

February 2022

the Nugget



Dental Urban Legends



Get Ready For Our UPCOMING EVENTS

FEB
3

Dentists Do Broadway • Thursday, 7:30pm

Anastasia at SAFE Credit Union Performing Arts Center

This dazzling new musical transports us from the twilight of the Russian Empire to the euphoria of Paris in the 1920s, as a brave young woman sets out to discover the mystery of her past. Pursued by a ruthless Soviet officer determined to silence her, Anya enlists the aid of a dashing conman and a lovable ex-aristocrat. Together, they embark on an epic adventure to help her find home, love, and family.

MAR
8

General Membership Meeting - In-Person

Tuesday • 5:45pm Social & Vendors
6:45pm Dinner & Program
Hilton Sacramento Arden West • \$75

Diagnostic Imaging and Diagnosis of the Upper Airway Anomalies (3 CEU, Core)
Presented by David C. Hatcher, DDS, MSc, MRCD®;
Diagnostic Digital Imaging

This presentation will discuss the use of imaging to identify selected anatomic factors associated with sleep disordered breathing. Small airway dimensions may be a risk factor for sleep related breathing disorders and upper airway resistance. The airway dimensions can be influenced by many factors including age, gender, jaw growth, TMJ anomalies, peripharyngeal fat deposits, tongue size and airway masses. The use of CBCT, spatially accurate 3d imaging, creates the opportunity to assess the airway dimensions and to identify factors that have contributed to the diminution of airway size. A stratified diagnostic process and identification of the etiology of a small airway creates the opportunity to employ a therapy that targets the etiology.

MAR
16

Business/Practice Management Forum - In-Person

Wednesday • 6:30–8:30pm • SDDS Office • \$75

Successful Practice Transitions:

Is It All in the Goodwill? And More? (No CEU)

Presented by Kim E. Wallace, DDS; Samer S. Alassaad, DDS;
Ray Irving, Professional Practice Sales (SDDS Vendor Member)

If you are looking to sell or buy a practice, join us for an enlightening evening to discuss the various opportunities, implications, considerations and current trends in the practice transition world. Establishing and maintaining goodwill throughout the dental practice transition and beyond is vital to ensuring that the transfer from the owner to the buyer will be a win-win-win for all parties, including the patients. Strategies for a successful transition will be shared, as well as legal and financial preparations for the transition. Practice consolidation, acquisition strategies, purchase models, and the growing DSO field will also be discussed.

MAR
23

HR Webinar

Wednesday • 12-1pm • Webinar • \$69

Alternative Workweeks for Dental Offices (1 CEU, 20%)
Presented by California Employers Association

With all of the talk about employees wanting more workplace flexibility after the pandemic, you may want to consider alternative workweeks to keep your employees happy and your costs low! In California, employers may create Alternative Workweek Schedules (AWS) which allows their employees to work longer shifts and avoid overtime penalties, while giving them options above and beyond the traditional M-F 8 to 5 schedule. However, implementing an alternative workweek schedule requires strict adherence to state guidelines.

MAR
25

Continuing Education - In-Person

Friday • 8:30am–12:30pm • SDDS Office • \$159

Grafting the Path to Surgical Implant Success (4 CEU Core)
Presented by Tamir Wardany, DDS
Sponsored by Straumann (SDDS Vendor Member)

For the dental implant surgeon, few things are more upsetting than a patient presenting back to your office with a failed implant; be it a short term post-surgical failure or a long term issue. It is important to understand that oversimplifying implant surgery is a recipe for complications. More often than not we must accept that some form of grafting and augmentation is required to establish a robust bone volume and better soft tissue quality to ensure ideal osseointegration and long term success. Various hard and soft tissue augmentation approaches are used to create the optimal foundation for dental implant placement. We will discuss useful techniques for hard and soft augmentation as they relate to the delayed and immediate implant placement protocols, and the pit-falls to avoid. These pearls will ultimately provide predictable surgical results.

MAR
30

Continuing Education - Online

Friday • 12–1:30pm • Zoom Meeting • \$99

When the OSHA INSPECTOR Comes Knocking – What Do You Do? (1.5 CEU Core)

Presented by Dolan Williams, CEO; B & W Compliance, Inc.
(SDDS Vendor Member)

Are you in compliance with all the OSHA regulations? How often do you and your team update your protocols? Do you have an OSHA Manual? What are the top 10 reasons for OSHA infractions and fines? Join this LIVE webinar to learn what you need to know, what you didn't know, and how you can bring your office into compliance.

Courses/events may be affected based on COVID considerations and social distancing guidelines. If necessary, alternate plans will be offered.

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Awards

International College of Dentists (ICD)

2020 • Platinum Pencil

Outstanding use of graphics

2020 • Golden Pen, *honorable mention*

Article / series of articles of interest to the profession

2020 • Special Citation Award

2019 • Special Citation Award

2019 • Golden Pen, *honorable mention*

2018 • Humanitarian Service Award

2017 • Special Citation Award

2016 • Golden Pen, *honorable mention*

2015 • Special Citation Award

2014 • Outstanding Cover, *honorable mention*

2014 • Golden Pen, *honorable mention*

2013 • Outstanding Cover

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President's Message



By **Wesley Yee, DDS**
2022 SDDS President

Dental Urban Legends

During my trip to Turkey, I came upon a beautiful print that only a dentist would enjoy. It depicts two snakelike creatures devouring a human body! Humans have been getting cavities since the beginning of time. A Sumerian text refers to tooth worms back to 5000 B.C. Chinese scripts mention tooth worms from 1500 B.C. The possible reasons why people believed in worms may be from the Guinea worm that is found in drinking wells in ancient times. Another possibility is the cylindrical structures or tubules in human teeth. In medieval England, tooth worms were treated with burned henbane seeds. The person inhaled the fumes, which has a narcotic property that relieved tooth pain. Ironically the ash of the henbane seeds looked like worms. This likely supported people's belief of tooth worms.



On another trip to Virginia, we visited Mt. Vernon, home to George Washington. Our president suffered from severe dental problems since his early 20's. It is presumed Washington's personal dentist, Jean Pierre LeMayer, performed dental transplant surgery using teeth of Washington's slaves. After that failed, Dr. John Greenwood fabricated George's teeth of ivory, brass, and gold. The Library of Mt Vernon concluded the rumor of George Washington's dentures being fabricated from wood was due to the staining of the ivory, which gave it a "grained wood appearance." Aside from the wood like appearance, the dentures made the president's lip to bulge, which also gave George a uncomfortable and dour appearance. This is the same look that we see on the dollar bill.

The Tooth Fairy—I remember losing my first tooth at the age of six and putting my baby tooth under my pillow. Lo and behold there was a nickel the next morning. Now the national average has a tooth up to \$4.70! In 1927 Esther Arnold printed a playlet for children about the Tooth Fairy. There are many versions of the legend of losing baby teeth. One is throwing the tooth in the fire, another is throwing the tooth into sun light, and also placing the tooth in a mouse hole. The latter theory is the adult tooth will erupt as strong as a rat's tooth! The current version of the tooth fairy is believed to have arisen to give a more positive feeling from losing a baby tooth.

Tooth Restorations Emitting Music and Morse Code—Urban legend has it that Lucille Ball's fillings emitted music and Morse code. After recent dental treatment, Lucille was driving home from filming when she heard music, but not coming

from her car radio. The music was coming from her mouth. A week later Lucille heard Morse Code emitting from her mouth. The Lucille Ball's sound was most likely due to a "Galvanic Reaction."

Teeth Dissolving in Soda—Urban legend has it that a tooth will totally dissolve in Coke overnight. Stomach acid is 1.35 to 3.5 and aids in digestion and protects against microbial organisms. Tooth demineralization begins in a pH of 5.5 and erosion happens in pH of 2-4. Enough soda over time, poor oral hygiene, and dry mouth: will exacerbate decay. A tooth will not decay overnight, but will dissolve gradually or rapidly when methamphetamines are involved. Recent studies found that sports and energy drinks are more acidic and cause more erosion to tooth enamel than soda. Since the energy drink is consumed while the patient is dehydrated, a weakening of the saliva's protective properties also occurs. ■

A handwritten signature in black ink, reading "Wesley Yee, DDS".

We can end with these quotes:

We cannot afford to take Mythology at Face Value - Indiana Jones

Myths aren't about fairy tales or legends. They're honest attempts at explaining mysteries - John J. Geddes



SDDS Committees *Take off!*

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

Our year is off to a great start – in person meetings are back, committee meetings have begun (via Zoom and in person) and we're on our way to a great 2022!

Guided by our strategic plan, committees and task forces have begun to start their work for the year. It's amazing how many members have volunteered to participate this year – a testament to people wanting to get back together and to be part of leadership, planning, events, fun, peer networking and helping to make SDDS great. Thank you to everyone who has stepped up and volunteered.

SDDS COMMITTEES 2022 BY THE NUMBERS

LOTS OF FUN! **250** committee members
3-4 MEETINGS PER YEAR **MANY EMAILS** **19** COMMITTEES

MidWinter Convention Countdown...

We are all set to host our 41st Annual MidWinter Convention on February 10-11th. The exhibitors are ready (75 of them!), the sponsors have all their goodies ready to go, speakers are ready, handouts are online and thank you to more than 400 dentists and their staffs who will be in attendance during the two-day event. The State Order to check VAX cards is not going to slow us down at all – but please make sure you get parked (or UBER) early and bring your VAX and IDs or a proof of a negative test. Wear your masks, bring your hand sanitizer and it will be a great event. By the time you read this magazine, registration will more than likely be closed. But please call SDDS and we'll get you in for sure. Thanks to everyone who has the confidence in us to make sure we have a safe, fun, educational event.

General Meetings – the 2nd Tuesday of each month in March, April, May

Please make sure you can attend the upcoming GMs – our speaker lineup is amazing! Dr. David Hatcher in March, Dr. Jay Kumar (State Dental Director) in April, and Anders Bjork (CDA) in May. Sign up early – space will be limited.

