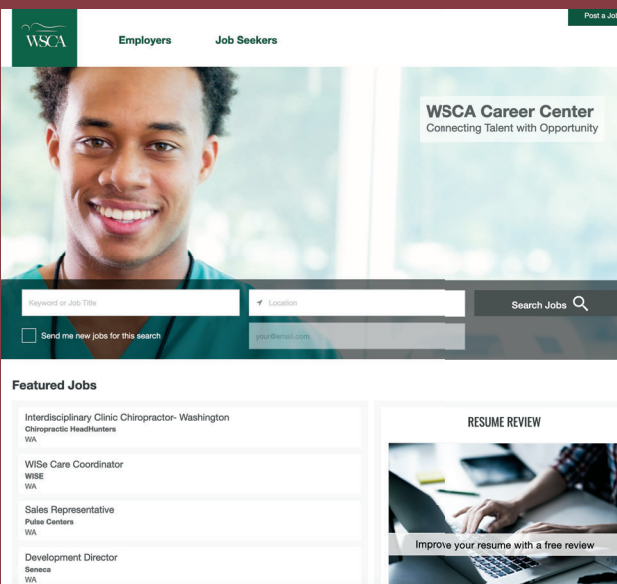
**What made you want to be a chiropractor?** I love working with my hands and have always been able to fix things. Working with the human body was the ultimate challenge and it is wonderful to be able to help a patient in need without the use of drugs or surgery.

**How has being a member of the WSCA helped you?** It's nice to have a brotherhood of fellow like-minded individuals that you can count on if needed. It is also nice that the association is very proactive in State politics so we can keep practicing and get paid for what we do.

**What the most important thing you've learned in your career?** Experience is the most important factor especially if you combine it with passion.

**What one piece of advice would you give to new DCs?** Find a great mentor and learn from their mistakes.

**Tell us an interesting fact about yourself.** I have my pilot's license and absolutely love airplanes.



Check Out the New  
WSCA Career Center!

[www.Careers.ChiroHealth.org](http://www.Careers.ChiroHealth.org)



# The Water Cooler: Tips for New DCs



Robert Perkes, DC

The “jingles” have “jangled” and lights have lost their twinkle. The post holiday hangover is upon us. January is staring us in the face and like Janus, the two-faced god of old, we should look both forward and back.

## Face One - Looking Back

There are lots of valuable metrics to choose from when looking back on last year: revenue, profits, total visits, visits per patient or new patients. Some offices evaluate their patient/payor mix or the billing code types and utilization ratios. It is important to choose one that is easy to pull from your system and is reliable.

It is also important to choose a good reference time frame for evaluation and comparison. A week is too short and yearly is almost meaningless. Monthly comparisons can be difficult because months have different lengths and number of work days. A long weekend, sickness or holiday can throw off a month's numbers.

We have found adjusted monthly averages and rolling quarters to be the most effective in making decisions. To get adjusted monthly totals we divide by the number of full work days in the month. This allows us to see daily averages and make comparisons and changes from there. A rolling quarter is the totals from the last three months. Changes in office policy or billing practices don't readily show up for two to three months.

We compare the numbers to the last two months/quarters of the current year and the numbers from the previous two years. We can see short and long term trends with this method and make honest evaluations and comparisons.

Accurate meaningful numbers will help you understand your business and set appropriate manageable goals.

## Face Two - Looking Forward

Let's be honest, we all have the same big goals—see more patients and make more money. Those goals are so large they are relatively meaningless. Those aren't goals, but motivators to action.

We need to choose goals that we can control. New patients or patient visit average can be difficult as goals because we can't control the actions of others. We can encourage and educate but we can't lasso them through the door. There is no direct relationship

between how hard you work and how many patients come in. This lack of direct correlation can make working hard feel pointless and cause a loss of motivation.

As professionals, we shouldn't allow financial goals or visits counts to cloud our treatment plans or recommendations. If we sell someone on unnecessary care or needlessly stretch a treatment plan out to make a goal, we are the problem. That isn't to say that we can't help motivate people to stay on plan and to achieve their goals. We just have to make sure it isn't our goal we are worried about.

I really like to make “work” goals. Things that I can control and that depend on me and my efforts. Examples that I have found to be helpful in building my patient base and filling my rooms include the following:

- **First Day Phone Calls** - Everyone gets a quick call to see how they are responding and follow up on treatment recommendations and home care.
- **Thank You Cards** - Everyone who referred a friend gets a hand written thank you card from me.
- **Doctor Letters** - A quick note and my charting to the provider of anyone who is referred to me.
- **Office Drop By's** - Providers, insurance agents, autobody shops, etc. drop bys with flyers and treats to keep our office top of mind.
- **Thorough/Quality Re-Exams** - Making myself take the time to really show patients functional change and improvements.

These goals are fully in my control and when I do them my practice is full. When you maintain these types of goals you will find that your motivators take care of themselves.

The real secret to successful goal completion is an accountability partner. Tell your staff what your goals are and create rewards when you attain them. Create monthly and weekly goals with appropriate rewards when you attain them. Weekly goal rewards can be as simple as coffee/drinks and monthly goal rewards, having lunch or sweets delivered.

Remember as your year draws to a close to look back at past successes and obstacles and look forward and plan for your future. Remember your success in practice is in your control. You don't need gimmicks or tricks to improve your practice and your life.



# Action Potentials from University of Western States

Joseph Brimhall, DC  
President and CEO, University of Western States

The University of Western States Doctor of Chiropractic world-class curriculum undergoes systematic reviews and revisions. The accredited curriculum integrates best practices in educational and clinical care and incorporates valuable feedback from students and graduates.

- All classes are designed to ensure that students can demonstrate clinical competency outcomes.
- Students are trained to think critically and to apply learned knowledge; these skills are essential for a competent chiropractic physician.
- The concepts of professionalism, ethics, cultural competency, inclusion, and whole health are integrated throughout the curriculum.

Effective adult education is self-directed and includes experiential, active learning. The curriculum emphasizes these characteristics:

- Classes are delivered in hybrid format with substantial active learning modules.
- Team-based learning and case-based studies, often interactive, are coupled with regular formative assessments to guide the student's development and progress.

## UWS Community-Based Clinical Education

Community Based Clinical Education enhances the preparation of chiropractic interns. Students meeting the eligibility requirements and demonstrating applicable competencies continue their education at an approved community-based training site. Interns engage in clinical activities under the supervision and mentorship

of a practicing chiropractic physician to gain real-world experience and insights, perfecting their competencies in the cognitive and psychomotor domains of chiropractic practice to better prepare them for clinical practice. Community-based clinical supervisors experience beneficial interactions with interns as they advance their skills and knowledge. This program provides a unique opportunity for field practitioners to contribute to the advancement of future chiropractic doctors.

The Community-Based Clinical Education at UWS provides students with flexible options and the rare opportunity to learn and practice with experienced field-based clinicians.

