

January 2020

the Nugget

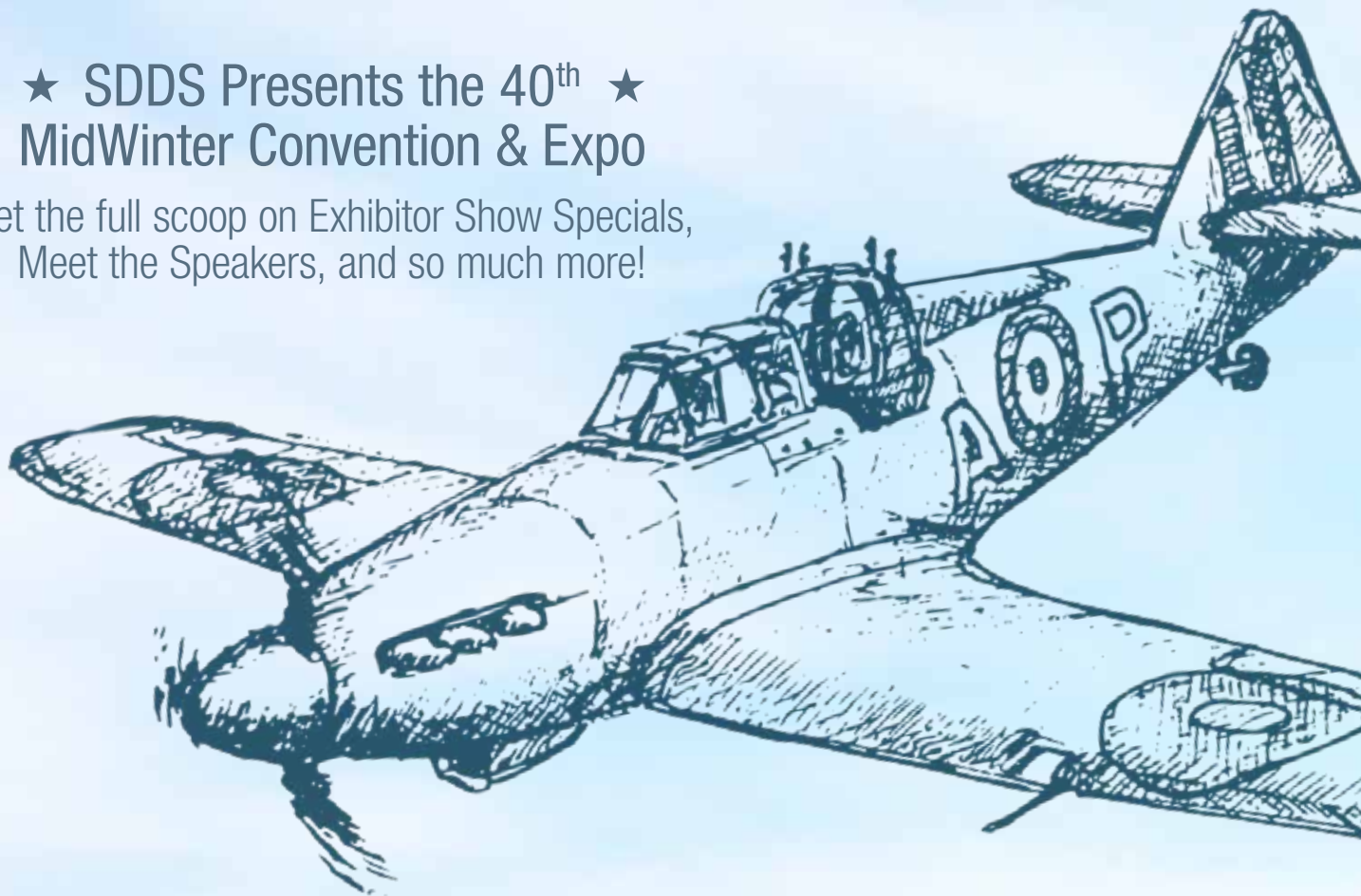
★ ★ ★ ★ ★
Hooray for the

RED WHITE & BLUE

40 YEARS
OF CEU!!!

★ SDDS Presents the 40th ★
MidWinter Convention & Expo

Get the full scoop on Exhibitor Show Specials,
Meet the Speakers, and so much more!



Get Ready For Our UPCOMING EVENTS

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!

FEB
1

Smiles for Kids Day • Saturday, all day

On Smiles for Kids Day underinsured and underserved children are treated by member dentists and their teams. More than half of those children are then “adopted” for further pro bono treatment – including specialty and orthodontic treatment.

Sign up today to volunteer your time to make a difference in a child's life.

sdds.org/foundation/our-projects/smiles-for-kids/

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

Are you interested in being an SDDS leader?

Find out how you can get involved in SDDS Leadership! All organizations need individuals willing to step up to help make the organization successful and SDDS is no different. Each year there are opportunities to join a committee that helps to shape the future of SDDS! Check out the Committee Corner on page 33 for all the info!