See you at MidWinter! ■

Cathy

LEADERSHIP

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Secretary: Ash Vasanthan, DDS, MS
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Executive Director: Cathy Levering

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Practice Transitions: Hung Le, DDS
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SacPAC: Gary Ackerman, DDS

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Tara Towne, CMP | Programs / Operations
Anne Rogerson | Office Manager
Jessica Luther | Graphic Designer
Rachel Sheets | Graphic Designer

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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.

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From the Editor's Desk



By Brian Ralli, DDS
Associate Editor



Radio Signals and Spy Rings

Urban Legends are our modern day folklore. They are the stories that we pass around and many times become ingrained into our social fabric to either horrify, entertain, or possibly inform. Almost every aspect of our culture is fraught with urban legends and dentistry is no different. This issue is devoted to some of the more popular or interesting legends of our profession and hopefully will better inform our readers to some of the history that helps define our little place in the overall zeitgeist. First, I would like to tell the story of my favorite dental urban legends involving one of my favorite television stars of my childhood.

Lucille Ball, beloved golden age television star of *I Love Lucy*, appeared on the Dick Cavett show in 1974 and told an amazing story involving her dental fillings, radio signals, and incredibly...her role in busting up a ring of Japanese spies. As she told, in 1942 she had some "lead" fillings placed and shortly after reported hearing music in her head to the point where she could even recognize the song. She reported the story to her costar at the time, Buster Keaton, who told her that she was clearly picking up radio signals in

her fillings and that this was a common occurrence. The story took an even more bizarre turn when, as Lucille Ball recounted, the next day while driving along the coast on her way to filming she began to hear a series of rhythmic tones which she identified as Morse Code. She reported this to the MGM head of security who later contacted the FBI. Per the story, the FBI exposed an underground Japanese spy ring that was using radio signals to contact submarines in the area. This story became rather famous and even inspired a *Gilligan's Island* episode where the hapless main character served as a human radio receiver to the entertainment of his fellow castaways after a head trauma. Was this story even true? Can you actually hear radio signals from your teeth?

Reputable urban legends debunking website, Snopes.com, dedicated an article to Ball's story. Surprisingly there is some plausibility of picking up signals from metal implants in the head. There is actually a published case of a war veteran with metal shrapnel in his skull who was correctly able to tap out the beat and hum along to songs playing on a specific radio station. There have also been numerous anecdotal reports by dentists reporting patients claiming to hear noises from their dental work. Some dentists

even reporting they were able to solve the problem by replacing the material. However, no published studies have provided any sort of proof of this phenomena. The popular television show, *Mythbusters*, devoted a segment to Lucille Ball's story but was unable to obtain any results at all. That all being said, a Japanese spy ring at the time was indeed arrested and contemporaneous friends and co-workers of Lucille Ball's at the time to corroborate her story. She clearly did not make up the story out of whole cloth just for the talk show three decades later. The FBI has no records of her involvement in any sort of spy investigation. She herself was a target of their own separate investigations as they aggressively pursued many actors at the time due to unfounded fears of Hollywood's involvement with the Communist party. This ends up being one of those urban legends of dentistry that may forever be unsolved but it is an interesting story nevertheless. ■

Calling All Members – The Nugget Editorial Committee Wants You!

A Note from Dr. Nima Aflatooni, The Nugget Editor-in-Chief:

I'm reaching out to inform you of an opportunity to serve as one of the "Associate Editors" of our SDDS magazine, *The Nugget*. *The Nugget* is one of the key benefits afforded to the members of SDDS and is a very respected publication among all dental societies in the state and around the country. Our *Nugget* has won many awards over the years and continues to be on the forefront of digital and print publications of all dental societies. Any active or retired members are able to serve and the requirements are very simple. Please reach out to Dr. Nima Aflatooni at Drnima@golddriversmiles.com to express your interest and join the Editorial Team - we'd LOVE to have you!!



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YOU SHOULD KNOW

GOOD BYE SIGN-IN SHEETS AND QR CODE SIGN-INS (EXCEPT AT MIDWINTER)

We are changing the way we record attendance at our continuing education classes, while still complying with the California Code of Regulations.

Moving forward, your attendance will be recorded based on our registration list and no-show report. So if you arrive and pickup your badge, you will automatically be counted as "in attendance." We will no longer ask you to sign in on paper or via QR code. We hope that this new process will save everyone time during the check in process.

Please note, we will continue to have a sign in process for MidWinter courses, due to the number of concurrent classes offered.

C.E. WAIVER EXTENDED UNTIL MARCH 31

Effective immediately, the Department of Consumer Affairs (DCA) has reinstated the C.E. waiver (DCA-20-55) that originally went into effect in Sept. 2020. The waiver officially titled "Order Waiving Restrictions on Internet-Based Continuing Education Training for Dental Professionals" waived restrictions on internet-based continuing education for dental professionals, if the courses were web-based and allow participants to interact with the presenter in real time. On Dec. 31, 2021, the DCA terminated this waiver; however, due to the rising number of COVID cases, the order has been extended and now terminates March 31.

DIGITAL COVID-19 VACCINE RECORD

Did you know you can get a digital copy of your COVID-19 vaccine record? Go to <https://myvaccinerecord.cdph.ca.gov/>, submit the form, and follow the steps. Then you can simply screenshot your vaccine record and keep it for easy access on your phone.

CDPH GUIDELINES FOR THE MIDWINTER CONVENTION & EXPO

As we are expecting more than 500 attendees at our upcoming MidWinter Convention & Expo, the CDPH now classifies our event as a Mega Event (crowds greater than 500 attendees indoors), effective January 15, 2022.

Please review the following NEW requirements for MidWinter:

- Attendees over the age of 18 must provide proof of fully vaccinated status OR proof of a pre-entry negative test result.
- Acceptable identification is any document that includes the name of the person and photograph.
- Attendees must follow CDPH Guidance for Face Coverings.
- Masks will be available to attendees upon request.

If I am not fully vaccinated, what can be used as proof of a negative pre-entry test?

Testing for Mega Events is required to be conducted within one day for antigen tests, and within two days for PCR tests prior to entry into the venue.

The following are acceptable as proof of a negative COVID-19 test result:

- A printed document from the test provider or laboratory, OR
- An electronic test result displayed on a phone or other device from the test provider or laboratory.
- The information should include attendee's name, type of test performed, and negative test result.

Please visit the CDPH website for more information, and as always, feel free to reach out to us with any questions.

CDC REVISES COVID-19 ISOLATION GUIDANCE

The Centers for Disease Control and Prevention updated its COVID-19 guidance, shortening the recommended isolation period from 10 days to five for people with COVID-19 who are asymptomatic, The Washington Post reported. Anthony Fauci, M.D., director of the National Institute of Allergy and Infectious Diseases, told CNN that he expects "further clarification" on the guidance. "I believe that the CDC soon will be coming out with more clarification of that, since it obviously has generated a number of questions about at that five-day period, should you or should you not be testing people?" Dr. Fauci said. The guidance reduced the recommended isolation period to five days for people exposed to COVID-19 who have not yet received a vaccine booster dose and said people who have had a vaccine booster and are exposed do not need to quarantine but should wear a mask for 10 days.

IT'S TIME FOR NOMINATING FOR LEADERSHIP! WANT TO HELP SHAPE THE FUTURE OF SDDS? THERE ARE A FEW WAYS TO GET INVOLVED!

We need you! All organizations need individuals willing to step up and take on the responsibility that comes with making an organization successful and SDDS is no different.

You can get started by joining one of our committees/task forces as a member or chair, sitting on the Board of Directors and more; there are many opportunities available.

View the Committee & Volunteer Sign-Up Form online to learn more about this year's committee and task force options. To nominate yourself or someone else for a leadership position at SDDS, use the Leadership Nominating Form online or just email us sdds@sdds.org.

Both online resources can be found at www.sdds.org/about-us/our-organization/



By Denise Jabusch, DDS
SDDS Member

Dr. Jabusch graduated from the University of California, San Francisco in 1985. She practiced in Loomis, California until her retirement in 2015. She has been a part of the Nugget Editorial Committee since 2016.

WHO IS The Tooth Fairy?

One of the most shared human experiences is the loss of baby teeth during childhood. Throughout history there have been a myriad of beliefs surrounding the loss of deciduous teeth, some benign, and some rather horrific. But presently, the tradition is for the child to place their tooth under the pillow at night and they will wake up to a prize left by the friendly and non-threatening fairy.

Dentists are commonly asked by parents “What is the going rate for the Tooth Fairy nowadays?” According to a Delta Dental survey, the average amount in 2019 was \$3.70. Perhaps the Tooth Fairy might even be extra generous if the poor child had to have the dentist extract an errant deciduous tooth. So, how did the ritual of the magical Tooth Fairy evolve? And most importantly, what does she do with those teeth?

Unlike Santa Claus, there is not a direct link between the Tooth Fairy and folklore. Ancient traditions believed that it was necessary to bury the tooth into the ground in order to “sprout” the new adult tooth. The Vikings considered teeth to be good luck and would purchase deciduous teeth and wear them around their neck when they went into battle. In Medieval times, the children would cast their tooth into the fire with the threat that if they didn’t, they would spend eternity looking for them in the afterlife. Witches were believed to have power over an individual just by possessing the victim’s tooth. In some Spanish speaking countries, a celebrated magical mouse would exchange a tooth under a pillow for a gift. In South Korea, the tooth is thrown on the roof and a magpie will take the tooth.

In 1908 the *Chicago Tribune* published a piece on how to encourage the reluctant child to have a tooth removed. The article suggested the child should be bribed with concept of a Tooth Fairy and the fairy’s visit and the prize that she would leave. Mothers were encouraged to visit “the 8-cent counter” in preparation for the visits. Unlike Santa Claus or the Easter Bunny, the Tooth Fairy is

completely unaffiliated with any religion or nationality but does appear to be a uniquely American invention. She is usually depicted as female, and unlike Santa Claus, she works year-round.

