

December 2019

the

Nugget

The Good in Dentistry

A PUBLICATION OF THE SACRAMENTO DISTRICT DENTAL SOCIETY



Get Ready For Our UPCOMING EVENTS

DEC
5

Harassment Webinar • Thursday, 12–2pm • \$59

Harassment Prevention Training – For Supervisors/Employers (Webinar) (2 CEU, Core)
Presented by California Employers Association

All supervisors/employers must have two hours of harassment prevention training before January 1, 2021. Sign up today!

DEC
13

Annual Holiday Party • Friday, 6–11pm \$120 per person until December 3rd, \$140 after

Silent Auction • Installation of Officers • Party!

It will be a wonderful evening of cocktails, dinner, dancing, friends & fun! There will also be a silent auction for you to bid on awesome items where the proceeds benefit the Foundation.

DEC
19

Polar Express Train Ride • Thursday, 6:30pm \$56 per person (this event has sold out)

Enjoy hot chocolate and yummy cookies as you ride along with many of the story's characters such as the Train Conductor, the Dancing Waiters, and a ghostly Hobo. Once you reach the North Pole, the jolly old elf — Santa himself — will come aboard to give each passenger a silver sleigh bell, the "first gift of Christmas."

JAN
14

General Meeting • Tuesday, 5:45pm–9pm • \$75

"SDDS Talk" Night – 10 on 10, 10 Minutes, 10 Slides, 5 Speakers (3 CEU, Core)
Presented by David Roholt, DDS; Brandon Martin, DDS, MS; Jagdev Heir, DMD, MD; Alexander Antipov, DDS; Ash Vasanthan, DDS, MS

Enjoy this evening of short form and rapid-fire pearls, quick tips, tools, warnings, complications, secrets and every day, useful knowledge. We have gathered some general dentists and specialists who will share the topics of bulk fill, dual cure composites, accelerated orthodontics, guided implant placement, advanced bone grafting vs graft-less approach in dental implant rehabilitation, and steps to reduce the risk of peri-implantitis.

JAN
22

HR Webinar • Wednesday, 12–1pm • \$59

New Employment Laws for 2020 (Webinar) (1 CEU, 20%)
Presented by California Employers Association

2020 is here and with it comes new employment laws for California Employers. Join us to learn what's new and how to comply with the most up to date laws and requirements for employers.

JAN
22

CPR BLS Renewal • Thursday, 6–9:30pm • \$75

For the Healthcare Provider (4 CEU, Core)

The BLS Healthcare Provider Course includes mandatory practice and testing with a one-way valve mask.

JAN
23

Dentists Do Broadway • Wednesday, 8pm

Dear Evan Hansen at Memorial Auditorium

A letter that was never meant to be seen, a lie that was never meant to be told, a life he never dreamed he could have. Evan Hansen is about to get the one thing he's always wanted: a chance to finally fit in. Dear Evan Hansen is the deeply personal and profoundly contemporary musical about life and the way we live it. Seats are in Orchestra Pit B-C and Main Rows A-B.

JAN
29

SDDS Cheers on the Kings • Wednesday, 4:45 Warmup Watch Experience, 7pm Tip-off

Sacramento Kings vs. Oklahoma City Thunder

Watch the Sacramento Kings take on the Oklahoma City Thunder on January 29th at Golden One Center. Great seats in section 124, lower sideline-and only \$50 a ticket! Get up close to your favorite Kings players with early access to watch pre-game warm ups. Great for all ages! Limited tickets available so act fast!

Class registration times are 30 minutes prior to the listed time, excluding General Meetings and HR Webinars



Spirit of Giving

Together we can make a difference.

Our Foundation needs you!

The Foundation is the charitable arm of your dental society. This non-profit branch of your society was created to enable us to do some wonderful things for our community.

Learn about Spirit of Giving with the insert in this issue!

Contents

FEATURES



COVER IMAGE CREDIT: SHUTTERSTOCK

10 Beverly Kodama, DDS
and Women in Dentistry
Robert F. Birtcil, DDS

12 Women in Military Dentistry:
A Retrospective
Rebecca Ortenzio Lee, DDS, MSD

14 UCSF Dental Reunion
Karen Azama-Kihara, PharmD; Martin Chan, DDS; Bonnie Emerson, DDS; Mike Emerson, DDS; Denise Jabusch, DDS; Jim Khoe, DDS; Rodney Kihara, DDS; Dick Koo, DDS; Kathy Onishi, DDS; Daniel Schulze, DDS; Sylvia Urbina, DDS

Nugget Editorial Board

Ash Vasanthan, DDS, MS • *Editor-in-Chief*
Nima Aflatoon, DDS • Herlin Dyal, DDS, MS
James Hastings, DDS • Tyler Holt, DDS
Denise Jabusch, DDS • Gregory Kolber, DDS
Grace Lee, DMD, MD • Brian Ralli, DDS

Editors Emeritus

James Musser, DDS
William Parker, DMD, MS, PhD
Bevan Richardson, DDS

Awards

International College of Dentists (ICD)

2019 • Special Citation Award, *unusual concept*
2019 • Golden Pen, *honorable mention*
Article / series of articles of interest to the profession
2018 • Humanitarian Service Award
2017 • Special Citation Award, *unusual concept*
2016 • Golden Pen, *honorable mention*
Article / series of articles of interest to the profession
2015 • Special Citation Award, *unusual concept*
2014 • Outstanding Cover, *honorable mention*
2014 • Golden Pen, *honorable mention*
2013 • Outstanding Cover
2012 • Overall Newsletter
2010 • Platinum Pencil
Outstanding use of graphics

Specials

20 SDDS Has So Many Unique Courses and Events!

Regulars

5 President's Message
6 Cathy's Corner
7 From the Editor's Desk
9 You Should Know
16 Board Report
18 Trustee Report
22 YOU: The Dentist, The Employer
24 Committee Corner
26 Foundation
28 YOU: The Dentist, The Business Owner

30 Advertiser Index
30 Volunteer Opportunities
32 Membership Update
33 Job Bank
34 Blowing Your Horn
35 Vendor Member Spotlight
36 Vendor Member Listings
38 Classified Ads
39 MidWinter 2020 Registration
40 SDDS Calendar of Events

unparalleled.



Exceptional protection from people who understand your profession.

With a heritage of 39 years and counting, TDIC now delivers dentist-focused protection to more than 24,000 dentists in 15 states. Our success is due in no small part to the collective strength of our company, the trust of our policyholders and focus of our dentist-led volunteer board of directors.

It's our privilege to serve a growing community of dentists who are engaged in the bright future of their profession.

Protecting dentists. It's all we do.®

800.733.0633 | tdicinsurance.com | Insurance Lic. #0652783

Endorsed by
Sacramento District
Dental Society

President's Message



By **Bryan Judd, DDS**
2019 SDDS President

Thanks for a Wonderful Year!

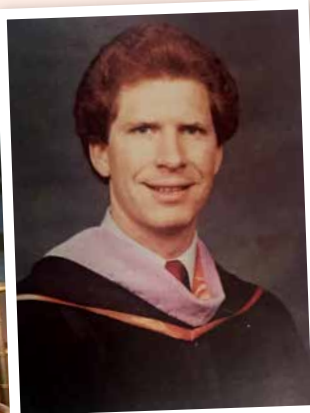
So many good things have taken place this year. The good ship "SDDS" is still going in the right direction, and there are thank you's to go all around. As your President, this year has truly been a wonderful experience that I will cherish. I have worked with good people on the Board, at CDA, and with Cathy and her exceptional team at SDDS. I have been guided with patience and kindness from all sides.

There have been good people as President before me, and there definitely will be good people after me. Dr. Carl Hillendahl is a

capable, caring, and dedicated man who will lead us well. It has never been about me, but all about the great SDDS family who keep the ship running true and on course. I am so proud to be associated with you all. Thank you for a wonderful year.

A handwritten signature in dark ink, reading "Bryan Judd, DDS".

Bryan Judd, DDS



It Has Been a Pleasure
Having Dr. Judd as Our President This Past Year!



By **Cathy B. Levering**
SDDS Executive Director



LEADERSHIP

EXECUTIVE COMMITTEE

President: Bryan Judd, DDS
Immediate Past President: Margaret Delmore, MD, DDS
President Elect/Treasurer: Carl Hillendahl, DDS
Secretary: Volki Felahy, DDS
Editor-in-Chief: Ash Vasanthan, DDS, MS
Executive Director: Cathy Levering

BOARD OF DIRECTORS

Jagdev Heir, MD, DMD, FACS
Greg Heise, DDS
Brock Hinton, DDS
Kevin Keating, DDS, MS
Matt Korn, DDS
Hana Rashid, DDS
Wesley Yee, DDS
Amardeep Bains, DMD, BDS (Guest)

TRUSTEES

Adrian Carrington, DDS
Terry Jones, DDS

COMMITTEES STANDING

CPR: Craig Alpha, DDS
Ethics: Lisa Dobak, DDS
Nominating/Leadership Development:
Margaret Delmore, MD, DDS
Peer Review: Morton Rosenberg, DDS

TASK FORCES ADVISORY COMMITTEES

CE Task Force: Eric Grove, DDS
Forensics Advisory: Mark Porco, DDS
Strategic Planning Advisory:
Volki Felahy, DDS / Carl Hillendahl, DDS
Budget & Finance Advisory: Carl Hillendahl, DDS
Bylaws Advisory: Margaret Delmore, MD, DDS
Legislative Advisory: Amardeep Bains, DMD, BDS
Member Recruitment /Engagement:
Jennifer Drew Mathisen, DDS, MSD /
Ramesh Thondapu, DMD
New Dental School Advisory: Kevin Keating, DDS, MS
Oral Health Initiatives: Kim Wallace, DDS

SPECIAL EVENTS OTHER

Foundation: Viren Patel, DDS
Golf Tournament: Charles Stamos, DDS
SacPAC: Matt Campbell, DDS

SDDS STAFF

Cathy Levering | Executive Director
Noel Seaver | Assistant to the Executive Director
Anne Rogerson | Office Manager
Jen Jackson | Community Projects / Recruitment
Jessica Luther | Graphic Designer
Megan Gormley | Special Events / Engagement
Rachel Sheets | Graphic Designer
Sofia Gutierrez | Foundation Projects / CPR

Holiday Ditty-time!



Short and sweet,
Really neat.
My holiday ditty,
I aim to be pretty.

While I love my job,
Dear dentists, "our mob":
You give me the cred,
But our team 'butters our bread'!

This year has been great,
They keep making things straight.
Great events are our gig
And our membership's so big.

82% market share is quite awesome...
We all deserve a rose blossom!
CE Programs abound
And they make our budget quite round!



So, as the year nears the close,
We enjoyed 'highs' (not lows!).
Thanks to our volunteer peeps,
Our leadership "flock of sheeps" (sic).



And to our SDDS team,
Working with you all is a dream.
Sofia, Meg, Rach, Jess, Noel, Anne and Jen---
Thank you all, and next year let's do it AGAIN!

Happy holidays and enjoy your friends and your families!

Cathy

The Nugget is an opinion and discussion magazine for SDDS membership. Opinions expressed by authors are their own, and not necessarily those of SDDS or *The Nugget* Editorial Board. SDDS reserves the right to edit all contributions for clarity and length, as well as reject any material submitted. *The Nugget* is published monthly (except bimonthly in June/July and Aug/Sept) by the SDDS, 2035 Hurley Way, Ste 200, Sacramento, CA 95825 (916) 446-1211. Acceptance of advertising in *The Nugget* in no way constitutes approval or endorsement by Sacramento District Dental Society of products or services advertised. SDDS reserves the right to reject any advertisement.

Postmaster: Send address changes to SDDS, 2035 Hurley Way, Ste 200, Sacramento, CA 95825.

From the Editor's Desk



By **Denise Jabusch, DDS**
Associate Editor

The Good in Dentistry

Let's face it, dentistry is physically and mentally challenging; we have the ultimate multi-tasking profession. Our job is analogous to building an elaborate sandcastle with multiple turrets while the waves of the ocean crash and the gulls squawk above, during which we must maintain a jovial composure. It is not a job for an untalented, mono-tasker. It is tough, and our sandcastle must not only be engineered to last, it must be built on time and on budget. And yet, we, for the most part, have job satisfaction so much so that when we meet a young, undeclared

college student, we extoll the virtues of our profession. What are the stories behind the enthusiasm? Who and/or what motivates us? Admiral Robert Birtcil, a former University of California, San Francisco Clinical Professor highlights the inspirational career of the late Dr. Beverly Kodama and of the historical increase of women dental students. Captain Rebecca Ortenzio Lee chronicles the women dentists in the military and the adjustments that they made to serve their country. At a reunion of my UCSF dental alumni, I corralled my longtime friends to

share their personal stories of motivation. In light of the holiday season, this edition focuses on the "Good in Dentistry."

If you should have an inspirational story, please e-mail me at djab2020@gmail.com. We can include it in a future edition. ■

PROVIDING 25 YEARS OF CONSTRUCTION EXPERTISE

GP Development is an innovative construction and design firm specializing in dental and medical office builds. Our team of experienced and dedicated professionals provide a complete portfolio of services including:

- Construction Management
- Site Development
- Space Planning
- Interior Design
- Budgetary Consulting & Analysis



DEVELOPMENT INC.
Commercial Building & Construction



gpdevelopmentcorp.com | 916.332.2300
10604 Industrial Avenue, Suite 150, Roseville, CA 95678



Business Financing from your neighborhood Credit Union

Your Trusted Source For:

- Commercial RE purchases
- Construction loans
- Business acquisition or expansion
- Equipment/Inventory purchase
- Refinancing
- Working Capital

Bob Miller, Business Development Officer
(916) 576-5679 bmiller@firstus.org



A Proud Vendor Member of SDDS since 2004

FIRSTUS
Community Credit Union



YOU SHOULD KNOW

MEMBER BENEFIT

All active members will receive a free copy of the 2020 Employment Law Poster in January.

Additional posters are available for sale through SDDS for \$24.95 (member price).

Don't throw it away! Unfortunately, we will have to charge you for a replacement.