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COVER IMAGE CREDIT: SHUTTERSTOCK

Nugget Editorial Board

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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

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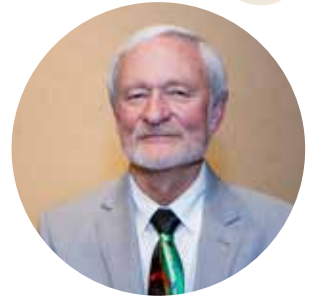
The Studio

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www.parc-studio.com



President's Message



By **Carl Hillendahl, DDS**
2020 SDDS President

2020 Happy New Year!

I am hoping that everyone had a joyful Holiday Season and now ... on to the New Year!

Amazing how time flies. Already 1/5th of a century has passed since 2000 and SDDS is the best local component dental society in California. Under the guidance of our Executive Director, her staff, the annually changing Board of Directors and member volunteers, SDDS can boast of having the largest market share of any of the large components in California. The financial strength of SDDS and our Foundation is the best it has ever been. Our focus is the membership. We are constantly surveying them to determine what educational interests they have and what professional issues are affecting them. This information is used to develop continuing education programs and the direction of our advocacy within CDA and the greater profession. SDDS is truly a great Society.

2018 presented SDDS with a grassroots movement to put forth a resolution advocating the use of Botox and Dermal Fillers peri-orally in conjunction with a comprehensive treatment plan at the CDA House of Delegates. This issue had been before the CDA HOD several times prior

only to be voted down. Our Task Force and Delegation worked hard designing the resolution and acquiring support from the other Delegations that it passed in the 2018 HOD. In 2019 CDA was presented a ruling from the Dental Board of California clarifying the use of Botox and Dermal Fillers. And yes, we can use them peri-orally and in conjunction with a comprehensive treatment plan. SDDS is truly a great Society. We are proud that we could work on this issue for our members' clarification.

SDDS is one of a few local component dental societies in the nation to present a Mid-Winter Convention. Vendor registration for the MidWinter sold out quickly in 2019. SDDS has a waiting list for vendors desiring a booth. We attract nationally known speakers covering all aspects of dentistry and practice management. There is CE for the whole team. This year the theme is "Hooray for the Red White and Blue - 40 Years of CEU" celebrating the 40th year of the MidWinter Convention February 6th and 7th at the McClellan Conference Center. Come and enjoy stimulating CE and support our vendor members. My whole team will be attending, as they have for as long as I can remember. SDDS is truly a great Society.

The SDDS Editorial Committee works hard at delivering content for our monthly publication *the Nugget* and it is continually getting awards for the scope and quality of its content. A glance at our "Program at a Glance" brochure will provide you with information about all the CE courses, business forums, webinars, lunch & learns, general membership meetings, and special events that SDDS has to offer. The January 14th General Membership Meeting presents a fast-paced program "SDDS Talk: 10 on 10." Five of our members will be presenting for 10 minutes each with a limit of 10 slides on their topics of expertise. Please join us, it is always a good program. SDDS is truly a great Society.

I am honored to be part of this organization and encourage our members to step-up and volunteer, be part of the best Dental Society in the country. I am wishing everyone a healthy and prosperous New Year and looking forward to an exciting year. Let's keep SDDS Great in 2020.

A handwritten signature in black ink that reads "Carl Hillendahl, DDS".

ENDO-PERIO COURSE COMING UP SOON!

The Endodontic-Periodontal Problem: Treatment Integration 5 CEU, Core • \$250
Presented by Bernice Ko, DDS and Todd Yamada, DDS, MS

The key to successful dental treatment is understanding the complex and dynamic interaction between endodontics and periodontics. This course will explore periodontal and endodontic treatment modalities to enhance outcomes including:

diagnostic dilemmas, endodontic surgery in the esthetic zone, tooth resection, managing root fracture, resorption and perforations, regenerative surgery, ridge preservation and augmentation upon tooth extraction, implant restoration.

Friday, March 27, 2020

8:00am • Registration & Breakfast
8:30am – 1:30pm • Class

SDDS Classroom

Head to sdds.org to get signed up for the class today!



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

MidWinter #40 WE HAVE AN AMAZING HISTORY!

As this issue of *the Nugget* shows, our 40th Annual MidWinter Convention is going to be one of the best ever! Great exhibitors and exceptional speakers from all over the country – you don't want to miss this opportunity to bring your team together for networking, learning, food and fun! The topics span from clinical experts who have been on our list for several years. We are so glad they can be with us! We also have nationally known speakers on communication, teamwork and positive and proactive people skills.

And, of course, the price increases a bit in mid-January so make sure you sign up early!

With the beginning of the calendar year, our other CE courses are all set through the summer. We have tremendous speakers and topics, thanks to the CE Committee's suggestions. Perio, Endo, HIPAA and OSHA manual building, embezzlement, practice management, along with our Harassment Prevention and Licensure Renewal mandatory classes all are on the schedule. Our DOCS course (oral conscious sedation renewal) will be presented in October.

