

## President's Message



I hope you are enjoying your summer. It sure did take a long time to get here! Hopefully you are taking some time to recharge and play because fall will be here before you know it.

Registration for the Fall Convention is open. It will be in Roanoke October 13-15. It will feature a lot of great topics and speakers like Dr. Fab Mancini and our very own Dr. Stephen Hussey. It should also be a great time to view the spectacular foliage in Roanoke.

Make sure you check out our Nuts + Bolts Lunch & Learns, too. We

hold them every other month for one hour during the week. The topics vary and the recordings are placed on the UVCA website in the VCA Vault for continued viewing. If you have a topic you would like to see featured or if you would like to present something, please reach out to Julie and her team. The Lunch & Learns are a great way to learn about something you may not know or delve into a topic a little deeper.

The UVCA is a great resource for lots of different topics. Just look at the VCA Vault! It's where we keep all information that will help you in your practice. Topics include Marketing Ideas, Insurance, Coding and Documentation, Classifieds, New DC Checklist, and much more.

These are just some of many benefits the UVCA offers. Hope to see you in Roanoke so we can show you more!



Dr. Michelle Rose  
UVCA President

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MEMBER BENEFITS, AFFINITY PARTNERS, MORE!

## Supporting Supplier News & Tips

### CHIROCODE

Save 10% on the indispensable ChiroCode Deskbook updated for 2023, along with other manuals, "cheat sheets" and reference materials. See discount code on page 26.

### TLC COACHING

FREE 12 CE hour event, "Wellness Revolution" in Richmond, VA on August 5-6, 2023. The most current research in science and philosophy will be presented. The objective of this CE course is to advance the doctor's impact upon patient outcomes through greater knowledge of chiropractic's effectiveness and certainty in case management. Please click on the link for additional details: <https://tlc4.me/VACE23>.



**UNIFIED VCA FALL CONVENTION**  
**October 13-15, 2023**  
**Hotel Roanoke, Roanoke, VA**

See  
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2!



**UNIFIED VCA FALL CONVENTION**  
**October 13-15, 2023**  
**Hotel Roanoke, Roanoke, VA**

# A MOUNTAIN OF EDUCATION & INSPIRATION FOR THE WHOLE TEAM



Join us at the UVCA's Fall Convention, nestled in the picturesque Roanoke Valley and surrounded by the Blue Ridge Mountains. Relax and unwind at the luxurious hotel or take a short stroll to Roanoke's bustling downtown filled with history, culture, dining and shopping. Earn CEUs and be inspired by informative sessions and expert speakers you rarely have access to right here in Virginia.



**"Why Chiropractic"**  
**by Dr. Fabrizio Mancini**  
*Sponsored by*  
***invisa-RED***

In this inspiring talk for the whole team, Chiropractic Celebrity and Leader Dr. Fab will share the basic principles and science for our profession. He will share how consumers are looking more for

us than ever and how we can better engage and help them understand the value of Chiropractic Care. You'll leave prepared and inspired to serve more people.

will include immunity/autoimmunity issues and concussions.



**Nutrition**  
**by Dr. David Seaman**

**PLUS!**

**"Let's Talk About S-E-X"**  
**by Dr. Cindy Howard**  
*Sponsored by Protocol and*  
***Stopain***



Even for doctors, it can be difficult to ask questions and get patients to open up about sex. Dr. Cindy addresses those challenging questions and topics in sexual health, as well as how to evaluate concerns and make recommendations. Dr. Howard will also be presenting "Fatigue: Causes, Correlations and Corrections."

**Protocols for the New Healthcare Paradigm**  
**by Dr. Robert Silverman**  
*Sponsored by Erchon*  
***ia Corp.***



Dr. Silverman addresses key areas of practice that are challenging the way Chiropractors and other doctors practice. His far-reaching discussion

- "The Heart of Chiropractic: The Heart's Link to Healthy Physiology" by Dr. Stephen Hussey.
- Sex Trafficking/Enslavement by Mr. Joe Kryszak, *Sponsored by Stirling Professional*
- Updates to July Compliance Seminars by Dr. Ty Talcott, *Sponsored by HIPAA Compliance Services.*
- In addition to joint DC/CA Classes, CA-Specific Classes including "Understanding the Why of Chiropractic" for CAs by Dr. Jeff McKinley (*Sponsored by Foot Levelers*) and timely topics by Ms. Lisa Maciejewski-West (*Sponsored by Gold Star Medical Business Services*) and Dr. Louis Crivelli.

- Exhibit Hall
- "Hallway Learning"
- Receptions
- Time to Relax, Net-
- work and Socialize
- Legal/Legislative Fund
- Prize Raffle
- Much More

[WWW.VIRGINIACHIROPRACTIC.ORG](http://WWW.VIRGINIACHIROPRACTIC.ORG)

## Just Check the Progesterone: It May Help Prevent a Miscarriage

By Cindy M. Howard, DC, DABCI, DACBN, FIAMA, FICC

Sarah presented to my office about 6 months ago concerned because she had just miscarried and was told that there were ways she could help her body better prepare for her next pregnancy. After reviewing her history as well as her goals it was determined that some baseline hormone testing as well as micronutrient testing would be beneficial. When assessing micronutrients, vitamins, minerals, metabolites, amino acids and omegas we can determine if there are deficiencies that would allow the body to perform better on a cellular level. Pregnancy will commonly cause decreases in levels in which the baby draws from first, leaving the mom coming in second in receiving the nutrients she will continue to need throughout a pregnancy and many years after.

After that first visit I did not see Sarah again for months and when she returned to my office the first thing she did was apologize. She was sorry that she did not return earlier as she needed emergency dental work which used up the money she saved for her preconception care. Now she is back in care. No apology was necessary, I was just glad she returned. One of the things she remembers me saying was that when she conceived her first phone call was to be her husband and her second was to me.

Calling was important so that we get a current progesterone level in order to assess the ability to carry a healthy pregnancy. In a perfect situation we check this level prior to conception. In over 20 years of clinical practice the number one reason I see in my office besides a genetic explanation for miscarriages is low progesterone. Once the level drops or if it was not high enough in the first place carrying to term becomes virtually impossible. Next is the drop in beta hcg that should be doubling every 48 hours for the first trimester then tapering off a bit. It is an easy thing to check and yet not many OB/GYN doctors pay much attention to this, unless you have already miscarried 2-3 times. Sarah shared with me that she was indeed currently 4 weeks pregnant.

Studies have suggested that women who have experienced at least three prior pregnancy losses may benefit from progesterone therapy in the first trimester. I cannot quite understand why we wait for 3 miscarriages. Something so simple as a progesterone level can and should be checked immediately. It may be easy to elevate pro-



gesterone level if clinically deficient or very low normal whether through oral supplementation or suppositories if caught early.

So Sarah requested that we run her beta hcg and her progesterone level immediately and I of course agreed to that request. She shared with me that she called her obstetrician that delivered her first child and requested the test and they declined. They scheduled her a month away and told her it was not necessary. We ran the test. Her beta hcg was 275 showing 4 weeks pregnant. Her progesterone was 11 which is much lower than I like to see it. Closer to 40 provides much more comfort that the level is sufficient.

Progesterone regulates your cycle. After ovulation an egg is released to become fertilized and your body produces higher levels of progesterone to thicken the lining of the uterus to allow for proper implantation for the fertilized egg. If no fertilization occurs, progesterone levels drop, stimulating the start of menstruation.

When pregnant there are signs that progesterone may be low if you have not already tested to confirm **Cont. on page 5**

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#### Benefits, How it Works, Next Steps

**White Paper:** Scan QR code below or [Click Here](#))

**Webinar:** [Aug. 10, 12:30 PM EST](#)  
See also in UVCA Supplier Events

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*★ See UVCA Article this issue  
by **Frank Jarrell, DC.,**  
Co-Founder & Developer of Lasene*



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**Cont. from page 3** the deficiency. They include spotting, breast tenderness, low blood sugar levels, pelvic and/or abdominal pain, fatigue and vaginal dryness.

Once pregnant the progesterone supplied to the endometrium will help nurture the developing fetus throughout the length of the pregnancy.

Progesterone, being essential for the establishment and maintenance of a pregnancy, becomes problematic when withdrawal of progesterone in early pregnancy typically results in a miscarriage.

Generally there are two groups of women at particular risk of miscarriage: those who have a history of recurrent miscarriage and those who are bleeding in early pregnancy which were studied in the PROMISE and PRISM trials. Both were very high-quality trials that addressed the effects of first-trimester use of vaginal micronized progesterone treatment in women at risk of a miscarriage.

A problem with progesterone levels in which the miscarriage occurs without a genetic defect is also called a luteal phase defect.

The corpus luteum in the ovary produces progesterone during early pregnancy and it is hypothesized that a defect in the function of the corpus luteum can result in low progesterone levels which in turn may increase the risk of miscarriage. [\(Stephen-son et al\)](#)

Serum and salivary progesterone can be tested easily in practice to assess levels both prior to conception and right after.

Our environment may also play a role. Exposure to toxins, poor nutrition/low micro nutrients and lifestyle may be contributing factors.

Zinc, copper, magnesium, manganese, chromium and iron play a role in steroid-genesis and specifically the synthesis of progesterone.

It is also not uncommon to see high levels of cadmium and lead in the serum that reduces zinc, copper and vitamin E which also may result in a miscarriage. Cadmium and lead enhance the production of reactive oxygen species. This elevation has been seen in pregnant women with history of recurrent spontaneous abortion. Low serum zinc levels have been suggested to influence embryonic and fetal development.

A deficiency of copper causes lipid peroxidation resulting in high oxidative damage which can adversely affect the fetus including embryonic death, structural abnormali-

ties, cardiovascular, immunological and neurological defects. [\(Tulppala M et al \)](#)

Various studies have shown that adequate intake of vitamin E in pregnant women enhances term delivery and has been shown to protect and sustain the endometrial membrane from free radicals. Its deficiency has been associated with fetal death. Reduced zinc, copper and vitamin E in women with history of recurrent spontaneous abortion might have been postulated to be caused by oxidative stress. Significant increase in serum selenium levels in pregnant women have been correlated with a history of recurrent spontaneous abortion, as compared with pregnant women without history of recurrent spontaneous abortion.