MEMBER BENEFIT



MEMBERSHIP DUES - BILLS WENT OUT MID/LATE NOVEMBER

2020 Dues deadline is January 1, 2020.

Plan accordingly, if you want to pay monthly go to cda.org to set-up EFT.

KNOW YOUR EMPLOYEE PAY REQUIREMENTS DURING A UTILITY POWER FAILURE

Reprinted with permission from CDA

With planned power shut-offs developing across California in attempt to avoid wildfires, employers are wondering how they are to compensate their nonexempt (hourly) employees when businesses are unable to be open for work due to power failures.

In general, employers are obligated to pay "reporting time pay" to hourly employees when these employees are required to report for work and aren't provided at least half of their usual hours for the day. An employer must pay the greater of half of their scheduled day (up to four hours) or, at minimum, two hours at their regular rate of pay.

However, employers are not required to pay hourly employees if any one of the following exemptions applies:

- When operations cannot begin or continue due to threats to employees or property or when civil authorities recommend that work not begin or continue.
- When public utilities fail to supply electricity, water or gas or when there is a failure in the public utilities or sewer system.
- When the interruption of work is caused by an act of God, such as an earthquake, or other cause not within the employer's control.

Should a business encounter a power failure during a workday, hourly employees should be compensated for their hours worked.

Laws concerning pay deductions for exempt (salaried) employees differ. Deductions may not be made for time when work is not available if the employee is ready, willing and able to work.

Read more in the CDA article "Managing employees in natural disasters, other unexpected events."

MEMBERSHIP DIRECTORY AND PHOTOS

Have you updated your address or photo with us?

**NEW AND IMPROVED CDA JOB BANK:
WWW.CDA.ORG/MEMBER-RESOURCES/CLASSIFIEDS**

DENTISTS ENCOURAGED TO RESPOND TO DELTA DENTAL RECOUPMENT DEMAND

Reprinted with permission from CDA

CDA has learned that due to a Delta Dental of California system error, crown procedure claims were erroneously processed and paid for, affecting approximately 350 self-funded employer groups between Oct. 13, 2018 and Jan. 10, 2019. The system error resulted in Delta's payment of patient crowns prior to the five-year time limitation for crown replacement according to information Delta Dental shared with CDA.

Dentists and the affected Delta Dental enrollees have already received or will receive an "adjusted claims statement" that resembles a Notice of Payment or EOB explaining that Delta Dental has reprocessed crown procedure codes resulting in an overpayment. Statements were sent to approximately 1,000 California dentists beginning the week of Oct. 21 seeking recoupment for procedure codes D2750-D2752 and D279-D2792. The statements sent to Delta Dental enrollees include an explanation noting that the patient is responsible for payment of dental services received before the five-year time limit passed.

Dentists are encouraged to read the notice and pursue one of two courses of action:

- Either manually refund the overpayment to Delta Dental of California and seek payment from the patient; or
- Take action by filing a provider dispute with Delta Dental of California no later than 30 days from the date of the notice contesting the recoupment demand.

If a dentist fails to dispute the demand, Delta Dental has the right under California law to begin automatically deducting the overpaid amount from future claims payment no sooner than 45 days from the date of the notification.

Dentists needing additional CDA support or information may submit the Dental Benefit Issue Submission form available at cda.org. Just click the link to the form and follow the prompts. A Practice Support team member will reach out and offer next steps for dentists and their patients.



By **Robert F. Birtcil, DDS**

Dr. Birtcil is a former Clinical Professor at UCSF. He attended the University of California 1960-62 and graduated UCSF School of Dentistry in 1967. Following military duty as a Navy Dental Corps Officer and Triage Officer with the 3rd Marine Division in Vietnam, he accepted a 50% time Faculty appointment at UCSF in Restorative Dentistry in 1970 and entered private practice. In 1993 he was nominated for promotion to Rear Admiral in the Navy by President Bill Clinton. He retired from the Navy in 2000 as a Senior Health Care Executive (SHCE). He is the only graduate of UCSF School of Dentistry to be promoted to 2 stars from any branch of the Armed Forces Reserve.

Beverly Kodama, DDS and Women in Dentistry

Beverly Kodama, DDS was my student, my colleague, and my friend.

In 1977 Dr. Kodama became a freshman dental student at the University of California School of Dentistry. She was admitted as one of seven or eight women in a class of 108 students. Women traditionally had been barred, or at the very least actively discouraged from entering medicine, dentistry, or law. When I grew up in the late forties and early fifties there were few women physicians, dentists, veterinarians. Women were relegated to teaching, to nursing, or to dental hygiene. In the early 20th century, the few women that were in the professions survived a gauntlet of misogyny and sexual harassment by a male-dominated workforce. Witness the experience of Sandra Day O'Connor, who despite graduating near the top of her class at Stanford Law in 1952, had difficulty finding a paying job in either the private or public sector as an attorney.

By the early 1990s,
women comprised
fully fifty percent of the
entering dental school
class at UCSF.

Female participation in the professions started to change in the early 1960s. In 1962 the UCSF freshman dental class had two women students; my class in 1963 had one woman student. The number of women in the professions changed

rapidly in the 1970s. By the early 1990s, women comprised fully fifty percent of the entering dental school class at UCSF.

Dr. Kodama was older than the average dental student. As a member of the admissions committee, I and the other members endorsed a policy of admitting a percentage of older students in each class. The older students came from a myriad of walks of life; the trades, other professions, and the military. These older students brought maturity and dedicated perseverance to becoming a dentist.

Dr. Kodama was a second year nursing student at San Jose State College when she was in an automobile accident that nearly killed her. After months in the hospital and in rehabilitation, Dr. Kodama knew



that she would never be able to fulfill the physical demands of clinical nursing. She returned to college to complete pre-dental requirements and so Dr. Kodama was 29 years old when she was accepted at UCSF.

Our Northern Sacramento Valley origins became the genesis of a life-long friendship. Dr. Kodama grew up on a family farm in Marysville and I was from Chico. In 1970, I was a 50%-time clinical faculty member at UCSF's Department of Restorative Dentistry. Our mission was to train junior and senior dental students to provide world-class dental care. In 1979 Dr. Kodama began her clinical training and quickly became known throughout the school. She excelled in every phase of her clinical training. Not only was she an excellent clinician, she became a class leader. I remember one day I was talking to Dean Ben Pavone in the dental clinic. Bev confidently walked by on the way to her dental chair and said: "Hello Dr. Pavone. Hello Dr. Birtcil." Dean Pavone turned to me and in a jokingly way, said, "Bob, do you know her? Is there any way you could get across to her she is not the Dean of the School?" That was alpha female Beverly Kodama!

By the end of her senior year Dr. Kodama had performed so well academically and clinically that she was invited into Omicron Kappa Upsilon (OKU), the national dental honor society. I, as secretary-treasurer of the Rho Rho Chapter of OKU, wrote the letter of invitation to membership to her and other top achievers in her class.

Our mission was to train junior and senior dental students to provide world-class dental care.

After graduation in 1981, Dr. Kodama went back to her roots and began a private practice in Sacramento. Dr. Kodama was truly respected, admired, and loved for her opinions; everyone I knew liked Dr. Kodama! It's as though she had a magic wand, so positive was her influence on people and organizations.

In 1994 President Bill Clinton nominated me for promotion to Rear Admiral in the Navy Reserve Dental Corps. I sold my practice and applied for a leave-of-absence from my Clinical Professor position at UCSF. More than twenty of my patients had traveled from as far away as Sacramento and I felt privileged they traveled so that I could continue their care. I referred all of these patients to Dr. Kodama. Over the years, these patients expressed many times they were delighted with Dr. Kodama's care.

I was privileged, nay honored, to know Dr. Beverly Kodama. All of us are the better for our association with her. If you were her patient, you were well served. If you were her colleague, you were with a superbly accomplished professional. And if you were her friend, you had a friend for life as she always had your back. ■

HENRY SCHEIN® PROFESSIONAL PRACTICE TRANSITIONS

DENTAL PRACTICE BROKERAGE TEAM SACRAMENTO

PRACTICE SALES • VALUATIONS/APPRAISALS • TRANSITION PLANNING • PARTNERSHIPS • MERGERS • ASSOCIATESHIPS



Jay Harter

LIC #01008086

36 Years in Business

(916) 812-0500

Jay.Harter@henryschein.com

*This is a sample
of our listings.*

AUBURN/FOOTHILLS AREA: Fast-growing practice, 7 Ops, 6 Equip, 30+ yrs. Goodwill. 2019 GR on track for \$1.2M+. #CA632

FAIRFIELD AREA: Great Location, 5 Ops, 4 Equip, Digital, Paperless, Strong hyg. program, 2018 GR \$840K on 4 day week. #CA655

GREATER SACRAMENTO: Desirable area, 38 yrs. Goodwill, 4 Ops, Digital, 6 days hyg/wk. 2018 GR \$1M+ on 4 days/wk. #CA656

GREATER SACRAMENTO: El Dorado Hills/Folsom Area: 3 Ops, 1,399 sf. PPO, high-end TI's, SoftDent, Digital, I/O Cam. 2017 GR \$506K on 4.25-day week. #CA543

GREATER SACRAMENTO: PPO Practice/Condo, 33 yrs. Goodwill, 1,392 sf, 4 Ops, Digital, I/O Cam. 2017 GR \$652K. #CA561

LAKE TAHOE AREA: Resort area, 6 Ops, 5 Plumbed, Digital, 42 yrs. Goodwill. 2018 GR \$711K on 22 Dr. hrs/wk. #CA608

LAKE TAHOE AREA ENDO: 3 Ops, Digital, CBCT, 28 yrs. Goodwill. #CA602

SACRAMENTO: PRICE REDUCED! Downtown/Midtown: Hi-traffic, 4 Ops, under 5% Delta Premier patients. 2018 GR \$607K on 30 Dr. hrs/wk. #CA590

SACRAMENTO AREA: GP & Specialty HMO/some PPO Practice. 9 Ops, Digital, I/O Cam, Digital Pano. 2017 GR \$1.1M, 2018 GR \$680K. 5,000 sf. bldg. for sale. #CA567

SACRAMENTO AREA: 4 Ops, 1 add'l plumbed. 47 yrs. Goodwill, 24 Dr. hrs/wk. 2018 GR \$574K. 1,403 sf. office Condo must be purchased w/ practice. #CA603

STOCKTON AREA: 6 Ops/RE, 30+ yrs. Goodwill, 6 Days hyg/wk. 2018 GR \$1M+. #CA616

VACAVILLE AREA: 5 Ops, 28 yrs. Goodwill, Dentrux, 2018 GR \$567K. #CA645

WOODLAND/DAVIS AREA: 6 Op practice/RE For Sale. Dentrux, Digital, Pano, 43 yrs. Goodwill, Strong hyg. program, 2018 GR \$1.1M+. #CA629

YUBA CITY AREA: 4 Ops, 3 Equip, Dentrux, 1,400 sf. suite. Price below appraised value. 2018 GR \$271K. #CA611



Dr. Thomas Wagner

LIC #01418359

40 Years in Business

(916) 812-3255

Dr.Thomas.Wagner@henryschein.com

*For more information, visit:
www.henryscheinPPT.com*

NORTHERN CALIFORNIA OFFICE

www.henryscheinPPT.com

1.800.519.3458

Henry Schein Corporate Broker #01233804



By **Rebecca Ortenzio Lee, DDS, MSD**
Captain, US Navy Dental Corps.

Dr. Lee is a Captain in the United States Navy Dental Corps. She graduated from the University of Michigan Dental School in 2001 and completed her orthodontic residency program in 2008 at Indiana University. She has served on active duty for the last 18 years and has been stationed all over the world. Capt. Lee currently is the Deputy Chief, Navy Dental Corps, Bureau of Medicine and Surgery.

Women in Military Dentistry: A Retrospective

Over the years women have increased their numbers in dentistry. The period between 1970 and 1980 saw a nearly 20% increase in women entering dental school and a similar increase occurred in the following decade.¹ According to the American Dental Education Association (ADEA) Snapshot of Dental Education 2018-19², women made up 49.8% of first year dental students in 2017. Not only are women increasing their numbers in the civilian sector dental community, but they are increasing their numbers in the Active Duty Military Dental Corps. According to the United States Navy's Bureau of Medicine and Surgery's Quarterly Diversity Report, June 2019, the Active Duty Dental Corps was 28.4% female.³ Considering that only fifty years ago (July 15, 1969) the first female Dental Corps officer reported on active duty (AD) the military services are making great strides.

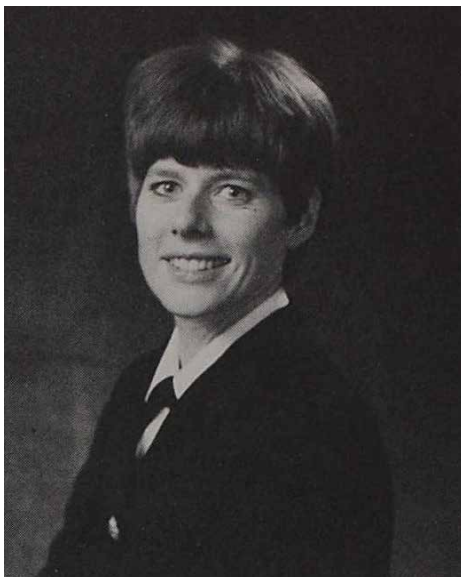
Women dentists have played roles in the military as far back as the dawn of dentistry. In 1906, Dr. Leonie von Meusebach-Zasch was contracted by the U.S. Army to support emergency relief for victims of the San Francisco earthquake. Despite her distinction, she served in this capacity as a

civilian dentist.⁴ It was not until December 30, 1943, when Dr. Sara G. Krout obtained a commission as a lieutenant in the U.S. Navy Dental Corps Reserves that women dentists could serve in uniform.⁵ The other services followed suit in the Korean War—in 1951, Dr. Helen E. Myers became the first female dentist to be commissioned in the U.S. Army⁶ and in 1953, Dr. Raya Rachlin earned the distinction in the U.S. Air Force.⁷

Until the 1970s, women dentists were limited to serving at shore stations. This trend was broken in May 1979, when then Lt. Carol Turner reported aboard the USS Vulcan (AR-5) making her the first female dentist to serve at sea on a non-hospital ship and deploy with that ship. In 2005, Dr. Carol Turner earned other historical distinctions—the first female dentist to achieve flag rank and the first woman in all the services to be selected as Chief of the Dental Corps. When looking back over the highlights of her career, Rear Adm. (retired) Turner stated that her tour aboard the Vulcan still held great significance. “I learned from this tour that I was a Naval Officer first and a dentist second. This was a priority I carried with me throughout my career; understanding



Admiral Shaffer being promoted by Commandant of the Marine Corps, General Nellar.