It is amazing that many of the speakers who come through SDDS are seen later at CDA. With the help of SDDS members who serve on the CDA Board of Managers (Drs. Ackerman, Bains and Christy Rollofson), SDDS sometimes acts as the "audition platform" for CDA Presents – what a compliment to us! Christine Taxin will be coming to SDDS in March so plan to attend her Thursday evening embezzlement course as well as her Friday class on claims and compliance (she's back by popular demand).

Happy New Year! Thank you for being a member of SDDS – we hope to bring you more and more member benefits!

Cathy

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!



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SPECIAL EVENTS OTHER

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

SDDS STAFF

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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By Eric Grove, DDS
CE Advisory Committee Chair

A FOWL HERO

It was 1944 and Germany was marching its way across the continent.

In England, Lieutenant “Pat” Glover of the British 1st Airborne Division’s 4th Parachute Brigade was drinking beers with his fellow servicemen and were taking pot-shots at a squeaky, chicken-shaped weathervane. This triggered a drunken argument as to whether chickens could fly.

Enter Myrtle, the reddish-brown chicken, that Lt. Glover had kept as a pet since early that summer. He was going to see if she could fly.

He fastened parachute wings to Myrtle via an elastic strap around her neck and she rode in a zippered pack attached to Glover’s left shoulder. He would then take her on training jumps, releasing her first from 50 feet and then up to ever increasing heights. After about six training jumps, Myrtle would ‘fly’ down from 300 feet. The term ‘flying’ is used loosely here as it was more squawking and panic-induced flapping. On landing she would wait patiently for Lt. Glover to gather her up.

September 1944: Allied forces plan a bold move: Operation Market Garden. The plan involved a 61 mile incursion into Nazi held territory and then with successive air drops hold nine bridges that would effectively cut off Nazi Supply routes. The British 1st Airborne Division’s 4th Parachute Brigade was to drop into a safe allied-held zone about 2 km from the Arnhem bridge... at least, that was the plan.

On September 17th, Lt. Glover with his ‘para-chick’ Myrtle jumped from the plane as part of Operation Market Garden. Falling from the sky, he looked down. Instead of seeing a dark quiet countryside, he saw flames, smoke, and explosions beneath his feet. He was dropping straight into a raging battle. He patted his friend Myrtle secure in her pack...

Now that I have your attention, I would like to discuss the biggest SDDS event of the year... The Sacramento District Dental Society’s MidWinter Convention.

This year promises to be a great MidWinter Convention! Every year the Continuing Education Advisory Committee is tasked with coming up with ideas and topics that would appeal to the entire dental team. Using this information the SDDS Staff gets to work organizing classes and speakers. The line up of courses available this year is very exciting and should provide lots of opportunities to gather some new knowledge.

A huge thank you goes to all of those that served on the CE Advisory Committee and more importantly to the SDDS Staff, who pulls it all together.

Have you had a chance to peruse the MidWinter prospectus? If not, here is a smattering of what’s in store:

There are some interesting classes on running a dental practice. These include class on the new tax laws, dealing with insurances, communication and leadership with the dental team.

There are also classes on some trending fields of dentistry. There are classes on obstructive sleep apnea, prevention of oral cancer and the HPV vaccine, and the effects of prescription drugs on the oral environment.

There will also be classes on dental treatments. These include presentations on implant dentistry, achieving long-term success with esthetic cases, and delivering quality denture with tips to resolve issues that can arise.

There are many more great classes being presented—including classes to help you and your team with their licensure requirements!

So you are probably wondering what happened to Lt. “Pat” Glover and his chicken pal, Myrtle.

They did indeed alight in the middle of a battle. Lt. Glover was instantly involved in combat. Amidst the flames, smoke and bullets, the satchel that contained Myrtle was passed between Lt. Glover and his batman Private Scott multiple times. Lt. Glover was hit by a bullet that severed two veins in his right hand. He was pulled into a slit trench. As he sat there, in terrible pain, he began to think of Myrtle. There was a lull in the fighting and he asked Private Scott, ‘Where is Myrtle?’ Private Scott pointed to the top of the trench. There they found the satchel with bullet holes in it and Myrtle lay inside. Myrtle was given a small military funeral right there on the battlefield.

Why do I share this story? And what does it have to do with the MidWinter Convention?

This story has stuck with me for about 20 years. I read it in the terrific book *A Bridge too Far* by Cornelius Ryan — which I highly recommend reading. Over the years, the story of the parachuting chicken will flit through my mind. Even though it is sad, it makes me thankful for all those that served in the pursuit against tyranny and has had a lasting affect on me.

It is possible that you too, during this MidWinter Convention, will learn one (or several) things that will stick with you for years to come and have a positive effect on your practice and your life.

See you at the 2020 MidWinter Convention!

Welcome, 2020 SDDS Executive Committee and Board of Directors!

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Immediate Past President
Bryan Judd, DDS



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Lisa Dobak, DDS
General Practitioner
SDDS Member since 1983



Hana Rashid, DDS
General Practitioner
SDDS Member since 2010

Thank you!

INTERESTED IN BECOMING AN SDDS LEADER?