Seeing some of these concerns confirms the idea that testing for levels of micronutrients and even looking for metal toxicity during preconception planning may prove to be very beneficial in preventing the loss of a pregnancy.

Based on Sarah's previous pregnancy resulting in a miscarriage we started the oral progesterone immediately and scheduled her for a follow up blood draw 48 hours later to monitor. She sent the labs to her obstetrician. Interestingly, she wanted to see her. With the second set of labs in hand she acknowledged the low progesterone and added vaginal suppositories to the protocol and told her the beta hcg was dangerously low. Expected is that the beta hcg should double every 48 hours and sometimes as long as 72 but they were all of a sudden concerned. We all continued to monitor her. Her progesterone got up to 24 which was moving in a positive direction. After the third test I became concerned that with a low beta hcg, although increasing, this could be an ectopic pregnancy. Her OB told her to come in the following Monday with her husband so that they could discuss how to terminate the pregnancy. Can you imagine being told that with no further testing or options? I suggested we get an ultrasound first to rule in or out the ectopic pregnancy before making any of those types of decisions.

While the OB was ready to abort a child, I suggested we not consider that and continue care and monitor. Interestingly the ultrasound I ordered had her pregnancy measuring less weeks than what she originally thought. The results back concluded pregnancy was normal. Heart rate of 149 and a fetus measuring the size of a 6 week pregnancy. There was a viable pregnancy. This may seem simple to do and it is, please remember at a minimum check nutrient and hormone levels and work with your women on preconception planning. Be an advocate for them **Cont. on page 7**





# Decompress at the Beach

## Sunny Skies

- Seeking a Full-Time DC
- \$80K-\$105K Salary
- Sign-On Bonus
- Relocation Bonus
- Annual Bonuses
- Paid Holidays
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## Beach Rules

- DC Degree
- Licensed
- Eligible for Malpractice Insurance

## Exploration

- Job Description: [PHC Full-Time DC](#)
- Email Resume: [phchirova@gmail.com](mailto:phchirova@gmail.com)



Premier Health Chiropractic  
Virginia Beach, VA  
[VABeachChiro.com](http://VABeachChiro.com)



Please click on the QR Code or link above for full job description details





**Cont. from page 7**

to get proper care and proper workups, and when an expectant mother calls, remember, check the progesterone level. Just maybe you can affect a life.

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**Dr. Howard serves on the Medical Advisory Board for Integrative Therapeutics and the Functional Medicine University. She serves on the board of DoC:S, Before the Hit, and the College of Pharmacognosy and Toxicology. Dr. Howard is the Illinois Delegate for the American Chiropractic Association serving on the guidelines, professional development and membership committees and was the recipient of the Flynn/Lynch Award 2015 for outstanding service. She is a past President of the American Chiropractic Association Council on Diagnosis and Internal Disorders. She is an associate editor for *The Original Internist*. Dr. Howard is a spokesperson for Biobotanical Research, Integrative Therapeutics, and Cyrex labs. Locally, she serves as a Board member for the Frankfort Falcons Youth Football organization and is the team Chiropractic Physician for Dreamz Elite competitive Cheerleaders.**

**Catch Dr. Howard's keynote presentation "Let's Talk About S-E-X" and her class on "Fatigue: Causes, Correlations and Corrections" at the UVCA Fall Convention, October 13-15 in Roanoke!**

**See her ad on page 13.**



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## New Advanced Beneficiary Notice (ABN)

Thanks to Gold Star Medical Business Services, the ABNs (Advanced Beneficiary Notices) in the VCA Vault have been updated.

In the VCA Vault (be sure to log in first!):

1. Scroll down on the lefthand side and click on "Insurance"
2. Click on "Forms"

Below "Advanced Beneficiary Notice (ABN) – Through 1/31/2026" you'll find links to:

- ABN in English (Word)
- ABN in English (PDF)
- ABN in English, Large Print (Word)
- ABN in English, Large Print (PDF)
- ABN in Spanish (Word)
- ABN in Spanish (PDF)
- ABN in Spanish, Large Print (Word)
- ABN in Spanish, Large Print (PDF)



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*Dr. Jordan Tharp - Doctor of Chiropractic at The Joint*

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## SHARE THE BENEFITS... SHARE THE SUCCESS

A big thanks to the following member docs, whose support and recommendations have resulted in 26 new members in 2022-2023! (As of 7/15/23)

**5 New Members:**  
Philip Golinsky, DC

**4 New Members:**  
Taylor Myers, DC

**2 New Members:**  
Christine Fallwell, DC

**1 New Member:**  
Michael Amato, DC  
Chris Bruno, DC  
Keith Jassy, DC  
Carmen Johanning, DC  
Shawn Keegan, DC  
Jason Kennedy, DC  
A. J. LaBarbera, DC  
Holly Moriarty, DC  
Chris Perron, DC  
Teresa Phillips, DC  
Michael Placide, DC  
Sam Spillman, DC  
Aaron Trochim, DC  
Tom Wetzen, DC  
John Whitlow, DC

Just like patient referrals for your practice, there is nothing better than member referrals to help grow and strengthen the association!



### Why do members recommend UVCA membership to their colleagues?

1. They want to share the access to reliable information and resources that have meant so much to them during these challenging times.
2. They know that more members mean greater diversity, legislative strength, PR clout, and resources to expand the advantages of membership even further.
3. For every new member sponsored, they earn a \$25 VCA Value Voucher that can be used towards a UVCA program for the doctor or staff (exclusions apply), towards the referring doctor's membership dues, or even to offset the new member's first dues!
4. But if that's not enough, how about... **\$1000?**

Chiro1Source and Chirocenters Management Corporation have teamed up again to make sponsoring a new member even more valuable and fun!

- **The individual who sponsors the highest number of new members** by 12/31/2023 will receive **\$100 per new member sponsored** up to \$1000!
- **But even if you only sponsor 1 new member**, you still have a chance to win.
  - All member sponsors will receive 1 entry into a drawing for a **\$100 Visa Gift Card** for every new member they sponsor!
  - More members = more entries.

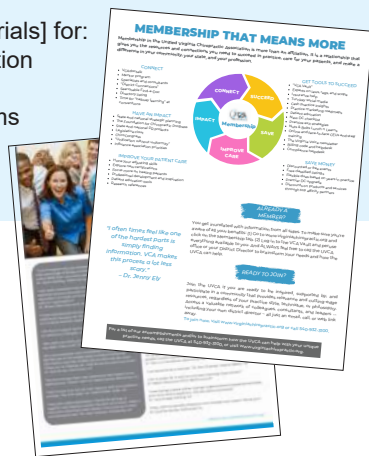
You're eligible for these rewards even if the new members you've sponsored receive discounted dues, such as Students, New Grads, and new DCs. . . and even if you take care of their first year's dues yourself!

### It's Easy to Share

Go to [Membership Materials] for:

- Benefits information
- Testimonials
- Membership forms

GET STARTED TODAY!



THANKS, 2023 PRIZE SPONSORS!





# Chiropractic Virtual Assistants Can Transform Your Practice from Overwhelmed to In Control

David Shapiro, DC

No matter the size or success of a chiropractic practice, myriad challenges abound. Fittingly scheduling patients, understanding insurance needs, abiding by government regulations, attending to billing matters, onboarding personnel, and mounting an effective marketing campaign can make life overwhelming for even the steadiest of professionals. You don't have to feel helpless in the face of such difficulties though; reclaim your time, take charge of operations, and work smarter with less effort!

You can streamline your operations and regain control of your life with VAs or more specifically Chiropractic Virtual Assistants (CVAs). With their abilities, expertise, and flexibility, they can streamline your practice and help you regain control. As you say goodbye to exhaustion, you can now use your newly discovered freedom of time to pursue both your professional and personal pursuits. Transform your practice with a CVA and embark on a new chapter.

## How do Chiro Virtual Assistants (CVAs) Work?

A Chiro Virtual Assistant (CVA) is an independent contractor offering practices a range of services, such as administrative, technical, financial, and creative support. By freeing up the doctor and clinic staff to focus on patient care and other tasks, CVAs enable practices to manage their workloads more efficiently. These include patient recalls, scheduling, insurance verification/billing, claims follow-ups, responding to emails/texts, data entry, SEO/social media management bookkeeping tasks, x-ray marking, and marketing efforts - all on either an hourly or project basis.

CVAs enable team members to utilize their time effectively, express their creativity, grow professionally, and feel fulfilled. CVAs can handle administrative duties for your practice, ensuring productivity and satisfaction for you and your staff. With professional support from CVAs, you can say goodbye to overwhelming tasks and responsibilities and welcome a more successful and fulfilling life.

## The Benefits of Hiring a Chiro Virtual Assistant

There are many benefits to hiring a Chiro Virtual Assistant (CVA). Here are a few:

- By delegating tasks to CVAs, you can prioritize quality care, practice growth,

and personal time.

- With real-time tracking tools and video conferencing, CVAs maximize productivity and minimize distractions.
- With CVAs, you can work part-time or full-time according to your practice's needs.
- Pro-Tip: It's difficult to find an Independent Contractor (IC) to work 5 hours per week. I found a CVA to do my bookkeeping for that time for a lower hourly rate than a local bookkeeper.
- CVAs eliminate expenses associated with traditional in-house employees, such as recruitment costs, equipment, office space, payroll, taxes, and benefits.
- These savings alone almost pay for all of your CVA costs. This gives you more help for a fraction of the cost of an in-house team member.
- CVAs can increase revenue by answering phones off-hours, recalling patients, enhancing your online presence, following up on claims, and marketing.

I remember my epiphany - it was time to embrace Facebook marketing as a great way to get new patients. Although this wasn't a field I had much knowledge in, I had two options: learn a new skill that I didn't have the time or desire to do well or miss out completely. As daunting and exasperating as the first choice was, I decided to hand over the job to someone who could do it well for a fraction of the cost that my time is worth. That's when I appointed an experienced Chiropractic Virtual Assistant who absolutely loved this work - what a wise move!