Above: LCDR Carol Turner, USS Vulcan, 1980.

Right: Capt. Sheherazad (Lena) Hartzell standing in Saddam's underground hiding spot.



that concept made some of the choices easier ... As I took on more leadership roles I was asked what it was like to be a woman in a predominately male environment. Truth is I did not really focus much on gender; my goals were to concentrate on performance.”⁸

The Navy's current Dental Corps Chief, Rear Adm. Gayle Shaffer, recalls the first ten years of her career she was often the only female at her clinic. When she was a General Practice Resident at Naval Hospital Great Lakes, there was no female officer locker room in the oral surgery department and she found herself having to use a large walk-in closet to change from her uniform to scrubs for the day.⁹

In 2005, Capt. Sheherazad (Lena) Hartzell was the first female Dental Corps officer to be awarded the Bronze Star for meritorious achievement in connection with combat operations against the enemy while serving as political adviser for Coalition Provisional Authority in Salah ad-Din, Iraq from October 13, 2003 to March 11, 2004.¹⁰

Today, there are no limitations for a female dentist with any duty assignments. One thing that is great about the military is that there is equal pay for equal work. Pay is based on rank and years of service so women are paid equal to their male counterparts. Women get 12 weeks paid maternity leave; something you would never be able to do while owning a solo private practice. Healthcare and benefits are other factors for coming into the military.

A research study published in The Journal of Dental Education found that the “people-oriented or caring motive” is a chief motivation for women deciding on careers in dentistry.¹¹

Being in the military allows you to fulfill that end-goal without the worries of whether the patient will be able to pay for their care. In fact, that is one of the main motivations for individuals applying for commission in one of the military Dental Corps. However, the same research article noted that flexibility was another factor for women going into dentistry. Unfortunately, sometimes in the military, flexibility is not possible. There are times when Dental Officers might work long days in support of contingency operations, and up to six or seven days a week during deployment. Active duty are on call 24/7 and can be recalled for any emergency that may arise. For example, if attached to a platform, such as a hospital ship, and a major disaster occurs, one can be expected to be underway in as little as 96 hours.

Now more than ever before, we are seeing an increase in female leadership in the dental community and it does not stop in the civilian sector. The Navy Dental Corps has had three female Corps Chiefs, Rear Adm. Carol Turner, Rear Adm. Elaine Wagner, and the current Chief, Rear Adm. Gayle Shaffer. Rear Adm. Shaffer was the first female to serve as Director of Health Services, Headquarters Marine Corps and The Medical Officer of the Marine Corps. In 2018, the Air Force Dental Corps appointed their first female Corps Chief, Brigadier General (BG) Sharon Bannister who continues to serve in this capacity.

Although a career in the military Dental Corps is not for every woman, it is a great place to develop your dental and leadership skills, cultivate comraderies, and give back to your nation. ■

References

1. Loevy HT, Kowitz AA. Dental Education for women dentists in the United State: The beginnings. *Quintessence Int* 1999;30:563-9.
2. Snapshot of Dental Education 2018-19
3. BUMED Quarterly Diversity Report, June 2019
4. King, J.E (Editor). Highlights in the History of U.S. Army Dentistry. Office of the Surgeon General, U.S. Army, Falls Church, VA, 2012.
5. Navy Dental Corps: 75 Years of Excellence, 1912-1987. Published by Dental Corps 75th Anniversary Committee, 1987.
6. Highlights in the History of U.S. Army Dentistry.
7. Savage, K.D. 50th Commemorative Anniversary of the United States Air Force Dental Service 1949-1999. The Office of the Assistant Surgeon General for Dental Services. United States Air Force Bolling AFB, DC, 1999.
8. A Century of Service, A Corps of Distinction: Navy Dental Corps, 1912-2012. Published by Dental Corps Centennial Committee, 2013.
9. Conversation with RADM Gayle D. Shaffer, September 9, 2019.
10. Ibid
11. Scarbecz M, Ross JA. Gender Differences in First-Year Dental Students' Motivation to Attend Dental School. *Journal of Dental Education*, August 2002

i. On 15 July 1969, Lt. Helen M. Paulus, El Paso, TX, became the first female dentist on active duty in the Navy. She was originally commissioned in the Navy Reserves in April 1965.

ii. Dr. Krout was followed by Lt. (j.g.) Elizabeth Tweed in April 1944.

UCSF

Dental Reunion

This group from the University of California, San Francisco Dental Class of 1985 and 1979 and their families has been gathering for decades. They share their life experiences on the "Good in Dentistry."

Mike Emerson, DDS
Saratoga, CA

Dentistry can change people's lives. I did an anterior veneer case for a patient and she felt so good about herself that she then decided to lose some weight. Before I knew it, she felt so good about herself that she decided she was too good for her husband and left him!

Sylvia Urbina, DDS
San Mateo, CA

About UCSF dental instructors like Dr. Robert Birtcil. "He came from a military background and at first appeared a bit intimidating, but after working with him, you knew that he was a straight shooter. He would give you honest feedback. He saw what your capabilities were and would complement you. He was somewhat of a maverick in the way he treated women and people of color. I have tremendous respect for Dr. Birtcil, for the way he mentored and taught. I never felt any discrimination from him. He helped my confidence and encouraged all to be the best dentist we could be."

Jim Khoe, DDS
San Leandro, CA

Dentistry is multi-faceted, a combination of functional aesthetic art and of personal relations. It is gratifying to have patients refer their family and friends. Yet it's most rewarding to provide care for those underserved due to their life's circumstances. To go to remote, uncomfortable places in the world, to hear a foreign "thank you", to be asked "Why do you come here?", this is fulfilling and satisfying. It is more than any type of compensation. What a blessing to be a dentist.

Bonnie Emerson, DDS
Saratoga, CA

Dentists change lives every day with opportunities to convert a phobic personality. Sure, we put on our capes and fight decay and detect oral cancers, but firstly the patient needs to show up in our office. I gained a new patient when I was a patient myself delivering my son. It was a painful, prolonged delivery, and the skilled nurse told me "I would rather have a baby than go to the dentist." I told her that she needed to see me because I could change her world. She took me on, and I introduced her to nitrous oxide, headphones and a blanket. She became a devoted patient and friend for thirty years, and I even treated her children and grandchildren! She always said that she had all her teeth because of me. In turn, I have my healthy son because of her.

Rodney Kihara, DDS
Karen Azama-Kihara,
PharmD
Auburn, Ca

Dr. Karen Azama-Kihara, the wife of Dr. Rodney Kihara shared a heart-warming story about her husband delivering anterior crowns to a patient. When he gave the patient a mirror to see her "new teeth", she became misty eyed, and cried tears of gratitude because she had a smile that she was happy to show. The patient was very grateful to Dr. Kihara, for improving her appearance and gave him the ultimate compliment.

Daniel Schulze, DDS
Menlo Park, CA

"I should have been a fireman!", I grumbled to my wife. I was envious of high school classmates that retired with a pension at 55 years of age, but my wife, also a dentist, reminded me how fortunate I was. When I first came out of dental school, I was focused on the meticulous restoration of teeth, but I soon realized that there is more to dentistry. Along with each set of teeth came a unique individual, a person who was my teammate in the maintenance of their dental health. The most important component of dentistry was teaching and motivating patients. Through this process, I have developed relationships with my patients, relationships that have lasted many years. I have gained more from these interactions than what I may have given my patients. My patients have taught me life lessons like how to raise children and how to take care of aging parents. My patients have shared the joys and challenges in their lives. I have watched the kids in my practice grow up, go to college and start their careers. I have watched the young adults get married and start their own families. My patients are like family members that I get to catch up with every six months. I have personally grown from these relationships. My wife is right, I have nothing to complain about. I feel very fortunate to have chosen this profession.





Denise Jabusch, DDS
Loomis, CA

Two of my favorite patients were a husband and wife duo. They were bravely battling physical challenges that had made their golden years seem not so golden. Dr. P. used the handicap ramp as Parkinson's Disease had made his gait unsteady even with a walker. Mrs. P.'s arthritic fingers had knurled into useless claws. But they always arrived with bright smiles and an openness that did not linger on their own problems. Dr. P. a retired physician, knew that my favorite opening line was "So what did you do yesterday?" Like a medical student who had studied for an exam, Dr. P. had a prepared answer. He enthusiastically talked about the cerebral books he had read and gave a synopsis of each. Mrs. P. a gregarious retired nurse, was at first stumped for an answer. She hemmed and hawed then exclaimed, "I know, what we did. You know, it is very hard for us to get around now. We are older now, not like you, young people. But yesterday, we got a Fishwich sandwich and went down to the railroad station and watched the trains go by." Tears welled up under my loupes. It was moments like these that I was ever so grateful of my career choice.

Kathy Onishi, DDS
Mukilteo, WA

I remembered Dr. Birtcil. He helped me perfect my technique in doing gold inlays and onlays. He was one of the first instructors in a clinical setting that showed me that there was a method to doing inlays and onlays. From prepping to fine finishing, he patiently showed us how to efficiently accomplish the procedure. I, to this day, fall back on what he taught me. His positive affirmation helped me gain confidence and to feel that I was capable of being a good dentist. He made me feel like I was competent, and he treated me like an equal. He didn't discriminate against me because I was young and a woman.

Martin Chan, DDS
Sacramento, CA

The best part of dentistry is making a difference in peoples lives and developing professional and personal friendships with your colleagues.

Dick Koo, DDS
San Jose, CA

I committed myself to the United States Navy Dental Corp while as a freshman at the University of California, San Francisco. I had no plans for after school, but I had always wanted to serve in the military for my country. So...why not!? Surprisingly, my parents were okay about my enlistment. But being a dentist in the navy boot camp was everything I needed to sharpen my skills and make me aware of how much more there was to learn. I started in operative dentistry doing quadrant after quadrant of amalgam fillings and seeing the horrible dental health of the 17-18-year old recruits from the Midwest. The need for dental care in our country was represented. For many of them, part of joining the military was to get the medical and dental care they so desperately needed. There were five to seven dentists rotating through the disciplines of operative, endodontics, prosthodontics, oral surgery, and diagnosis and treatment planning. We would be in each discipline and the hallways were always full. To lighten the mood, I would play a tape of Bill Cosby's comedy skit of a visit to the dentist. The experience that I got from my service was amazing.

Board Report



Volki Felahy, DDS
Secretary

November 5, 2019

Highlights of the Board Meeting

President Call to Order and Welcome

Dr. Bryan Judd called his last meeting to order at 6:05PM.

Attending as our guests for their Training Meeting for next year's Board: Drs. Craig Alpha and Lisa Dobak as well as incoming Trustee, Dr. Wallace Bellamy.

Also in attendance is CDA Executive Committee Member, Dr. Steve Kend, CDA Treasurer.

President Judd thanked Drs. Matt Korn and Greg Heise for serving on the Board the last four years – their terms will end in 2019. He also thanked Dr. Terry Jones for serving as our SDDS Trustee for the past six years. Dr. Jones expressed gratitude for the opportunity to have served as Trustee for SDDS. Dr. Jones was graciously thanked Dr. Jones for the quality of his service to SDDS and CDA.

CDA Update:

Dr. Kend provided a short bio. He is a general dentist from Torrance, CA. He worked his way through various leadership positions in West LA Dental Society and CDA to present now as CDA Treasurer. Married 48 years with two sons, he collects Chinese Porcelain and British Modern Art. He acknowledged the excellence of the SDDS organization. Dr. Kend updated the Board about CDA, TDSC, TDIC, and CDA Foundation.

Consent Agenda was Approved.

- A. Minutes of September 2019 Board Meeting
- B. Updated Dates and details, 2020 Dates
- C. To date Month End Financials
- D. Membership report

President's Report

Dr. Judd acknowledged that this is his last Board meeting to preside over and thanked everyone for the great experience. He also commented about the great time he had at the GALA and thanked all on the Board who attended.

Secretary's Report

Dr. Hillendahl referred to the CDA membership report pointing out the abundance of demographic data. Dr. Judd added that of all the large components, SDDS has the highest market share at 81.9%. He attributed this success to the work of our Executive Director.

Treasurer's Report

Dr. Hillendahl reported that the Society's financial status is still strong. It has been a good year for equity appreciation. One Board member asked about the investment portfolio. It was reported that SDDS investment policy is conservative with ladder CD's and some equity funds.

Old Business

Dr. Bains reflected on his tenure as Guest Board Member. He appreciated the opportunity to observe the functioning of the Board and thought that the position should be maintained.

New Business... New Ideas

- HOD - President Judd discussed his position on Resolution 5 for the HOD.. It will be very important to attend the reference committees.
- 2020 Committee Chairs and Task Forces - Dr. Hillendahl reviewed the chair selection for 2020 – all were approved. Dr. Nancy Archibald spoke about the Ethics Task Force and the goals of the work for next week.

It was M/C to approve both the Committee Chairs and Task Forces for 2020.