See the SDDS Nominating Form inserted in this issue of *The Nugget!*

YOU SHOULD KNOW

HIGHER MINIMUM WAGE TAKES EFFECT JANUARY 1 FOR MOST CALIFORNIA EMPLOYEES

Reprinted with permission from CDA

Nearly all employers in California will begin paying their employees a higher minimum wage — either the new state or local minimum wage, whichever is higher — in the new year.

Effective January 1, 2020, the state minimum wage for employers with 25 or fewer employees will increase to \$12 per hour from the current \$11, and the state minimum wage for employers with 26 or more employees will increase to \$13 per hour from the current \$12.

But employers of every size must pay the local minimum wage in the employer's place of business if it is higher than the state minimum wage.

Read the full article on page 36.

SIMPLE THINGS YOU CAN DO TO PROTECT YOURSELF FROM SCAMS

Bill Muller; Muller & Associates

Email and phone scams are extremely common. Before doing anything with a suspicious email, look at the email address of the sender. Most companies have a very straight forward email address, if the address has various characters that don't make any sense, it's most likely fraudulent. NEVER click a "link" in an email. If a bank sends you a notice – and it IS your bank? Don't click the link. Just open a browser and go find the bank or call the bank direct.

If you get a suspicious phonecall posing to be someone you have had contact with, simply ask them a question only that person would be able to answer.

4 THINGS YOU SHOULD KNOW ABOUT MIDWINTER THIS YEAR

1 Free Parking - No need to stress about parking, we've got you covered! There is a lot of free parking available right at the venue!

2 New Location - While the Sacramento Convention Center undergoes construction, this year's MidWinter will be hosted at our new location the McClellan Conference Center!

3 Hands-on Demos - There will be hands-on demo rooms where some of our awesome exhibitors will teach you how to use their products and learn new techniques. You'll even receive CE credit for participating!

4 Price Increases after January 10th - Register now to get the lowest price available. Member Dentists are \$425 and Staff of Member Dentists are \$260 through January 10th.

**MARCH 2020
GENERAL MEETING -
TOPIC AND FORMAT HAVE
CHANGED FOR THIS MEETING**

DENTISTS LOAN REPAYMENT/ PRACTICE SUPPORT PROGRAM

Reprinted with permission from CDA

The Budget Act of 2018 appropriates \$220 million from Proposition 56 to the Department of Health Care Services (DHCS) and Senate Bill 849 (Chapter 47, Statutes of 2018) established the Proposition 56 Medi-Cal Physicians and Dentists Loan Repayment Act Program (LRP). The 2019 May Revise appropriates an additional \$120 million from Proposition 56 to DHCS. DHCS has contracted with Physicians for a Healthy California to administer the CalHealthCares program. Eligible dentists may apply for either a loan repayment up to \$300,000 in exchange for a five-year service obligation or a Practice Support Grant up to \$300,000 in exchange for a ten-year service obligation. More information about the CalHealthCares program is available on their website. Several webinars are being planned. To connect communities and interested dentists, the California Dental Association (CDA) has set aside a booth at the annual CDA conference in Anaheim in May 2020. You or your partners can participate in this event.

A note from CDA:

The CalHealthCares program is a proactive policy approach to encourage dentists to locate practices in underserved areas of California and we know there are dentists interested in taking advantage of these funding programs. The challenge – but also the opportunity – is to match interest with need!

To help facilitate identifying dentists who are interested in locating practices in underserved counties, CDA has set aside a booth at the annual CDA Presents conference in Anaheim next May where representatives from interested counties can interact with dentists. CDA is in the process now of identifying which counties might like to participate in this opportunity. If you wish to know more, please email Gayle Mathe at gayle.mathe@cda.org. There is no commitment at this juncture, just the opportunity to learn more about it.

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

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

★ *The 40th Annual MidWinter Convention & Expo* ★

FEBRUARY 6-7, 2020



By Melinda Heryford, MBA
 MidWinter Speaker

Friday

8:00am–9:30am • 1.5 CEU, CORE
 3 Point Exam – “Smooth Like Butta” Exam
 that Significantly Impacts Patient Care

10:00am–11:30am • 1.5 CEU, 20%
 Switch It to Solve It – Fabulous Hello
 to a Memorable Goodbye

1:30pm–4:00pm • 2.5 CEU, 20%
 From Frazzle to Flow –
 Five Powerful Practice Systems That
 Shift Team Drift to Team Flow



Team Work Makes for Dream Work
DOES YOUR TEAM SUFFER FROM DYSFUNCTION?
A GUIDE FOR HIGH PERFORMING TEAMS

What Makes Your Office & Business Systems Successful?

As a dentist you play a unique role in the business environment. You are constantly having to work in your business and on your business. You are the decision maker and a very important asset. You are a leader, but you can't do it all. Having a high performing team in place will help you crush your goals not only professionally but personally as well.

You want to keep your schedule full, your employees satisfied, and your patients getting the best possible care, it becomes important to learn how to eliminate dysfunction and find peace and productivity in your office. How can you leverage your team to make the entire experience better for everyone?