I was then able to devote my own time and energy to more meaningful activities within my practice. Having a CVA by your side allows you to take your practice to new heights and explore new avenues confidently.

## How to Get Started with Your Chiropractic Virtual Assistant (CVA)

To ensure a successful business relationship with your Chiro Virtual Assistant, follow these steps:

- Brainstorm with your team to determine which office tasks can be handled off-site. Think out of the box on this. You won't believe all that you can delegate off-site. Calculate the approximate number of hours that these tasks will require each week. **Cont. on page 12**



- Cont. from page 11**
- Search job posting sites for candidates with experience in these areas with the appropriate communication skills that you need. Conduct Zoom interviews, have them take a skills assessment, and do reference checks.
  - Make sure your CVA is trained in basic chiropractic anatomy, terminology, coding, and HIPAA guidelines.
  - Provide basic video training to explain how each task should be completed. This will prevent confusion and save you time.
  - Establish preferred communication methods and frequency of check-ins (email, Slack, FaceTime, project management tools).
  - Create a sense of belonging and teamwork for your CVA by showing appreciation for their work.
  - Include your CVA as part of your team culture. Share office videos and birthdays. *Pro-Tip: We sent a surprise birthday cake and a birthday video to one of our CVA's homes to honor her birthday. Her appreciation was priceless!*

For greater productivity and freedom in your practice, follow these steps for hiring and onboarding your first Chiropractic Virtual Assistant. If you do not have the time, expertise, or bandwidth to hire Chiropractic Virtual Assistants, consider using outside firms who provide turnkey CVA solutions.

### Regaining Your Freedom with Smart Delegation

If you and your team are overwhelmed by your current workload, have too much paperwork, want to use your time more effectively and productively, do not want to hire another full-time staff member, need to reduce your stress levels, need something done that you don't know how to do yourself, and want more freedom in your life, you may want to hire a CVA.

By hiring a Chiro Virtual Assistant for your practice, you invest in yourself and your practice's success. Invest in the future of your practice today by hiring a CVA. You will be able to build stronger relationships with your patients, team members, and loved ones if you delegate responsibilities.

**Dr. David Shapiro, with 30 years of private practice experience, is a pioneer in the CVA industry. His company specializes in recruiting and training Chiropractic Virtual Assistants to revolutionize the way chiropractors think about work. For more information, visit [www.ChiroPracticeSolutions.com](http://www.ChiroPracticeSolutions.com).**

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As of 7/15/2023



Enjoy all the benefits of DC membership PLUS convention registrations for both you and your CA, a plaque and permanent badge to denote your increased participation and support, monthly dues option for easier cash flow, and more.

Enhance your membership and convention experiences and connect with colleagues who understand the value of upgrading. Call the UVCA office at 540-932-3100 for more info.

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E Briggs Allen, Jr, DC  
Michael Amato, DC  
Daniel Atwell, DC  
Abel Borromeo, V, DC  
Jeffrey Bowers, DC  
Shannon Breeding, DC  
Suzanne Coffey, DC  
Christopher Connolly, DC  
Camille D'Amato, DC  
Kenneth D'Souza, DC  
Gary Dennis, DC  
Diane DeReu-Foley, DC  
Sandra Elbaum, DC  
Christine Fallwell, DC  
William Todd Fisher, DC  
Joseph Foley, DC  
Krista Frank, DC  
Christopher Frey, DC  
Samuel Gainor, DC  
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## What We Do Best: Manage Neurological Deficits, Not Just Joint Mechanics

Frank Jarrell, DC

I design solutions for complicated, unresponsive and failed care. As a strategic thinker, I firmly believe techniques that prioritize predictable, dependable, and reproducible (PDR) outcomes are critical to successful clinical outcomes. Having PDR standards allowed me to build highly effective diagnostic and treatment protocols for advancing laser technology early on in my practice. This in turn allows me to tackle some of the toughest patient problems imaginable, and yes, an occasional PDR helped the process.

My impression of the first five years in practice was typical of a new graduate thinking that I knew more than the average, and realizing I may know about half of what it takes to send my patients out the door with a true PDR experience. Frustration was prevalent, technique shopping was knee-jerk at best and each new technique illustrated the conflicting, competitive, and mixed outcomes we encounter as we strive to be seasoned doctors.

I was determined. My eventual solution was to pull an “Albert Einstein” and identify the most stable element or constant in a world of variables, and then build a universal theory of neuromusculoskeletal dysfunction around it. I needed to know more about what, how and when do my patients respond, relapse and progress.

As a doctor of chiro, I saw no evidence that the problem was internal to my skill sets or capabilities, so I paused, took a breath, and changed my mind. We’re missing something in our analysis.

What is the one or two constants are we missing in all our training and solutions?

Kelligren and Kelligren (1938-1939) studied the intricacies of spinal embryology; i.e., sclerotome development and the acute effects of extraarticular and zygapophyseal soft tissue irritation by injecting noxious compounds into related tissues and structures and asking volunteers if they liked it. Not clear as to whether it was capsular ligament overstretch or actual reflexive irritation, it eventually became clear that ligament overstretch activates intrinsic slow-stretch mechanoreceptors (SSMR) resulting in sclerotome pain referral. Conceptually similar to trigger point referred pain patterns, sclerotome pain is wholly dissimilar in cause, mechanism, physiology and treatment options.

Further studies into the 1970s identified correlates in efferent driven hyperfacilitation of multiple muscle fibers (motor) throughout the body. In the mid 1960s M. Sutter coined the term ‘spondylogenic reflex syndrome’ (SRS) for this mixed afferent and “motor” facilitation phenomena.

Early SRS pain mapping was spot on for many of those persistent and recurrent cases involving functional motor and connective tissue symptoms. By 1998, it was evident that the motor component was much larger than previous studies recognized with the limited set of axial muscles only reported. I came to realize that SRS activity not only involved afferent and motor pathways, but the whole of “effector target tissues” (ETT). *Cont. on page 16*

See Dr. Cindy's article on page 3.

Catch Dr. Howard's keynote presentation “Let's Talk About S-E-X” and her class on “Fatigue: Causes, Correlations and Corrections” at the UVCA Fall Convention, October 13-15 in Roanoke!

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**Cont. from page 15** ETT includes motor, viscera, and glandular tissue. It was evident that prolonged or chronic zygapophyseal overstretch now became the driver behind a long list of neuromusculoskeletal with concomitant visceral and glandular stress and dysfunction ultimately resulting in metabolic fatigue and system compromise. Short-term SRS = a lot of noise. Long-term SRS = expanding functional chaos and tissue degradation.

Like most other reflexes, SRSs are hard-wired, facilitate tissue and consistently produce the same set of physiological responses. They also meet a PDR standard. Pretty simple, or is it?

We have 56 zygapophyseal withdrawal reflexes (28 mirrored pairs of right and left) which cause neurological disruption throughout the spine and body. Prolonged facet instability due to factors such as ligament tears, overstretch, weakness, or disk failure can cause these reflexes to become persistently activated. They do not palpate as hypermobile facet joints due to local reflexive muscle splinting attempting to maintain joint stability while sacrificing mobility. They will palpate as a hard articular fixations. They are insidious, persistent disruptors of both central and peripheral neurology and they are active until stabilized.

The effects include predictable local and remote muscle hyperfacilitation with muscle fatigue and myotome weakness, reciprocal muscle inhibition, attachment tendonitis, palpable tenderness, muscle soreness, joint tracking errors, stiffness, restricted range of motion, areas of palpable spinal hypermobility and fixation, degenerative joint wear, visceral and glandular hyperfacilitation, secondary visceral and glandular inhibition, ETT metabolic fatigue and nutritional gaps, elevated CNS sympathetic tone, depressed parasympathetic tone, and other associated, but logical, health-related quality-of life deficits.

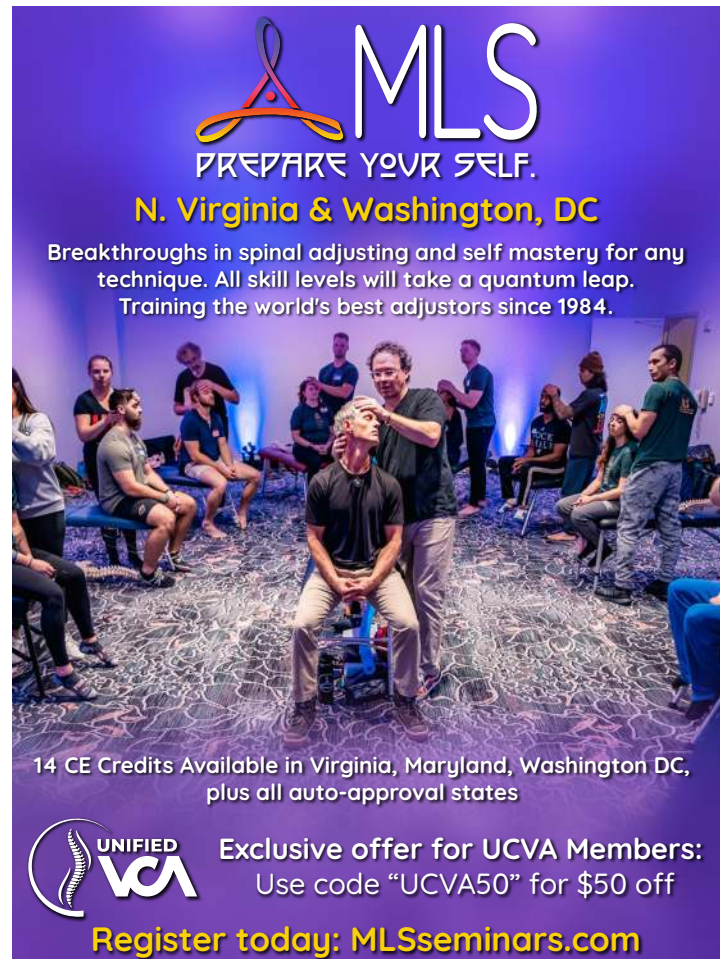
All of this is triggered by a simple slow stretch mechanoreceptor, which we can identify within 30 seconds or less. It epitomizes the subluxation complex on steroids and provides comprehensive answers to nearly every aspect of our 130-year chiropractic history.