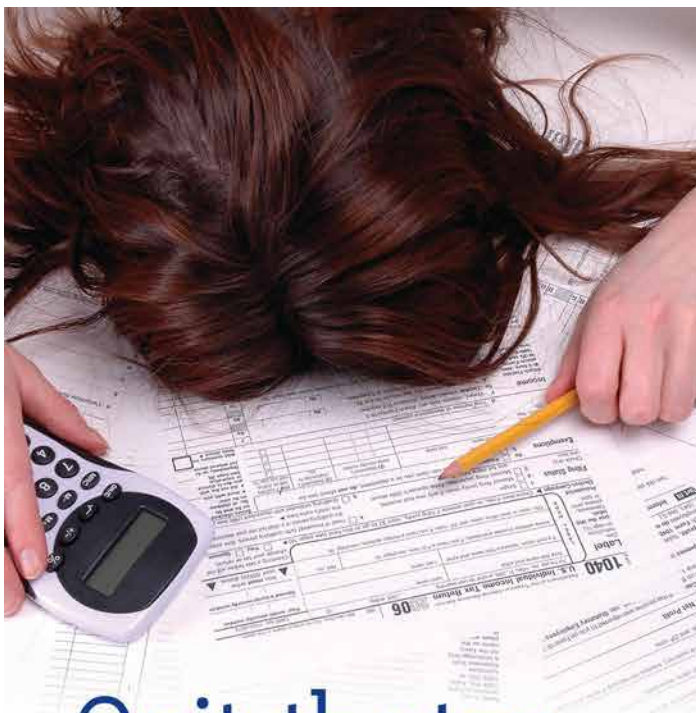
Trustee Report

Dr. Terry Jones reported this to be his last Trustee Report and was thanked unanimously for the great job he did as Trustee. He mentioned there will be no CDA dues increase next year. He also acknowledged the great job Dr. Patel performed on the Dental Benefits and Economics Task Force, to be presented at the HOD.

Adjournment

The meeting was adjourned at 7:45pm.

Next Board Meeting:
January 7, 2020 at 6pm



Quit the tax
guesswork.
There is no
guesswork
with us.

916-333-5360



**FECHTER
& COMPANY**
Certified Public Accountants

www.fechtercpa.com

916-333-5360

3445 American River Dr. Suite A
Sacramento, CA 95864



Funding

your passion for patients

At Central Valley Community Bank, we take the stress out of banking. As a busy medical professional, we understand that serving your patients is your priority. That's why we partner with you to develop business banking solutions tailored to your needs, so you can concentrate on helping others.

Call today to find out how our expert bankers can help you grow your practice and your passion.

Central Valley
**Community
Bank**



Investing In Relationships.

www.cvcb.com

(800) 298-1775



Trustee Report



Adrian Carrington, DDS & Terry Jones, DDS
SDDS Trustees

October 11-12, 2019

Highlights of the CDA Board of Trustees Meeting

In October, the CDA Board of Trustees (board) discussed a number of items. Highlights of the meeting included:

- **Board Composition Task Force**

Recommendations: The board composition task force was established in 2018 to evaluate the board structure and make recommendations to assure board members possess the necessary skills, and reflect the diverse experiences and perspectives required to achieve organizational goals.

Over the past two years, the task force has worked closely with the board, providing potential options for consideration. The Board provided valuable feedback to the Task Force based on their Board experience and component needs, which helped shape the final recommendation; the creation of a 32-member component relations board of advisors and establishment of a 16-member board of directors, which was approved by the board in October, for further consideration by the House of Delegates (house).

Trustees were urged to speak with their Delegates regarding this recommendation and encourage them to attend one of the upcoming pre-house educational sessions, which will provide an overview of the recommendations and allow Delegates to ask any questions they may have in advance of the meeting.

- **Dental Benefits and Economics**

Task Force Recommendations: In fulfillment of the 2017/2018 house directives, the Dental Benefits and Economics Task Force conducted

work, addressing dental insurance and practice economic issues in order to make recommendations as to how CDA can assist members in responding to an ever-changing dental environment. The Board approved the proposed recommendations, which have been incorporated in the Task Force report. Dr. Viren Patel (Task Force Chair) will present the report during the educational house sessions on Friday morning, after which the House will be asked to file the report.

- **Medicare Task Force Report:** In 2018, the House directed CDA to form a Task Force to explore issues relevant to the inclusion of dental benefits in the Medicare program, including implications in California on the aging population and the delivery of care.

Over the past year, the Medicare task force gathered information from several sources and experts; received background information on national and California health care environments, and Medicaid and Medicare programs; obtained data on aging Californians and other relevant materials as identified; and engaged in a detailed analysis of potential benefit approaches and multiple considerations.

The Board received an overview of the Task Force findings, which Dr. Gary Herman (Task Force Chair) and Dr. Marko Vujicic (Chief Economist, ADA) will present during the Educational House sessions. Following, that the House will be asked to file the Task Force report.

- **2020 CDA Budget:** The Board approved the 2020 budget, which will

be included in the financial overview during the House.

- **CDA Post Graduate Discount:**

The board adopted the council on membership recommendation to change the post graduate discount, providing a 100% discount to new graduates.

- **Executive Director Management**

Objectives: The Board approved revisions to the Executive Director's 2019 management objectives and established the 2020 management objectives.

- **Editor Evaluation and Objectives:**

The Board approved the Editor's 2019 evaluation and 2020 objectives, retaining Dr. Kerry Carney as Editor for 2020.

- **Establishment of Editorial Board:**

One of the Editor's 2019 goals was to explore and evaluate opportunities to update CDA publications. Through this work, it was identified that an Editorial Board was an effective and expedient mechanism for continuing to improve publications for our members. As such, the Board approved the proposed Editorial Board, as recommended by Dr. Kerry Carney.

- **CDA 150th Anniversary Program**

Funding: Next year marks CDA's 150th anniversary, setting the stage for a renewed way to increase brand awareness, promote the mission and purpose of the organization, honor its history of innovation, celebrate tradition and articulate the vision of the future. The Board received a presentation on how CDA plans

to commemorate this anniversary, engaging CDA members in a unique way. Following the presentation, the Board approved funding for the anniversary program.

- **CDA Website Redesign:** The Board also received an overview of the newly designed cda.org, which will be released via a soft launch in November 2019.
- **TDSC Update:** The board received an update regarding the TDSC.com out-of-state expansion. This discussion was held in closed session as it contained proprietary information that is not appropriate to discuss externally due to the competitive nature of TDSC's market. However, the board is welcome to share that TDSC will be national, across all 50 states by year end. TDSC has affiliation agreements with 37 states, with five more expected within the next 15 weeks. Additionally, TDSC will be

closing the Lynwood distribution center effective November 30th, at which time all orders will be fulfilled through the Reno center or through our distribution partners.

In addition to these discussions, the Board received a number of emerging issues. Presentations focused on the potential MICRA initiative, federal healthcare landscape in Washington and expansion of oral health care in dentistry. The board also approved funding to support CDA's participation in state and federal healthcare issues through 2020, including federal advocacy and policy support.

The Board took additional actions of an operational nature, which are reflected on the meeting agenda, and will be recorded in the official minutes of the meeting. ■



Swiss Monkey

Post your jobs FREE!

THERE'S MORE...

SEARCH & CONNECT WITH CANDIDATES.
CONCIERGE SERVICES.
PRACTICE MANAGEMENT SERVICES.
DYNAMIC TEMP MODULE.

Join Swiss Monkey and let us match you up!

(916) 500-4125 | contact@swissmonkey.io | www.swissmonkey.io

SDDS Has So Many Unique Courses and Events!

Each year the Continuing Education Committee at SDDS works to create a course year that appeals to all of our members! There are clinical courses, updates on new types of technology, licensure renewal courses, employee handbook updates, and more practice management courses, like tax management or team collaboration.

The CE year is designed with you in mind! Maybe you've attended one of our Friday morning continuing education classes or our monthly General Meetings on the second Tuesday of each month, but we offer so many more types of courses! Below is a run down on all the different types of courses SDDS offers and what sets them apart from one another!



general meetings

General Meetings are our monthly meeting on the second Tuesday of each month. These meetings take place at the Hilton Sacramento Arden West. These are night meetings that take place from 5:45–9pm. You receive an hour of CE credit for mingling with our attending vendors and learning about new products and resources available for your practice. Then you head into the ballroom for dinner and the speaker's presentation. Most times the General Meetings provide 3 units of CE credit.

continuing education

Continuing education classes take place on Fridays at the SDDS Office. They cover a broad variety of topics from clinical things like implants, hands-on techniques, and more to informative things like Denti-Cal billing, HR Topics, and how to set up your employee manual. Nearly all of these classes provide CE units, ranging from 2–6 units depending on the length of the class. They are a great way to amass some CE units and learn more about a topic that you are interested in!

business forums

Business Forums are SDDS' evening classes. They take place from 6:30–8:30pm typically on Wednesday or Thursday evenings. The Business Forums are our primarily non-clinical classes, covering topics like practice management, tax prep, the dos and don'ts of social media, working with insurance and more! The great thing about Business Forums is that we even provide dinner, so you can head here right after work without worry!

licensure renewal

Our Licensure Renewal courses are important and very popular classes. These all-in-one courses cover: two hours of the California Dental Practice Act, two hours of Infection Control, and two hours of an OSHA refresher to include bloodborne pathogens, hazard communication, general office safety and all the required elements of your compliance in the office for all those classified as being exposed to pathogens. This class is typically offered twice during the program year, once in the spring and once in the fall.

cpr bls course

SDDS offers four CPR classes throughout our program year! There are two Friday morning classes, one Wednesday evening class, and a Saturday morning class available. We try to make sure there is a CPR class that you will be able to attend with your busy schedule! This class will provide you with 4 CEU units as well as your CPR certification. It's a great way to get your CPR certification locally!

hr webinars

HR Webinars are one-hour online and audio seminars you can participate in while you have your lunch or while you are on the road. You will only need a telephone, cell phone and/or computer (computer not required). All you need to do is dial, listen and ask questions if you desire. This webinar has been designed with dentist employers in mind!

lunch & learns

The Lunch & Learns that SDDS offers take place, just as you would expect, during lunchtime! These events are from 11:30am–1:30pm and lunch is provided during the class. It's a great way to get some CE units during your extended lunch break!

special events

SDDS has multiple types of special events throughout the year! These events include our Shred Day, Holiday Party, Golf Tournament, Dentists Do Broadway series and get-togethers like dinner at The Kitchen, a Kings game, Rivercats game and more! To learn more about upcoming special events head to page 28!





WESTERN PRACTICE SALES

*Your Life's Work Comes
Down To This Decision*

What separates us from other brokerage firms?

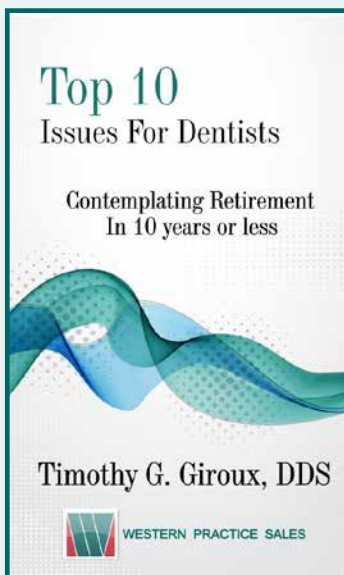
Western Practice Sales is locally owned by dentists and has been proudly serving dentists in the SDDS Marketplace for over 45 years. Our personal attention to our sellers and reputation of integrity and honesty has made us Northern California's Preferred Dental Practice Broker.

*Our extensive buyer database
allows us to offer you...*

Better Exposure

Better Fit

Better Price!



**Call or email today
for a free copy of
Dr Giroux's book**

***Top Ten Issues for
Dentists Contemplating
Retirement in Ten
Years or Less***

800.641.4179

wps@succeed.net

westernpracticesales.com



ASK THE BROKER

**How do you determine the
listing price of my practice?**

The single-most important factor in determining the practice sales price is the collection total of the previous calendar year. Lenders and Buyers like to see stability without large variances from year to year. It should be obvious that steady, slight increases in revenues are always better than even the slightest of decreases. Poor performance of one of three years should not affect pricing, unless it is the last calendar year that shows a significant drop. Therefore, try to maintain a stable practice, make sure you finish strong and make all your December deposits for that last year you will be filing!

Practices are priced based heavily on gross receipts.

Let's work through some scenarios and options. If you plan to practice 2-3 more years, it is not worth investing extra money in the practice. In this case, I would just advise finishing strong, especially to reflect your last tax return which will be filed. If you plan to practice approximately 5 years, spending large amounts of money for new technology may not necessarily return the investment unless it helps to increase your production. However, this being said, purchasing new equipment may increase your enjoyment of practicing dentistry and therefore be a worthwhile investment.

With 8-10 years remaining to practice, modernizing the practice with the latest and greatest is generally a great idea. Leasehold improvements typically last 5-8 years, so making the investment at this time to spruce up the office will enhance the desirability of the sale. It may also give you greater satisfaction of working in a first-rate environment for the entire duration of the leasehold improvements. **Most importantly, since practice values are based on gross receipts, keep up the good work!**

With factors affecting the current practice market such as a large number of "Baby Boomers" choosing to retire coupled with a lower percentages of Millennials wanting to own dental practices, it is important to make decisions now that will help your practice stand out from the rest when you decide to sell! Call or email us today for a free copy of Dr Giroux's book "Top Ten Issues for Dentists Contemplating Retirement in Ten Years or Less".

Timothy G. Giroux, DDS is currently the Owner & Broker at Western Practice Sales and a member of the nationally recognized dental organization, ADS Transitions.

*You may contact Dr Giroux at: wps@succeed.net or
800.641.4179*

Paid advertisement



YOU

THE DENTIST, THE EMPLOYER

YOU ARE A DENTIST. You are also an employer. Employee evaluations, hiring and firing, labor laws and personnel files are an important part of that. This monthly column, will offer current employment law information pertinent to you — the dentist, the employer.

MEMBER
BENEFIT!

SDDS HR Hotline
NEW EXCLUSIVE NUMBER
FREE TO SDDS MEMBERS!

888.784.4031

When Smartphones, Side Gigs and Odors Disrupt the Office

Reprinted with permission from **California Dental Association**

Have you ever considered how you should address unusual or troublesome employee conduct in your practice? With so much emphasis on employers establishing required written policies mandated by federal, state and local laws, it's easy to overlook the important day-to-day employee management policies on everything from hygiene and smoking to use of personal electronic devices.

Employees often look for loopholes when they try to justify behavior outside your expectations, and they look to your employee policies to find them. Your employee policies should provide guidance to reinforce your expectations.

Employers will find it easier to enforce the "rules" and address inappropriate employee conduct when rules are in place. When employers do not have written policies that define conduct expectations or their policies are not consistently applied from employee to employee, confusion and potential claims of discriminatory treatment can arise.

Following are four areas of employee conduct and attire expectations that you might consider addressing through a workplace policy, if you don't already have one in place.