It Starts with Individual Contribution

Highly productive and predictable results are rooted in an understanding of knowing what needs to be done and getting the job done as a team.

How High Performing Teams Work

Every team is different. There are features of high performing teams that ALL successful practices have – based on a firm understanding of what needs to be done, and how to work together as a team to meet those objectives.

It's also important to realize that most team members want to be part of a high performing team. Rarely is there ever a staff member that enjoys chaos or inefficiency. Every team is made up of individuals that have different

minds and personalities, but all of them have the same goal of creating a practice that is thriving and a work environment that is fulfilling.

So if your team is not functioning, and not performing at its peak, then the next step is to ask yourself why. The answer likely has something to do with evaluating and maximizing everyone's contribution.

Research from Harvard has indicated that problems with maximizing individual contribution represent a loss of 37% of productivity on average, due to issues that include:

- Poor, Loose Planning
- Unclear Expectations
- Limited Set Routine
- Inadequate Communication
- No Teamwork Strategy
- Limited Accountability

None of this is necessarily new. If you've managed your practice for any extended period of time, you've probably come across issues with communication and teamwork strategy. Maybe you even tried to address some of them. But there's a difference between knowing something is a problem and knowing exactly how to address that problem in a way that is effective and long lasting.

Programs with Melinda Heryford, Practice Management Consultant

Every practice is different. There are features of a successful practice that exist across all channels. Join me at SDDS and learning what these are, how to find them, and what changes to implement at your practice. Learn how to engage your team and how to get your practice performing at its peak.

Program 1: The 3 Point "Smooth Like Butta" Exam That Significantly Impacts Patient Care

The most important part of a busy practice is the one that most have the least amount of time to complete – the exam. The entire team at the office has the potential to make the exam a seamless, "smooth like butta" process that not only gets the dentist in and out in less time, but also provides for a better, more accurate diagnosis that is unrushed and unpressured.

Objectives of this program include:

- How team members can sync with the doctor in detection and diagnosis.
- How the PATIENT can be included in the exam findings.
- How the entire team can help the patient commit to "what's next."

What if exams – and other procedures – became a team practice, not just the dentist's job? That's what we'll learn in this program.

Program 2: Switch it to Solve it – Fabulous Hello to a Memorable Goodbye

What if you could improve productivity by helping your employees do less?

We live in the platinum age of technology and business management strategy. Your team members are probably loaded with details and data that they have to manage, taking away from some of the other tasks they can complete.

What if there were systems that could reduce their workload?

What if there were programs that could reduce or eliminate busy work from their day?

Objectives of this program include:

- Collecting all the data for accuracy to get it right the first time.
- Teach team members onboarding and accountability for seamless service, including appointment agreements, pay, health history updates, and consents.
- Implement automated and trackable treatment follow up.
- Discover the necessary steps to create and implement a "statement free" practice.

Convert your practice from an old school dental office to a new school progressive organization, and get better reviews and a more efficient working team in the process.

Program 3: From Frazzle to Flow

There is something naturally overwhelming about passing information to the dentist, to the clinical team, to the office manager, and trying to convince all the parts to work together properly.

What if there was one easy, simple way to get that information to flow perfectly and accurately every time; to stop "Team Drift" and move to "Team Flow."

Objectives of this program include:

- Learn systems that help you all be on the same page with less time.
- Have clear communication channels for counting on all team members.
- Create a process for keeping yourself ALWAYS in the loop with all the info you need.

What if you could trust that everyone always had information at the ready? That's what we'll learn in this program.

Program 4: From Office Manager to Office Magic

Office managers can make or break a practice. But what if your office manager learned to communicate "office magic?" Learn how to find or train an office manager that becomes Chief Engagement Officer, tasked with delivering office magic.

Objectives of this program include:

- Creating a culture of engagement and accountability.
- Shifting the mindset/goals of office managers to engagement officers of the future.
- Discover the steps to achieve team alignment for productive patient care.

Melinda Heryford welcomes you to join her for all of these different programs. Learn to transform your practice into perfection, and generate the revenue and patient flow that will help your practice shine. ■

Check out page 22 to see the breakout sessions Melinda is offering at MidWinter!



By Lois Banta
MidWinter Speaker

Thursday

8:00am–9:30am • 1.5 CEU, 20%
10 Top Management Tools
for a Successful Practice

10:00am–11:30am • 1.5 CEU, 20%
Anatomy of a Winning Team...
A Recipe for Success

1:30pm–2:30pm • 1 CEU, 20%
Playing the Insurance and Accounts
Receivables Game... Your Way

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High Impact Communication:
Words to Use and Words to Lose



THE MAGIC OF *Effective Communication*

“I’m sorry... we have not received your claim.” “Why did I get a statement? I have already paid your office my co-payment!” Ah, the wonderful effects of non-communication. Nothing is more frustrating for a dental office than a patient or insurance company who misunderstands what we are trying to communicate to them.

