



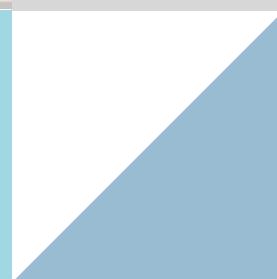
DENTAL HYGIENIST

WORK, LIFE, THRIVE!

Compensation Guide

What does success look like for YOU?

At ProGrin, we're all about the sweet spot—where crushing it at work doesn't mean sacrificing life outside the office. We believe success should spill over into every corner of your life, not stay trapped in your 9-to-5. Here, we're not just chasing office goals—we're cheering you on as you crush your life goals too. We give our team the freedom, flexibility, and support to win big—in the practice and in the places that matter most to you.





LIFESTYLE

Too many hygienists feel stuck with only two choices:

- Join a corporate dental chain and give up personal goals.
- Wait around forever for an opportunity to move up.

At ProGrin Dental, we're here to flip the script. We believe you deserve a career where you thrive professionally and personally — no compromises, no waiting game, just forward momentum

Small Practice

Old School Charm... with a Few Trade-Offs

Private practices have long been home for dentists, but for hygienists, the picture's a little different.

Pros

- Freedom to work independently.
- Predictable hours that fit your lifestyle.

Cons

- Smaller paycheck potential with fewer patients and services.
- Limited benefits like health insurance and retirement plans.
- Minimal investment in continuing education or career growth.
- Older equipment and less tech.
- Often the only hygienist — meaning fewer collaboration opportunities.

Corporate Dentistry

Security Meets Structure (Sometimes Too Much Structure)

Corporate offices can bring steady income and collaboration — but with strings attached.

Pros

- Built-in network of other hygienists to share ideas and learn from.

Cons

- Less control over how you work.
- Rigid schedules, fewer chances to set your own pace.
- Nights, weekends, and early/late shifts can creep in.
- Limited say in which patients or procedures you handle.

The ProGrin Difference

The Best of Both Worlds

We've built a place where hygienists don't have to choose between impact and income. Here, you can focus on patient care, sharpen your skills, and grow your career — without drowning in admin work.

Pros

- Access to in-house education and ongoing professional development.
- Doctors help with hygiene services, so you're never overloaded.
- True co-diagnosis partnership with doctors — you're a key part of the patient's success.
- Provider-level respect, competitive pay, and higher earning potential.
- Cutting-edge technology to keep you comfortable and ahead of the curve.



The ProGrin Promise

Patient-Centered Care:

- Comfort-driven experiences.
- Same-day treatments.
- Advanced technology that wows patients.

Personal Development:

- Clinical improvement training.
- Technical & patient interaction skills.
- Leadership growth opportunities

Other Great ProGrin Benefits

Benefit	Details	
Compensation	Base hourly pay of \$45/hour	
Referral Bonus	\$100 for each patient referral. Up to \$10,000 for each new team member you refer to us.	
Monthly Bonus	% Bonus paid monthly over production/pay thresholds for unlimited earning potential	
Paid Floating Holidays	New Year's Day Memorial Day Fourth of July	Labor Day Thanksgiving Day Christmas Day
Paid Time Off	5 weeks with opportunity to earn up to 6 weeks PTO. Birthday off with pay.	
Traditional 401(k)	4% company match	
Continuing Education	In person sponsored CE courses and training opportunities	
CPR Training	Annual CPR fully covered.	
Company sponsored events	Quarterly team outings and 2 all-staff events each year	
Health Insurance	Health Insurance offered.	
Uniforms	Company provided Figs uniforms.	
Wellness Program	Company sponsored wellness program.	

COMPENSATION

At ProGrin Dental, we believe your paycheck should reflect your passion. We're not just here to give you balance between work and life — we're here to make sure you thrive financially too. Because when you're free from money stress, you can focus on delivering incredible care and living your best life.

Small Practice

Lower Pay. Higher Risk. Smaller Perks.

In traditional private practice, hygienists often face smaller salaries, bigger risks, and limited benefits — making it tough to hit your financial goals.

Corporate Dentistry

Steady Pay, Stuck Growth.

In corporate offices, you may get a consistent paycheck, but you lose control over the patients you treat and the path your career takes. Growth in your skills and income often hits a ceiling.

ProGrin Dental

Above the Curve — In Every Way.

We pay **above industry averages** because we want you to have the financial freedom to focus on what matters most. With a rock-solid compensation plan, supportive leadership, and the ability to grow your skills, you'll build a career you're genuinely excited about.

Balanced Schedule

Your Time Matters.

Our schedule is designed to give you plenty of time for life outside the office:

- **Mon–Thu:** 8am–5pm
- **Every Other Friday:** 8am–2pm
- No early mornings. No late nights. No weekends.

We put balance at the heart of our model, so you can excel at work and still have time for family, hobbies, and adventures.