Excessive Device Usage

Smartphones, tablets and wearable technologies have become an integral part of employees' everyday lives. While many dentists are voicing their concerns over employees' excessive use of cellphones and watches, very few have an office policy in place to address this issue. Those who have a policy often have difficulty enforcing it

because employees argue that they need to have their cellphones on them during work hours in case of "emergencies."

When used excessively, these devices may cause problems such as distracting employees from work, disturbing patients and other employees, posing security or HIPAA risks and, lastly, creating potential infection control problems.

Employers may establish policies that direct all employees to keep these devices (powered off or in silent mode) with their personal belongings and limit usage to rest and meal breaks. When eliminating all calls or restricting use, you will want to address how your employees' family members will reach them during working hours in case of a true emergency.

If you choose to implement a policy, be sure you are willing to enforce it with all staff, not just the individual who may be abusing their phone. Also, remember that any office policy you implement will only work if you follow the policy as well. If you use your phone between patients, the rest of your staff will start to think it is OK to use theirs.

Fragrance, Grooming and Personal Hygiene

Because employees of dental practices generally work in close proximity to one another, it is easy for excessive or offensive odors to become an issue. Employees who are heavy-handed when applying fragrances, smoke on breaks or don't tend to their personal hygiene may not be mindful of how body odor can cause a disruption in the office. Other employees may feel uncomfortable and, in extreme cases, be unable to perform

their jobs. Employees may also begin to talk about the problem in the workplace, which disrupts work even more.

Employers should have a policy in place that outlines the practice's expectations for professionalism and grooming. This can include or exclude the use of accessories, perfumes, gum, deodorants and soaps, etc. As a representative of your office, you can clearly communicate in detail what you expect.

However, employers need to be cautious when addressing grooming standards. "Neat and clean" is fair, and it leaves the employer free to address individual cases that arise as opposed to having a standard that is discriminatory. However, be mindful of certain grooming practices that are based on race, culture or religion, such as dreadlocks, which typically are protected by law.

Employers should address these topics privately and with sensitivity. Body odor may be caused by a medical condition, poor hygiene or a specific diet, to name a few possibilities. If the issue is not addressed appropriately, it may run afoul of disability laws.

Attire and Personal Expression

Creating different policies for different job titles or departments can be an acceptable practice in some circumstances. Establishing a different dress code for front-office versus clinical employees could be based on a legitimate business justification — maintaining a professional appearance in a front-office environment, where patients interact with employees on business matters, versus a clinical dress code where employees will be working chairside.

Discrimination laws generally do not inhibit your right to determine appropriate workplace dress. In fact, you have a lot of discretion in setting appearance standards. Employers often have a “maintain a professional appearance” dress code, which can be challenging when the weather is hot. It is permissible to ban flip-flops, open-toed shoes, shorts, tank tops and other unacceptable clothing. Because the different dress codes are based on a legitimate business necessity rather than any protected class (e.g., race, gender or national origin), they would not be considered discriminatory.

Employers should be cautious not to impose different standards on men versus women because such different treatment could be viewed as sex or gender discrimination or could violate gender identity or gender expression protections. Employees must be allowed to dress consistent with their gender identity or gender expression.

Employee ‘Side Gigs’

Side businesses are a great way for employees to supplement their income. However, if a

patient complains that they felt pressured by an employee to purchase products, supplements, personal training or skin care, how will you respond? Or maybe you discovered that an employee is using practice time, patient information or property to conduct business. Not only do you have an issue of patient care and patient information confidentiality, but also potential time theft.

Your practice policies can include statements that indicate employees are not to use their work time or office contacts to advance their private business or personal interests, as these practices can place patients and staff in an uncomfortable position when propositioned to purchase goods unrelated to their dental care.

Have Controls in Place

Whatever you decide, it is important be consistent when holding your employees accountable to the standards you set. It’s much easier to discuss and thoroughly document an issue with employees who fail to adhere to standards when standards have been set.

As a best practice, employers are encouraged to review policies annually and to discuss with employees any areas and expectations that need addressing. If you need to develop new policies or update your current ones, post any changes and their effective date so the employees are aware. All staff should sign an acknowledgement and you want to place this acknowledgement in each of their employee files. Keeping policies in mind ensures not only that employees are keenly aware of employers’ expectations but that employers are seeking to comply with mandatory policies. ■

- **Reference the CDA Practice Support resources** “Sample Employee Manual,” “Practice Policy Revision Employee Acknowledgement Template” and “Employee Discipline” at cda.org/practicesupport.



For More Than Just a Tax Return!

Specializing in **Year-long Tax Planning**-no surprises come April 15th!

LET US ASSIST YOU WITH:

- Tax planning
- Proper business structure (Incorporation)
- QuickBooks setup and training
- Review and maintenance of accounting
- Retirement & estate planning
- Business valuations
- Human resources

CALL NOW

FREE one-hour tax & financial review of your business

Offer only for new clients

(916) 724-3962 John Urrutia or Debra Griffin www.muncpas.com

Committee Corner

Get Involved with the Upcoming Member Events

SDDS has some awesome Member Events coming up soon! Get to know your fellow SDDS Members and attend some of these upcoming events:

SDDS Does Broadway

Don't miss your chance to see these great Broadway shows and support the Foundation! All proceeds benefit Sacramento District Dental Foundation. For show details and more information, be sure to visit the Dentists Do Broadway page on the Foundation website.

Dear Evan Hansen • January 23

A Bronx Tale • March 5

Bandstand • April 9

Come From Away • May 21



DECEMBER 13

Holiday Party and Installation of 2020 Officers

Come enjoy a night of cocktails, hors d'oeuvres, dinner and dancing to the Jay Rolerz Band. We will also be installing our 2020 Officers.

Friday • December 13 • \$120 each



DECEMBER 19

Polar Express Train Ride

Enjoy hot chocolate and yummy cookies as you ride along with many of the story's characters such as the Train Conductor, the Dancing Waiters, and a ghostly Hobo. Once you reach the North Pole, the jolly old elf — Santa himself — will come on board to give each passenger a silver sleigh bell, the "first gift of Christmas."

Thursday • December 19 • SOLD OUT



JANUARY 29

SDDS Cheers on the Kings

Watch the Sacramento Kings take on the Oklahoma City Thunder on January 29th at Golden One Center. Great seats in section 124, lower sideline-and only \$50 a ticket! Get up close to your favorite Kings players with early access to watch pre-game warm ups. Great for all ages! Limited tickets available so act fast!

Wednesday • January 29 • \$50 each



APRIL 16

The Kitchen

Experience a one-of-a kind "Farm-to-Fork" meal at this landmark Sacramento restaurant. Owned and operated by Randall Seland for over 20 years, The Kitchen has earned local, regional, and national accolades. Join SDDS for a private five-course meal that's sure to impress.

Thursday • April 16 • \$225 (alcohol not included) (benefitting the Foundation)



MAY 8

Swing for Smiles Golf Tournament

Support the Foundation through our annual Swing for Smiles Golf Tournament. Join us for golf, contests, drinks, raffles and more! Gather a FOREsome for a fun day on the green with your fellow golfers at Empire Ranch!

Friday • May 8



JUNE 18

Take Me Out to the Ball Game

What better way to kick off the start of summer than with baseball! Join us at Raley Field to watch the Sacramento RiverCats play the Oklahoma City Dodgers. Great for family, friends, and staff! Tickets just \$25. You won't want to miss SDDS throwing out the first pitch!

Thursday • June 18 • \$25 each

Please join us for the 2019 🎉
Holiday Party

December 13, 2019 • 6-11PM
Del Paso Country Club

RSVP Today with inclosed insert or online!
\$120 per person until December 3rd

Price includes - cocktails, hors d'oeuvres, dinner & dancing to the J Rolerz Band
There will be an Installation of Officers and a Silent Auction that benefits the Foundation



*Celebrate the holidays
with your SDDS Family!*



Reaching the Peak
in Building for the
Dental Industry

- Construction Management
- Remodels and Renovations
- Tenant Improvements
- New Construction



BlueNorthernBuilders.com | 916.772.4192 | CA Lic #820947

SDDS Foundation

Smiles For Kids Screening Completed For This Year— Great News, Great Partners

By December we will have completed our school screenings for kids in the needier areas of our 5 counties. As you can see by the numbers BY COUNTY below, our screening numbers continue to decrease. This is a GOOD thing! We are working with partners who are funded by Prop 56 funding (Amador, Yolo, El Dorado and Placer Counties) as well as Sacramento County's Dental Transformation Initiative (DTI). Last year the Early Smiles Program screened 21,000 kids and we, again, hope those numbers will be true this year as well. (These are schools that we used to screen – now Early Smiles is doing it and also providing FL treatment as well.)

This is a great improvement in outreach! We continue to work with partners in all 5 counties to help them with the screening, navigation and emergency treatment needed. Thanks to all the dentists who screen and adopt kids in need.

THANK YOU FOR SAYING YES! ■



Thank you to all involved in our
Smiles for Kids Program!

Screening Stats

This year is estimated to have 8,000+ kids screened with a total of 64 participating schools! Numbers will continue to be updated in the following months.

Counties:

Sac County

16 schools registered with 9 currently reporting 3,097 screened. There are 7 schools still to report. Early Smiles has screened 11,000 already (our former schools).

Placer County

45 schools registered with 30 currently reporting 881 screened. There are 15 schools still to report.

Yolo County

Migrant Education Office screened 10 kids, there are still 2 schools left to report.

El Dorado and Amador Counties' screenings were done by the County (no results reported)

Screening Doctors:

Dr. Jason Baldwin
Dr. Rob Berrin
Dr. Michael Boyce

Screening Doctors (Continued):

Dr. Wai Chan
Dr. Melissa Fong
Dr. Eman Ghoneim
Dr. Matthew Gustafsson
Dr. Kerry Hanson
Dr. Sean Khodai
Dr. Michelle Kucera
Dr. Mark Kujiraoka
Dr. Yen Lieu
Dr. Kristen Morgan
Dr. John Noe
Dr. Kayla Nuyen-Dringenberg
Dr. Donald Orme
Dr. Justin Pfaffinger
Dr. Jordan Priestley
Dr. Lindsey Robinson
Dr. Jennifer Ryan
Dr. Tetsuya Shirasuka
Dr. Archana Wakode
Dr. Michael Young
Danielle Anderson, RDHAP
Christina Cox, RDH
Carrington College
Chapa De Indian Health Center
Hansen Clinic Woodland

Text-To-Donate



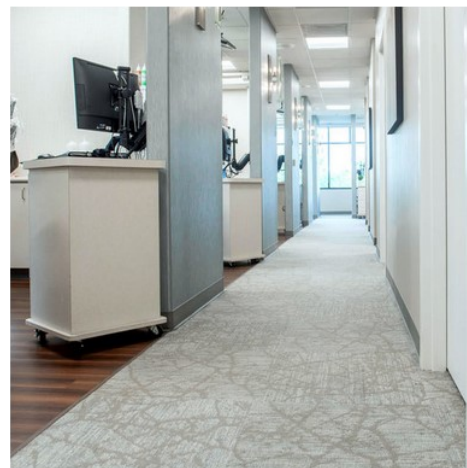
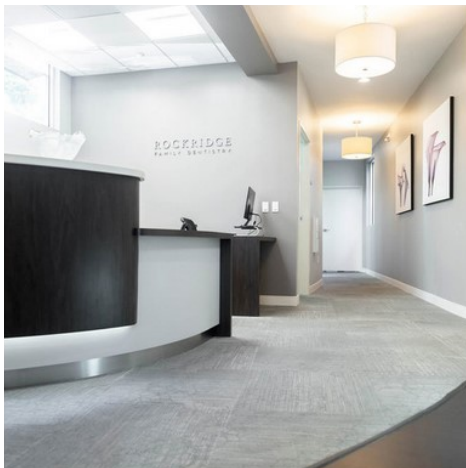
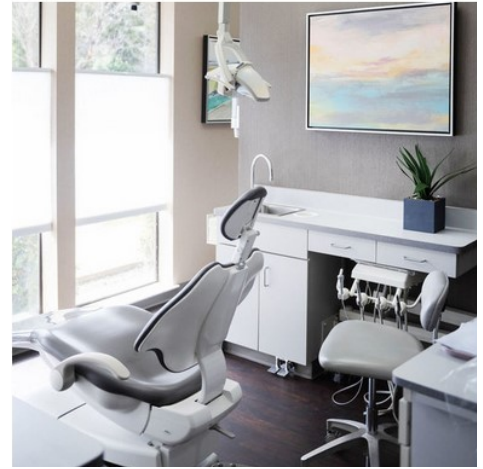
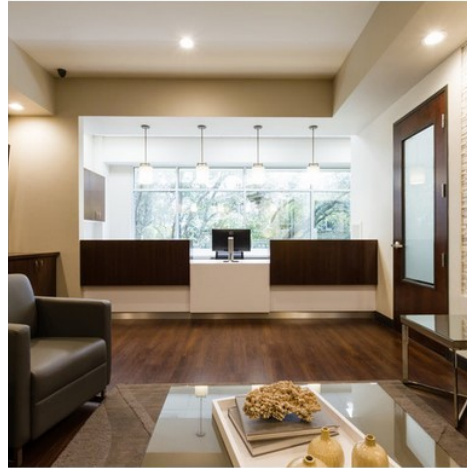
Did you know our Foundation has a text-to-donate number? Donations help us fund our Smiles for Kids, Smiles for Big Kids programs and more!

Text "GIVE2SDDF" to 44321 to instantly receive a link to our Foundation fundraising page!



PARC STUDIO

interior design



The Studio

Parc Studio is a full-service, boutique interior design firm operating in Northern California specializing in private-practice medical, dental and boutique hospitality.

www.parc-studio.com



YOU THE DENTIST, THE BUSINESS OWNER



YOU ARE A DENTIST. You've been to school, taken your Boards and settled into practice. End of story?

Not quite. Are you up to speed on tax laws, potential deductions and other important business issues?

In this monthly column, we will offer information pertinent to you, the dentist as the business owner.