What is the going rate for the Tooth Fairy nowadays?

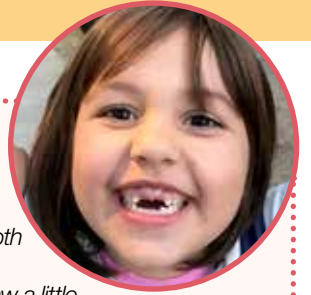
Psychologists feel that Tooth Fairy myths resonate universally because the loss of a tooth for a child can be a very traumatic experience and that wrapping this event into such a positive story and figure is a source of comfort. Studies show that disbelief seems to occur at about 8 years old for all cultures, but children seem to be happy enough to keep it up long after they figured the ruse out. There is also an understanding that parents are likely put a lot of effort into preserving traditional childhood myths as long as possible as an indication of their own insecurities over their young children growing into adolescence. Most believe this myth to be a healthy practice and is indeed a good way for children to learn how to develop their own sense of skepticism as they outgrow their early childhood. The Tooth Fairy can be a useful tool to encourage oral hygiene and education about dental development. But in the end, what does she do with all those teeth? No one knows. ■

We asked THE EXPERTS



Kylie and Caleb have a special Tooth Fairy pillow that their grandmother made for their mom. They put their teeth in the treasured pillow and they receive a gold coin and a stuffed animal.

Kylie & Caleb
Newcastle, CA



Has the Tooth Fairy visited you? Yes, a few times. **When did she/he come?** Probably 3-o'clock or so. **How did she know to come to your house?** Well, I let my mom know and the Tooth Fairy kind of magically knew. **Have you seen her/him?** One time in my room I woke up because I saw a little thing floating around. **What does she/he look like?** She had a wand and a pink dress and I think black hair. **What did she take from you? Did you put it under your pillow?** I put my tooth under my pillow and it magically disappeared. **What did you get in return?** I think one or two bucks.

Edie age 6



Has the Tooth Fairy visited you? Yes. **When did she/he come?** When I lost my first tooth and seven other teeth. **How did she know to come to your house?** I let my mom know. **Have you seen her/him?** No. **What does she/he look like?** A man or woman with wings, just flying all over the place. **What did she take from you? Did you put it under your pillow?** Yes, she took my tooth that was inside a yellow tooth cup. **What did you get in return?** \$5 for the first tooth and \$1 for each of the seven others.

Abigail age 10



Has the Tooth Fairy visited you? Yes. **When did she come?** Ummm, I don't know? At night? I was right here on my pillow. **How did she know to come to your house?** She came because she can see you. She's magic. She takes your tooth and you get money. **Have you seen her?** No, but I did hear a sprinkle! **What does she/he look like?** I think she has wings and her face looks like mommy. She has blonde hair and it's in a pony tail.

Roderik Loomis, CA



Have you lost your first tooth yet? No. **What happens when you lose a tooth?** Uh, hum, let me think. You get money or a chocolate. **What do you think the Tooth Fairy looks like?** Small and has wings and a little wand.

Ethan age 5



Vera said the Tooth Fairy has a crown, a bun and a tutu. **Isla said** the tooth fairy had a pink wand, and silver wings. **Andrienne had** just lost her first tooth and she was excited about seeing the Tooth Fairy that night.

Vera, Teresinski & Adrenne Capitol Ballet School - Sacramento, CA



By **Darce Slate, DDS**
SDDS Member

Dr. Slate has a private practice in Rocklin, California. He is active in many local and national dental organizations. He is a graduate of the Kois Center in Seattle; a Fellow of the International Congress of Oral Implantology; and a member of the American Academy of Cosmetic Dentistry. Dr. Slate received his degree from the University of California, San Francisco School of Dentistry. Dr. Slate is married and has two children.

Did a Dentist Invent the Golf Tee?

One of the most ubiquitous and recognizable items in sports is the golf tee. Prior to the 1900's a box of sand was provided and golfers would grab a handful and form a pile on which they would perch the ball. While several people are credited with various patents of early forms of golf tees the person most often credited with the first recognizably modern design was Dr. George Franklin Grant, a graduate of Harvard Dental School.

George Franklin Grant was born in 1846 in Oswego, New York. His father was a runaway slave and a prominent local abolitionist leading up to the Civil War. Strong willed George left his home at the age of fifteen reportedly due to an argument with his father over his choice of fashion. George went to work for a local dentist running various errands and later worked as a laboratory technician. Harvard Dental School recently opened in 1867 shortly after the end of the Civil War and was the first university based dental program in the country. George moved to Boston and became Harvard Dental School's second African American graduate and first faculty member of color. George became renowned as an expert in cleft palate repairs and is credited with patenting the oblate palate prosthetic device. He taught at Harvard for nearly 20 years and later became president of the Harvard Dental Association.

George was also an avid golfer and is likely one of the earliest African American golfers in the country. He built his own course near his home where he would practice with his daughter as his caddy. Being a surgeon, George was very concerned about keeping his hands clean and sanitary. It bothered him to get his hands dirty piling up sand prior to his shots. Having already been a patented inventor, George designed

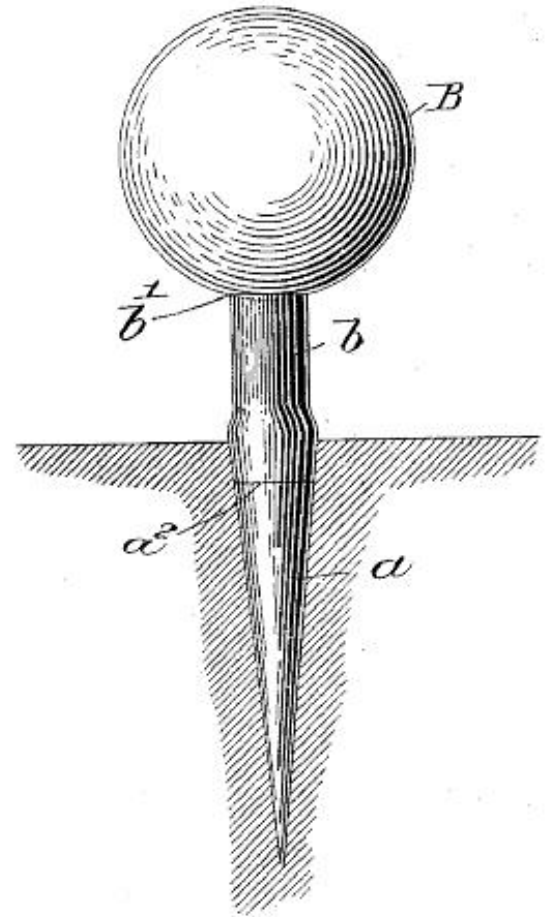
a very recognizably modern golf tee with a rigid wooden base and a gutta percha head, a material familiar to all dentists. His design was officially patented at the very end of the 19th century on December 12, 1899. While prior designs of golf tees has already been proposed, they mainly involved rather complicated tripod or cup-like contraptions. George was primarily a surgeon and treated golf like a hobby. He



never attempted to market his invention but his tees were very popular. During competitions, spectators would follow George hoping to grab an errant tee after a shot. George had them manufactured locally and never attempted to sell them, giving them out freely to his golfing partners and friends. George Franklin Grant died at the age of 63 in 1910 due to liver disease.

His golf tee never became popular, however. Golfers at the time tended to be rather concerned with traditions, old habits, and concerns about rules. It wasn't until the 1920's when Dr. William Lowell who was coincidentally ALSO A DENTIST popularized and mass produced the simple wooden golf tee that is commonly used to this day. Lowell made hundreds of thousands of dollars selling his "reddy tees" which were painted a bright red color.

It wasn't until 1991, when the United States Golf Association would formally recognize and acknowledge George Franklin Grant as the rightful inventor of what we consider the modern golf tee. ■



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By Kevin Chang, DDS
SDDS Member

Dr. Chang is a general dentist practicing 20 years in Roseville. Kevin loves anything with wheels, including mountain biking, motor sports, and collecting mini scale models. His wife is an optometrist at UC Davis and he has a 12-year-old daughter who loves K-Pop and a 10-year-old son who is a Marvel/DC/Godzilla maniac.

GEORGE WASHINGTON'S Wooden Teeth

If you ask any schoolkid to tell you something about George Washington, you will usually hear someone mention that “he had wooden teeth.” Much like the myth of him chopping down the cherry tree, this story is as false as his teeth. What is the story of our poor Founding Father’s failing dentition and what were dentures like over two centuries ago?

George Washington was a man of considerable size and was at the time a symbol of physical strength and health. Unfortunately, he had a lifetime of dental problems starting at a rather young age. He kept a meticulous diary and recorded paying 5 shillings (about 15 dollars today) to have his first tooth extracted at the age of 24. Despite what one might think, he was also very meticulous with his oral hygiene, leaving behind numerous receipts of payment for various toothbrushes, scrapers, and cleaning solutions. He regularly complained of constant aching teeth, gums, and most notably a hatred of his ill-fitting dentures. By the age of 57 when he was inaugurated as our first President, he had only a single natural tooth remaining in his dentition.

Despite the legend, George Washington never had wooden teeth. Dentures at the time, were usually fabricated using actual human or animal teeth affixed to a flat base carved out of ivory or even cast from lead. To hold the dentures in place a hinged spring joined the arches together like novelty Halloween teeth. Many of the teeth in Washington’s dentures were actually his own teeth. Whenever he had a tooth pulled he would save them in a desk drawer. During the war he actually had to write a letter to a friend asking him to mail some teeth to him for a new denture he was having fabricated. That being said, it is also historically documented that like many other dentures of the time, the human teeth used were commonly sourced from the poor

or even slaves. At the time, dentists would even advertise in newspaper ads offering cash money for high quality teeth with a pristine pair of front teeth going for the modern equivalent of up to a hundred dollars each. No doubt many desperate people in history have had their teeth removed to supply the denture market. Many historians question whether or not Washington’s own slaves were a source of his denture teeth, perhaps involuntarily.