If you are interested in participating as a Community-Based Clinical Supervisor, or for more information about the program, please visit <https://www.uws.edu/doctor-of-chiropractic/community-based-internship/> or call 503.847.2565.



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## Corporate Partner Spotlight

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#### Privacy Lock

Privacy Lock helps businesses comply with state and federal privacy regulations. In 2024, Washington's 'My Health My Data' law goes into effect, imposing new compliance obligations on healthcare providers and businesses that collect health-related data from Washington consumers. Privacy Lock offers an easy and affordable way for businesses to bring their data systems into compliance with the new Washington law, and to avoid potential fines. They are proud to be partnering with the WSCA to provide privacy solutions to chiropractors throughout the state of Washington. Learn how you can protect your business and your customers' privacy with Privacy Lock.

Contact:

David Ritter, CEO

Tel: 323.422.4121

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When you partner with Cutting Edge, you choose a company that has been helping physicians and veterinarians for almost two decades. They would be honored to help you raise the quality of medicine within your practice while improving profits. It's what they do! They are proud to be the exclusive distributor of ASA srl products in the United States.

Contact:

Rob Carpenter, Regional Sales Consultant

Tel: 206.979.1159

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[www.celasers.com](http://www.celasers.com)



# WSCA Long-Time Members

The WSCA is proud to recognize those loyal members with whom we have stood shoulder to shoulder throughout the years. Listed here are all the DCs who have maintained 15 or more years of uninterrupted WSCA membership.

Payvand Aflatooni	Theodore Chan	Mark Haley	Thomas Lally	Paul Miller	Steven Ryan	Thomas <sup>Olympic</sup>
Deborah Anderson	William Choate	Rodney Handly	Thomas Lamar	Jay Milton	Jerome Sabelhaus	Kenneth Trapp
Kelly Arnold	Joseph Christman	Edward Hansen <sup>Rainier</sup>	Rick LaMarche	Keith Morehouse	Thomas Saeman	Jill Tucci
Michael Arsheed	Jeffrey Clark	Peter Hanson	Donald Lathrop	Troy Munson	Danene Saggau	Mark Van Hemert
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Steven Ausere	Pierre Constantin	David Hendrickson	Charles Laycock	Curtis Nelson	Jean Scarzello-Wakeland	Karm Virk
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Carrie Babcox	Louis Cook	Matt Herres	Scott Lembke	Lorri Nichols <sup>Rainier</sup>	Robert Schmidt	David Vlasuk
Danan Bakke	Rodney Dahlinger	Jeff Holt	David Lemmon	Tim Norton	William Schmidt Jr.	Sharon Wagener DeWolf
Garry Baldwin	William Davis	Thomas Holt	Michael Lenarz <sup>Rainier</sup>	Carson Odegard	William Schmidt Sr.	Robert Wakeland <sup>Rainier</sup>
Lawrence Ball	Timothy Day	Mark Houk	Richard Leone	Brian O'Hea	Eileen Schofield	Mike Wall
Ante Banic	Marisa De Lisle	Patrick Hunter	Noel Lloyd	Don Olson	Harvey Schwartz	Ronald Warninger
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Mikky Barnett	Rodney Dorland	Chad Hurst	Michael Long	Kimberly Palmer-Yee	Paul Scott	Kimberly Corbin Waters
Thomas Basile	Jerry Dreessen	Andrew Isaacs	Dena Long	Jerry Payne	Suzanne Shay	Dana Weary
John Bauman	Randall Dreessen	Mark Jones <sup>Rainier</sup>	Douglas Long	Jay Pearson	Mark Shelley	David Weber
Larry Bauml	Troy Dreiling	Mark Jyringi	Lara Long	Kelli Pearson-Wear	Kurt Sherwood	Jerry Weider
C. Randy Baze <sup>Rainier</sup>	Terri Drury	Vernon Kaczmariski	Rebecca Long	Scott Peseau	Diane Sherwood-Palmer <sup>Rainier</sup>	Cheryl Werner
Brent Bedford	Dusty DuBois	Craig Kagetsu	Gerald Losch	Brian Petersen <sup>Rainier</sup>	Joel Shrut	Meed West
Heather Bergfors	Dale Elmenhurst	Lincoln Kamell	Jody Love	Matthew Peterson	John Sim <sup>Olympic</sup>	Ty Westenhaber
Woodrow Bernard	Daniel Elmenhurst	Yael Kantor	Mark Love	Michael Pettet	Erin Simpson	Leslie B. White
Christopher Bess	John Emde	Doron Kantor	Alan Ludwig	J. Scott Petett	Ron Singleton	Bryan Wiebe
Maria Best	Lew Estabrook	Paul Kapeikis	Paul Mack	William Pratt	Duane Snyder	Ron Wilcox
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Michael Bodle	Don Finlayson	Michael Kaufman	Christopher Mallory	Diane Price	Michael Stallcop	Michael Williams
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Robert Braswell	Dale Fountain	George Keogh	Geoffrey Masci	Thomas Renninger	Kenneth Stillwell	A. Corinne Xidos
Tyren Bratvold	Allen Fraley	Michael Kinnear	Melinda Maxwell <sup>Olympic</sup>	Shaun Reynolds	William Stillwell	Lee Yardley
Kenneth Briggs	David Gilbertson	David Kirdahy	Daniel McNabb	Jeffrey Rindal	Charles Stringer	Gina Yartz
Daniel Briggs	Vicki Gilthvedt	Robert Klemp	Leah Meadows	Robert Rinke	John Swetz	Edward Yee
Matt Brown-Ruegg	Kenneth Gober	Deborah Kloby	Michael Meier	Gordon Rody	Lauren Szigety	Scott Yerrick
David Butters <sup>Rainier</sup>	Jay Goodwin	Karen Koep	Michael Milasich	Ronald Rogers	Darcy Szigety	Harley Youngblood
Dennis Byam	Brian Graham	Mark Kossian	Eric Miller	Leo Romero	Steven Thain <sup>Olympic</sup>	Ara Zohrabian
Janel Carlson	Lissa Grannis <sup>Rainier</sup>	Warren Kragt	Matthew Miller	Robert Rorex	Lawrence	
Matthew Campbell	Stephanie Greenall	Phillip Kriss		F. Matt Russell		
Thomas Campbell	Daniel Gribbin	Marvin Kunikiyo				
Aaron Chan	Bruce Gruber	James Kurtz				
Brian Chan	Robert Hale	Eric Kurtz				
Michael Chan						

*\*With records stretching back beyond 15 years, a few names may have unintentionally slipped through the cracks. We want to recognize you, though! If you think you belong on this list, but don't see your name, let us know at [wsc@chirohealth.org](mailto:wsc@chirohealth.org).*

# UPGRADE TO A PREMIUM MEMBERSHIP

- Free registration at Annual Conference & Annual Meeting
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- Discounts for staff members
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- Professionally managed social media posting
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to submit an application today!