5 Things Social Media Managers Want Dentists to Know

By Lindsey Kennedy, Social Media Strategist at Rita Zamora Connections (RitaZamora.com)

Everyone has a different level of familiarity with social media and how to use it. You may have a personal Facebook page and post to Instagram occasionally, but that only covers the surface of what these platforms can offer. There is quite a bit more that goes into social media management for business. Whether you manage your own social media for your practice or you work with an outside company... here are some things you need to know:

1. More Does Not Equal Better

I'm not sure where this idea came from. Many people believe that you need to post every single day or multiple times a day for your social media platforms to be successful. This is absolutely not true, and in some cases, can actually hurt your performance. We love our dentists, dental consultants, and other healthcare providers, but we don't necessarily need to see them on our newsfeed every single day. However, it is important to stay active to help with SEO performance. Post when you've got good content to share, share articles and information that really speak to you, interact and engage with your followers, but don't post just for the sake of posting.

2. You Attract What You Project

This may sound more like a life mantra than a social media tip, but it works for both! If you're an oral surgeon who truly loves educating patients and sharing important research with other dentists, it wouldn't make sense for you to regularly post cartoons and memes. If you're sharing a comic just because it's dental-related, but you don't really find it funny or relate to it, you are putting a false message out to potential patients or customers. Your personality and practice atmosphere should come across to those who visit your social media. If you are that oral surgeon who values education, share articles that interest you, show photos of the continuing education events you attend, and let patients know you are always striving to stay on top of the latest trends to better serve them. If you are an orthodontist who loves to have fun at work, go ahead and share those comics and memes or take funny photos with your patients, because that shows who you are.

If your social media doesn't give an insight into who you are, patients may visit with false expectations and have a greater chance

of being unhappy. But if you show them who you are from the get-go, you are likely to attract patients who share the same values.

3. Results Don't Happen Overnight

Okay. You finally posted to social media so now your page should be flooded with likes and comments, right? Wrong. Building your social media takes time and it is different for each and every practice. It takes consistency, good content, and time to reach milestones. Don't worry that things aren't happening at the snap of a finger; that is completely normal.

4. Social Media Is a Pay-To-Play Game

This goes hand in hand with results. There are thousands of posts fighting for the opportunity to be in your newsfeed every day, and quite often, in order for your content to be seen by many, you'll have to pay. This may sound overwhelming and scary, but that is why there are social media managers out there. We help you by coaching, or sometimes completely taking over the process of placing ads. This also ensures that the right people

“What do you want patients to say about your practice? Take some time to think about that. Going forward, make your social media reflect your answer.”

are seeing your content. Anyone can place an ad, but targeting is essential. If you're a dentist in Wisconsin, you don't want your ads to be shown to people in Texas or Europe... that won't help you gain patients. You can go ahead and post to social media without placing ads, but your page will not reach its full potential unless you're willing to place ads.

5. Real Always Beats Generic

The last piece of advice I'm going to share is probably THE most important. Be yourself. Be authentic. Be real. Your audience will appreciate it and be more likely to engage with your content. I have seen this firsthand. We've got a client who sends us real photos of patients and people from their team for nearly every single post we propose for them. Their audience loves it and you can see a tremendous difference in the amount of interaction on their page versus those who consistently use stock photos. I'm not saying you should never use stock photos, but I am saying you should use real photos of your team at every opportunity you can. If you feel comfortable, you can even go beyond this and share photos of what you've done over the weekend. You can share videos of

fun activities that the team has done. You can even share a short video explaining one of your services to patients and potential patients. The possibilities really are endless as long as you are being authentic.

If you remember these things, whether you're posting to social media yourself, or having someone post for you... your experience will be much better. What do you want patients

to say about your practice? Take some time to think about that. Going forward, make your social media reflect your answer. That, coupled with targeted ads, will help you attract the kind of patients you're hoping to see. YOU and your team are awesome! Remember that! ■



SOLEA

Clinical Excellence without the drawbacks of conventional dentistry

Case 1 | Deep troughing
for margin isolation



Reliably blood-free soft-tissue
ablation without anesthesia
and retraction cords

Case 2 | Crown lengthening



Simplified removal of
osseous tissue with speed,
precision, and control

Solea's breakthrough technology allows you to work without anesthesia for virtually every preparation you do, not just selected classes or depths, in less time than it takes with a drill. Perform soft tissue surgeries easily when injections, bleeding, sutures, and discomfort are removed from the equation. Solea increases production, provides better outcomes, and delivers an unparalleled patient experience.

Finally, a laser you can believe in. Total satisfaction or 90-day money back guarantee.*

See how Solea helped conquer these cases and more at:
www.convergentdental.com/cases

TO LEARN MORE, contact your local
Henry Schein representative.



*Please contact Convergent Dental for details

Advertiser INDEX

Dental Supplies, Equipment, Repair

Vendor Member	Analgesic Services Inc.	36
Vendor Member	Benco Dental.	36
Vendor Member	Desco Dental Equipment.	36
Vendor Member	Henry Schein Dental.	29, 36
Vendor Member	LumaDent.	36
Vendor Member	Patterson Dental.	36
Vendor Member	The Dentists Supply Company (TDSC).	36

Dental Practice

Vendor Member	Kids Care Dental and Orthodontics	36
---------------	-----------------------------------	----

Education

Vendor Member	The Foundation for Allied Dental Education.	36
	Dr. Pieter Linssen	33

Financial Services

Vendor Member	American Pacific Mortgage.	37
Vendor Member	Banner Bank.	37
Vendor Member	Care Credit.	37
	Central Valley Community Bank	17
Vendor Member	Fechter & Company.	17, 37
Vendor Member	First US Community Credit Union.	8, 37
Vendor Member	MUN CPAs	23, 37
Vendor Member	MassMutual.	37
Vendor Member	Thomas Doll.	37
Vendor Member	US Bank	37

Human Resources & Legal

Vendor Member	BPE Law Group	23, 36
Vendor Member	California Employers Association (CEA)	36

Insurance Services

Vendor Member	Access Dental Plan.	37
Vendor Member	Health Net.	37
Vendor Member	LIBERTY Dental Plan	37
Vendor Member	TDIC & TDIC Insurance Services	37

Office Design & Construction

Vendor Member	Blue Northern Builders, Inc.	25, 36
Vendor Member	GP Development Inc.	7, 36
Vendor Member	Olson Construction.	36
Vendor Member	Parc Studio.	27, 36

Practice Sales

	Henry Schein Financial	11
Vendor Member	Integrity Practice Sales	36
Vendor Member	Professional Practice Sales.	36
Vendor Member	Western Practice Sales.	21, 36

Practice Services

Vendor Member	Comcast Business.	31, 36
---------------	-------------------	--------

Real Estate

Vendor Member	PDF Commercial Inc.	36
---------------	---------------------	----

Staffing

Vendor Member	Resource Staffing Group	31, 37
Vendor Member	Swiss Monkey.	19, 37

Waste Management Services

Vendor Member	Star Group Global Refining	36
---------------	----------------------------	----

Volunteer opportunities

SMILES FOR KIDS

VOLUNTEERS NEEDED: Doctors to "adopt" patients for Smiles for Kids for follow-up care.



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • smilesforkids@sdds.org)

SMILES FOR BIG KIDS

VOLUNTEERS NEEDED: Dentists willing to "adopt" patients for immediate/emergency needs in their office.



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • sdds@sdds.org)



July 17-18, 2020 • Long Beach

TO VOLUNTEER: www.cdafoundation.org/cda-cares

AUBURN RENEWAL CENTER CLINIC

VOLUNTEERS NEEDED: General dentists, specialists, dental assistants and hygienists.

TO VOLUNTEER, CONTACT:

Dr. Steve Holm (916.425.6766 • sholm@goldrush.com)

THE GATHERING INN

VOLUNTEERS NEEDED: Dentists, dental assistants, hygienists and lab participants for onsite clinic.

TO VOLUNTEER, CONTACT:

Kathi Webb (916.743.5351 • kwebbft@aol.com)

CCMP (COALITION FOR CONCERNED MEDICAL PROFESSIONALS)

VOLUNTEERS NEEDED: General Dentists, Specialists, Dental Assistants and Hygienists.

TO VOLUNTEER, CONTACT:

CALL: (916.925.9379 • CCMP.PA@JUNO.COM)

EVERYONE FOR VETERANS

SDDS is partnering with the national program, Everyone for Veterans, to provide care for combat veterans and their families who cannot afford, nor have military coverage, dental care. Can you adopt a vet? Hope so! Call SDDS (916.446.1227), or email us (sdds@sdds.org), to help us with this wonderful program.

For More Information: everyoneforveterans.org/for-dentists.html

DENTAL STAFFING SPECIALISTS FOR: TEMPORARY • TEMPORARY-TO-HIRE • DIRECT HIRE

*We find good people great jobs—
it's just that simple.*

WHAT WE DO

Becoming your “partner in business,” we take over tasks such as payroll, benefits, tax administration and delegation of all HR duties. These tasks include hiring/firing of employees, processing EDD claims and attending Labor Board hearings while protecting your practice from legal grievances.

We assist in controlling skyrocketing and unexpected costs in areas such as recruiting, advertising, benefits, workers compensation, and employment law. Whether you work with Resource Staffing Group on a temporary or long term basis, we are always ready to assist you with all your staffing needs. Our services allow your practice to run smoothly during periods of transition, leave coverages or increased production.



701 University Ave, Ste 120
Sacramento, CA 95825

phone: 916-993-4182
fax: 916-993-4183
email: work@resourcestaff.com
www.resourcestaff.com

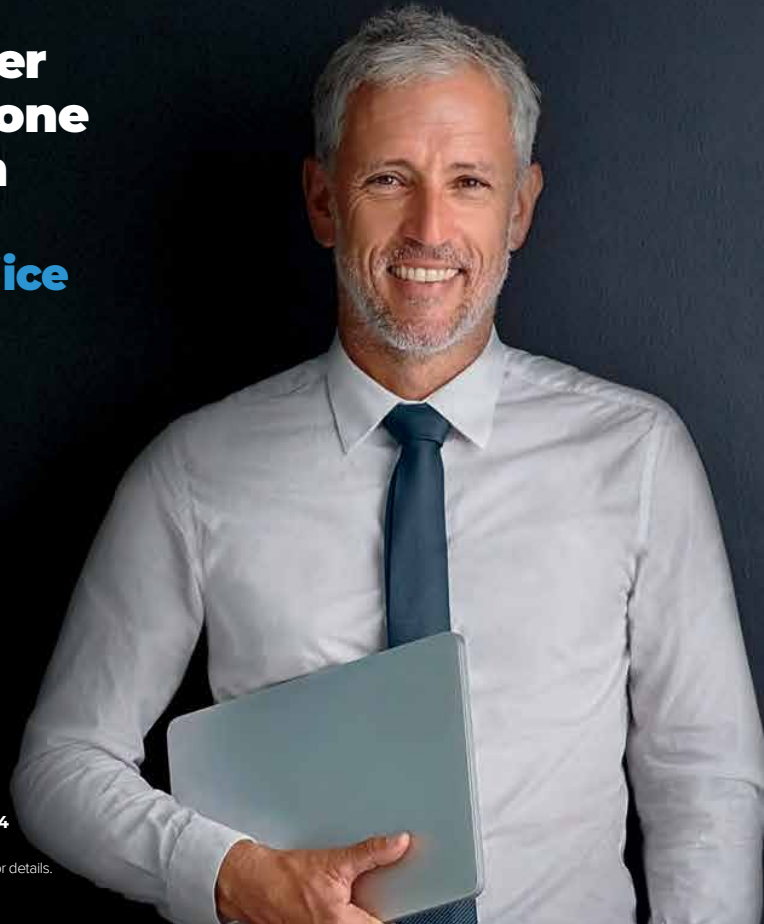
**Getting faster
Internet, phone
and TV from
one place.
My Dental Office
can't object
to that.**

**A full range of services,
all from one provider.**

Whether it's helping your business run more smoothly or delivering a better client experience, our Internet, WiFi, phone, and TV can raise the bar for any business.

Visit comcastbusiness.com
or call **Lisa Geraghty** at (916) 817-9284

Restrictions apply. Not available in all areas. Call for details.
© Comcast 2017. All rights reserved.



**COMCAST
BUSINESS**

TOTAL MEMBERSHIP

(as of 11/14/19:)

1,781

MARKET
SHARE:
81.9%

RETENTION RATE: 96.2%
ENGAGEMENT RATE: 84%

TOTAL ACTIVE MEMBERS:
1,401

TOTAL RETIRED
MEMBERS: 294

TOTAL DUAL
MEMBERS: 8

TOTAL AFFILIATE
MEMBERS: 14

TOTAL STUDENT
MEMBERS: 9

TOTAL CURRENT
APPLICANTS: 2

TOTAL DHP
MEMBERS: 47

TOTAL NEW
MEMBERS FOR 2019: 107

New Members

December
2019

LINDA ANGIN, DDS

General Practice-Retired

Dual Member!

Dr. Angin is retired and teaches part time in San Francisco. She lives in Roseville.

JASON BALDWIN, DDS

General Practice

Dr. Baldwin earned his dental degree from UOP Arthur A. Dugoni School of Dentistry in 2004. He owns a practice in Truckee.

RAJESH CHUNDURI, DMD

General Practice

Returning Member!

Dr. Chunduri earned his dental degree from Boston University in 2012. He is currently working at Star Dental Group in Sacramento.

PARSHAN NAMIRANIAN, DDS

General Practice

Dr. Namiranian earned his dental degree in 2010 from UCLA School of Dentistry. He currently practices at Clear Choice in Roseville.

AMANDEEP SANDHAR, DDS

General Practice

Returning Member!

Dr. Sandhar earned her dental degree from UOP Arthur A. Dugoni School of Dentistry in 2012. She currently practices at Alta Vista Dental in Auburn.

JOANNA MARIE SANTOS, DDS

General Practice

Dr. Santos earned her dental degree from UCLA School of Dentistry in 2019. She currently practices at Blue Hills Dental in Sacramento.

ANNA UPPAL, DDS

General Practice

Dr. Uppal earned her dental degree from New York University in 2014. She currently practices in Folsom.

SARAH TAM, DDS

General Practice

Dr. Tam earned her dental degree from UCSF School of Dentistry in 2019. She is currently practicing at Serenity Dental in Sacramento.