The most important aspect of dentistry today is not what you say to patients and insurance companies, but how you say it. How many times have you called the insurance company to track a past due claim only to be told you have to re-submit it? I can almost hear your silent screams now! There is a definite connection between making the phone call and getting the results from the insurance company the first time. One of the most effective tools in communicating with insurance companies and getting speedy payments isn’t necessarily the content of the claim, but in talking to the insurance customer service representative. You catch so many more flies with honey...make a friend at the insurance company! Yes, that’s right; I said make a friend at the insurance company. You have to be prepared to plead your case while at the same time getting results now. My suggestion is to call the insurance company with this conversation in mind...” Hello, this is Lois from Dr. Smith’s office. I’m calling to check status on an outstanding dental claim.” Never say past due claim...it puts the insurance rep on the defense. Always write down today’s date, the insurance rep’s full name, and any notes pertaining to the conversation. Some insurance companies train their staff to respond to your first phone call by telling you they have not received the claim. What I suggest as a response to that is to ask the rep to put you on hold and check the pending or in-processing claims. This gives the insurance rep the opportunity to put you on hold and now tell you...” Oh, there it is, I don’t know why this wasn’t processed yet!” If they still insist they have not received the claim, ask for the FAX number and resubmit the claim by FAX, not “snail mail,” or re-send

it by electronic claims if that is how it was originally sent.

Communication with your patients can be equally frustrating if you assume they know the financial policies of your practice. The first thing every dental office needs is to have a financial policy. The second thing is to put

“THE MOST IMPORTANT ASPECT OF DENTISTRY TODAY IS NOT WHAT YOU SAY TO PATIENTS AND INSURANCE COMPANIES, BUT HOW YOU SAY IT.”

it in writing. Always, and with no exceptions, explain all treatment recommendations to your patients before dental treatment is performed. There are many ways of discussing financial arrangements with patients because there are many types of treatment consultations.

1 If the patient is in your office for an emergency and there is time to do the permanent treatment that day, the financial coordinator should come back to the treatment room to answer any questions the patient may have regarding fees and insurance so that the patient can make an informed decision. The doctor and clinical team member must leave the room at this time to allow for privacy. Discussing financial arrangements chair side allows for proper communication to take place regarding patient’s financial responsibility.

2 If the patient has a continuing care appointment with the hygienist, and dental treatment was recommended that is not too involved, the financial coordinator can make financial arrangements at the front desk if it is a private enough area. All financial arrangements should be made before the patient comes in for the next treatment appointment to avoid negative surprises.

3 If there is major treatment to do, there should be a formal consultation privately for the patient and the financially responsible party (if different from the patient). In all cases, a written plan for treatment and estimate of financial responsibility should be available for every patient. All patients have a right to know what they are agreeing to... It's called truth in lending.

The importance of communication also comes into play for patients paying their "estimated portion" after insurance payment at the end of their dental appointment. You give patients the potential bad news before they get it on their statement. To avoid any repercussions from getting a statement after insurance pays and

the patient has already paid their "estimated portion," I tell the patient "If insurance pays less than we estimate, we will send you a final statement and it will be highlighted in orange at the bottom of your statement with the phrase... We have received final payment from your insurance." This absolutely prevents an angry phone call from the patient because they just got a statement with a balance due after insurance has paid and the patient has already paid their previous in-office payment. Give your patients the potential bad news before they get the "bad news" and you have just diffused a potential angry situation! It works like a charm.

Another effective communication technique I use with patients is when we change the payment rules in the office. I find this the most difficult transition for patients because they were used to making payments. First of all, you should never have to be the "bank" for your patients. This is where we have become our own worst enemies. In order to change the rules effectively you need to be excited about the change. The conversation should go

like this..." Mr. Jones, today's visit was \$700. We estimate insurance will pay approximately \$350... therefore; we estimate your portion to be \$350. Will you be taking care of that by cash, check or credit card today?" The patient usually responds by saying, "Just send me a statement like you usually do." This is where the magic conversation must happen. You say "Actually, we are so excited, the accountant was just in our office recently and we are now prepared to handle your payment in office today...so...which would you prefer... cash, check or credit card?" If the patient still objects, give him/her a courtesy statement with an envelope, and a stamp instructing them to send you the estimated in the next 5 days. Say that you will follow-up with a phone call if for any reason a payment is not received.

The important thing to remember in the "art of communication" is to speak to patients and/or insurance companies the way you would want them to speak to you. Remember the Golden Rule... "Do unto others as you would have them do unto you!" ■



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By Michael Scherer, DMD, MS, FACP
MidWinter Speaker

Friday

10:00am–12:30pm • 2.5 CEU, CORE
Are We Ready For Digital Dentistry,
Intraoral Scanning, and 3D Printing?
What Works and What Doesn't

1:30pm–4:30pm • 3 CEU, CORE
Diagnosis and Treatment Planning
Full-Arch Implant Rehabilitation



What Holds Us Back FROM IMPLEMENTING Digital Dentistry in Our Practices?