## **Beloved Chiropractor's Mysterious Disappearance Suggests Tragic Ending**

Longtime WSCA member, Dr. Karen Koep, led national news last month with the sudden and mysterious disappearance of her and her husband, Davido. When the couple failed to show up for work, authorities were contacted to conduct a welfare check on Monday, November 13. Deputies of the Thurston County Sheriff's Office noted the absence of the couple's vehicle, which was later found abandoned in Olympia. Local, state and federal authorities initiated a search for the two, but hopes for their return began to wane later in the week when the sheriff's office announced their belief that the couple was attacked and likely did not survive.

Dr. Karen and Davido's remains have been found yet, but an arrest has been made of a reportedly disgruntled tenant who had been staying at a property the couple owned. The suspect, Timothy Burke, has been charged with two counts of kidnapping and two counts of 1st-degree murder. Despite this, there is little closure available for friends and family as the search continues.

A GoFundMe campaign has been established by Davido's sister, Sharon Canizzo, which seeks to aid Dr. Karen and Davido's grown children to cover the ancillary expenses of a search party and to keep the utilities paid on their home and business until the investigation concludes.



Davido and Dr. Karen Koep

**You can support the ongoing search for Dr. Karen Koep and Davido by contributing at the link below:**

**[www.chirohealth.org/KoepGoFundMe](http://www.chirohealth.org/KoepGoFundMe)**



## WSCA Plexus CLASSIFIED ADVERTISING RATES & POLICIES

Classified advertising space is available in Plexus and on the WSCA website to all chiropractors in Washington State and WSCA Corporate Partners. The WSCA may accept classified ads from outside advertisers (i.e., non-chiropractors or chiropractors outside Washington State) in the "DC Wanted," "Space Available" and "Equipment for Sale" categories. Certain restrictions apply and pre-approval is required. Contact the WSCA for details.

### STANDARD AD RATES - MEMBERS ONLY

Members are entitled to any 30-word ad in any 2 issues of Plexus each calendar year, with concurrent coverage of the same ad on the WSCA website. Additional advertising is offered to WSCA members at a special member's only rate of \$40 per ad, which includes coverage in 1 issue of Plexus + 2 months concurrent coverage on the WSCA website.

### ADDITIONAL FEES

#### Oversize Fees

Ads must be 30 words or less. Ads exceeding the size limit will incur oversize fees for each word over 30 at the following rate: \$.50/word

#### Enhancements

BOLD enhancement is available for \$15/issue.

### DEADLINES

Deadlines for submitting a classified ad for upcoming issues are listed below. Ads are placed on a space available, first-come, first-served basis.

Deadline	Issue
January 17, 2024	Feb/March 2024
March 15, 2024	April/May 2024

### CONTACT THE WSCA

For more information about classified advertising rates, deadlines and policies, contact the WSCA at 206.878.6055 or 800.824.4918 or email: [wsc@chirohealth.org](mailto:wsc@chirohealth.org)

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## PRACTICES FOR SALE

**BridgeTower Chiropractic for Sale in Meridian, Idaho—available immediately.** Practice open since 2006. Great location! Central to the Treasure Valley. Office is 1,000 square feet including three rooms, one large area, and a waiting area. Only office in the Treasure Valley using the ProAdjuster. Patients come for non-manual adjustments. 3,000 patient records available. Average income \$12,000 a month with 60 patients, working 4-day week. Low Overhead. Lots of potential. \$75,000. [drscottgibbons@gmail.com](mailto:drscottgibbons@gmail.com).

Chiropractic Wellness clinic for sale in South Sound. Practice provides not only chiropractic treatment, but also physical therapy, massage, naturopathy, acupuncture and more! Located on a busy street corner with amazing visibility. Over 20,000 cars per day drive by the practice with over 38,000 daytime employees within 3 miles of the practice. Large space with 6 equipped treatment rooms and room to expand. Over 22 parking spaces. Contact Roy Steinberg, DC at [roy@omni-pg.com](mailto:roy@omni-pg.com); 425.442.7203. (WAC121).

Well-established low overhead high margin practice for sale in South King County. Very well equipped for mainstream care, modern décor, well trained staff. Selling doctor can stay for transition. Easy access with a small parking lot. Located on a busy street with great visibility. Contact Roy Steinberg at [roy@omni-pg.com](mailto:roy@omni-pg.com) or 425.442.7203 (WAC129)

Alderwood Chiro clinic in busy suburban setting. Easy access from freeway, local roads. Ample parking. Clinic is well equipped with open concept adjusting areas, auxiliary equipment. SOAPing and patient routing can be run by an assistant from a central platform. Selling doctor can stay for transition if desired. Contact Roy Steinberg at [roy@omni-pg.com](mailto:roy@omni-pg.com) or 425.442.7203 (WAC130)

Family Chiropractic Practice in East of Lake WA community. Well established practice located in busy and growing east of Lake Washington community of blue and white collar families. Annual collections of approximately \$400,000. 528 active patients. Digital x-rays, adjustments, rehab, nutrition and lifestyle counseling. Three treatment rooms. Great Opportunity for growth. Contact Roy Steinberg at [roy@omni-pg.com](mailto:roy@omni-pg.com) (WAC132)

Legacy Spokane Chiropractic Practice and Real Estate for sale. Over 100 years in existence through three generations! Great visibility on one of the busiest streets in Spokane. Annual collections of approximately \$450,000 per year. Four treatment rooms with another available. Digital radiography and laser. Real estate is also for sale. Contact Roy Steinberg at [roy@omni-pg.com](mailto:roy@omni-pg.com) or 425.442.7203. (WAC119)

Awesome Seattle Chiro Practice and Real Estate. Well-established chiropractic and massage clinic located just north of downtown Seattle and near the University of Washington. Annual collections of approximately \$1.3 million per year - have been consistent over the past 10 years. Five equipped rooms for treatment and four massage rooms. Digital radiology and fully staffed practice. Lots of opportunity for growth. Contact Roy Steinberg at [roy@omni-pg.com](mailto:roy@omni-pg.com) or 425.442.7203. (WAC118)

**Ritzville, WA. Incredible opportunity for IMMEDIATE SALE.** Practice for sale due to health issues, low overhead, established in 1986. PRICE REDUCED. Please call Warren D. Kragt at 509.659.0703

Practice for sale in the community of Port Gamble, Washington. Great opportunity for a DC

interested in taking over an existing practice. Doctor has been in our profession for 37 years and is retiring. He has worked with professional, collegiate and Olympic athletes. Owner will help with transition if requested. Price: 50k. For more information see [Gaitlink.com](http://Gaitlink.com) and email [gaitlink27@gmail.com](mailto:gaitlink27@gmail.com)