We missed the boat on this one. Disk dysfunction can be intense until remedied, but facet dysfunction is a constant screamer and the prevalent source of most NMS and many somatic-visceral complaints. We also missed it on the language. There is no better definition of the subluxation complex than SRS neurophysiology. It supports virtually every historical definition of the subluxation complex with science. Modernizing our language while grossly expanding what we can accomplish with PDR outcomes is our logical path for taking Chiropractic to the next level.

### Reinforcing PDR Chiropractic with Light

Achieving and maintaining high standards in patient care includes utilizing techniques grounded in neurological constants. Constants that provide predictable, dependable, and reproducible clinical outcomes by reinforcing the scientific fabric that unifies all our techniques. We just reviewed a powerful tool for achieving higher standards. Let's throw in a little light.

The power to move a vertebrae and influence neurology is at the root of our profession. Near-infrared (NIR) photobiomodulation produces both photochemical and photomechanical effects on a cellular and tissue level and it can assist us in delivering the physical adjustment. It is the physical inducing properties of LASER that meets the hands-on assist component of our profession in some ways similar to percussion, impulse devices, ultrasound, etc. Each in its own design modifies physical **Cont. on page 17**



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**Cont. from page 16** properties governing vertebral functional or dynamic alignment. Understanding this benefit can make spinal care easier on our bodies and in the case of photobiomodulation, make neurological gains much more powerful.

### **NIR Technology Increases PDR Outcomes**

Visible red and NIR (650nm to 1100nm) are the standard in the therapeutic laser industry, and there is abundant research available on this technology. To understand the effects of lasers and mechanical forces, let's delve into a few laws from photophysics and biophysics. In the realm of red and near-infrared laser therapy, photons of light exert their effects upon cells, tissues, and structures through the "photochemical effect." All therapeutic lasers offer the benefits of modulating some portion of biochemical activity within the target tissue to varying degrees. The primary limiting factor in the efficacy of LASERS is insufficient power density, followed by low frequency designs, and low wavelengths restricting depth of penetration.

Typical photobiomodulation (PBM) effects produced by FDA-cleared LASER devices include reduction in inflammation due to accelerated mast cell activity, vascular dilation due to nitric oxide production, pain modulation by increased messenger molecule activity, and increases in ATP production. ATP production is the most beneficial effect from LASER units. It occurs through photon annihilation, where an extra electron is transferred to the adenosine diphosphate molecule during its conversion to adenosine triphosphate. This is a cytochrome-c oxidase chromophore mediated phase of cellular respiration.

### **What Else Can LASERS Do?**

They can assist in the mechanical adjustment of the vertebrae. This aspect of phototherapy is also crucial in recognizing the power of light for cellular repair and healing. In addition to the photochemical effects, photons also impart a photomechanical effect. The photomechanical effect begins to occur when the pulse rate reaches 40,000Hz or more, while the underlying photochemical effect continues regardless of frequency.

Photomechanical effect increases with increased pulsed frequency and increased cellular frequency results in faster rates of RNA/DNA vibration and with it, faster rates of cellular detoxification, repair and normal functions. Lasers producing pulse rates below 30kHz do not induce this second-layer effect. The photomechanical effect marginally begins at 30kHz and optimally above 40kHz.

"Super pulsed" lasers are specifically designed to produce pulse rates greater than 30kHz, whereas units producing less than this are classified as "pulsed." The photochemical effect can be profound on its own if the unit's power density is sufficient enough to generate the billions of photons required to assist biochemistry without exceeding the thermal threshold of the derma and potentially harming the patient. Burn risk is high in continuous wave units and low in super pulsed units. The only exception to this rule is that a CW unit that is too weak to deliver sufficient power to exceed the thermal threshold.

Low-wattage continuous-wave units are popular among nutritionally oriented chiropractors due to the complementary effects of nutritional substrates on PBM cellular function. Their shallow penetration characteristics are most effective on heme near the surface of the skin and deep penetration is impossible due to all the laws of photo-physics to include reflection, scatter, diffusion, inverse law of distance, and coefficients of absorption. Additionally,

the derma is specifically designed to block 90% of continuous wave photo energy for protection and it requires super pulsed technology (>40kHz) to reverse this ratio (transference rate).

Low-power technology can lead to mixed results rather than predictable, dependable, and reproducible outcomes (PDR) from patient to patient, especially when nutritional or lifestyle status can vary greatly. Factors such as dietary choices, stress levels, or environmental influences can significantly impact a patient's nutritional status and nutritional status becomes critical to control outcomes.

It's important to note that every laser used in neuromusculoskeletal (NMS) therapy delivers photochemical (PCB) benefits, but not all lasers provide photomechanical (PMB) benefits. Now, the question comes back to: Do photomechanical LASER designs (>40kHz) mechanically assist chiropractors in their adjustments? The answer is an emphatic YES due to photo cavitation and speckling inducing mechanical forces upon the tissues of the articulation.

Thus, the use of LASERS in chiropractic is considered an electrotherapy modality as an assistive device for the delivery of a chiropractic adjustment or manipulation. The more you understand how they work, the more you recognize their potential to move us to the top of our game in what we do best: manage neurological deficits, not just joint mechanics.

### **References:**

<https://lasene.com/whitepaperchiro/>



**Lloyd Frank Jarrell, DC is Director of Research & Development for Lasene Therapeutics. Dr. Jarrell is a leading expert, researcher, and developer of high-yield treatment programs for unresolved nerve, muscle, and joint care. He is a pioneer on the application of photobiomodulation, or infrared light therapy for the management of neural deficits that directly affect multiple health-related Quality-of-Life functions. Having worked internationally with numerous professional athletes and sports teams and as a professional educator to health care providers for over 30 years, he currently practices in Colorado. Dr. Jarrell is the Chief IP Developer, Director of Research and Development and Medical Director for Lasene Neural Therapies and is completing a hallmark 5-year study on Parkinson's recovery strategies as well as ongoing studies on sleep, executive function, traumatic brain injuries, chronic and high-intensity chronic pain, and related deficits in neurological conditions.**

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## Risks & Benefits of Selling to a Corporate Buyer

By Ray Foxworth, DC, FICC

Passing your practice to a corporation could mean renewed growth and opportunities. It could also be a step backward. Consider these pros and cons before selling to a corporate buyer.

### The Benefits

- **Greater Expansion and Compensation Opportunities.**

Joining a corporate "family" can greatly increase your resources and reach. Their existing network of professional connections and customers may be accessed to your benefit, boosting exposure and revenue. You may also find that a corporation is able to offer improved benefits and incentives to employees.

- **Your Patients Could Receive Better Service.**

The potential for a corporate-owned clinic to have access to superior equipment and methodology translates directly to a better patient experience. New or improved technologies could unlock a more diverse range of services allowing you treat new patients while helping existing ones more effectively.

- **Improved Work/Life Balance.**

Some corporate deals allow practice owners to keep working in the clinic at reduced capacity. This lets them stay connected to a business they worked to build, while letting them step away more often to expend energy in other professional and/or personal areas.

### The Risks

- **Corporate Due Diligence (and Lack of Your Own).**

Every chiropractor knows the feeling of intense regulatory scrutiny. Those are arguably less severe than the eyes of corporate buyers who'll be looking into every aspect of your business for the slightest flaw.

Any weaknesses in your past and present compliance structure, company policy, or documentation can and will be used to reduce what you gain from the sale or even sink it entirely. It's essential to review these deal-breaking areas and make them as strong as possible before considering a corporation. You can request a free gap analysis from ChiroArmor.

*Cont. on page 21*



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**Cont. from page 20** Chiropractors must also rigorously research corporate buyers. One essential step is speaking to other chiropractors the corporation has previously acquired to discuss how their agreements went. It's a big risk to sign any deal if the corporate buyer refuses to provide that contact information.

• **Holdbacks.**

Any practice sale could be subject to holdbacks – portions of the sale price retained as a form of insurance for the corporation until certain post-sale conditions are met. Holdbacks can prevent nasty surprises for corporate buyers, while adding significant pressure and risk for sellers.

Terms can vary and may include the practice performing at a certain level for a set period after the sale, key employees staying with the business, or proving to be as well-regulated and compliant as you appeared pre-sale.

Satisfying holdback provisions will see this financial retention released. Underperformance means a pronounced risk – if not a guarantee – of losing it. The better organized your clinic, the lower you can reasonably expect holdbacks to be. This is by no means a rule. Weigh the danger of how much you stand to lose; meeting

holdback conditions isn't always within your control.

• **Inability to Disengage.**

It's now no longer your business. Imagining and living this reality are different, and some ex-owners may find their diminished influence on the practice's future harder to bear than anticipated. This feeling can be lessened by joining a corporation with a similar company culture. Aligning with one that doesn't share your values is more than a risk – it's a recipe for regret.

Disengaging from ownership can be tough. Doing so from the agreement itself can be a long and arduous process (if it's even possible) without legal forethought. Sellers should include a get-out clause in the Letter of Intent that allows them some form of payment should they step away from the partnership under pre-determined and mutually agreed-upon terms.

Whether your exit strategy includes selling to an associate or even corporation, it is important to know the risks and benefits. Additionally, it is never too early to think about your exit strategy. Your practice is likely a huge part of your retirement planning. For more information on selling your practice now or in the future, you

can watch the March webinar by Dr. Tom Necela by clicking here!

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

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**UVCA Affinity Partner**



## Classified Listings

( 7-15-2023)

### COVERAGE

COVERAGE: Coverage 25 years of experience, NCMIC coverage. Email: Back2HealthVA@gmail.com.