The myth of the wooden teeth likely originates from the very dark appearance of the base which would inevitably stain very dark over time. Wood, while in use at the time, typically did not hold up in the oral environment. Washington was very self-conscious of the appearance of his teeth and would never smile. Contemporaries of the time even wrote about the physical appearance of his teeth as having a grained and wooden appearance. Portraits during his Presidency clearly show of distension of his lips and cheeks which Washington himself complained about in his writings.

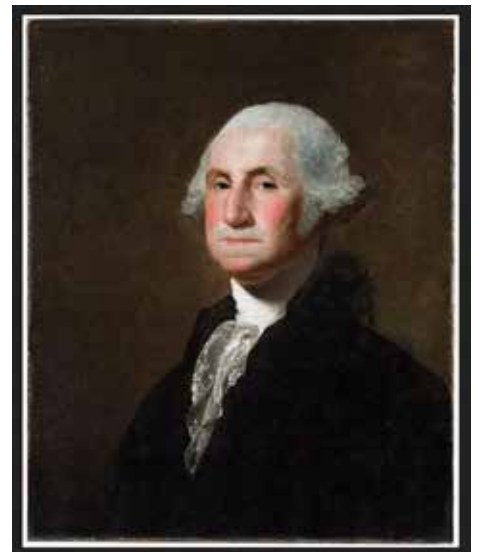




Figure 1

Courtesy of the New York Academy of Medicine who generously lent this partial pair of dentures to Mount Vernon, September 2009 – June 2013.



Figure 2

These dentures are in the collection at Mount Vernon – the only remaining full-set in existence.

It should be noted that George Washington's personal dentist after the war was New York based Dr. John Greenwood who personally made four sets of Washington's dentures. Greenwood is also credited with the invention of the first foot-powered dental drill which he adapted from his mother's spinning wheel. He served as a fifer during the American Revolutionary War; you know, that guy that plays the flute. He was captured as a prisoner of war several times and began practicing dentistry shortly after the war. Greenwood invented a technique of taking an impression with beeswax. The first pair of dentures he made for the President were carved out of ivory with a single hole in the lower right to accommodate Washington's last remaining tooth as an anchor. *Figure 1*

Despite the expertise involved, the appliance was extremely uncomfortable rubbing the gums raw to the point where Washington avoided as much public speaking as possible. The nation's capital relocated to Philadelphia shortly after, and Washington would commonly ship his dentures back to his dentist requesting specific alterations,

desperately noting in that letter "be so good as to let me have them as soon as you conveniently can" and that he was "willing and ready to pay whatever you may charge." Greenwood complained of not being able to properly treat his patient without being present and physically made the trip to Philadelphia to see the President in person. Upon finally extracting Washington's last remaining tooth, Greenwood was given that tooth as a keepsake which Greenwood reportedly kept in a small glass display. The self-conscious Washington noted Greenwood's discretion and attention and retained his services for the rest of his life. Making any modern dentist proud, Greenwood would spend the rest of his career marketing himself as "Washington's favorite dentist."

The only full set of Washington's teeth is on display at Mount Vernon. This set was in fact made with a cast lead base and utilized a hinged system of springs attaching the arches to each other. This set, while having some human teeth also had a combination of horse and cow teeth. To keep in place, he

would have constantly had to keep his teeth clenched together. *Figure 2*

By modern standards, our Presidents receive the most cutting-edge medical care available in the world. Washington was a wealthy man and the leader of a nation yet endured a lifetime of dental pain and emotional turmoil over his teeth. Looking at the contraptions he was forced to endure (as a wealthy man no less), it gives our profession a lot of perspective how far we have come. One might imagine what the dentists in two centuries will think about the very notion of anyone wearing dentures. Perhaps even in as little as twenty years from now, the appliances we currently make our patients might seem equally as primitive as Washington's teeth. ■

Update:

California Northstate University College of Dental Medicine

Submitted By **Sheila Brear, BDS & Kevin M. Keating, DDS, MS**
of California Northstate University College of Dental Medicine



The Class of Dental Students Has Started

California Northstate University College of Dental Medicine began its first session of classes on January 10th. The inaugural class has 39 students with planned graduation in 2025. The second class will begin in July of this year with graduation planned for 2026. The start of classes is a significant milestone in the development of the college which began five years ago. Dr. Cheung, the University President, asked Dr. Wai Chan and Dr. Kevin Keating in 2017 to form a Task Force of local leaders to explore adding a dental school to the university. The Task Force explored the need for a dental school, its benefits to the community, identified the best model of education, created a vision and mission for the school, and developed a projected cost for creating a new dental school.

A Heart Felt Thank You!

A significant contributor to the success of the development for the new school was the support from the local dental community members as well as the SDDS and CDA leadership. We have relied on SDDS membership to answer various calls for volunteers to serve on committees. In the earliest days of development, ninety SDDS members participated in some fashion on these committees. As time has gone on, others have joined in with an interest in teaching. We now have over 200 SDDS members who have submitted their Curriculum Vitae to teach. To all of you, thank you.

Faculty Hiring

Now comes the tough part for us, identifying and selecting faculty appropriate for the subject matter and stage of education of each class. The majority of those interested in teaching want to teach the clinical skills. Of those we have spoken with, they have forgotten that the bulk of the education in the first years is in foundational biological and clinical sciences. The faculty selected now for these first two classes of students need to be strong in the biological sciences as well as the clinical. An additional challenge imposed on all dental schools this year is the accreditation requirement for the biomedical sciences and the clinical sciences is that they be taught in an integrated fashion. So, what is an integrated biomedical and clinical curriculum? Historically dental schools taught parallel classes in anatomy, physiology, pathology, pharmacology, and clinical science. An integration biomedical science and clinical science curriculum has been shown to better prepare clinicians to understand the impact of complex medical issues on their clinical care decisions. The integrated curriculum is a systems-based approach involving the impact of the biomedical science on clinical decisions throughout the entire educational program. This is to ensure a new practitioner better understands the inter-relationship that diabetes or cardiac disease have on treatment decisions and patient management. With a much more medically complex patient population today, this is essential and the reason for the change in educational standards.

With each new class added we plan to hire roughly 15 Full Time Equivalent (FTE) faculty and by the fourth year have about 60 FTE faculty. FYI, a 1 FTE faculty could be a single full-time faculty or could be 5 part time faculty who teach one day a week. The various combinations to reach 60 FTE means we will likely (in 4 years) be around 200 full-time and part-time faculty. The first cohort of 15 FTE is selected based on their ability to blend the biomedical and clinical sciences.

Faculty Development

Onboarding of faculty will require training to ensure evidence-based clinicians understand how to become evidenced-based educators. We have been built a faculty development program to prepare new faculty for the rigors of breaking down complex biomedical and clinical knowledge into simpler constructs for foundational knowledge and skill that more complex knowledge can be added to. Building knowledge and skill requires consistency, intent, and calibration on the behalf of the educator team. Having one faculty member teach one thing on Monday, and another faculty member teach something different the next day has been clearly demonstrated to be a recipe for disaster. Calibration of faculty to ensure consistency of messaging is essential. ■



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Upcoming EVENTS

■ HR/HP Webinars	■ General Meetings
■ Business/Practice Mgmt. Forums	■ Licensure Renewals
■ CPR-AHA BLS Renewals	■ Continuing Education

January

11 “SDDS Talk” Pedo Night - 15 on 15
15 Minutes, 15 Slides, 5 Speakers (3 CEU, Core)
Rich Knight, DDS, MS; Jeff Sue, DDS; Jeff McComb, DDS;
C.C. Chiang, DMD, MS, MBA; Stephanie Kim, DMD
Tuesday • 5:45–9pm Social, Dinner & Program
Hilton Sacramento Arden West • \$75

19 CPR–AHA BLS Blended Learning Skills Testing,
3 Time Sessions (4 CEU, Core)
Wednesday • 6–6:45pm, 7–7:45pm, 8–8:45pm
SDDS Office • \$77.50 total

20 2022 Labor Law Updates (1.5 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 10–11:30am • Webinar • \$69

March

8 Diagnostic Imaging & Diagnosis of the Upper Airway
Anomalies (3 CEU, Core)
David Hatcher, DDS
Tuesday • 5:45–9pm Social, Dinner & Program
Hilton Sacramento Arden West • In-person • \$75

16 Successful Practice Transitions: Is It All in the Goodwill?
And More? (No CEU)
Kim Wallace, DDS; Samer Alassaad, DDS and various experts
Wednesday • 6:30–8:30pm • In-person • \$75

23 Alternative Workweeks for Dental Offices (1 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 12–1pm • Webinar • \$69

25 Grafting the Path to Avoid Implant Failures (4 CEU, Core)
Tamir Wardany, DDS: Sponsored by Straumann (SDDS Vendor Member)
Friday • 8:30am–12:30pm • In-person • \$159

30 When the OSHA INSPECTOR Comes Knocking –
What Do You Do? (1.5 CEU, Core)
Dolan Williams; B&W Compliance (SDDS Vendor Member)
Wednesday • 12–1:30pm • Webinar • \$79

April

6 CPR–AHA BLS Blended Learning Skills Testing,
3 Time Sessions (4 CEU, Core)
Wednesday • 6–6:45pm, 7–7:45pm, 8–8:45pm
SDDS Office • \$77.50 total

12 Taking the Bite Out of CA’s Tooth Decay (3 CEU, Core)
Jay Kumar, DDS
Tuesday • 5:45–9pm Social, Dinner & Program
Hilton Sacramento Arden West • In-person • \$75

20 Forensic Odontology for the Dental Professional:
It’s Not Always a “Grave” Situation (2 CEU, Core)
Mark Porco, DDS
Wednesday • 6:30–8:30pm • In-person • \$69

26 Own Your Practice VS Your Practice Owning You
(2 CEU, 20%)
Melinda Heryford, MBA
Tuesday • 6:30–8:30pm • In-person • \$75