East King County Upper Cervical and Diversified Practice For Sale Gross \$320k asking \$150K. Opportunity to own a practice that is over 50 years old. 425.392.5321

**Amazing Seattle Practice for Sale.** This vibrant practice is located in Seattle's Capitol Hill neighborhood. In business for over ten years, expected receipts for 2023 are over \$330,000. The 1500 sq ft space is a modern design with multiple treatment rooms, private bathroom and team break area. Current practice consists of upper cervical approach combined with some full spine Thompson and activator work along with some rehab. Two independent contractors, a massage therapist and acupuncturist work in clinic part time to create an integrated setting. Priced to sell! 360.840.5400

**NEED A PROFESSIONAL PRACTICE BROKER? Why not use Washington's largest and most experienced? We have strong demand for practices. We take all of the stress off of you by packaging, advertising, working with buyers to get a loan and coordinating with your attorney and accountant to end in a successful and legal practice sale. We have over 20 years of experience selling hundreds of practices. We sell over 90% of all Washington chiropractic practices and are also available for appraisals, expert witness testimony, and valuations associated with divorce, partnerships and legal disputes, as well as providing contracts for associateships, option to purchase agreements, purchase and sale documents etc.. Call us to discuss your needs. We work with sellers and buyers. Strictly 100% confidential. Contact Dr. Pesseau at [Epracticesales.com](mailto:Epracticesales.com) for a free consultation to discuss your needs. Call: 1.800.227.6603, email: [drpesseau@epracticesales.com](mailto:drpesseau@epracticesales.com) or visit: [www.epracticesales.com](http://www.epracticesales.com).**

**MARYSVILLE- WA- SALE PENDING-Fantastic location in high traffic area across from Safeway in Marysville. Long established and well known practice in the community. Office is 2900 sq. ft., w 4 adjusting rooms, two exam room and a massage room. There is a new digital x-ray unit and chirotouch software. Techniques include diversified, activator, drop tables and decompression. Collections were \$408k in 2022. Asking \$375k. Contact Dr. Pesseau at [Epracticesales.com](mailto:Epracticesales.com) where we broker over 95% of Washington chiropractic practices. Call: 1.800.227.6603, visit: [www.epracticesales.com](http://www.epracticesales.com) or email: [drpesseau@epracticesales.com](mailto:drpesseau@epracticesales.com)**

**SILVERDALE-WA- 33 YEAR ESTABLISHED PRACTICE!** This diversified and sports rehab practice has the best location in Silverdale near a hospital and the practice has a first class appearance inside and out and is located in a professional building. The office is 1900 sq. ft and has digital x-ray. Collections in 2022 were \$401k with great profit margins. Asking \$350k. Contact Dr. Pesseau at [Epracticesales.com](mailto:Epracticesales.com) where we broker over 95% of Washington chiropractic practices. Call: 1.800.227.6603, visit: [www.epracticesales.com](http://www.epracticesales.com) or email: [drpesseau@epracticesales.com](mailto:drpesseau@epracticesales.com)

incredible opportunity to own a chiropractic &

TO ADVERTISE IN THE PLEXUS CLASSIFIEDS, SUBMIT  
QUESTIONS? CALL 206.878.6055 OR EMAIL: [WSCA@CHIROHEALTH.ORG](mailto:WSCA@CHIROHEALTH.ORG)

massage practice in Bellingham. 2022/2023 collections projected to average \$1.17M gross & \$238K net. Averaging ~90 new patients per month. Sale price - \$645k. For more information, please email [bellinghamchiro@gmail.com](mailto:bellinghamchiro@gmail.com)

Burlington Chiropractic Clinic is an established 27 year practice for sale in beautiful Skagit Valley, Washington. Located in the heart of Burlington, this practice is convenient & visible. The patient base is solid and plentiful coming from neighboring cities from Bellingham to Anacortes. Includes: Patient List, Universal X-ray Easymatic Super 325, Film Processor, ChiroTouch, Software, Dell Inspiron Desk Top Computer w/Samsung flat screen, Zenith Hi-Low Table, Hill Lab Anatomoter, Office Furniture, Brother 3-in-1 Copier. Skagit Valley boasts majestic cascades mountains on one side and the Puget Sound - San Juan Islands on the other. Become a part of a this community rich in natural splendor, small town values and quaint vibe. [ksgeagan@gmail.com](mailto:ksgeagan@gmail.com)

**Practice for sale in beautiful Montana. The practice was established in 1972. Dr. Ellen has practice here past 19 years. Equipment & Practice for Sale - Chiropractic Office for more information Lease \$69,000. Please call Ellen Wicklund, DC at 406.676.9276 or cell 406.382.9276**

## SPACE AVAILABLE

Medical retail space available in rapidly growing borough - Ideal for Chiro start-up! Sole medical center in the borough, creating high patient foot traffic. Long-term tenants include: Optometry, Physical Therapy, Occupational Therapy and Medicine, and General Pediatric and Orthodontic Dentistry. Located in Airway Heights: 11919 Contact for more information: 206-755-6436 or [rivercochran@gmail.com](mailto:rivercochran@gmail.com)

Chiropractic clinic for sub-lease. 1300 sqft clinic with x-ray room, reception area, breakroom, open adjusting/therapy areas and bathroom. Ready for you to move in and start seeing patients. \$3060/month. Call or text for more info. 907.317.0438

## DC WANTED

We are looking for a new or experienced DC to join our team as an independent contractor, with potential to become partner in the future. We currently have two founding doctors with 32 and 16 years of experience, respectively. Our office was established in Kennewick in 2012 and we are as busy as ever. We are a well known chiropractic and massage clinic in our community. We receive frequent referrals from other health professionals around the Columbia Basin because of our stellar reputation. Our doctors utilize traditional chiropractic techniques as well the Fascial Distortion Model soft tissue approach to care. We also currently have 4 massage therapists on staff. We are a family practice, treating patients of all ages. We also have an emphasis on treating patients with auto, work and sports injuries. Our doctors are the official chiropractors of the Tri-City Americans WHL hockey team. What we offer to candidates is an opportunity to join a well established, busy office with laid back and experienced doctors in a booming area. Best of all, we offer FREEDOM to be your own boss, practice as you please, set your own hours, and grow your own patient base. We are offering first two months free in order for you to get established, followed by a scaled monthly rent until 6th month when you will be

expected to pay full rent. You will be on a new patient rotation with our other doctors in order to help you build your practice. A hard working and talented doctor could potentially take home \$100k+ in his/her first year and \$200k+ in second year. Rent will cover work space, marketing, staff wages for scheduling and billing and other miscellaneous costs. [marshallmathews@protonmail.com](mailto:marshallmathews@protonmail.com)