We are at the proverbial “digital tipping point” in our clinical practices and it seems that we can’t turn a page in a magazine, journal or attend a lecture that doesn’t have something highlighting something digital or someone fabricating something via a digital process. Is digital dentistry finally mainstream for clinical practice? That really depends on what we consider “digital,” as some would consider a digital practice as simply one that has digital charting! In today’s clinical practice, a digital dentist is one that uses at least one or several of the following technologies: intraoral scanning, cone-beam computed tomography (CBCT), 3D printing, and milling.

Inside Dentistry in January 2019 conducted a survey evaluating what clinicians and technicians were looking at; what they found is that 28% of respondents indicated they were using intraoral scanners, 17% using CBCT, 15% using in-office milling, and 4% using 3D printing.¹ These reported numbers indicate an overall trend of greater implementation of the digital technologies for everyday clinical practice, however, the reality is that while we are getting there, we have quite a few things that tend to hold us back from making the jump from analog to digital.

What Holds Us Back?

The big factors that tend to make a dentist think twice about implementing anything new, especially digital systems, into clinical practice are the following: cost, access, and indifference.

Costs of digital systems can be astounding, and certainly we must look at the implementation costs of the systems, not just the actual purchasing cost. While the cost of scanners, milling, and printing equipment has become much more affordable in the last few years, these systems can still be expensive. A new intraoral scanner can cost anywhere between \$17,000 at the affordable side for a basic scanner, it can also run as much as \$70,000 if one wanted to get the latest same-day crown

acquisition machine. On top of that, CBCT scanners can range from \$20,000 upwards of \$180,000! In addition to these costs, many systems have monthly, quarterly, or yearly fees to keep their systems up and running.

IS DIGITAL DENTISTRY
FINALLY MAINSTREAM FOR
CLINICAL PRACTICE?

How do we justify such a large expenditure? In this author’s opinion, it really depends upon what each individual office’s goal is for implementing. Do you want to do same-day ceramic crowns? Do you just want a scanner to replace PVS? I recommend seeking help before you buy!!

Access to the technology can be a significant barrier; although when referring to access, I mean, are you ready for a scanner in your office? Do you have high speed internet connections, a HIPAA compliant wifi hot-spot, do you have physical room for a cart to move around your offices? I recently ran up against this challenge when completing a new office build-out here in Sonora!! We moved locations just across town, but our new location doesn’t have high speed internet!! Yes, as crazy as that sounds, it’s true. We had to really engineer a creative solution, but we were able to get it done. Thankfully I am the IT department in our office, but are you ready and prepared for technology bumps in the road when implementing digital systems?

Lastly, a huge barrier that I encounter each time I speak at meetings and interact with dental colleagues, is indifference. If you have been practicing dentistry effectively for 10, 20, 30+ years and it works with your current impression techniques, labs, materials, why change now? Are you ready to handle a bit of “dental disruption” or a “dental learning

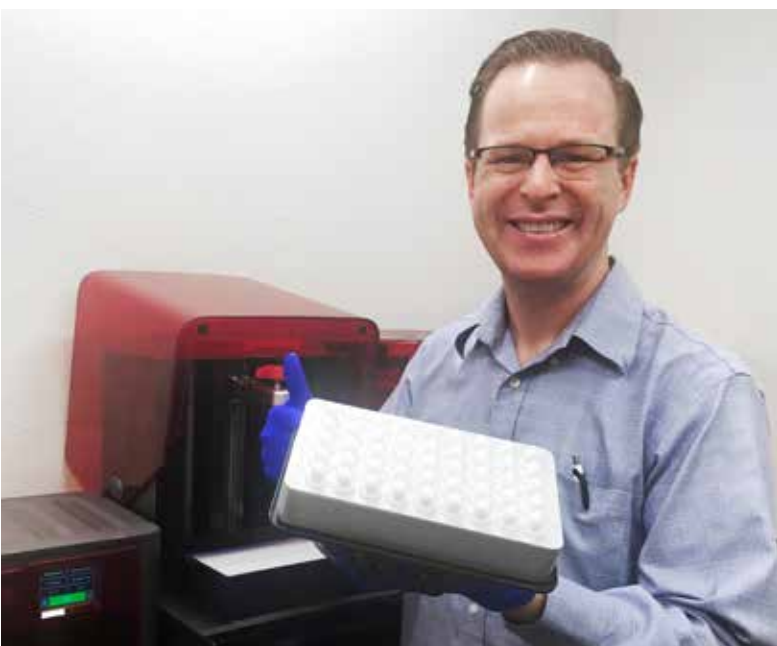
curve” when you get that scanner into your office? For some, this is the biggest barrier to go up against as it’s easy to get comfortable doing our everyday workflows. For others, this is the biggest reason to get into digital dentistry! Are you bored in clinical practice? Looking for something new and exciting to learn?