27 Hire Slow/Fire Fast (1.5 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 12–1:30pm • Webinar • \$69

29 String of Dental Pearls (6 CEU, Core)
Aneel Nath, DDS; Greg Adams, DDS, MS;
Jenny Apekian, DDS; Richard Jackson, DDS
Friday • 8:30am–3pm • In-person • \$179

May

10 COVID’s Impact on the State of the Dental Practice
(3 CEU, 20%)
Anders Bjork, Vice President, Strategic Intelligence and Analytics; CDA
Tuesday • 5:45–9pm Social, Dinner & Program
Hilton Sacramento Arden West • In-person • \$75

20 Infection Control & California Dental Practice Act
(4 CEU, Core)
Leslie Canham, RDA
Friday • 8:30am–12:30pm • In-person • \$179

25 Conflict Management: Fierce & Crucial Conversations
(1.5 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 12–1:30pm • Webinar • \$69

25 Recruiting in A Post-COVID World – for Dental Offices
(2 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 6:30–8:30pm • Webinar • \$75

June

3 Oral Conscious Sedation Recertification: DOCS
(7 CEU, Core)
Anthony Feck, DMD; DOCS Education
Friday • 8:30am–4:00pm • In-person • \$599

15 Leave Laws for Dental Offices (1 CEU, 20%)
California Employers Association (SDDS Vendor Member)
Wednesday • 12–1pm • Webinar • \$69

- Mark your calendars! -

Swing for Smiles

ANNUAL GOLF TOURNAMENT

Join us to support the SDDS Foundation on May 6th at Ancil Hoffman Golf Course! All proceeds benefit the programs funded by SDDF!



CONTESTS! • RAFFLE PRIZES!
DRINKS ON THE COURSE!
GOLF SOUVENIRS!

Friday May 6, 2022



Join us for

Dental Day at Raley Field!

WEDNESDAY, JUNE 8, 2022



Bring your staff, family, and friends to enjoy a fun night out of baseball at our own Sutter Health Park.

SACRAMENTO DISTRICT DENTAL FOUNDATION DOES...

broadway



THURSDAY, FEBRUARY 3, 2022

Anastasia

This dazzling new musical transports us from the twilight of the Russian Empire to the euphoria of Paris in the 1920s, as a brave young woman sets out to discover the mystery of her past. Pursued by a ruthless Soviet officer determined to silence her, Anya enlists the aid of a dashing conman and a lovable ex-aristocrat. Together, they embark on an epic adventure to help her find home, love, and family.



THURSDAY, APRIL 14, 2022

Wicked

WICKED looks at what happened in the Land of Oz...but from a different angle. Long before Dorothy arrives, there is another young woman, born with emerald-green skin—smart, fiery, misunderstood, and possessing an extraordinary talent. When she meets a bubbly blonde who is exceptionally popular, their initial rivalry turns into the unlikely of friendships...until the world decides to call one "good," and the other one "wicked."



THURSDAY, MAY 19, 2022

Tootsie

Call it TOOTSIE! This laugh-out-loud love letter to the theatre tells the story of a talented but difficult actor who struggles to find work until one show-stopping act of desperation lands him the role of a lifetime. "In these turbulent times, when the world seems out of balance, we need a place to let the good times roll," raves Rolling Stone. "TOOTSIE is it!"



THURSDAY, SEPTEMBER 22, 2022

COME FROM AWAY

This New York Times Critics' Pick takes you into the heart of the remarkable true story of 7,000 stranded passengers and the small town in Newfoundland that welcomed them. Cultures clashed and nerves ran high, but uneasiness turned into trust, music soared into the night, and gratitude grew into enduring friendships. On 9/11, the world stopped. On 9/12, their stories moved us all.

Look for Music Circus Shows Coming Summer 2022!

SDDS Foundation

Smiles for Kids *and* Smiles for BIG Kids – 2022

Because of the continuing restrictions for school screenings, we are doing SFK and SFBK a bit differently this year...

Pick a family in your practice, in your school area, or in your 'horizon' of opportunities within your neighborhood. Is there someone (or several someones) you know who would benefit from pro bono care? It can be a child or two, their parents, or their grandparents.

Here's the plan:

1. Pick a child or a family – are you in? Let us know that you will adopt a kid, or a family.
2. Schedule the appointment(s).
3. Let SDDS know and we'll send you the form for your voluntary pro bono reporting (yes, we are tallying!)

4. SDDS will be having a 'shopping day' in mid February for supplies and SFK swag – all who are participating will be invited to come and "SHOP TIL YOU DROP." We have so many awesome goodies for you to share with your patients (see the photos on this page)
5. For specialists – please let us know if you want to volunteer to do specialty needs and referrals.
6. And if you don't have someone to choose, just let us know and we can send someone to your practice.

Again, this is for kids as well as adults – and the elderly too.

Timeframe: February 1–May 1

So take your time and see if we can finish this with amazing numbers by May 1st!

Thank you for being part of our SFK and SFBK programs! ■



Broadway

The Dentists Do Broadway musicals to benefit the Foundation is back in action. **Hamilton** was sold out and so is **Wicked** (in April). **Tootsie** is in May and **Come From Away** is in September – both are great shows and we have plenty of tickets. Show details are on page 19. Coming soon – we'll be announcing the Music Circus shows we will be buying group tickets for – stay tuned and thanks for supporting our program!

Crowns for Kids

Thank you to all the dental offices who donated scrap metal in jars – valuing \$28,000 in 2021. To date, we have raised over \$360,000 – all for the Smiles for Kids program. (That's a lot of toothbrushes!)

Do you need a jar or a pick up? Just let us know – we deliver!

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!

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*This is a sample
of our listings.*

AUBURN AREA: *New Listing!* 4 Ops+RE, Digital, Laser, CEREC, Strong Hyg Prog., 2019 GR \$632K, 2021 should exceed 2019. #CA2809

FAIRFIELD AREA: 7 Ops, Digital, Digital CB/Pano, Newer Equip, Specialties referred out. 2019 GR \$1.7M. #CA1824

FAIRFIELD AREA: *New Listing!* 4 Ops+1 add'l w/assoc. in place, digital, strong Hyg Prog., GR \$610K. RE Avail for sale. #CA2955

NORTH SACRAMENTO AREA: 3 Ops, 1 add'l shared, Paperless, Digital, CEREC, Busy street location. 2019 GR \$671K. #CA1745

REDDING: 5 Ops, 4 Eq., Digital X-ray, Digital Pano, CEREC, 5 Hyg. Days/wk, Refers Specialties. 2019 GR \$555K. #CA1742

ROCKLIN/ROSEVILLE AREA: 4 Ops, Hi-tech, Affluent area, Digital, iTero Scanner, much more. 2021 projected to produce \$2M+. #CA2793

ROSEVILLE/CITRUS HTS: *New Listing!* 4 Op practice, high retail area, Digital, 5 days Hyg/wk. Projected 2021 GR \$775K! #CA2897

ROSEVILLE/CITRUS HTS/ANTELOPE: 6 Ops, High traffic location, Digital, Strong hyg program with 1100 active patients in last 18 mo. 2020 GR \$669K. Room to grow w/ Specialties. #CA2749

SOUTH SACRAMENTO: *New Listing!* 4 Ops w/assoc. in place, Digital, Paperless, 32 Yrs. Goodwill. GR \$750K. #CA2741

SONORA AREA: *New Listing!* Nice \$825K Producing 5 Op GP with renovated building for sale. Digital, Pano, Strong Hyg. #CA2850

VACAVILLE AREA: 4 Ops, 3 Equipped, 45 yrs Goodwill, Dentrax, Paperless, Digital. 2020 GR \$609K with room to grow. #CA2748



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Welcome, 2022 SDDS Committee Chairs!

Thank You!



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CPR
SDDS Member since 1992



Volki Felahy, DDS
Bylaws Advisory and
Leadership Development
SDDS Member since 2002



Andrea Cervantes, DDS
Fun & Games Task Force
SDDS Member since 2003



Sarah Mathai, DDS
New Member/New Dentist
Task Force
SDDS Member since 2018



Kevin Keating, DDS, MS
GMC Elimination Task Force
SDDS Member since 1981



Ashleigh Areias, DDS
Social Media Task Force
SDDS Member since 2021



Hana Rashid, DDS
Non Members Task Force
SDDS Member since 2010



Hung Le, DDS
Practice Transitions
Task Force
SDDS Member since 2015



Eric Wong, DDS
CE Advisory
SDDS Member since 1991



Nima Aflatooni, DDS
Nugget Editorial Advisory
SDDS Member since 2011



Mark Porco, DDS
Forensics
SDDS Member since 1991



Lisa Dobak, DDS
Budget and Finance Advisory
and Strategic Planning Advisory
SDDS Member since 1983



Kim Wallace, DDS
Oral Health Advisory/Counties
SDDS Member since 1975



Ash Vasanthan, DDS, MS
Strategic Planning Advisory
SDDS Member since 2009



Gary Ackerman, DDS
SacPAC
SDDS Member since 1987

2022 SDDS Committees Schedule

Standing Committees

CPR Committee

Mar 2

Nominating/Leadership Development

Jan 19 • Others TBA

Advisory Committees

Continuing Education Advisory

Mar 2

Mass Disaster/Forensics Advisory

Mar 1

Nugget Editorial Advisory

Jan 25 • Others TBA

Strategic Plan Advisory

TBA

Budget and Finance Advisory

TBA

Oral Health/Prop 56 Initiatives

Apr 8 Oct 7

Bylaws Advisory

TBA

Legislative Advisory

Schedule as needed

Task Forces

Fun & Games

Feb 23

New Member/New Dentist

Jan 24

GMC Elimination/CalAIM Transition

Jan 31

Social Media

Jan 31

Non Members

Mar

Practice Transitions

Feb 22

Other

SacPAC

Fall

CDA House of Delegates

Nov

Leadership

Board of Directors

Jan 4 • Mar 1 • May 3 • Sep 6 • Nov 1

Executive Committee

Feb 4 • Apr 8 • Aug 12 • Oct 7

Foundation

Foundation Board

Apr 19 • Sep 20

JOIN US FOR THIS CONTINUING EDUCATION COURSE!