Averio Health Institute is looking to hire a Doctor of Chiropractic to join our healthcare team. We are located in Mt. Vernon, WA. This is a unique position as our office provides 5-day concentrated chiropractic programs, specializing in pre and post testing and low force chiropractic adjustments. If you have been wondering if there is "more" to chiropractic, this is the opportunity for you! Our ideal candidate would be excited to work in a team focus, have excellent communication and people skills, prioritize honesty and integrity, be willing to learn new skills/testing, and most importantly be excited about helping patients get great chiropractic results! [info@averiohealth.com](mailto:info@averiohealth.com)

Our clinic is striving to meet the needs of our ever-growing community of the Tri-Cities and surrounding areas. We are currently searching for a compassionate and energetic licensed chiropractor with excellent manual adjusting skills, evidence-based approach and a wellness philosophy to join our team. The primary doctor has been in practice for 20 years and has grown a strong following in the community after serving the Tri-Cities area for almost 17 years. The reputation of the practice is well known in the community. We have built strong relationships with like-minded health professionals that refer their patients for skilled and compassionate co-management of care. Our family focused practice offers chiropractic care for a broad range of patient needs including pregnancy, pediatrics, sports injury, auto injury, geriatrics, etc. PT or FT opportunities available. This is a generous commission-based position with no cap. A monthly base salary will be provided for the first 3 months as you begin to grow your patient base. Benefits include annual state licensing, malpractice insurance and CE allowance. New graduates are welcome to apply; we are willing to train the right individual. Please send your cover letter, resume, as well as 3 professional references. We are excited to meet you! [office@myfamilydc.com](mailto:office@myfamilydc.com)

Do you want to Live and Play near where you Work? Near Seattle, yet in a wooded area complete with Coffee Shops, PCC Natural Market and every amenity you need. This is Issaquah, nestled in the gateway to the Cascades between Tiger and Cougar mountains, but only 30 minutes to downtown. Bike, run, fish...You can have it all. Ski all day minutes from your home and catch a concert in Seattle that evening. If you dream of being out of the rat race, but not out of touch, this is your opportunity! We are excited to find the right full-time associate to complete our team. Our modern clinic, including Chiropractic, Massage, Functional Training, Rehab and Flotation Therapy is heading for another banner year. We offer great people, a supportive and fun working environment... and also money! Medical benefits, a starting salary and percentage, all structured to reward you for your hard work and keep you happy for the long term. [www.healthyyissaquah.com](http://www.healthyyissaquah.com)

Well established, 33 years, highly profitable multidisciplinary clinic. One Chiropractor, one Naturopath/Acupuncturist, three independent massage therapists serving South Seattle, Tukwila, Seatac, Renton and Burien communities. Looking for a full time or part time Chiropractor wanting to establish and grow a practice. Get paid treating established patients while building your own practice. 90 days no rent obligation. If interested please call Dr. Vern at 206.369.2947 or email [docwikki@live.com](mailto:docwikki@live.com)

If you are a Chiropractor who prefers to spend your time adjusting your patients instead of taking notes, consultations and X-Rays, this post may be for you! At Canyon Crossing Chiropractic, we employ a team of dedicated, highly trained support staff who want to help you help people! All of your focus and energy can be spent on improving our patients' health. We are hiring a Chiropractor who is a precise adjuster with a minimum of 3 years experience who can walk into a high volume patient load. The base salary is \$75,000/year with a \$15,000 signing bonus. Bonuses are a percentage of collections and goes up every year we work together. Our new hire will almost certainly surpass \$100k after one year of employment with a guaranteed \$90k in the first year. Your schedule is already built for you, you will NOT be starting from zero. And here is the best part, you will only be working Tuesdays, Thursdays and half day Saturdays. You will be off Sundays, Mondays, Wednesdays, and Fridays. The days you are working you will be expected to help a lot of people and have a lot of fun doing it! Our expectations are high because so is our purpose. We want you to WIN and will teach you our system to ensure both you and our patients are successful. Contact us today to find out if we are a good fit! [doctorbrowndc@gmail.com](mailto:doctorbrowndc@gmail.com)

Small, busy biomechanically based chiropractic clinic looking for a licensed Washington State Chiropractor to join the practice. We utilize multiple adjusting techniques, Graston Technique and cold laser. Our patients utilize cash pay, commercial insurance and Medicare. We also provide care for those injured on the job and/or from a personal injury. We offer the doctor: Training and coaching, Reasonable salary, Negotiable hours, Health insurance after three months of full-time employment, One week paid vacation after a year of employment. Existing patients will be shared, but marketing to acquire patients of their own is strongly encouraged. We are looking to hire quickly. Please fax your resume to Dr. Adrienne Owens of Owens Chiropractic PS at 253.237.0634.

This is an amazing opportunity to join a stellar team and growing clinic in the Fremont neighborhood of Seattle. Fremont is known as the artsy district of Seattle, and considered one of the most walkable neighborhoods in the area. Enjoy walks along the water on the Burke Gilman trail and take in the iconic sights of the floating homes and houseboats. Fremont is a 5 minutes drive to South Lake Union and 10 minutes to downtown Seattle and Pike Place Market. This location leaves you with endless opportunities before, in between and after patients: grab your kayak or paddle board and hop in the lake, grab some food from your favorite restaurants, walk, bike, or run the Burke Gilman trail. We are a corrective chiropractic clinic certified in Chiropractic Biophysics® methods, including



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diversified and mirror image adjusting, in-office rehabilitation exercises and home rehabilitation programs. This is a perfect place to grow your clinical skills while also tapping into our network of business and personal development opportunities. We are looking for an enthusiastic team player who has a desire to grow and learn how to become an outstanding chiropractor and successful business owner. If you believe you are the right fit for this position, please email a resume and cover letter to [DRW@fremontchiropractic.com](mailto:DRW@fremontchiropractic.com)

Imagine a day when you go to work because you want to, where you can make a difference and where you matter. At Convergent Therapies, you will matter to us, but more importantly you will matter to the patients we serve. Our vision is to make chiropractic the first choice in healthcare, not the last. We've developed systems and procedures that are proven to work and create value for our patients. Our team enjoys working in the company and are constantly training to better themselves. Our community knows that we have set the bar high for standards of excellence and are confident that when patients come see us, they will have a transformational experience. As a result, we continue to grow year over year and are looking for the right doctor to join our team. Competitive base salary, profitable and fair bonus structure, paid vacations and a direct path to becoming an equity partner in the business. When you join our team, we are invested in you and provide top tier training. Training that will develop you into a strong leader and respected physician in the community. Making a career decision is a big deal and one that should not be undertaken lightly, if you are at all interested in living in Gig Harbor and joining our successful team with the opportunity to find your home, start the process by sending us your CV with a short letter of introduction. This opportunity will be filled by the best qualified candidate, not just a new grad or one with the most experience. We want the best cultural fit. If you're a seasoned doctor, you know what it takes to start and run your own practice. With Convergent Therapies, you'll be valued, respected, treated like a partner and well compensated. If you think you might be the right fit, please contact Convergent Therapies at 253.254.5653 or email us with your interest at [luther@convergenttherapies.com](mailto:luther@convergenttherapies.com).