COVERAGE: Hampton Roads Area. I am available for coverage on Tuesday mornings, Thursday and Saturdays all day, in the Hampton Roads area: Chesapeake, Norfolk, Hampton, etc. I have 23 years of experience and I am proficient in most techniques allowing me to keep consistent care for your patients while you are away. I am fully insured with NCMIC. Please give as much notice as you can (2 week min. usually). If you are interested, email me@DC2BME@AOL.COM.

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

### DC POSITION AVAILABLE

DC POSITION AVAILABLE: Marion, VA. Come join our rapidly growing practice in small town southwest Va. Candidates should be energetic, personable and thorough. Will work closely with practice owner and have opportunities to manage and grow our satellite office. Base pay with great bonus structure in place. Base pay: \$1k weekly. Bonus will be discussed by phone or in person. Contact the office at 276-706-8530 or email resumes to heithmillerchiropractic@gmail.com with questions.

DC POSITION AVAILABLE: Alexandria VA. Looking for a clinically minded Associate with 2+ yrs experience to transition within 2 Yrs to be able to purchase a current 32 year practice in Alexandria, VA. Opportunity to also Purchase the 2 level 2400sqft. end unit office building. Neurosurgeon currently renting a room in the office as well as several CMT's. Great referral's from local pain management group and many local PCP's. Assoc. must be interested to purchase within 2-3 Yrs. Salary **Cont. on page 24**



**Affinity programs provide members with cost savings and/or product/service enhancements, increasing membership value. These programs often also include a contribution to the association, helping to reduce its dependency on dues income. The UVCA does not consider affinity program proposals until it has first-hand experience with the organizations and solid profession feedback. Visit the Membership tab at [www.virginiachiropractic.org](http://www.virginiachiropractic.org) for details.**



Exclusively for DC members of participating state chiropractic associations like the Unified Virginia Chiropractic Association, their employees, and families.



IT services: computer repair, troubleshooting, data backup and recovery, security services, remote support services, more.



User-friendly electronic claims submission service, business analytics, claims processing tools and superior customer service support.



Evidence-based, online subscription service providing best practice protocols, patient education videos, outcome tracking, business management tools, more.



Individually designed stabilizing custom orthotics, custom orthotic flip-flops, Shoethotics® and Sandalthotics®, and other therapeutic products.



Chiropractic office administration needs: billing, consulting, staff training, compliance, and more.



Certified online PI training for DCs.



Monthly video training, ongoing coaching, forms, scripts, templates and more to help CAs master each aspect of practice for continual growth.



The **Kanvas App** supports patients in their adherence to chiropractic and physiotherapy treatment plans.



The best guides and manuals for chiropractic coding, documentation, and much more, including the ChiroCode DeskBook, your comprehensive go-to chiropractic reimbursement manual.



Legal, network-based discounts to cash, under-insured and "out of network" patients.



Online continuing education courses.

# Chiropractic Digital X-Ray Solution

## 20/20 Imaging Straight-Arm Capable of DDR (X-Ray That Moves)



THE  
IMAGING  
SOLUTION COMPANY

Straight-Arm Demo (DDR) X-Ray That Moves



Scan QR  
Code For  
Product  
Videos



### FEATURES & SPECIFICATIONS

- Opal-CHIRO Software
- Advanced Chiropractic Toolset
- Tube And Detector Always On The Same Imaging Plane To Eliminate Cutoff
- 17" X 17" Fixed Detector - No Portrait Or Landscape
- High Frequency X-Ray Generator Options :
  - 32KW, 40KW, 50KW
  - X-Ray Tube : 125Kvp, 140,000 HU,
  - 1.0 - 2.0mm Focal Spot

### Contact Information

Blake Pooley - (919) 592 - 3651  
blake.pooley@mxrimaging.com

**Cont. from page 23** 75-100K. email resume to spinecare9@gmail.com.

DC POSITION AVAILABLE: Arlington, VA. Chiropractor for integrative practice in Arlington. PT or Possible FT. Ideal candidate will be natural leader, excellent adjuster, thrives in team environment, empathetic, willing to learn, confident in clinical skills, excellent communication skills & ultimately does what's necessary to get the job done. Must be eligible for immediate licensure in VA. Competitive salary w/bonus & potential for practice equity, health insurance. www.advhealthctr.com. Please email Drlou@advhealthctr.com or call (703) 521-0644.

DC POSITION AVAILABLE: Arlington, VA. ISO a brilliant technician that can customize their methods to the individual. Applicants must have prenatal chiropractic prowess & be a comprehensive practitioner. Soft

tissue, rehabilitative & diagnostic skills are a must. Salary is 80k-110k. Health benefits, paid time off, fun & exciting work environment awaits the right candidate. Do not respond if you are already in negotiations w/another office. chrysanthi168@gmail.com.

DC POSITION AVAILABLE: Arlington, VA. Looking for a FT Chiropractor Associate to join and grow with a well-established, multidisciplinary practice in Northern Virginia. The ideal candidate believes in an integrated approach, helping patients go from pain to quality longevity with a full-body approach and corrective exercises to improvement. Must have expertise in soft tissue management, corrective exercise and sports rehab. A bonus is certification of ART, FMS, Graston and/or trigger point dry needling. Position is open immediately for the right candidate. \$75,000 base salary plus bonus incentives. Front desk patient scheduling and administration with a great team of **Cont. on page 25**

**Cont. from page 24** chiropractic, massage therapists, personal trainers, and physical therapists working together in a 3700 sq ft treatment and training facility on the Arlington orange line Metro Corridor. Interested candidates, email CV/Resume to [ArCTICSupport@ArCTICVA.com](mailto:ArCTICSupport@ArCTICVA.com).

DC POSITION AVAILABLE: Ashburn, VA. Ashburn, VA Associate Wanted. Join a multi-disciplinary team of Chiro's/PT's/Acupuncturists/Reiki Practitioners. Experience with myofascial release techniques and Dry Needling a plus. Contact [ywong@mybwdoc.com](mailto:ywong@mybwdoc.com) w/CV. 100K+ & benefits package for the right doc and energy.

DC POSITION AVAILABLE: Chesapeake, VA. Associate Position in Chesapeake. Looking for a motivated, energetic, ethical associate who has good communication and adjusting skills to be a permanent addition to our high volume family chiropractic practice of 30 years. This is an excellent opportunity for an enthusiastic new graduate or experienced chiropractor who is passionate about wellness. We offer relocation assistance with a salary of \$90,000-\$100,000 and annual increases. Visit our website [www.blockchiro.com](http://www.blockchiro.com) and read our reviews. Email resumes to: [stacey@drblockchiropractic.com](mailto:stacey@drblockchiropractic.com). Benefits include Health Insurance, 401k, Malpractice Insurance, paid CEUs.

DC POSITION AVAILABLE: Falls Church, VA. Looking for a team player who wants to learn and improve their skills in this 30 yr. practice. Must be a well rounded practitioner. Diversified adj, Thompson, soft tissue techniques, exer rehab, nutrition. Dry needling a +. Family care, MVA, prenatal, pediatric & athletes. Salary + bonus + profit sharing. Confident clinical skills and communication. Spanish a big +. Send resume to [drdamato@qualitychirova.com](mailto:drdamato@qualitychirova.com).

DC POSITION AVAILABLE: Fort Washington, MD. Kaizo Health, a rapidly growing Chiro, PT & Rehab co is looking for highly skilled, ethical DCs w/exc clinical, interpersonal & comm skills. Competitive salary, bonus structure, benefits plan inclusive of health, dental, life, long term disability insurance as well as cont ed benefit, 401K match, ownership plan, more. For more info, pls contact Dr Jay Greenstein at [drjay@kaizo-health.com](mailto:drjay@kaizo-health.com).

DC POSITION AVAILABLE: Greater Richmond area. Richmond, Ariya Family Chiropractic Centers: Awesome team, great office support, experienced & caring management. \$60k starting salary plus bonus structure in high-volume practice. 401k, first year malpractice, UVCA membership & conventions, medical insurance, leadership opportunities, training and support provided. Co-founder of 18 years is stepping away from patient care to focus on practice management. For more information call 804-526-7125. Please send resume to [mpatel@ariyachiro.com](mailto:mpatel@ariyachiro.com).

DC POSITION AVAILABLE: Lees-burg, VA. Northern Va associate needed. Currently one full time chiropractor, two part time chiropractors, and three massage therapists in a well established practice lasting over twenty years. We are looking for a great fit to our team, and we are willing to be flexible in arranging either a part time or full time position to help with the rising demand for our services. Competitive salary. Top notch bedside manner and excellent adjusting skills are required. E-mail CV/Resume to: [NovaDrAssociates@gmail.com](mailto:NovaDrAssociates@gmail.com).

DC POSITION AVAILABLE: Lynchburg, VA. At our office you will be able to focus on what you truly love doing- treating patients without the burdensome tasks of ownership and management. We hand our doctors everything you will need to be successful! Full time Salary from \$60,000-\$80,000, Company Paid Malpractice Health Insurance Allowance. Paid Vacation/Personal Time, Hiring Bonus, Unmatched workplace culture, Steady new flow of New Patients provided, Focus on diagnosing patients, giving treatment plans and taking care of Patients. Send resumes to [drarthur@lynchburgchiropractic.com](mailto:drarthur@lynchburgchiropractic.com) or call 434-384-1631.