Grafting the Path to Surgical Implant Success: Understanding Why Grafting Procedures and Implants Fail, and How to Avoid These Complications

4 CEU, Core • \$159

Presented by Tamir Wardany, DDS

For the dental implant surgeon, few things are more upsetting than a patient presenting back to your office with a failed implant; be it a short term post-surgical failure or a long term issue. It is important to understand that oversimplifying implant surgery is a recipe for complications. More often than not we must accept that some form of grafting and augmentation is required to establish a robust bone volume and better soft tissue quality to ensure ideal osseointegration and long term success. Various hard and soft tissue augmentation approaches are used to create the optimal foundation for dental implant placement. We will discuss useful techniques for hard and soft augmentation as they relate to the delayed and immediate implant placement protocols, and the pit-falls to avoid. These pearls will ultimately provide predictable surgical results.

Learning Objectives:

- Understand the surgical principles and techniques of successful guided bone regeneration and soft tissue management
- Know when to place an immediate vs delayed implant and the grafting/placement protocols related to each
- Know which bio-materials to use to help with augmentation procedures
- Review implant placement protocols that will reduce post placement crestal bone resorption

Friday, March 25, 2022

8am: Registration

8:30am-12:30pm: Class

SDDS Classroom:

2035 Hurley Way, Suite 200
Sacramento

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To help Hazel Health expand their reach, Health Net* is investing in the well-being of kids and communities in California. Through a **\$2.5 million grant** from Health Net, Hazel Health will offer care in approximately **200 more schools over the next year**.

Hazel Health will be available to all students and include referrals for follow-up care to a primary care doctor or a behavioral health provider, as needed.

Together, Health Net and Hazel Health are partnering to improve access to care in local communities, touching lives one child at a time. For more information regarding this partnership, contact Felisha Fondren at felisha.r.fondren@healthnet.com.



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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.

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5 Tips to Overcome Recruiting Roadblocks

By **Jessica Mirabile, Recruiting Director**
California Employers Association (SDDS Vendor Member)

It has been another tough year and some employers are having difficulty fitting in mandated harassment prevention training, alongside all of the other deadlines they need. Recruiting is always a challenge. Even in the best of times, when good talent is plentiful, recruiters must work through a pile of resumes and assess experience and skill by asking the “right” interview questions to learn more about candidates and determine if they match the job requirements.

Today, there are more jobs than there are qualified job seekers. Employers and workers are changing how they work and what they value since the pandemic. In this virtual business environment, recruiters now have even more to consider, including:

- Adapting to virtual work and remote expectations
- Assessing candidates online and by phone when face to face interviews aren't possible
- Finding top talent in a remote model while competing with other companies
- Diversity, equity, and inclusion
- Long-distance onboarding
- Getting a candidate's attention and commitment to proceed through the hiring process.

As companies rethink their cultures and values, employees are reconsidering how they work, where they work, and why they work. Employers must take active retention efforts to keep existing employees and deploy targeted recruiting efforts to attract the best talent available in today's market.

We challenge every employer to save time and money by outsourcing your next job opening to CEA's recruiting team. Our experienced team can find you the best candidates quickly and easily. Today we want to share with you five of the top tips we've learned over the past two years to overcome recruiting roadblocks:

Tip #1: Use clear and concise job postings to help weed out unqualified applicants.

Employers today seeing many applicants that do not have the right qualifications for the job. As you consider your hiring needs and marketing strategy to attract quality candidates, it is important to be very clear on what each role will require in terms of skills, experience, and education. Candidates demand clarity on job responsibilities in their new roles. An effective and compelling job posting is essential when advertising career opportunities on job boards.

Tip #2: Keep candidates updated to reduce “ghosting.”

The most effective recruiters continually keep candidates apprised of their progress as they traverse through the hiring process. When a candidate does not hear back from a company in a timely manner, they often move on to another opportunity. Ask job candidates about their communication preferences and use the contact trifecta (emailing, texting and phone calls) to stay in constant communication.

Tip #3: Think of every interview as a first date.

Provide a favorable, easy and memorable

hiring experience for every candidate you interview. Whether it's a phone, a virtual, or an on-site interview, it's important to make a great impression. Think of each interview as a first date. By putting your best foot forward, candidates will have a positive experience and get a glimpse into your organization.

In a world of uncertainty, job seekers value clarity, respect and assurances. Provide a potential employee with all of the details they need to be prepared for interviews and assessments. Never surprise a candidate with unexpected testing. Be empathetic. Times are tough and moving jobs is scary even for top talent.

Prepare well thought out interview questions to ask, that demonstrate the importance of this open position. This structure helps you assess and confirm whether a candidate has the skills and experience needed for the role.

Tip #4: Sell your office/organization in 500 words or less.

Your job posting is an advertisement of your company. Think of the posting from a job candidate's point of view; help them determine “what is in it for me”. Grab their attention and making the job posting compelling by selling the benefits of working at your company. Remember to ask your marketing team to help you with this part of the process. Is your website current and user friendly? Does your ad differentiate your company?

Reader fatigue is common for candidates as they search opportunities on job boards. Less is more – so make your words impactful and keep your posting to 500 words. As you attempt to convince a candidate to come

and work for your company, consider these questions:

- Are you proud of your work culture?
- Does your company embrace diversity, equity and inclusion in the workplace?
- Are there remote work opportunities?
- Is your company committed to employees' well-being, growth and development?

Now is the time to sell all of the great features, benefits and perks about your organization.

Tip #5: Use an experienced recruiter to save time and money.

Hiring the right person can take some time. When we ask managers to also wear a "recruiting hat" something will likely fall through the cracks, because they already have a full time job. Consider having a skilled recruiter handle your search. A skilled recruiter can place ads for less than you would pay and understands where to post to get the best candidates available as quickly as possible. Experienced recruiters know how

to keep the process moving and maintain constant contact with the candidate. We live in a "right now" world and expectations regarding the hiring process have changed. If you juggle too many balls and move too slowly during the hiring process, you will lose talented candidates.

Bonus Tip: Regularly review your recruiting process.

Employers have shared with me their pain points when it comes to recruiting. My best piece of advice is to review and assess your current recruiting process annually, to make sure it's effective. Are you including inclusivity into every step of your process? Is your process getting you the best candidates available? Are the right people recruiting for you?

Surveys tell us today's candidates want to work for a company with empathetic leaders, an inclusive culture and commitment to its employees. Companies who lean in to these current trends will have the upper hand when it comes to attracting and hiring top talent! ■

If you have any questions about your offices personnel practice, you can call Monday – Friday 8:00 a.m. through 5:00 p.m. for Human Resource phone support. The Human Resource Hotline is a dedicated phone line to answering basic human resource questions for SDDS Members in a quick and responsive manner. CEA is here to give you peace of mind in 2022.

SDDS Human Resource Hotline can be reach at 888-784-4031

Upcoming HR Webinars Presented by CEA

One hour online and audio seminar, 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. Sign up online at sdds.org.

Alternative Workweeks for Dental Offices

Wednesday, March 23rd • 12-1pm
1 CEU, 20%

With all of the talk about employees wanting more workplace flexibility after the pandemic, you may want to consider alternative workweeks to keep your employees happy and your costs low! In California, employers may create Alternative Workweek Schedules (AWS) which allows their employees to work longer shifts and avoid overtime penalties, while giving them options above and beyond the traditional M-F 8 to 5 schedule. However, implementing an alternative workweek schedule requires strict adherence to state guidelines.

Hire Slow/Fire Fast

Wednesday, April 27th • 12-1:30pm
1.5 CEU, 20%

After years and years of experience, one best pieces of advice we can give to an employer when it comes to employees is, "Hire Slow – Fire Fast". In this seminar we will review how to hire right the first time to avoid the ugliness of workplace terminations and the expensive costs that come with high turnover. We'll also discuss how to end the employment relationship with reduced liability and increased humanity.

Conflict Management: Fierce & Crucial Conversations

Wednesday, May 25th • 12-1:30pm
1.5 CEU, 20%

Workplace conflict haunts organizations every day—it leads to lost productivity, diminished morale, and decreased performance. And, it is very expensive—it will have a negative effect on your organization's bottom line through increased employee absenteeism, decreased job performance, and poor customer service. This training will focus on developing skills such as active listening non-judgmental questioning and how to have open and honest communication.

Leave Laws for Dental Offices

Wednesday, June 15th • 12-1pm
1 CEU, 20%

How many different leaves of absence might a California Employer have to grant? Depending on the number of employees you may have to grant over 19 different leave laws! In this seminar we will focus specifically on the laws that impact dental offices. From pregnancy disability leave to time off for jury duty. We'll even provide you with a CA Leave Law Cheat Sheet to refer to in the future.

UPCOMING HARASSMENT PREVENTION TRAINING WEBINARS

August 4, 2022

For Supervisors 9:30–11:30am
For Employees 12–1pm

December 1, 2022

For Supervisors 9:30–11:30am
For Employees 12–1pm

Board Report



Ash Vasanthan, DDS
Secretary

January 4, 2022

Summary of the Board Meeting

President's Report

Dr. Wes Yee called his first meeting to order at 6:00 PM and welcomed all members back to the Board. New guest of the Board, Dr. Chirag Vaid, will be a great addition this year. Thanks for saying "yes" Dr. Vaid. Committee liaisons were assigned to all Board members – we are excited about all the task forces and committee chairs willing to serve in 2022. A great beginning!

Secretary's Report

(Dr. Ash Vasanthan, our new Secretary for 2022, is busily typing on his laptop during the meeting!) Dr. Lisa Dobak reported on the final membership numbers for the end of 2021. Our market share continues to meet our goal – 82%. Thank you to all the SDDS members who continue to support organized dentistry and all that we do to support them.