Here's the deal. We need a doctor asap. Our clinic is too busy for our 3 doctors to handle and one of our doctors is moving to our second location full time. We have space and clients ready that we don't want to have to turn away. Are you interested in walking into a clinic with patients ready to see you? In addition to a traditional associate position, we are looking for a doctor that is capable of stepping into a lead role at the clinic within the next year. Job Offer: 30-40 hours, associate position with potential for clinic leadership position within 1 year. If moving into a leadership role you will receive a pay raise including a total percentage of collections of entire clinic production. Flexible schedule for a good work life balance. Pay is \$35 per hour plus 20% of your total collections allowing you to make between \$75,000- \$120,000. You begin accruing your percentage from your first dollar produced and we don't require marketing events. We offer health insurance, vacation benefits and malpractice insurance. Important information about our office: We have an amazing support

staff who are trained to help make your day run smoothly. We specialize in Webster, Activator, Thompson, and Diversified but are open to different patient care strategies. We work with many different OB's, midwives and doulas around the area- serving pregnant moms and babies. We utilize ChiroTouch for both scheduling and note taking. We refer out for X-rays. We offer Decompression/Traction therapy. We are a safe space for all humans in all walks of life to receive care. While we are eager to hire, we are most interested in finding the right personality for our office. If this sounds like it could be a good fit for you and you have more questions, please email us to set up a phone call. [dr.justin@fifechiropractic.com](mailto:dr.justin@fifechiropractic.com).

Join our community of over 150+ mission-driven and motivated chiropractors at Chiro One Wellness Centers in Oregon, Washington, Pacific Northwest (Portland)! With over 120+ clinics and growing, we have immediate needs! Starting salary at \$70,000. 4-day work weeks. PTO, short/long term disability options, parental leave, 401K options, and paid malpractice. Medical, dental, and vision options for the whole family. Clinic directors earning on average over \$200,000 in salary. Provide exceptional outcome-based chiropractic care. Collaborate with high-performing professional network. Be a part of a high energy, fast-paced, and successful culture. Corporate support including billing team of over 30 people, marketing team of over 120 people, HR, maintenance, IT, practice development, and more! Looking forward to hearing from you regarding our opportunities! - Contact - claudia.wright@medullallc.com - 708.595.5227

I'm looking for a Washington state licensed DC to work as an independent contractor in the Wenatchee area. This position is ideal for someone that already has a clinic set up (you see the patients in your clinic) or a new grad that is looking to supplement their income while they open their own practice. This position is a longterm partnership to see PI patients as a contracted employee of my corporation. Pay would be based on a percentage of collections monthly and can easily be a 6-figure income boost after the first year. There is zero marketing necessary and I send the patients directly to you during your normal clinic hours. I'm also open to opening a new clinic for the right associate. Reach out and let's discuss: [drjustincopeland@gmail.com](mailto:drjustincopeland@gmail.com) or 206.335.1154

Monroe, WA. Busy chiropractic office looking for an associate that is willing to learn and grow into a subluxation, family, wellness based office with an opportunity to buy in. With over 38 years of experience and serving Monroe since 1993 you will be taught procedures and systems to run and manage a cashed based office. Call Dr. Rod Dahlinger at 360.794.3376 or e-mail [drd@healthyfamilychiropracticpc.com](mailto:drd@healthyfamilychiropracticpc.com).

We are one of the largest chiropractic clinics in Washington, looking for a passionate, subluxation-based chiropractor to join our team. We have been established in Tacoma (30 miles south of Seattle) since 1980 and Drs. Doug and Mike Long, the current owners, have a combined 51 years of experience in practice. We are committed to serving our patients through comprehensive education, clinical expertise, and personalized care to help them live long, happy lives. Any doctor joining our clinic must be positive, energetic, passionate and a team player. Our office provides family care, pregnancy and pediatric care, personal injury, and work-related injuries and spinal decompression for disc injuries. The benefits you will gain from

joining Renaissance Chiropractic Center: You will learn multiple adjusting techniques including upper cervical specific, manual, drop table and Activator Methods. We will teach you effective ways of communicating with patients and creating value in the care you provide. You will be trained how to construct corrective care plans for your patients and give the options for the type of care they desire. (Not fear or pressure-based care). We have an experienced group of doctors that you can learn from and take a team approach on difficult cases. We will provide you with the success principles necessary to create and sustain a successful, enjoyable, and financially rewarding practice. Annual salary of \$72,000.00 per year plus commission. Additionally, we offer 401k contributions to support our team's financial future. Whether you have been in practice for many years and desire a change of scenery or are newly graduated, we welcome you to apply. Contact Dr. Doug Long at 253.473.0300 or by email at [drdoug@chiroacoma.com](mailto:drdoug@chiroacoma.com).

Barkley Massage & Chiropractic - Bellingham, WA. Great work environment. Great systems and professional staff. Run a clinic and make great money helping people! Positions available in Bellingham. [dr.luther@gmail.com](mailto:dr.luther@gmail.com)

We are a successful and busy chiropractic clinic in the Green Lake neighborhood of Seattle looking for an energetic, and passionate chiropractor to add to our team! Our clinic has been established at its location for 12 years. The Green Lake neighborhood is 3 miles from downtown Seattle in an affluent fitness-oriented community. We are looking to fill the position of Associate Chiropractor within the clinic. This practice utilizes full spine and extremity techniques. We also employ sports rehab specialists to create a multidisciplinary approach to care for our patients. This position is offering \$65,000-\$100,000, bonus structure included. This position, has opportunities for medical, dental, vision, 401k, PTO. If you are interested in this position, please include your curriculum vitae/ resume when applying. Feel free to check out our website at [drd@mylifestylechiropractic.com](http://drd@mylifestylechiropractic.com) www.lifestyleintegrative.com

Family Chiropractic - Tumwater, WA. Looking for an evidence-enhanced, patient-centered provider. One of our providers is taking some time away and we are looking for someone interested in building their practice. We have patients for you to take over and to build your own. Rehab knowledge a plus, but caring about your patients is foremost. Looking for clinical skills and an inclusive outlook of chiropractic in the greater healthcare community. [Ronwilcox@outlook.com](mailto:Ronwilcox@outlook.com)

Elite Chiropractic NW - Bothell, WA. Work in a fast-paced office in Bothell, WA where you can earn \$100,000 in 18 months!!! We're looking for an outgoing and friendly Chiropractor who loves to adjust and to be a leader in the team. We have a proven growth system with proven results, you can earn \$100k in the first 18 months, and there is even opportunity for ownership. Must be willing to market yourself and our clinic to expand and grow the business. Our office uses Blair Upper Cervical and we will train you in this technique. Affordable living outside of the Seattle area. Near northeast Lake Washington New Grads Welcome! Our associate development program is proven to launch your career and make you money. You will learn Extensive Training and Practice Systems on how to run a very successful clinic. [drdebbiecotten@elitechironorthwest.com](mailto:drdebbiecotten@elitechironorthwest.com)