DC POSITION AVAILABLE: Mechanicsville, VA. Atlee Chiropractic Center is a fast-paced clinic seeing people of all ages, but specializing in prenatal and pediatric chiropractic care. Established in Mechanicsville, VA in 2004 we have developed a long standing reputation for excellence within the community. Atlee Chiropractic Center is known for its excellence because we take exceptional care of our patients and cater to them as a whole, not just a spine. Our **Cont. on page 26**



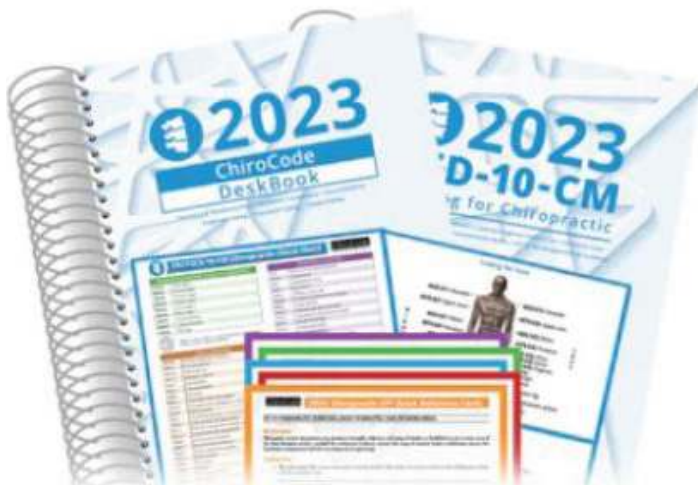
## Animal Adjusting Task Force Update

**JP Yurgel, DC, Chair**

There has recently been a lot of interest in animal chiropractic and the legality of adjusting animals in the state of Virginia. The UVCA has put together an Animal Adjusting Task Force that is looking into Virginia law in regards to animal chiropractic. This team is made up of doctors Theresa Dunton, Jenny Ely, Kayla Swingle and myself, JP Yurgel. We are seeking advice from chiropractors in other states where adjusting animals is allowed as well as speaking with a lawyer to understand the ins and outs of the law. This attorney has been assisting our task force free of charge thus far and believes he will be able direct us in the best direction and or possibly spearhead this avenue.

We will keep you updated and would love to know who is interested in adjusting animals here in Virginia. If you're interested, feel free to reach out to me at [drjpyurgel@gmail.com](mailto:drjpyurgel@gmail.com). Thank you.





# 10% OFF

All ChiroCode Products\*

## UVCA2023

Coupon Code

\* Note: This discount code does not apply to Chirocode and InnoVHealth Items already on sale (including bundled packages) or Non-InnoVHealth Items.

**Cont. from page 25** office is warm and welcoming and our goal is to consistently exceed patient expectations. We are currently looking for a qualified associate. We are seeking a chiropractor to work alongside the host chiropractor, Dr. Anna Bender, not develop a separate practice or spend your days and weekends doing screenings and marketing. Education and interest in motion palpation and/or pediatric and pregnancy adjusting are desirable. If your vision for practice has included being welcomed as a part of an exceptional team, treated as an equal and having an opportunity to be hands on with consults, examinations, films, reports and adjust, while being paid a competitive salary to make a difference, then please email your CV and a letter about yourself to [dr.anna@atleechiropractic.com](mailto:dr.anna@atleechiropractic.com).

**DC POSITION AVAILABLE:** Midlothian, VA. If you are dedicated and passionate about service to patients and lifelong learning, then this opportunity is for you. We are looking for a Virginia-licensed DC to join our practice – one based in AK, Functional Medicine/Nutrition and Functional Neurology. The best candidate is one who has a strong desire to learn and assist patients towards their health, utilizing a variety of diagnostic tools, resources and natural solutions. This is an ideal situation for a new or established doctor. We operate a fully equipped office and have a great location in the Richmond, Virginia area. For further information or to submit your resume please contact: [drsmith@rcn.health](mailto:drsmith@rcn.health). [www.richmondchironeuro.com](http://www.richmondchironeuro.com).

**DC POSITION AVAILABLE:** Norfolk, VA. Well established 34 year old practice looking for associate. Diverse patient base with many referral sources. Candidate may have no experience or looking to learn success from previous experience. Diversified/rehab focus. Buying practice is a consideration in near future for interested candidate. Great compensation package. Training and experience that will provide you with the tools needed for a lifetime of success. Send inquires/CV to [sniblo@norfolkchiropracticcenter.com](mailto:sniblo@norfolkchiropracticcenter.com).

**DC POSITION AVAILABLE:** Northern Virginia/Richmond. The Joint Chiropractic in Northern Virginia/Richmond is looking for full time & part time Drs. All cash practice, great adjustment

skills required. Competitive Salary & great environment w/benefits & bonuses. Please email your CV to [Dr Ahmed Migdadi amigdadi1988@gmail.com](mailto:DrAhmedMigdadi@gmail.com) or fax to (888) 503-7522.

**DC POSITION AVAILABLE:** Richmond, VA. Compassionate, dedicated, ethical doctor of chiropractic wanted to join our Richmond, VA area practice. We are a growing family chiropractic and wellness practice seeking a chiropractor to join our energetic team. We are an established practice that enjoys treating all ages, stages, and phases of care. We are a busy, fun, loving, sought out chiropractic clinic. If you are interested in delivering excellent care and quality service using a wide variety of comprehensive chiropractic and wellness services... We Need You! Base salary + bonus, health insurance, retirement plan, paid vacation, and malpractice insurance. Please email cover letter and resume to [rva.chiro.doctor@gmail.com](mailto:rva.chiro.doctor@gmail.com).

**DC POSITION AVAILABLE:** Sterling, VA. Palmercare Chiropractic in Sterling VA is looking an associate to join our team. Amazing steady flow of new patients, high paced environment, and continuous training provided. We believe as you grow we grow too, so we have a lot of resources in place to help with that. Please email resume to [COO@palmercare.com](mailto:COO@palmercare.com).

**DC POSITION AVAILABLE:** Sterling, VA. We are a Prenatal, Pediatric and Family Chiropractic office located in Sterling, VA looking to hire a part time or full time chiropractor. Interest in taking care of pregnant and postpartum women, babies and children is a must! We love our community. Our mission is to help our families be happy and healthy. Chiropractic adjusting style includes manual, tonal, drop table and activator. Friendly, outgoing, communicative and hard working are qualities we admire. Pay is competitive. We are looking forward to hearing from you! If interested, contact Dr. Ryan and Dr. Dan at [drryan@connectfirstfamily.com](mailto:drryan@connectfirstfamily.com) and [drdan@connectfirstfamily.com](mailto:drdan@connectfirstfamily.com) and/or 703-634-6500.

**DC POSITION AVAILABLE:** Tysons Corner, Vienna, VA. Established successful clinic in Tysons Corner, Vienna, VA office is looking to hire a part time associate with good patient communication and adjusting skills (long term or short term) with flexible hours **Cont. on page 27**

**Cont. from page 26** and days. Negotiable compensation and benefits. Email sarablancopak@gmail.com.

DC POSITION AVAILABLE: Virginia Beach, VA. Live at the beach and have the practice of your dreams! Well established two doctor family practice seeking associate to complement our team. Ideal candidate should have an energetic personality with great communication and leadership abilities. Buy in opportunity for partnership/ownership avail. Generous salary, bonus structure and benefits. Looking to fill position by end of the year. Contact: 757-287-3525 or Trjarrett3@gmail.com. www.jarrettchiropractic.com.

DC POSITION AVAILABLE: Virginia Beach, VA. The Joint Chiropractic is seeking DC talent in our Virginia Beach market. These clinics are under the corporate portfolio which means support and resources are abundant. Both part time and full time positions are available. Full time positions include salary, bonus opportunity, benefits, 401k, PTO & sick pay. Please contact dr.diana.brewer@thejoint.com or visit www.thejoint.com/careers if interested in discussing further.

DC POSITION AVAILABLE: Virginia Beach, VA. Virginia Beach. Looking for a full or part time chiropractor for busy office. As a member of our team, you'll have the opportunity to build your practice in the company of established docs from a variety of professional backgrounds, and enjoy the flexibility to use your favored approach and methods. Compensation negotiable. Contact tcvinick@gmail.com.

DC POSITION AVAILABLE: Virginia Beach, VA. We have raised up multiple associates, in the Virginia Beach area, over the last 15 yrs in a well laid out clear cut model that has created doctors in hugely successful practices. If you are hardworking, dependable, & teachable then this position may be for you. Income includes base pay, commission, bonuses, education & more. Send resume to askdrbobdc@aol.com or call 757-431-2225.

DC POSITION AVAILABLE: Williamsburg, VA. Successorship: A better model. The classic Associate Doctor model doesn't work. Who wants to build a practice only to leave and start over? Consider joining our thriving Williamsburg practice & earn

a healthy living, have some fun, grow personally and professionally, & enjoy life! Guaranteed base + bonus, retirement plan, & (most importantly) direct path to partnership & ownership -- with the training and support needed to thrive, not just survive. (757)876-0899, or email pchiro@performancechiropractic.com. More information at: <https://www.performancechiropractic.com/successor/>.

#### EQUIPMENT

EQUIPMENT: Columbia, MD. EarthLite Apex Variable Height Adjusting / Therapy Bench w/ Tilting Head piece V. durable, solid metal frame, variable ht. (manual, tool-adjustable), reupholstered in great cond. w/ no rips / tears, & cushions in great shape. Tilting head pc. mech. works well. All reasonable offers accepted. New: \$850+. Pick up fr. Columbia, MD. info@mychiropractorcares.com.

EQUIPMENT: Newport News, VA. Denbigh Chiropractic in Newport News chiropractic office closed. Find what's up for sale. Go to (Michael Denbighnn) on Facebook and you can see what's for sale with pricing. Please contact me through FB or email dc2bme@aol.com. Thank you, all has to go by the end of month so all offers are considered.

EQUIPMENT: Towson, MD. My office building has been sold, so it's time to streamline! Complete C-arm X-ray System For Sale, located in Baltimore, MD. \$6500 Pictures, fuller descriptions & contact info here: [subscribepage.io/AQ\\_Xray\\_sale](http://subscribepage.io/AQ_Xray_sale). A variety of interesting chiro, PT, rehab equipment and resources. Pics, descriptions & contact info here: [subscribepage.io/ChiroPTRehabEquipmentForSale](http://subscribepage.io/ChiroPTRehabEquipmentForSale). There are also quite a few freebies. Please reach out with any questions! Thank you.

EQUIPMENT: Williamsburg, VA. Edan Acclarix AX3 Diagnostic Ultrasound Unit. Less than 1 year old. The PM&R doc in my office needs a slightly more powerful unit for some of the more specialized procedures she is performing. This unit is perfect for imaging shoulders, hips, upper and lower extremities, soft tissues and most spine. We paid \$13,500.00 less than a year ago and are asking \$8,000.00. Pls call 757-880-1564 or email drrobertpinto@pintochiro.com.