Pending Applicants:

Jennifer Norris, DMD
Reza Rajabian, DDS

In Memoriam



Dr. Clark Nary passed away in October 2019. He graduated in 1964 from Howard University College of Dentistry. Dr. Nary joined SDDS in 1966 and was a Retired Life Member when he passed away.

Member Get A Member

Recent Month's Winners!

January 2019 - Dr. Jagdev Heir

February 2019 - Dr. Karthic Raghuraman

March 2019 - No Referrals

April 2019 - No Referrals

May 2019 - No Referrals

June 2019 - Dr. Anh Pham

July 2019 - Dr. Julie Hernandez

August 2019 - Dr. Wallace Bellamy

September 2019 - Dr. Dave Seman

October 2019 - Dr. April Westfall

November 2019 - TBA



Grand prize drawing winner
will be announced soon!

WELCOME

to SDDS's
new members,
transfers and
applicants.

IMPORTANT NUMBERS:

SDDS (doctor's line) (916) 446-1227
ADA (800) 621-8099
CDA (800) 736-8702
CDA Practice Support . . (866) CDA-MEMBER
(866-232-6362)

TDIC Insurance Solutions . (800) 733-0633
Denti-Cal Referral. (800) 322-6384
Central Valley
Well Being Committee . . . (559) 359-5631

JANUARY GENERAL MEETING!

"SDDS Talk" Night – 10 on 10
10 Minutes, 10 Slides, 5 Speakers
Tuesday, January 14, 2020 • 3 CEU, Core • \$75

5:45-6:45pm • Registration & Vendors
6:50-7:15pm • Announcements & Dinner
7:30-9:00pm • Speakers

Hilton Sacramento Arden West
2200 Harvard St • Sacramento

Speakers:

Dr. Roholt graduated from UCSF School of Dentistry in 1989 and obtained his Masters with ICOI in 2011. He practices dentistry in Auburn, CA.

Dr. Martin practices at Alexander & Martin Orthodontics with offices in Rocklin, Roseville, and Sacramento.

Dr. Heir has been a practicing Oral & Maxillofacial Surgeon since 2006.

Dr. Antipov is an Oral & Maxillofacial Surgeon, practicing in Roseville, CA.

Dr. Vasanthan has a practice limited to Periodontics and Dental Implants in Roseville and Citrus Heights. He is board certified by "American Board of Periodontology" and the "American Board of Oral Implantology."

Enjoy this evening of short form and rapid-fire pearls, quick tips, tools, warnings, complications, secrets and every day, useful knowledge. We have gathered some general dentists and specialists who will share the topics of: bulk fill, dual cure composites, accelerated orthodontics, guided implant placement, advanced bone grafting vs graft-less approach in dental implant rehabilitation, and steps to reduce the risk of peri-implantitis.

Job Bank

The SDDS Job Bank is a service offered only to SDDS Members. It is published on the SDDS website and provides a forum for job seekers to reach other Society members who are looking for dentists to round out their practice, and vice versa. If you are a job seeker, associate seeker, selling or buying a practice, contact SDDS at (916) 446-1227. For contact information of any of the job bankers please visit www.sdds.org.

ASSOCIATE POSITIONS AVAILABLE

Upendra Patel, DDS • Sacramento • GP
Kelvin Tse, DDS • Sacramento • PT/FT • GP/Peds/Ortho
Steven Tsuchida, DDS • Sacramento • PT/FT • GP
Jonathan Chan, DDS • Sacramento • PT • GP
Christopher Chan, DDS • Sacramento • PT • GP
Nina Tecson, DDS • Sacramento • FT • GP
James Childress, DDS • Davis • FT • GP
Mignon Mapanao, DDS • Sacramento • PT/FT • GP
Sunny Badyal, DDS • Sacramento • FT • GP
Bryan Judd, DDS • Roseville • PT • GP
Kids Care Dental • Sac/Stockton • PT/FT • Oral Surgeon
Steven Tsuchida, DDS • Elk Grove • FT, Buy-Out • GP
Capitol Periodontal Group • Sacramento • FT • Perio
Brian Crawford, DDS • Antelope • PT/FT • Ortho
Childrens Choice Pediatrics • Sacramento • PT/FT • Pedro
Mark Redford, DMD • Roseville/Granite Bay • PT • GP
Kevin Chang, DDS • Roseville • PT • GP
Michael Hinh, DDS • Sacramento • PT • GP
Ricky Tin, DDS • Elk Grove • PT • GP
R. Bruce Thomas, DDS • Davis • PT/FT • GP
Amy Woo, DDS • Sacramento • 1 day/wk • Endo
Make A Smile • Sacramento • PT/FT • Pedro/Ortho/Endo/OS
SmileTime • Sacramento • PT/FT • GP
Jacqueline Delaney, DMD • Truckee • FT • GP
Paul Raskin, DDS • Sacramento • FT/PT • Prosth
Weideman Pediatric & Orthodontics • Citrus Heights • FT (4-5 days) • Ortho
Kids Care Dental • Bay Area • Ortho
Sean Avera, DDS • Auburn • Perio
Ana Maria Antoniu, DMD • Sacramento • FT/PT • GP
Amy Woo, DDS • Sacramento • PT • GP
Matt Comfort, DDS • Roseville • FT/PT • GP
Christopher Schiappa, DDS • Pioneer • PT • GP
Eloisa Espiritu, DDS • Lincoln • FT/PT • GP
David Park, DDS • FT/PT • GP
Gilbert Limhengco, DDS • Natomas/Citrus Heights • PT • Endo
Kids Care Dental & Ortho • Calvine/Elk Grove • FT • GP, Ortho
Elizabeth Johnson, DDS • various Wellspace locations • FT/PT/Fill-In • GP

DOCS SEEKING EMPLOYMENT

James Mucci, DDS • P/T • GP
Adnan Anwar, DDS • P/T • GP
Blake Moore, DDS
Elias Khoury, DMD • PT • GP
Samuel Karavan, DDS • PT/FT • GP
Erica Hsiao, DDS • PT • Perio
Shayan Baig, DDS • FT • GP
Behdad Javdan, DDS • PT • Perio
Devon Lowry, DDS • FT • GP
Sarah Mathai, DDS • PT/FT • GP
Robert Nisson, DDS, MSD • PT • Ortho
Bruce Taber, DDS • Fill-In • GP
Steve Murphy, DMD • FT/PT • Endo

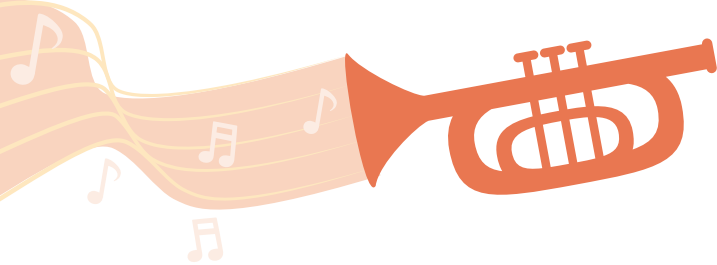


one2one
IMPLANT ACADEMY

Learn. Place. Profit.

(916) 939-6679

We're Blowing your horn!

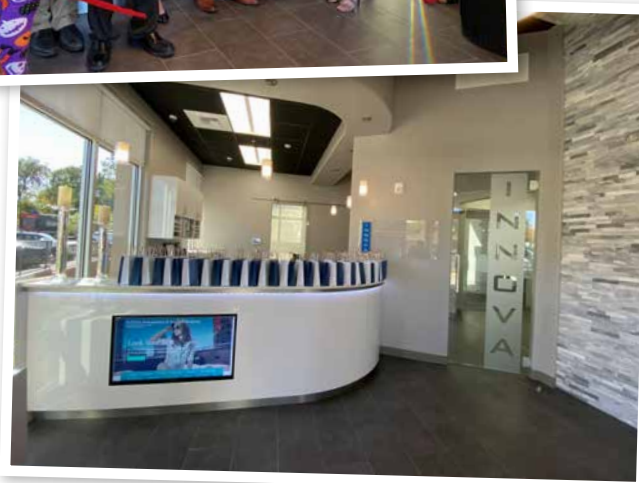


Congratulations to...

Dean Ahmad, DDS, FICOI, DABP, on opening a new location of Innova Periodontics and Implant Dentistry! Their newest location is on Sunrise Avenue in Roseville! **(1)**

Jefferson Clark, DDS, MS, on receiving his pin from the American College of Prosthodontics! Being certified by the American College of Prosthodontics demonstrates his dedication to dentistry and the patients he treats! **(2)**

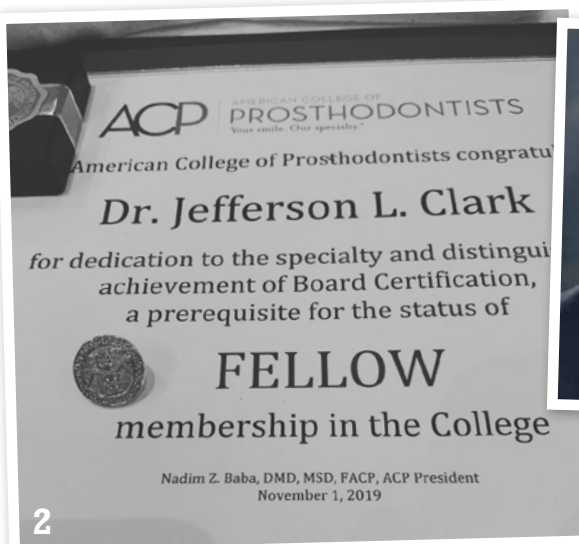
Margaret Delmore, MD, DDS; Jennifer Drew-Mathisen, DDS, MSD; and Don Rollofson, DMD, on being voted Top Dentists in Sacramento by their fellow dentists! They are proud to be dentists of our Vendor Member, Kids Care Dental and Orthodontics as well! Congratulations to them all! **(3)**



LET US KNOW YOUR NEWS!

Get married? Pass your boards? Got published? Let us know your good news and we will feature it in "Blowing Your Horn."

Send us your news to sdds@sdds.org to let everyone know about the great things that are happening!



SPOTLIGHTS:



LIBERTY Dental Plan is one of the nation's fastest growing dental plans, and we are proud to be making our members shine one smile at a time.

Products and Services:

LIBERTY Dental Plan is proud to be one of the Dental Geographic Managed Care plans in Sacramento County, providing outstanding customer service to our members and providers.

Danielle Cannarozzi

dcannarozzi@libertydentalplan.com

LibertyDentalPlan.com
(888) 703-6999



**INTEGRITY
PRACTICE SALES**

Integrity Practice Sales is a full-service dental practice brokerage. If you are considering selling your practice, we can help you set the right price, connect you with the perfect buyer, and manage all the moving parts for a successful transition. There is no charge to list your practice with Integrity; we are paid only when your practice is sold. Speak to one of our qualified agents about your transition today.

Products and Services:

- Practice Sales
- Practice Acquisitions
- Appraisals
- Transitions

Benefits or Special Pricing for SDDS Members:

- Free appraisal of the current value of your practice.

Brian Flanagan

brian@integritypracticesales.com

IntegrityPracticeSales.com
(855) 337-4337

kids care
DENTAL & ORTHODONTICS™

Kids Care Dental is a northern California based dental practice dedicated to serving the unique needs of children from toddlers to teens. Kids Care Dental offers comprehensive services including preventive dental care, pediatric orthodontics and oral surgery.

Jeff Summers

jsummers@kidscaredental.com

KidsCareDental.com
(916) 661-5754



MUN CPAs; specializes in the Dental Industry, we offer year round financial services to fit your dental practice needs.

Products and Services:

- Structure & Planning
- Making sure your practice is incorporated correctly for tax purposes
- Year round tax planning
- Tax Preparation
- Accounting Services
- Audit and Review Services
- Practice Valuation and Due Diligence
- Litigation Support & Investigative Services
- Recruiting Services
- Real Estate tax strategies

Benefits or Special Pricing for SDDS Members:

- Complimentary three-year review of the business and personal returns.

John Urrutia, CPA

jru@muncpas.com

Debra Griffin

dlg@muncpas.com

MUNDental.com
(916) 724-3980

Analgesic Services, Inc.

Steve Shupe, VP
888.928.1068
asimedical.com



Since 2004

Benco Dental

Mike McCarthy
775.750.9769
benco.com



Since 2019

DESCO Dental Equipment

Tony Vigil, President
916.259.2838
descodentalequipment.com



Since 2012

Henry Schein Dental

Farish Thompson, Regional Manager
916.626.3002
henryschein.com



Since 2005

LumaDent, Inc

Jose Gallardo, Sales Manager
775.829.4488
lumadent.com



Since 2018

Patterson Dental

Roy Fruehauf, Branch Manager
800.736.4688
pattersondental.com



Since 2003

The Dentists Supply Company (TDSC)

Christina Vetter
888.253.1223
tdsc.com



Since 2019

PDF Commercial, Inc.

Paul Frank, Founder & CEO
916.714.8012
pdfcommercial.com



Since 2019

Blue Northern Builders, Inc.

Morgan Davis / Lynda Doyle
916.772.4192
bluenorthernbuilders.com



Since 2007

GP Development Inc.

Gary Perkins
916.332.2300
gpdevelopmentcorp.com



Since 2016

Olson Construction, Inc.

David Olson
209.366.2486
olsonconstructioninc.com



Since 2004

Parc Studio-Interior Design

Claire Blocker / April Figgess
916.476.3982
parc-studio.com



Since 2018

**THIS
COULD
BE YOU!**

BPE Law Group, PC

Keith B. Dunnagan, Senior Attorney
916.966.2260
bpelaw.com/dental-law



Since 2016

CA Employers Association

Kim Gusman, Executive VP
Mari Bradford, HR Hotline
800.399.5331
employers.org



Since 2004

The Foundation for Allied Dental Education

LaDonna Drury-Klein
916.358.3825
thefade.org



Since 2015

Kids Care Dental & Orthodontics

Jeff Summers
916.661.5754
kidscaresdental.com



Since 2016

Integrity Practice Sales

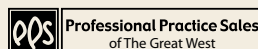
Brian Flanagan
855.337.4337
integritypracticesales.com



Since 2014

Professional Practice Sales

Ray Irving
415.899.8580
PPSellsDDS.com



Since 2017

Western Practice Sales

Tim Giroux, DDS, President
John Noble, MBA
800.641.4179
westernpracticesales.com



Since 2007

Comcast Business

Lisa Geraghty
916.817.9284
lisa_geraghty@cable.comcast.com



Since 2014

WHY BECOME A VENDOR MEMBER?