Treasurer's Report

Treasurer for 2021, Dr. Yee, reported on fiscal year-end, albeit not final. Final will be presented at the March Board meeting for approval. However, here are the highlights:

- Vendor Member income – we have 17 new Vendor Members this year – 45 total - and this income supports our budget in the form of non dues revenue. We continue to encourage our SDDS members to support Vendor Members.
- PPP income and other grants will help our bottom line and we are applying for forgiveness.
- Our left-over supplies from the DTI grant in 2018-2020 will be donated to the SDDS Foundation, with the value of the inventory at \$72,000 (includes SFK supplies, toothbrushes, oral health supplies). These supplies

will be shared with all member dentists who treat Smiles for Kids and Big Kids during 2022.

- The Board voted to donate \$40,000 cash to the Foundation, effective 12/31. Dr. Patel, SDDF President, thanked and agreed to accept it for the Foundation.
- The Board voted to approve the 2021 Employee 401K Contribution.

Action Items

All items below were approved, unanimously:

- 2022 check signers approved
- Committees, Task Forces and Chairs approved
- Leadership Development Committee approved

Old Business

- CDA HOD Reso 1 final vote / transition plans – Dr. Yee presented a recap of the passing of Reso 1. Our former CDA Trustees will be converted to members of the CDA Board of Component Relations (BCR) and they will represent and advocate for SDDS. This will be a great opportunity for component issues to be discussed and moved forward to the CDA Board, if necessary. It will be a great way to discuss future and existing procedures, policies and governance.
- Executive Director 2020-2021 Review and Evaluation – This was completed by both Drs. Felahy and Hillendahl. Cathy had an outstanding review and evaluation.

New Business...New Ideas - Projects of the Year

- Bylaws, Policy document, Articles of Inc. were all sent to the Board for their records and review purposes. We are expecting to do several bylaw revisions this year, once CDA has transitioned out of the Trustee model.

Executive Director's Report

- Final engagement report – SDDS engagement rate is 76%
- MidWinter Convention will be great – and masks are required, as well as VAX/ID check

Trustee's Report

Drs. Patel and Bellamy reported that CDA's membership drop rate was 0% and membership stayed stable over the year 2021.

Adjournment

The meeting was adjourned at 8:32pm.

Next Board Meetings:

March 1, May 3, September 6,
November 1 at 6pm

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Looking for a new practice to call home

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Be posted on our website www.sdds.org for all visitors to see

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Call (916) 446-1227 or email sdds@sdds.org and let us help you with your search.

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 or associate seeker contact SDDS at (916) 446-1227. For contact information of any of the job bankers please visit www.sdds.org.

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Ricky Tin, DDS • Elk Grove • P/T • GP
Siamak Okhovat, DDS • Roseville • F/T P/T • GP
Kelvin Tse, DDS • Rocklin • F/T P/T • Ortho
Kiwoon Kim, DDS • Sacramento • F/T • GP
Nima Aflatoon, DDS • Gold River • PT • GP
Hetel Rana, DDS • Roseville • PT • GP
Darce Slate, DDS • Rocklin • PT • GP
Jason Henderson, DMD • Kings Beach • FT/PT • GP
April Westfall, DDS • South Lake Tahoe • PT/FT • GP
Sergio Vicuna, DDS • Sacramento • PT, then FT • GP
Monica Tavallaei, DDS • Sacramento • PT/FT • Peds/Ortho/Endo/OS
Paolo Poidmore, DDS • Antelope/Auburn • PT/FT • Ortho
Babak Djifroudi, DDS • Folsom • PT • Endo
Gilbert Limhengco, DDS • Sacramento • PT/FT • GP
Paul Johnson, DDS • Sacramento • PT • Peds
Monika Gugale, DDS • Sacramento • FT • GP
Thomas Ludlow, DDS • Sacramento • PT • GP
Jeff Summers • Kids Care Dental • Sac/Stockton • PT/FT • Oral Surgeon
Michael Hinh, DDS • Sacramento • PT • GP
R. Bruce Thomas, DDS • Davis • PT/FT • GP
Amy Woo, DDS • Sacramento • PT • GP/Endo
David Park, DDS • FT/PT • GP
Jeff Summers • Kids Care Dental & Ortho • Calvine/Elk Grove • FT • GP/Ortho
Elizabeth Johnson, DDS • various Wellspace locations • FT/PT/Fill-In • GP

DOCS SEEKING EMPLOYMENT

Ashish Sud, DDS • Placer County • F/T P/T • GP
James Mucci, DDS • F/T P/T • GP
Shahram Khodai, DDS • P/T • GP
Upasana Baidawar, DMD • F/T • GP
Gaetan Tchamba, DDS • PT/FT • GP
Breanna Bartolome, DDS • FT • GP
Robert Nisson, DDS • PT • Ortho
Erica Hsiao, DDS • PT • Perio
Behdad Javdan, DDS • PT • Perio
Bruce Taber, DDS • Fill-In • GP

TOTAL MEMBERSHIP

(as of 1/19/22:)

1,829

MARKET SHARE:

81.1%

RETENTION RATE: 94.9%
ENGAGEMENT RATE: 76%

New Members

February
2022

SUNANDA BANDYOPADHYAY, DDS

General Practice

Welcome Back!

Dr. Bandyopadhyay earned her dental degree from Ahmed Dental College in 1995. She currently is the Dental Director for the Sacramento Community Halo Clinics in the Sacramento area.

AHMAD HAMOOD, DDS

General Practice

Dr. Hamood earned his dental degree in 2021 from Mexico Universidad De La School. He currently practices at Elk Grove Dental Group and Orthodontics in Elk Grove.

SWETA THOMAS, DDS

General Practice

Dr. Thomas earned her dental degree from Mexico-Universidad De La School in 2021. Her current practice location is pending.

YUEN RYAN WU, DDS

General Practice

Dr. Wu earned his dental degree in 2012 from Herman Ostrow School of Dentistry. He is currently practicing as a mobile Anesthesiologist in the Sacramento area. *Fun Fact:* Dr. Wu loves to compete in Olympic-style archery.

Pending Applicants:

Daniel Loveland, DDS
Wai Yin Wong, DDS
Omar Al Ameen, DDS

Congratulations

to Our New Retired Members!

James Dunn, DDS
Robert Katibah, DDS
Jill Beams, DDS
Michael Koch, DDS
Richard Behl, DDS
Richard Talbot, DMD, MS

TOTAL ACTIVE MEMBERS:
1,382

TOTAL RETIRED
MEMBERS: 340

TOTAL DUAL
MEMBERS: 7

TOTAL AFFILIATE
MEMBERS: 14

TOTAL STUDENT
MEMBERS: 9

TOTAL CURRENT
APPLICANTS: 3

TOTAL DHP
MEMBERS: 74

TOTAL NEW
MEMBERS FOR 2022: 3



Do you want to refer a new SDDS Member?

You'll get gifts from ADA, CDA and
SDDS, and we'll get a new member!

Email sdds@sdds.org to refer them!

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



In Memoriam

Dr. James Everhart passed away in December 2021 at age 71. He had been an SDDS member since 1993 and was involved as a CPR instructor for many years. Besides being a dentist, Dr. Everhart also owned Everhart Cellars & Hart2Hart Vineyards. He has shared a few bottles with SDDS over the years. He was always upbeat, smiling and a pleasure to interact with. We'll miss his enthusiasm and themed apparel at the MidWinter Convention.



In Memoriam

Dr. Earl Hummell passed away in December 2021 at age 89. He was a graduate of UCSF in 1957 and practiced Orthodontics in Sacramento until he retired in 1990.

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When the OSHA Inspector Comes Knocking – What Do You Do? - Webinar

1.5 CEU, Core • \$79

Presented by Dolan Williams, CEO and Chief Technical Consultant;
B & W Compliance, Inc

Are you in compliance with all the OSHA regulations? How often do you and your team update your protocols? Do you have an OSHA Manual? What are the top 10 reasons for OSHA infractions and fines? Join this LIVE webinar to learn what you need to know, what you didn't know, and how you can bring your office in to compliance.

Learning Objectives:

- Become familiar with Cal/OSHA's role in enforcement and how you may proof up your practice
- Recognize the elements of an effective safety and health program in relation to a Dental Practice
- Know what training is required annually by OSHA and how it benefits your staff and practice

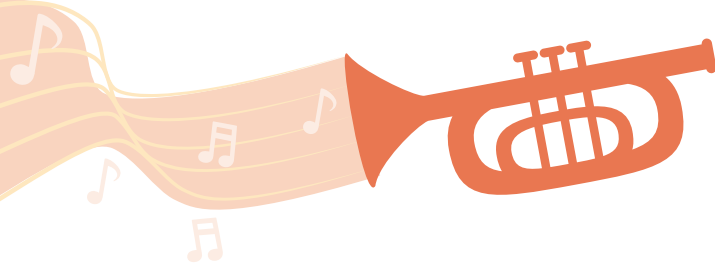
Wednesday, March 30, 2022

12-1:30pm: Webinar/Zoom Meeting

Thanks to:



We're Blowing your horn!



Congratulations to...

California Northstate University, on their opening and FIRST DAY of dental school! 39 students had an orientation day on January 4th with speakers including Drs. Dean Kevin Keating, Sheila Brear and Pinelopi Xenoudi (CNU faculty) and presentations from CDA and SDDS explaining the role of organized dentistry. Thanks to SDDS members Dr. William Jacobsen and Dr. Andrea Cervantes for their attendance as well. **(1)**

Drs. Christy Rollofson and Sandra Fouladi on their new office, Scripps Family Dental. Their new office was purchased from Dr. Matt Campbell, who has recently retired **(congratulations, Dr. Campbell!)** **(2)**

Dr. Chirag Vaid on becoming the new President of California Academy of General Dentistry! **(3)**

Dr. Eric Wong on becoming the new Trustee for the Academy of General Dentistry! He will be taking over for Dr. Guy Acheson as Region 13 Trustee (California). He will be serving on the AGD Executive Board. **(4)**

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:



Health Net Dental Plans provide access to one of the largest dental networks in California and is the only Medi-Cal plan in Los Angeles and Sacramento counties to offer both medical and dental coverage.