HYGIENE COMPENSATION MODEL

Hygiene Compensation Model	
Scheduled Work Hours (Per Week)	37
\$ per hour	\$45.00

	Hours	\$
Annual Work	1,800	\$81,000
Paid Floating Holidays Hours (8 Hours X 5 Paid Days)	40	\$1,800
PTO	222	\$9,990
Annual Medical/Dental Benefit		\$4,200
Other Benefit/Compensation/401 K	Employer Match	\$3,000
Sponsored CE Courses/CE Zoom	8	\$150
Uniforms		\$360
Average Additional Pay for Wellness Program		\$1,800
Total Compensation		\$102,300
Total Per hour Compensation Package		\$56.83

No Weekends, No Late Days, and Every Friday Off

production bonus with no ceiling (see next page example)



TOP 1% HYGIENIST EARNING EXAMPLE

Production Bonus Example	
Monthly Adjusted Production	\$30,000
Hours Worked	144
Monthly pay based on hours worked (\$45 x 144 hours)	\$6,480
Bonus Threshold (monthly base pay x 3)	\$19,440
Difference between adjusted production and threshold	\$10,560
Monthly Bonus (\$10,560 x 15%)	\$1,584
After bonus hourly pay rate (Excluding Benefits)	\$56/hour

	Hours	\$
Base Compensation	1,800	\$81,000
Paid Floating Holidays	40	\$1,800
PTO	222	\$9,990
Annual Health Insurance		\$4,200
401K Match	Employer Match	\$3,000
Uniforms		\$150
Wellness Program		\$1,800
Patient Referral Bonus (12 patients/year)		\$1,200
Employee Referral Bonus (1 employee/year)		\$2,000
Birthday PTO		\$360
Top 1% Production Bonus (see above)		\$19,008
Total Compensation		\$121,308
Compensation as a percentage of adjusted production		33.7%
Total Per hour Compensation Package		\$67.39

The Support You Need to Thrive

At ProGrin Dental, we don't just hire you — we invest in you. From world-class technology to mentorship that fuels your growth, we make sure you've got every tool and every ounce of support to do your best work and love coming to work every day.

At ProGrin Dental, you get to:

- ✓ Learn from the best → Mentor doctors who are excited to teach you both clinical mastery and leadership skills.
- ✓ On-staff Hygiene Coach – Our Clinical Relations Manager will help coach and support you along the way.
- ✓ Monthly Hygiene Power Hours – Monthly coaching and learning calls
- ✓ Work with cutting-edge tech → Digital x-rays, intraoral cameras in every room, 3-second curing lights, digital scanners, online training portals, Sharp instruments and instant support from other offices.
- ✓ Leverage AI power → Pearl AI for sharper diagnoses, better patient education, and next-level accuracy.
- ✓ Enjoy top-tier protection & perks → 401(k), and continuing education reimbursement.
- ✓ Keep your life in balance → Weekdays 8–5, select Fridays 8–1 — no crazy hours, just the perfect work/life flow.



How do YOU view success?

Whatever your definition of success — more skills, more income, more freedom — we're here to make it happen.

We'll pour into you with training, resources, and a community that always has your back. Because when you thrive, we win.

Our promise:

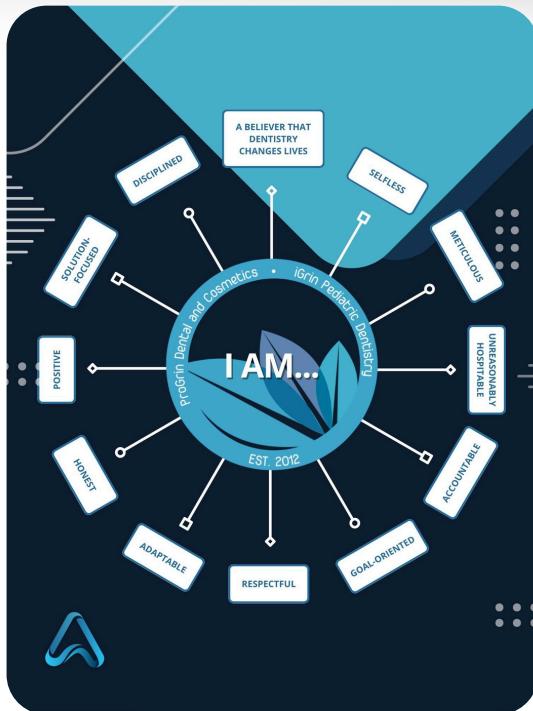
- We'll give you the tools to make your goals real.
- We'll be by your side as you grow your practice and your career.
- We'll celebrate every win along the way.

At ProGrin Dental, helping you **not just succeed, but truly thrive**, is the most rewarding part of our job



Join the Top 1% at ProGrin Dental

At ProGrin Dental, we're not just another dental service organization—we're a collective of the best in the field. We are committed to building a team of the top 1% of dentists, hygienists, and dental assistants, ensuring that our patients receive unparalleled care and expertise.



Our Blueprint for Success

At ProGrin Dental, we see our core values as the heart of our success. After all, that's what separates us from the pack — a commitment to not just running a thriving business, but doing it in a way we can feel good about.

ProGrin Grinny Awards for 5-Star Team Members

At ProGrin Dental, our team celebrates achievements, fosters connections, and spreads happiness! At our core, giving a Grinny is more than a celebration; it's a symbol of genuine connection and shared success. We're seeking ambitious, upbeat, and smart individuals with a reliable and humble attitude.

THE SUCCESS FORMULA

At ProGrin, our success formula is simple yet profound: **People x Culture x Focus**

PEOPLE

We need the right people on board—individuals who are one-of-a-kind performers with innate gifts that drive business results.

CULTURE

We cultivate a culture where these people can excel, thrive, and operate at their best. Culture determines what we should and should not do in any given situation.

FOCUS

We align everyone on achieving our goals with clarity, purpose, and precision.

This formula is the foundation for everything we do, and it underscores why our culture is not just a priority—it's the heart of our organization.