Awesome Associate DC WANTED in Vancouver, WA. Join a winning team! No limits to how much you

can earn. Work and learn while being part of a very successful yet personal and caring full-spine practice & reach your own goals and dreams. Base + Benefits + Performance Bonuses! Full-time. Long-Term Position with potential for ownership % for the right fit and possible future buy out. Looking for someone that is ready to work hard and be successful in our practice that has been a part of our community for 25 years. We've worked hard to build a good reputation and relationship in our community and looking for someone to help continue and carry on the legacy. Send Resume & Cover Letter to: jeannie@davisfamilychiro.com or Fax: 360.823.2227 ATTN: Jeannie. www.davisfamilychiro.com

## VACATION RELIEF

Experienced DC: available for vacation relief over the holidays. Six years in practice. Thompson Drop, Diversified, Gonstead, Tophness, Activator, Cranial Technique, Extremity proficiency, CBP, and more! The procedure is to shadow you a day before to learn about your flow and your patients. For more information please contact, Dr Zachary Kotlerman at 310.663.5265

Vacation relief for Western Washington. Over 30 years experience. Diversified, activator, impulse, soft tissue technique. Dr. Philip Spencer. 206.304.7378

I would love to run your practice while you are away. 40 years experience. Diversified, Thompson, Cox, Motion Palpation, Rehab and more. 425.449.3564. I'm glad to come by to meet. Swkaplan57@gmail.com. Steven W. Kaplan D.C. Formerly at Crossroads Chiropractic in Bellevue, WA.

Do you or your associate need time off? PTO, vacation, kids events, family events, mental health day, emergency? Do you want your practice to thrive while you are away? Would you like piece of mind that your practice will succeed in your absence? I have 10yrs of practice experience from associate to business owner. I am accustomed to 200 v/wk, and can even handle special services with ease, if requested. Your practice could even grow while you have time off! From traditional adjusting focused practice to high rehab focused, I can take care of your baby. I am Chiropractic Biophysics Cert., C.C.E.P. Cert., ATC Cert. (exp.) and Croft educated. If you want to recharge with confidence, reach out to scheduling@timeoffdoc.com! CV upon request.

Locum Relief. Recently sold practice and available for coverage work. Live in Seattle but can travel depending on circumstances. Accustomed to manual adjustments and volume. Email drsreyno@gmail.com or text 206.755.1066

Need some time away for Family/Personal time?? 40+ years experience! References available! 41 years in practice doing manual, instrument adjusting. Vacation relief for 3 years with most of my business being repeat doctors/clinics. Located in Pierce county. Jay Baker, DC. 253.732.5487

Recently semi-retired chiropractor with 30 years experience in WA available for relief work M-Th-F only. Lots of experience adjusting all ages, wellness or injury, diversified, drop and instrument adjusting, personable and reliable. Willing to travel local to Seattle but feel free to ask if you're further away. You can rest easy knowing your patients are receiving excellent care. I look forward to hearing from you. Contact by email or phone. larrysilber@mindspring.com or 425.417.2679.

## EQUIPMENT FOR SALE

2020 model - almost new condition. Erchonia check-up, new battery, new laser head cords installed

this year. Includes carrying case, manual, charger, protective patient eye wear, condition-based frequencies sheet, and Dr. Rerucha's "Complete A-Z Manual for Low Level Laser Therapy - 5th Edition" (\$160 value), as well as Erchonia CD's, flash drives, and materials. Current photos, and Erchonia product description available via e-mail. Originally \$14,000 with \$850 paid for recent upgrades this year. Reasonable offers considered. Shipping/insurance extra - regional deliveries free. Accept Pay Pay, cashiers checks, or cash. Contact mhughesdc@gmail.com or 253.230.0881 for more information.

2001 Hill Table with motorized elevation and manual cervical, thoracic and lumbar drops \$1000. Leander Flexion/distraction (non variable speed) with cervical, thoracic and lumbar drops \$4000. Foot levelers scanner \$250. email surpriselakechiro@gmail.com for pictures.

Solid simple Heritage 7 Thomas table with pelvic and lumbar drops. Perfect for a young doc or a home table. I used these in practice for 13 years. I'd replace the uppers every once in a while. This comes with a new set of cushions and upholstery still in the box. skylar@aportsmidnw.com

Newly Reupholstered Sun Chiropractic Adjusting Table "26" in height with Tilt & Lock Headpiece. Feel free to contact Rex (Office Manager) at 352.406.8871 or leave message at Office 206.659.0771

New EMSlim neo for home. Used twice. Bought for \$1800. It still has the protective tape on the machine. All parts work. Located in Vancouver WA. Email, call or text about questions.drchani@familysportschiropractic.com

Zenith II 210 with Pelvic Drop. Has new covering. Delivery possible. \$3000 OBO. For pictures, text Lonnie 360.951.0514

Used REM Portable Chiropractic Table in good shape. Basic Pro portable chiropractic table is still tough enough to withstand the requirements of the most demanding use. It features both narrow shoulder design & five angle adjustable headpiece, adjustable ankle extension, 2" multi-layer firm foam cushion, adjustable height and folding legs. \$695. Feel free to contact Rex (Office Manager) at 352.406.8871 or leave message at Office 206.659.0771. Load Capacity: 400 lbs. Table weight: 46 lbs. Thoracic and pelvic drops. Narrow shoulder design. 5 Angled adjustable headpiece

Tour Portable Table (2 cervical drops, Thoracic Drop / Incline, Pelvic Drop & Caudal Drop): Left-Sided Cocking Handles. 24" Espresso Side Arm Rests | Tour Height Raising Legs 30". \$3,750.00. Feel free to contact Rex (Office Manager) at 352.406.8871 or leave message at Office 206.659.0771

Rehab equipment including Pope 2 way traction, wobble chair, lumbar and cervical Circular Traction Units, and Multi Radiance TQ Solo Laser. 206.229.1750.

Used: EarthLite Apex features 3 inches of specialized foam, selected specifically for patient comfort and doctor functionality. You'll appreciate the Apex's heavy-duty metal construction and superior foam system with extra cushioning on the headpiece. Its modern design and seamless upholstery makes our Apex a true "Doctor's Choice". Features: Modern design, Seamless upholstery, 3 inch high-density foam, Stationary armrest, Powder coated white steel frame. Specifications: Width: 24", Length: 72", Height: 19" to 28", Weight: 101 lbs, Warranty: Lifetime on frame, 3 years on vinyl covering, 3 years on foam. Feel free to contact Rex (Office Manager) at 352.406.8871 or leave message at Office 206.659.0771

Spinal Analysis Machine in good condition. drw@structuralchiro.com \$800 OBO.