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LIBERTY Dental Plan (LIBERTY) is a California-based dental plan, founded and run by a dentist, and a leadership team offering a combined 300 years of dental and healthcare industry experience. LIBERTY is one of the nation's fastest growing dental plans and we now administer dental benefits to over 4.5 million members nationwide on behalf of states, health plans, and commercial clients. We have almost 20 years of experience administering dental benefits in California and as one of the Dental Geographic Managed Care plans in Sacramento County, we are proud to make our members shine one smile at a time.

Products and Services:

LIBERTY offers dental services to Californians through Group Sponsored Plans, Individual, Exchange, and Medi-Cal dental plans. As one of the Dental Geographic Managed Care plans in Sacramento County with over 300,000 members, LIBERTY offers comprehensive services, including preventive, diagnostic, restorative, endodontic, periodontal, prosthodontic, oral and maxillofacial surgery and orthodontic benefits for children and adults. We are experienced in serving low-income populations, including Medi-Cal dental beneficiaries, and have expertise in outreach and care coordination. LIBERTY is a member of the Medi-Cal Dental Advisory Committee (MCDAC) and one of the co-founders of the Early Smiles school-based screening and dental home navigation program in Sacramento County.

Provider Relations:

LIBERTY has a team of Sacramento based Provider Relations staff. If you are interested in learning more about LIBERTY Dental Plan or would like to join our network, please reach out to one of our Network Managers to learn how we can help grow your practice by becoming a LIBERTY Dental Plan Provider in Sacramento County.

Cherag Sarkari, DDS, Dental Director

(949) 648-1906

csarkari@libertydentalplan.com

Lisa Rufo, AVP, Provider Relations, CA

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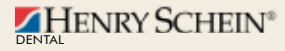
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SDDS started the Vendor Member program in 2002 to provide resources for our members. No, Vendor Members are not exclusive, and we definitely have some competitive companies who are Vendor Members. But our goal is to give SDDS members resources that 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 realize that you have a choice for vendors and services; we only hope that you give our Vendor Members first consideration.

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	Dr. Pieter Linssen	30

Financial Services

Vendor Member	Banner Bank	21, 33
Vendor Member	Fechter & Company	33
Vendor Member	First Citizens Bank	33
Vendor Member	First US Community Credit Union	33
Vendor Member	MUN CPAs	4, 33
Vendor Member	Thomas Doll	33
Vendor Member	US Bank	33

Human Resources & Legal

Vendor Member	BPE Law Group	32
Vendor Member	California Employers Association (CEA)	32

Insurance Services

Vendor Member	TDIC & TDIC Insurance Services	32
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IT & Dental Billing

Vendor Member	SD Reliance Management	33
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Office Design & Construction

Vendor Member	GP Development Inc.	8, 32
Vendor Member	Olson Construction	32

Practice Sales

Vendor Member	DDSmatch	32
	Henry Schein Financial	21
Vendor Member	Integrity Practice Sales	32
	Northern California Practice Sales	8
Vendor Member	Professional Practice Sales	32

Practice Management

Vendor Member	Adams Dental Consulting	33
Vendor Member	B and W Compliance, Inc.	33
Vendor Member	PCIHIPAA	33

Retirement Planning

Vendor Member	California Dentists' Guild	33
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Technology Services

Vendor Member	Comcast Business	32
Vendor Member	TEKagogo	8, 32

Publications

Vendor Member	N&R Publications	33
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Staffing

Vendor Member	Resource Staffing Group	17, 33
Vendor Member	Swiss Monkey	33

Waste Management Services

Vendor Member	Star Refining	32
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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)

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

Classified Ads

EMPLOYMENT OPPORTUNITIES

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@kidscaredental.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

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@kidscaredental.com. 06-7/17

PROFESSIONAL SERVICES

IV Sedation in YOUR Dental Office! Dr. Salatino will come to your office with all required emergency and sedation equipment to provide IV Sedation to your patient(s) in need. www.DrGinaSalatino.com. 6-7/21

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

FOR LEASE

Leasehold improvements and equipment. NEW LISTING: Carmichael, CA. Park Professional Center. High quality, built-out, 3 exam room suite. Current dentist is relocating to a larger suite. Reasonable rent. (510) 332-8442. 12/21

Move-in ready dental suites in Citrus Heights, Lincoln & Sacramento; Roseville dental/orthodontist space; Purchase Opportunities available; Ranga Pathak (916) 201-9247; Email: ranga.pathak@norcalgold.com; Broker Associate, RE/MAX Gold, DRE01364897. 08/21

Greenhaven Dental Office For Lease. Professional Dental Building 930 Florin Road Ste 100. 1,396 S.F. \$1.85 PSF Plus Utilities. Contact agent (916) 443-1500 CA DRE Lic. #01413910 11/20

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

Selling your practice? Need an associate? Have office space to lease? SDDS member dentists get one complimentary, professionally related classified ad per year (30 word maximum).

For more information on placing a classified ad, please call the SDDS office at 916.446.1227 or visit <http://www.sdds.org/publications-media/advertise/>

PRACTICES FOR SALE

Dental/Medical Office For Sale Including Property. A very rare opportunity. Fully functioning dental/medical office available for sale along with the property. This is an excellent opportunity to open a practice, dental or medical, and own property in rapidly growing Tracy, CA, San Joaquin County. Dental Office: 2 fully functional Adec Ops with new equipment, including compressor and suction, Plumbed for 3 but can accommodate at least 4 ops, Office space is approximately 1,600 square feet with large lab, kitchen and private office, All equipment, supplies and instruments available to begin practicing immediately, Open modern floor plan allows for easy expansion, Desks, furniture and office accessories included, Computers for all areas with Dentrix software and digital sensor. Building Property: Conveniently located on N. Tracy Blvd less than 5 minutes from hwy 205, Situated in the business district near shopping centers, banks, hospitals, Single story office with large parking area, Backyard and basement for large storage spaces, Lot size is 7,800 square feet, Easy street access to any location in Tracy and the rest of San Joaquin county. Owner will finance purchase/Will consider lease arrangement. If interested, please contact Jaime at 510-316-0907 or email jag@labeautsf.com. 12/21

Roseville/Rocklin family oriented practice for sale. Consistently delivers standard of care to motivated patient base. Averages 7 patients/day and 10-15 new patients a month. \$240,000. Contact alignedteeth@gmail.com. 3/21

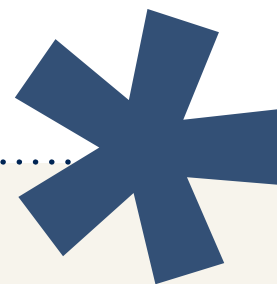
SDDS member dentists can place one classified ad

FOR FREE!

MEMBER
BENEFIT!

ADDRESS SERVICE REQUESTED

SDDS CALENDAR OF EVENTS



FEBRUARY

- 3** Dentists Do Broadway
Anastasia
- 4** ExComm Meeting
7am / Offsite
- 10** MidWinter Convention & Expo - Day 1
SAFE Credit Union Convention Center
- 11** MidWinter Convention & Expo - Day 2
SAFE Credit Union Convention Center
- 22** Practice Transitions Task Force Meeting
6:15pm / SDDS Office
- 23** Fun & Games Task Force Meeting
6:15pm / SDDS Office

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

MARCH

- 1** Board Meeting
6pm / SDDS Office
- Forensics Advisory Meeting
6:15pm / SDDS Office
- 2** CPR Committee Calibration
6:15pm / SDDS Office
- CE Advisory Meeting
6:15pm / SDDS Office
- 8** General Membership Meeting
**Diagnostic Imaging & Diagnosis
of the Upper Airway Anomalies**
David Hatcher, DDS
Hilton Sacramento Arden West
3 CE Core / 5:45pm Social / 6:45pm
Dinner & Program

- 16** Business/Practice Management Forum
**Successful Practice Transitions:
Is It All in the Goodwill? And More?**
*Kim Wallace, DDS; Samer Alassaad, DDS
and Ray Irving, Professional Practice
Sales (SDDS Vendor Member)*
No CEU / 6:30–8:30pm / In-person
- 23** HR Webinar
**Alternative Workweeks for
Dental Offices (1 CEU, 20%)**
*California Employers Association
(SDDS Vendor Member)*
1 CEU 20% / 12–1pm / Webinar
- 25** Continuing Education Course
Grafting the Path to Avoid Implant Failures
*Tamir Wardany, DDS: Sponsored by
Straumann (SDDS Vendor Member)*
4 CEU Core / 8:30am–12:30pm / In-person



Love Being Back

**The 41st Annual
MidWinter Convention & Expo**
February 10-11, 2022

**MAR
8**

General Meeting
3 CEU, CORE • \$75

Diagnostic Imaging and Diagnosis of the Upper Airway Anomalies - In-person

Presented by David C. Hatcher, DDS, MSc, MRCD®; Diagnostic Digital Imaging

This presentation will discuss the use of imaging to identify selected anatomic factors associated with sleep disordered breathing. Small airway dimensions may be a risk factor for sleep related breathing disorders and upper airway resistance. The airway dimensions can be influenced by many factors including age, gender, jaw growth, TMJ anomalies, peri-pharyngeal fat deposits, tongue size and airway masses. The use of CBCT, spatially accurate 3d imaging, creates the opportunity to assess the airway dimensions and to identify factors that have contributed to the diminution of airway size. A stratified diagnostic process and identification of the etiology of a small airway creates the opportunity to employ a therapy that targets the etiology.

5:45pm: Social & Table Clinics
6:45pm: Dinner & Program
Hilton Sacramento Arden West
(2200 Harvard Street, Sac)

**TUESDAY
5:45-9PM**

ARE YOU REGISTERED FOR THE GENERAL MEETING?