The Vendor Membership program offers so many great benefits! As a Vendor Member, you'll receive: four complimentary half page ads in *The Nugget*, a booth at our MidWinter Convention (including registrations for 4 booth representatives), the SDDS Membership Roster (send out quarterly via email), complimentary exhibitor tables at 3 meetings/events per year, and much more!

Star Group Global Refining

Jim Ryan
800.333.9990
stargrouprefining.com



Since 2009

Banner Bank

Charles Cochran, VP,
Business Banking
916.648.3470
bannerbank.com



Since 2017

CareCredit

Angela Martinez
714.434.4508
carecredit.com



Since 2016

we love
our Vendor
Members!

Fechter & Company

Craig Fechter, CPA
916.333.5360
fechtercpa.com



Since 2009

First US Community Credit Union

Gordon Gerwig,
Business Services Mgr
916.576.5679
firstus.org



Since 2005

MassMutual Northern California

Doug Van Order
916.878.3341
northerncalifornia.massmutual.com



Since 2017

MUN CPAs

John Urrutia, CPA, Partner
916.724.3980
muncpas.com



Since 2010

Thomas Doll

Brett LeMmon
925.280.5766
thomasdoll.com



Since 2019

US Bank

Tom Collopy
916.924.4546
usbank.com



Since 2017

Resource Staffing Group

Debbie Kemper
916.993.4182
resourcestaff.com



Since 2003

Swiss Monkey

Christine Sison
916.500.4125
swissmonkey.co



Since 2016

Access Dental Plan

Lisa Rufo
916.563.6030
premierlife.com



Since 2017

Health Net of California

Felisha Fondren
818.543.9007
hndental.com



Since 2018

LIBERTY Dental Plan

Danielle Cannarozzi
888.703.6999
libertydentalplan.com



Since 2016

The Dentists Insurance Company (TDIC)

Kelli Young
800.733.0633
tdicsolutions.com



Since 2011

SDDS VENDOR MEMBERSHIP SUPPORT IS A WIN-WIN RELATIONSHIP!

SDDS started the Vendor Member program in 2002 to provide resources for our members. No, Vendor Members are not exclusive, and we definitely have some competitive companies who are Vendor Members. But our goal is to give SDDS members resources that would best serve their needs. We suggest that members reach out to our Vendor Members and see what is a best "fit" for their practice and lifestyle.

We currently have 35 Vendor Members. They pay \$3,900 per year; that includes a booth at Midwinter, three tables at General Meetings, advertising in *The Nugget*, and much more. Our goal is to provide Vendor Members with the opportunity to connect with and serve our members. We realize that you have a choice for vendors and services; we only hope that you give our Vendor Members first consideration. The Vendor Members program and the income SDDS receives from this program helps to keep your dues low. It is a wonderful source of non-dues revenue and allows us to provide yet another member benefit. Additionally, we reach out to our Vendor Members for articles for *The Nugget* (nonadvertising!).

Our Vendor Members are financial, investment and insurance companies, legal consultants, dental equipment and supply companies, media and marketing companies, hr consultants, construction companies, billing consultants, practice sales and brokers, practice resource and staffing consultants, technology, HIPAA and security consultants, and even our Crowns for Kids refining partner!

Classified Ads

EMPLOYMENT OPPORTUNITIES

Are you ready to step towards a private practice of your own? We are looking for a compassionate, devoted dentist to care for our wonderful patients as Doctor transitions into retirement. We have an established general practice with long-term patients and staff in Sacramento's Arden Area. You will work out of a newly remodeled building with 6 operatories. Chartless records with digital X-rays & Pano. Technology includes Cerec crown system, Waterlase & Diode Lasers. Please call 916-952-0269 for more details. 12/19c

Established private practice in Davis, CA is seeking a talented associate dentist to join our team. We are a state-of-the-art general dental office that also specializes in implant and cosmetic dentistry. The goal of our team is to provide quality dentistry to every patient and establish long lasting relationships. Strictly a fee for service practice. Full time position with potential to transition to practice ownership. Candidates should be passionate about continuing education in dentistry and motivated to provide the highest quality of care. Candidates with GPR's or other advanced training are greatly preferred. Candidates can expect a skills assessment evaluation. Please send resume to office@childressdental.com. 10/19

Kids Care Dental & Orthodontics seeks Orthodontists to join our teams in the greater Sacramento and greater Stockton areas. We believe when kids grow up enjoying the dentist, healthy teeth and gums will follow. As the key drivers of our mission—to give every kid a healthy smile—our dentists, orthodontists and oral surgeons exhibit a genuine love of children and teeth. A good fit for our culture means you are also honest, playful, lighthearted, approachable, hardworking, and compassionate. Patients love us...come find out why! Send your resume to talent@kidscaresdental.com. 06-7/17

WELLSPACE HEALTH ORGANIZATION (an FQHC) is taking applications for fill-in/part-time/full-time dentists. Send your resume/CV to eljohnson@wellspacehealth.org. 01/15

EMPLOYMENT OPPORTUNITIES

Kids Care Dental & Orthodontics seeks Dentists to join our teams in the greater Sacramento and greater Stockton areas. We believe when kids grow up enjoying the dentist, healthy teeth and gums will follow. As the key drivers of our mission—to give every kid a healthy smile—our dentists, orthodontists and oral surgeons exhibit a genuine love of children and teeth. A good fit for our culture means you are also honest, playful, lighthearted, approachable, hardworking, and compassionate. Patients love us...come find out why! Send your resume to talent@kidscaresdental.com. 06-7/17

FOR LEASE

Design your suite in a state-of-the-art building near Watt & El Camino Avenue. FULL FINANCING AVAILABLE. Generous T.I. allowance. 1758 sf. Come see! Contact Dr. Favero 916-487-9100. 11/12

Dental office for lease in El Dorado Hills. 2 operatories fully equipped and 3rd plumbed. 1300 sq feet, modern furnished private office with full bath, plus employee lounge. All utilities and janitorial included. Call 916-230-5195 and leave a message for appointment. 6-7/19

Rocklin dental office sublease 1,300 sf, 3 operatories, perfect for a startup; Roseville dental office lease 1,386 sf, 5 operatories, Fully improved move-in ready suites; Ranga Pathak 916-201-9247, Broker Associate, RE/MAX Gold, BRE01364897 6-7/19

Beautiful new building just completed in Auburn with optimal visibility, ideal location and ample ADA parking. We will help design, finance, build and market your relocation! Lease with future purchase option. 2-11,000 sqft spaces available for your dream office! www.3130ProfessionalDrive.com 1/19

SACRAMENTO DENTAL COMPLEX has one 3 unit suite which is equipped for immediate occupancy. Two other suites total 1630 sq. ft which can be remodeled to your personal office design with generous tenant improvements. 2525 K Street. Please call for details: 916-448-5702. 10/11

EQUIPMENT FOR SALE

For sale: dental units, chairs, equipmt, xrays, etc (2 ops), office furnishings from low key office – all well maintained. Email ASAP reg2thdds@gmail.com. 12/19c

Cerec omnicam 4.6 with ortho software available. MC X milling de vice and Ivoclar oven, plus supplies. Purchased in late 12/13 and in very good condition. Contact: Alan Rabe 916-505-9270. 12/19c

Nupro RDH Handpieces for Disposable Angles, 3 handpieces in box REF 740010 unopened \$1200. Salvin Centrifuge 1310 (for PRP), Like New \$500. SurgimasterII LED for Ultrasonic bone surgery with two handpieces and many tips, new in original aluminum case. \$3200. Contact jcopedds@gmail.com. 12/19c

Ivoclar Progamat C5 Porcelain Oven \$1,800. E4D Milling Unit and Acquisition Scanner and Laptop \$4,500. Both in excellent condition and fully maintained by Schein technicians. Leave your name and number at 916-789-2552 or email office@myartofdentistry.com and we will contact you to discuss. 10/19

PROFESSIONAL SERVICES

MONEY IS WALKING OUT THE DOOR. Have implants placed in your office and keep the profits. Text name and address 916-769-1098. 12/14

LEARN HOW TO PLACE IMPLANTS IN YOUR OFFICE OR MINE. Mentoring you at your own pace and skill level. Incredible practice growth. Text name and address to 916-952-1459. 04/12

To place an ad in *The Nugget Classifieds*, visit www.sdds.org/NUGGET.html

SDDS member dentists can place one classified ad

FOR FREE!

MEMBER BENEFIT!

Pack your bags and join us!

2020 SDDS MIDWINTER

To submit, either scan/email sdds@sdds.org OR fax (916.447.3818) OR mail your registration form OR register online at www.sdds.org.

ONE REGISTRATION FORM PER ATTENDEE Please print clearly. This information will be used to print name badges.

Attendee Name: _____ Title/Degree: _____

Member Dentist's Name: _____ ADA #: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Email: _____
**Attendee's email required - handout link will be sent to this email (not main office email)*

SIGN UP 5 STAFF, GET THE 6TH FREE! • COURSE INFORMATION AND OTHER CONVENTION CORRESPONDENCE WILL BE SENT VIA EMAIL.

FEES (circle the rate for the above attendee)	EARLY (on or before NOV. 1)	REGULAR (on or before JAN. 10)	LATE/ONSITE (after JAN. 10)
INCLUDES FOOD!			
Dentists (ADA Members)	\$375	\$425	\$450
Dentists (ADA Members) — ONE DAY ONLY	\$300	\$325	\$350
<input type="checkbox"/> Thursday ONLY <input type="checkbox"/> Friday ONLY			
SDDS DHP Members	\$209	\$219	\$239
Auxiliary/Spouse (ADA Member*) * if doctor is attending	\$230	\$260	\$280
Auxiliary/Spouse (ADA Member**) ** if doctor is NOT attending	\$260	\$285	\$300
Dentist (Non-ADA Members)	\$800	\$850	\$900
Auxiliary/Spouse (of Non-ADA Member)	\$350	\$399	\$399
Lab Technicians	\$375	\$399	\$425
Expo Only (No Meals) Limited Hours for Expo Only Registrants Th 1:30–5:00pm • Fr 9:00–10:45am	complimentary	complimentary	complimentary
Expo Only (No Meals) (Non-ADA Members)	\$100/day	\$150/day	\$199/day

Full Convention Registration Includes:

All Food and Refreshments

All Courses • Free Parking

Expo Floor Full Access

REFUND/CANCELLATION POLICY: Cancellations received in writing by January 3, 2020 will receive a full refund less \$25 per registrant processing fee. Cancellations received after this date are nonrefundable, but substitutions will be allowed. There will be no refund for "No Shows" or for registrations made after this date.

PAYMENT METHOD: ☐ Check Enclosed ☐ Bill Me (SDDS Members only) ☐ Credit Card

TOTAL: \$ _____

Card #: _____ Exp. Date: _____

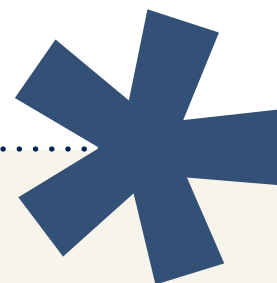
Cardholder Name: _____ 3-digit Security Code: _____

Billing Address: _____

Please make checks payable to Sacramento District Dental Society (SDDS)
 2035 Hurley Way, Ste 200 • Sacramento, CA 95825 • 916.446.1227 ph • 916.447.3818 fx • www.sdds.org

ADDRESS SERVICE REQUESTED

SDDS CALENDAR OF EVENTS



DECEMBER

- 5** Webinar
**Harassment Prevention
for Supervisors**
California Employers Association
12–2:00pm / Telecom
- 6** ExComm Meeting
7am / Offsite
- 13** Holiday Party and Silent Auction
6–11pm / Del Paso Country Club
- 19** Member Event
Polar Express Train Ride

JANUARY

- 7** Board Meeting
6pm / SDDS Office
- 14** General Membership Meeting
“SDDS TALK” Night –
10 Slides in 10 Minutes
*David Roholt, DDS; Brandon Martin, DDS,
MS; Jagdev Heir, DMD, MD; Alexander
Antipov, DDS; Ash Vasanthan, DDS, MS*
Hilton Sacramento Arden West
5:45pm Social / 6:45pm
Dinner & Program
- 22** CPR BLS Renewal
6:30pm / SDDS Office

- 22** HR Webinar
New employment laws for 2020
California Employers Association
12–1:00pm / Telecom
- 23** Dentists Do Broadway
Dear Evan Hansen
- 29** Member Event
SDDS Cheers on the Kings!

For more calendar info and to sign up for
courses ONLINE, visit: www.sdds.org



★ Hooray for the ★
RED WHITE & BLUE
40 YEARS
OF CEU!!!

The 40th Annual MidWinter Convention & Expo
FEBRUARY 6-7, 2020



**JAN
14**

General Meeting
3 CEU, CORE • \$75

**“SDDS Talk” Night – 10 on 10,
10 Minutes, 10 Slides, 5 Speakers**

Presented by David Roholt, DDS, Brandon Martin, DDS, MS, Jagdev Heir, DMD, MD, Alexander Antipov, DDS and Ash Vasanthan, DDS, MS

Enjoy this evening of short form and rapid-fire pearls, quick tips, tools, warnings, complications, secrets and every day, useful knowledge. We have gathered some general dentists and specialists who will share the topics of:

- Bulk Fill, Dual Cure Composites. Proven to be Better, Faster and Longer Lasting!
- Accelerated Orthodontics
- Guided Implant Placement
- Advanced Bone Grafting vs Graft-Less Approach in Dental Implant Rehabilitation
- Steps to Reduce the Risk of Peri-Implantitis

Bring your staff –
it's always a fun
meeting!

5:45pm: Social & Table Clinics
6:45pm: Dinner & Program

Hilton Sacramento Arden West
(2200 Harvard Street, Sac)

TUESDAY
5:45PM-9PM

ARE YOU REGISTERED FOR THE GENERAL MEETING?