**Cont. on page 28**



**Creating Public Awareness is a Vital Part of your UVCA's Strategic Plan.**

**Feedback from members like you suggests that:**

- 1. You'd prefer to participate in activities that focus on your local community.**
- 2. You'd like to have more flexibility in the type(s) of PR activities you participate in.**

Based on your feedback, we're shifting our approach to supporting your PR campaigns. In addition to supporting the annual national ChiroCares project, we are excited to:

- 1. SHARE** how YOU are engaging with your community as a chiropractor and on behalf of the chiropractic profession.
- 2. BUILD A TOOL CHEST** of SOPs and ideas for a variety of public relations/education projects for all members to utilize based on their interests, time, and resources.
- 3. RECOGNIZE AND REWARD** those practices who make the time to participate in vital PR activities.

#### Step 1: SHARE

Let us know what you're doing! The easiest way to see what is happening across the state and inspire others is through social.

- When your social media person is posting something, please use the following hashtags.
  - o #UVCA
  - o #VACHiropractor
  - o #VACHiro
  - o #Chiropractic
- Follow UVCA on Facebook and Instagram.

#### Step 2: WE'LL COLLECT & COMPILE

We'll reach out to learn what's worked and what hasn't, so we can put together a "tool box" of PR projects and activities. Let's reinforce each other's work instead of reinventing the wheel!

#### Step 2: PRIZES

We will have prizes at the end of this year for the best PR activities and the most engaging posts you share about those PR projects.

Go to VirginiaChiropracticAssociation on Facebook to see what other chiropractors across the Commonwealth are doing to engage with their communities. We'll acknowledge, recognize, and reward your activities.

Need assistance in sharing your PR activities on social media? Other questions? Feel free to reach out to Dr. Alli Totzke, UVCA PR Committee Chair, at [drtotzke@gmail.com](mailto:drtotzke@gmail.com).

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## IC POSITION AVAILABLE

IC POSITION AVAILABLE: Ashburn, VA (One Loudoun). Partnership with an IC in Ashburn VA (One Loudoun). Preference like-minded chiropractor with background in myofascial release & dry needling. Office is willing to grow your practice with their overflow of patients. Office space is in a 2200 sq foot multidisciplinary practice with fully equipped rehab space. Text 703-975-3278 or email [ywong@mybwdoc.com](mailto:ywong@mybwdoc.com).

IC POSITION AVAILABLE: Leesburg, VA. Seeking Independent Contractor (not limited to chiropractic) - add synergy to our group of two chiropractors and one massage therapist in Leesburg, Va. We have a great location in the company of many other walk-in businesses. We have a gorgeous office, and are happy to empower a new doctor or therapist to grow their own patient base within the practice. We will also equip you with our front desk team for scheduling by both phone and internet utilities, as well as patient processing during visits to the office. Contact us at [OfficeManagement25@gmail.com](mailto:OfficeManagement25@gmail.com).

IC POSITION AVAILABLE: Richmond, VA. Independent Contractor Opportunity in Richmond Suburbs: Established, busy office looking for IC ready to start or move an established practice. We know how to launch & grow a successful practice providing amazing support in all aspects of practice management with a highly trained staff. Our office of professionals is eager to offer this opportunity to the right doctor, new or experienced. Send CV/resume to [rva.chiro.doctor@gmail.com](mailto:rva.chiro.doctor@gmail.com).

IC POSITION AVAILABLE: Roanoke, VA. Independent contractor space available for chiropractor in Roanoke, VA. Either shared or not shared (Tuesday and Thursday afternoons, and Saturdays we are not in the office). Well established chiropractic solo practice offering acupuncture and nutrition (23 years in Roanoke) with fully furnished, four treatment-room office with digital x-ray system and two massage tables. Very convenient and busy location with good potential for growth. Plenty of parking. We will assist you in kick-starting your practice. Call 540-343-6636.

## PRACTICES

PRACTICES: Bedford, VA. Doctor retiring. Dr will stay for smooth transition. Digital X-ray on premises. Collecting 300K a year on a 3 day workweek. Diversified adjusting, acupuncture, activator, auricular therapy. Therapies include muscle stimulation and ultrasound. Asking 160K. 40K down and I will finance the rest. Contact: Bedford Chiropractic Clinic - 540-586-5860 ask for Linda.

PRACTICES: Chesapeake, VA. Activator practice for sale in Chesapeake Va. Busy, waiting list practice with many Activator-loving wellness patients. Please call 757-642-3455 for more information.

PRACTICES: DC Metro Area. High-Profit DC Metro Area Chiropractic Practice for Sale. 90% Cash, high profit, low overhead, thriving chiropractic practice for sale in the affluent suburbs in MD-DC Metro Area. Collecting \$500,000+/yr using combo of manual & instrument adjusting. Equipped with EMR. Possible to purchase both the business + the building. Buy with as little as \$22k down! For more info, see <https://www.strategicdc.com/23402> or email [info@strategicdc.com](mailto:info@strategicdc.com).

PRACTICES: Fairfax, VA. I am currently listing my practice for sale in Fairfax, Va. Busy office, 3200 ft.<sup>2</sup>, fully equipped, appropriate for two doctors. [www.CircleChiropracticCenter.com](http://www.CircleChiropracticCenter.com). Please contact: [Freychiro@aol.com](mailto:Freychiro@aol.com) or 703-304-0404 cell.

PRACTICES: Richmond, VA Area. THIS \$200,000 NET PROFIT PRACTICE IS WAITING JUST FOR YOU! Lucrative, well-established, diversified practice located in a small town a few minutes from Richmond. Owner works only 3 days/wk with 2 weeks vacation. Average of 30 new patients per month WITH NO ADVERTISING, with 90-100 pv/wk! Call TODAY! 480-575-8095, [www.PracticeAdvisors.com](http://www.PracticeAdvisors.com).

PRACTICES: Sterling, VA. Practice for sale in Sterling! Beautiful new build located above a Crossfit gym. Approximately 1200 SF, 2 treatment rooms, rehab space, bathroom and shower. Patient demographic active lifestyle looking to stay that way. Services offered: adjusting, cupping, needling, and rehabilitation. Practice would be great for a new grad looking to get out on their own, or growing practice looking to expand to a

new location! Please contact me if interested: James Kennedy DC, Sports Performance Chiropractic, 22611 Markey Ct, STE 105, Sterling, VA 20166; 631-875-3993; [Sportschiro5@gmail.com](mailto:Sportschiro5@gmail.com).

PRACTICES: Virginia Beach, VA. Excellent chiropractor business for sale in Virginia Beach. \$300,000 in annual collections with an asking price of \$295,000 including goodwill, client list and the equipment. The business sees roughly 450 patients each a month and receives 12-15 new patients monthly from internal referrals and Google searches (strong Google reviews). Revenues have been growing consistently during the last several years. It is anticipated that the office staff will remain post-sale. This is an ideal practice for a single chiropractor who is looking for a turnkey business. It would be easy to grow the business by increasing the work hours each week and by increasing the advertising budget which is currently 1% of revenues. The business should qualify for bank financing. Owner will assist purchaser in the transition. Attn: Gavin Raphael. Phone (804)355-2458. Email [Gavin@lightandraphael.com](mailto:Gavin@lightandraphael.com).

PRACTICES: Williamsburg, VA. Practice in Williamsburg, doctor retiring. Turnkey, 3,000 sq ft office fully furnished & equipped. 65% cash collections. Digital X-Ray, 10 treatment rooms, 5 Lloyd Cox tables, 2 Earthlite electric lift massage tables, 2 acupuncture tables, Acugraph Software, exam table, rehab equipment, Foot Levelers scanner and software, consult room, 11 computers, ChiroTouch software, up to date HIPAA program, lots more. The price is negotiable for the right buyer. Contact [wqgwork@gmail.com](mailto:wqgwork@gmail.com).

## PRODUCTS & SERVICES

PRODUCTS & SERVICES: Highland Beach, FL. FREE Video and Chiro Guide. 2 MUST SEE websites: [www.bestchirovideo.com](http://www.bestchirovideo.com) and [www.bestchiroguide.com](http://www.bestchiroguide.com).



## New Virginia CBD/THC Laws

UVCA Supporting Supplier Member Joe Kryszak, President of Stirling Professional, recently put together an update on the recent changes in Virginia Cannabinoid laws to help his clients. He has approved our sharing it with all UVCA members, as well. Thanks, Joe!



### New Virginia CBD/THC Laws & Impact to Virginia Chiropractors

July 10, 2023

Hope you all are enjoying the Summer and getting a little R&R.

My name is Joe Kryszak, President of [Stirling Professional CBD](#). Stirling sells our products to scores of DC offices in VA and I have received many phone calls asking for clarification on how the laws impact DCs selling Stirling and other CBD products, so I decided to send out a quick synopsis.

#### Highlights:

- Two new laws went into effect:
  - HC 2294 – Creates framework for selling CBD and low dose THC Products in VA, while also creating a registration process for businesses selling CBD Products.
    - HC 2294 can be found [here](#)
  - HC 1922 – Prohibits sale of Delta 8
    - HC 1922 can be found [here](#)
- **These new laws, overall, are good news for VA DC's** and your patients as the new laws prevent unscrupulous companies from selling poor quality products in VA.
- The new laws prohibit the sale of Delta 8 THC Products.
- Strict labeling and testing requirements are now in place for all CBD products (which Stirling already adheres to).
- Most sellers of CBD will have to register and pay \$1000 a year to sell CBD products, however most, if not all, **VA DCs will be exempt from the new registration and paying the fee (more info below).**

#### Below are the details of the new laws:

Officially enacted on July 1<sup>st</sup>, 2023, Virginia has a couple new VA Laws Concerning Cannabinoids which I want to discuss.