**DTS computerized Chattanooga traction table with belts, bolster and cervical unit, blue vinyl. 2 years old. Excellent condition. I am retiring \$5,500. Richard 530.913.1916 or email rrdoc@pacbell.net.**

In excellent condition, Hill Adjustable Chiropractic Table. Gray base and recently reupholstered. Manual drop pieces cervical and pelvic - not thoracic. Tilting head section. Last foot section can drop down. Foot pedal for elevating and lowering table. H-22 to 35" W-24". Consolidating treatment rooms, table is in excellent condition. Pick up in Bellevue Alpine98024@gmail.com

## EQUIPMENT WANTED

I'm looking for a used in good shape Anatomotor or Spinalator table. Please email grsdc@hotmail.com

## SERVICES

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# Seminars and Events

Visit the "Seminars and Events" section of the WSCA website for the latest event updates.

**Dates  
throughout  
2024**

**Time  
Location**

**Register  
Fees**

## CPR Training & Certification

1:00 - 5:00 pm  
WSCA office  
1120 Pacific Avenue, Suite 206, Tacoma, WA 98402  
<https://wsca.ce21.com/search?search=cpr>  
\$85; WSCA Member Rate: \$75; Olympic: \$70;  
Rainier: \$65

**4 CEs**

**Jan. 18**

**Time  
Location  
Register  
Fees**

**My Health, My Data – The New Privacy Law  
All Washington Chiropractors MUST Know About**  
12:00 pm - 1:00 pm  
ONLINE  
[www.chirohealth.org/myhealthmydata](http://www.chirohealth.org/myhealthmydata) or call 206.878.6055  
FREE

**1 CE**

**Feb. 3  
Time  
Location**

**Register  
Fees**

## 2024 Washington Med-Legal Conference

8:00 am - 6:30 pm  
Mercer Island Community Events Center  
8236 SE 24th St., Mercer Island, WA 98040  
<https://chirohealth.org/med-legal24>  
\$179; WSCA Member Discount Rate: \$159;  
1st & 2nd Year Member DCs & Students: \$99;  
Olympic Members: \$139 Rainier Members: \$129;  
Individual Non-DC Attendees: \$139

**6 CEs**

**April 6-7**

**Time:  
Location:**

**Register:  
Fees:**

## The New Paradigm in Functional Health: A Comprehensive Approach to Optimizing Patient Outcomes

Saturday, 8:00 am - 5:00 pm; Sunday, 8:00 am - 12:00 pm  
Four Points by Sheraton Seattle Airport South  
22406 Pacific Hwy. S., Des Moines, WA 98198  
<https://chirohealth.org/newparadigm>  
Nonmember DC: \$249; Nonmember DC + 2 CAs: \$449;  
WSCA Members: \$199; WSCA Member + 2 CAs: \$399;  
Olympic Members: \$169; Rainier Members: \$159;  
Olympic or Rainier Member + 2 CAs: \$349;  
Individual 1st Year DCs/Students/CAs/Spouses: \$119

**12 CEs**

### WSCA Cancellation/Refund Policy – Applies to All Events

- 30+ days prior to event = full refund
- 14-29 days prior to event = 50% refund
- 13 days or fewer prior to event = no refund
- No-show = no refund, regardless of purchase date

### WSCA Service Animal Policy – Applies to All Events

The WSCA seeks to create an environment conducive to learning at its continuing education programs. Although service animals are always welcome, pets, companion, and other non-service animals will not be permitted at WSCA events. Attendees who bring such animals into our events will be asked to leave them outside, or alternatively, leave the event and no refund will be issued.

### Plexus Advertising Policy

The WSCA is pleased to help our partners promote their goods, services, and events; however, advertisements for events that pose a conflict for the association will not be printed in our publications. Potential conflicts include, but are not limited to: events occurring on the same date as WSCA events, events that may reasonably lower or dissuade attendance at WSCA events, and events that are in opposition to the mission, purpose, and aims of the WSCA. The WSCA will work closely with its corporate partners to prevent the overlap of events; however, when such overlaps do occur, the above policy will be enforced.

**More seminars will be added soon.  
Check [www.chirohealth.org/events](http://www.chirohealth.org/events)  
for the latest details.**

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April/May

June/July

September

Oct/Nov

December

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**[www.chirohealth.org](http://www.chirohealth.org)**

To Reserve Your Ad, email: [jane@rialpublicationdesign.com](mailto:jane@rialpublicationdesign.com)





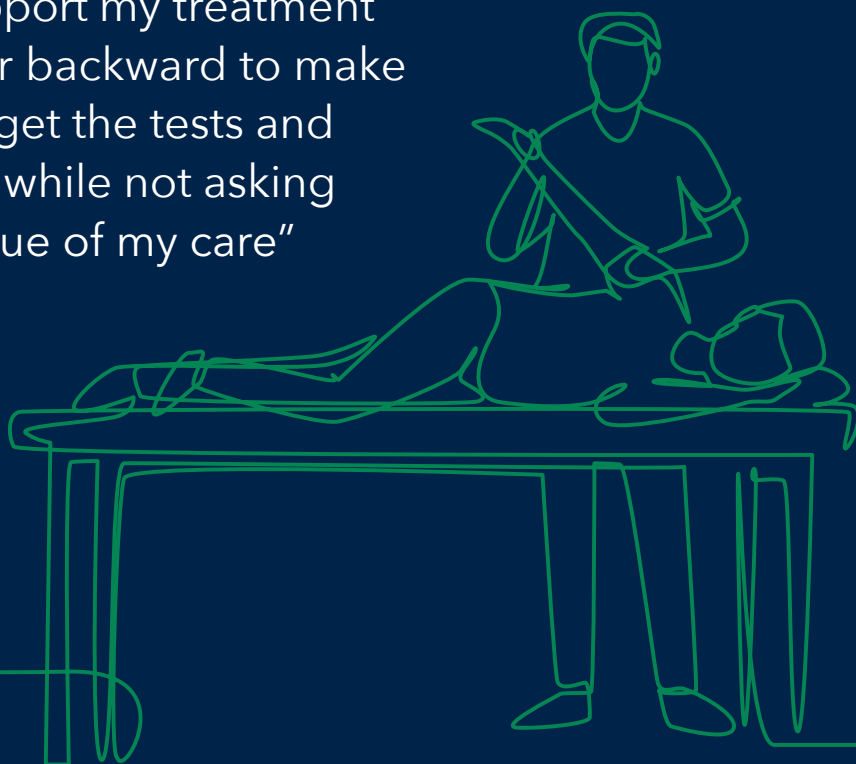
1120 Pacific Avenue, Suite 206  
Tacoma, Washington 98402

ADDRESS SERVICE REQUESTED



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– Jordan Thaanum DC,  
Riverside Chiropractic



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