An excerpt from VA HC 2294:

Tetrahydrocannabinol; hemp products; packaging, labeling, and testing; penalties. Limits the amount of tetrahydrocannabinol (THC) that can be included in a hemp product or industrial hemp extract to 0.3 percent and two milligrams per package. The bill limits the application of such THC limits to retail sales and allows a hemp product or industrial hemp extract to contain more than two milligrams of THC if the product or extract contains an amount of cannabidiol (CBD) that is at least 25 times greater than the amount of THC; however, the bill prohibits hemp processors from selling industrial hemp or a substance containing an industrial hemp extract to a person if the processor knows or has reason to know that such person will use the industrial hemp or substance containing an industrial hemp extract in a substance that violates the aforementioned THC limits.

1. **VA RULING: New laws are for edibles only.** The new Law is focused solely on hemp products which are intended for ingestion or smoking according to the definition. "Regulated hemp product" means a hemp product intended for smoking or an edible hemp product.
  - a. **DC IMPACT: Stirling Lotions and CBD Oils are not affected** as neither is considered edibles.
2. **VA RULING: Delta 8 is now illegal** to sell According to VA House Bill 1922.
  - a. **DC IMPACT: Delta 8 Products are no longer legal to sell.** This means Stirling Delta 8 Sleep Gummies are no longer legal to sell. Stirling is already working on a new Sleep Gummy which adheres to the new guidelines. Current customers can reach out to me directly for more information and on how we can legally handle this change.
3. **VA RULING: Strict labeling and testing requirements** for all Cannabinoid Products.
  - a. **DC IMPACT: Stirling already conforms** to all these requirements.
4. **VA RULING: Companies cannot sell products with tetrahydrocannabinol concentration that is greater than 0.3 percent** or contains more than two milligrams of total tetrahydrocannabinol per package and **does not contain an amount of cannabidiol that is at least 25 times greater than the amount of total tetrahydrocannabinol per package.**
  - a. **DC IMPACT: Stirling Lotions and CBD Oils are not affected** as neither is considered edibles.
  - b. **DC IMPACT: THC Gummies must have a 25:1 CBD to THC concentrate.** This prevents selling Stirling Sleep Gummies in their current form. Stirling is already working on new formulations and configurations to adhere to these rules.
  - c. **RULING:** Any person that intends to manufacture, sell, or offer for sale a substance intended to be consumed orally that contains an industrial hemp-derived cannabinoid must **submit an [Edible Hemp Products Disclosure Form](#), unless the establishment is exempt. THIS IS IMPORTANT!!**
  - d. **DC IMPACT:** According to the exemption laws, **most/all of DCs will be exempt from the requirement of Registering the Hemp Products Disclosure form and paying the \$1000** yearly fee based on the fact that DCs will meet all of the following exemption criteria:

**EXEMPTION FROM THE EDIBLE HEMP PRODUCTS DISCLOSURE FORM IS LIMITED TO RETAIL ESTABLISHMENTS THAT MEET ALL OF THE FOLLOWING CRITERIA: copied from the VA Website**

- (a) Compliant with Article 5 of the Virginia Food and Drink Law;
- (b) Sell only food or beverages that are sealed in packaging by the manufacturer and come from an approved/inspected source;
- (c) Do not prepare or serve food;
- (d) Do not offer beverage service (i.e. coffee pot, fountain drink machine);
- (e) Do not sell infant formula;
- (f) Do not sell salvaged foods;
- (g) Do not sell [unwrapped](#) produce;
- (h) Do not sell store packaged ice;
- (i) Do not offer self-service of unwrapped foods (i.e. donut cases, bulk nuts, pickles);
- (j) Do not sell food or beverages, including edible hemp products, to other businesses for resale (wholesale); and
- (k) Certify to the Virginia Department of Agriculture and Consumer Services that they meet the foregoing criteria.

Therefore DCs should submit the exemption form found here: [Here](#)

*As DCs will be exempt, the law states that DCs will not be subject to auditing and inspection as long as there are not consumer complaints filed.*


Please be aware that Stirling Professional is not in any way a licensed attorney and, as such, cannot provide legal advice. Furthermore, any and all information or discussions provided should not be interpreted or relied upon as legal guidance.

If you need professional legal assistance or advice, please consult with a qualified attorney in your jurisdiction.

Thanks,

Joe Kryszak  
President

Stirling CBD Oils  
Pure - Potent - Tested



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## MEMBERSHIP THAT MEANS MORE

Membership in the Unified Virginia Chiropractic Association is more than an affiliation.

It is a relationship that gives you the resources and connections you need to succeed in practice, care for your patients, and make a difference in your community, your state, and your profession.



Are you aware of all your benefits? Are you sure?  
Click on the circle above for a quick refresher!





# It's Here!

**For CAs Who Are Ready to Grow**

## **UVCA Chiropractic Assistant Certification Program**

Upon completion of this 30-hour online certification program, you'll have a thorough knowledge of healthcare terminology and methods, anatomy, physiology, and many therapies as related to the Chiropractic office. Developed by popular instructor and long-time supporter Dr. Louis Crivelli.

This program has been tailored specifically for Virginia based on the priorities voiced by Virginia DCs and CAs. Responses to Dr. Crivelli's classes at UVCA conventions over the years, as well as the success of his Maryland Chiropractic Association's CA licensure training program, make Dr. Crivelli the perfect choice to lead the UVCA's program. While CA licensure is not yet required in Virginia, we feel that being able to demonstrate that CAs are professionally trained is an important proactive step.

○ **10 hours – General Information/ Chiropractic**

- Intro. to a rewarding career
- The healthcare spectrum
- Duties of the CA
  - Clinical vs. Non-Clinical
  - Supervision
  - Risk Prevention
- Office Procedures
  - Phone/front desk skills
  - Patient intake
  - Vital signs
  - Taking a medical history
  - HIPPA/PHI
  - Billing/Coding
  - Clinical Duties
  - Legal Issues

○ **10 hours – Anatomy/Physiology**

- Medical/Chiropractic terminology
  - Root words
  - Prefix
  - Suffix
  - Common diagnostic and procedural terms
- Anatomy and Physiology
  - Body systems
  - Skeletal System
  - Muscular System
  - Nervous System
  - Pain and Recovery

○ **10 hours – Therapeutics**

- The Chiropractic Adjustment
- Rationale for PT in the Chiropractic office
- Thermotherapy
  - Methods of heat transfer
  - Hot Moist packs
  - Thermophore packs
  - Paraffin
  - Light therapy (laser and non laser)
  - Ultrasound
  - Diathermy
- Cryotherapy
  - Methods of cryotherapy
  - Ice packs
  - Ice massage
- Electrical stimulation
  - Electron theory
  - Wavelength and frequency
  - AC vs DC currents
  - IFC/Russian Stim
- Traction
  - Sustained vs intermittent
  - Cervical traction
  - Lumbar traction
  - Intersegmental traction
- Rehab Methodology
  - Muscle physiology
  - Isometric
  - Isotonic

- Isokinetic
- Stretching vs Strengthening
- New/Emerging Therapies
  - Kinesiology Tape
  - Cupping
  - Dry needling
  - Instrument Assisted Soft Tissue Mobilization
  - Total body vibration
- Medicare for the CA



Strengthen learning even further by attending optional in-person classes by Dr. Crivelli and others at UVCA conventions.

**Online Program Registration Fees:**

CA working for a UVCA member DC: \$249 (Just \$9.96 per hour!)

CA working for a non-member DC: \$449

Questions? Email [admin@virginiachiropractic.org](mailto:admin@virginiachiropractic.org) or call 540-932-3100.

<https://marylandchiro.ce21.com/item/uvca-chiropractic-assistant-certification-program-100213>

## UVCA Education & Events for DCs & Their Team

Thursday, July 20  
1:00-6:00 p.m.

**CRITICAL COMPLIANCE LAW CHANGES** by Dr. Ty Talcott - **In-Person Seminar**  
Charlottesville, VA

Saturday, July 22  
8:30 a.m. - 1:30 p.m.

**CRITICAL COMPLIANCE LAW CHANGES** by Dr. Ty Talcott - **In-Person Seminar**  
Sterling, VA

Thursday, August 10  
12:45-2:00 p.m.

Lunch at Rubino's - **Lunch/Social**  
**DISTRICT 2 CONNECTION**  
Ashburn, VA

Thursday, August 24  
1:00-2:00 p.m.

Nuts + Bolts Lunch & Learns - **FREE Webinar**  
**PUBLIC HEALTH EMERGENCIES: MOBILIZATION OF CHIROPRACTIC & ALLIED HEALTH PROFESSIONALS** by Dr. Cynthia Chapman  
For the Whole Team

Thursday, September 21  
1:00-2:00 p.m.

Nuts + Bolts Lunch & Learns - **FREE Webinar**  
**EXIT STRATEGY--- WHEN TO START AND HOW TO DO PROPERLY FOR MAXIMUM SUCCESS** by Dr. Jeff Martin  
For the Whole Team

Friday-Sunday, October 13-14

**UVCA FALL CONVENTION - In-Person**  
Roanoke, VA



DRS. FAB MANCINI, DAVID SEAMAN,  
ROBERT SILVERMAN, CINDY HOWARD,  
and many more!  
**See page 2.**



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### Ongoing

#### Online/On-Demand for DCs & CAs:

- **UVCA CA Certification Program - See page 28**
- **New Rad Tech Ltd. Program** Launches Soon!
- CA Training from Assistants for Chiropractic Excellence
- CEUs through ChiroCredit.com & EON!
- DOT Testing through TeamCME & NYCC

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### Supplier Member Events

#### UVCA Supporting Supplier Programs

Visit the calendar on UVCA's website especially for programs & events from supplier members.

For more details, updates, and/or to register, visit the Calendar of Events on UVCA's new website at [www.virginiachiropractic.org](http://www.virginiachiropractic.org)!

## The Virginia Voice

Summer 2023

The Virginia Voice is the quarterly newsletter of the Virginia Chiropractic Association, dba Unified VCA, PO Box 15, Afton, VA 22920, [virginiachiropractic.org](http://virginiachiropractic.org).

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## Dues & Taxes

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