Bringing It All Together

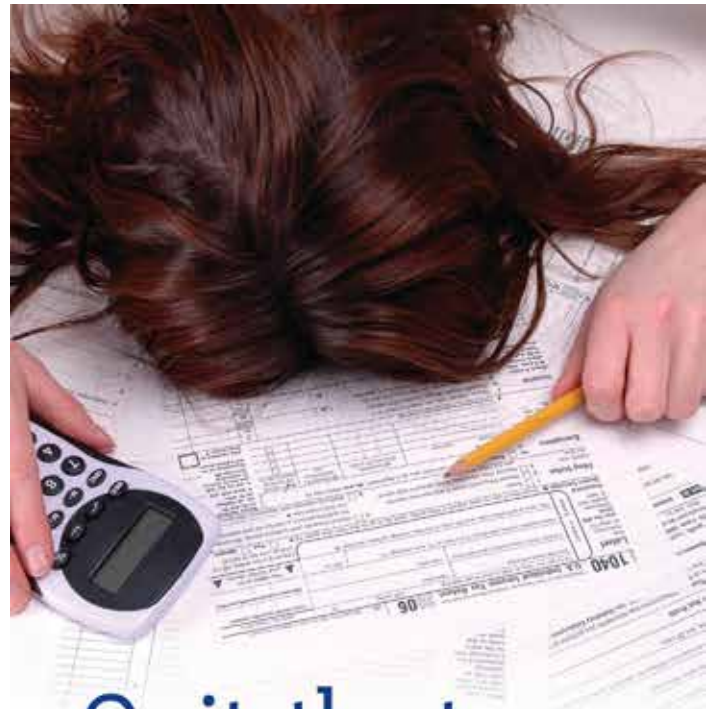
As we look at various methods for implementing digital systems and take a hard look at what holds us back, it can be daunting!! What I can tell you as someone who got started on the bleeding edge is that digital dentistry is exciting, financially rewarding, and fun! My assistants love it, my office has become more streamlined and productive, and I have had more fun in dentistry in the past five years than my entire career. Is it challenging at first? Of course, but remember so many things are! Remember the first time you prepped a crown in school or the first time you had to hire a new staff member? Digital dentistry is a natural step forward for all of dentistry and make sure you reach out to others to help guide you on the way! ■

References

1. Mazda, Jason. Trends in Dentistry. Inside Dentistry. 2019 Jan;15(1)-8.



Dr. Scherer showing a set of temporary crowns printed on a Sprinray Pro 3D Printer



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By Jamison Spencer, DMD, MS
MidWinter Speaker

Thursday

10:00am–12:30pm • 2.5 CEU, CORE
All TMJ Patients Are N.U.T.S.*, Right?
How to Evaluate, Diagnose and Treat
the Most Common TMJ Problems

1:30pm–4:30pm • 3 CEU, CORE
Obstructive Sleep Apnea: Looking Beyond
the Teeth and Saving Lives!



Bruxism, Sleep and TMD, OH MY!

It will be my pleasure to present to the Sacramento District Dental Society, Thursday, February 6th. My topics will include both temporomandibular disorders and the Dentists' role in the treatment of sleep disordered breathing. While I will be giving separate presentations, often, TMD and sleep disordered breathing are inter-related.

For years we have searched for answers regarding why some of our patients clench and/or grind their teeth. We have blamed this so called parafunctional activity on everything from premature occlusal contacts, dysfunctional mandibular position (too far forward, too far backward, too much vertical, too little vertical, in “CR,” not in “CR”), and of course emotional and psychological stress. We often see the results of bruxism in children and hear from the parents of the violent and loud nature of this activity. We have provided every type of plastic to place between the teeth of patients to “control” their parafunctional behavior, or at least to protect their teeth and periodontium from damage—but often our attempts to control the behavior seem futile, and the patient continues to fight whatever piece of plastic we place in their mouth, or worse yet destroy their teeth and restorations.

Why?

For decades a few practitioners have looked at the connection between the airway and temporomandibular disorders, particularly from a growth and development standpoint. In the last 30 years there have been more and more studies looking at exactly what is happening during bruxism events. These parafunctional activities have become better defined and described, but the “why” still remains.

However, relatively recent studies indicate that in some cases of parafunctional activity, such as clenching or grinding the teeth, may actually be an attempt by the central and autonomic nervous systems to protect us. As

dentists have become more involved in the treatment of obstructive sleep apnea, we are learning how very important the airway is. We've always recognized the “ABC's” and know that “airway and breathing” are first and foremost, because without a proper airway we can't breathe, and if we can't breathe, we're dead.

One study that should keep you awake at night (pun intended) was a pilot study which showed that five of the ten sleep apnea patients had their sleep apnea WORSEN when using a flat plane nightguard, just like the ones you use to protect your patients from their bruxism. The authors state in their conclusion:

This open study suggested that the use of an occlusal splint is associated with a risk of aggravation of respiratory disturbances. It may therefore be relevant for clinicians to question patients about snoring and sleep apnea when recommending an occlusal splint.¹

Please note the date of this pilot study. 2004!!! 15 years ago! So this isn't really “breaking news.”

Other research has been completed, and there are consistent results indicating that in SOME cases bruxism, or rhythmic masticatory muscle activity, may be related to sleep disordered breathing.

In June of 2016, the American College of Prosthodontics published a position statement titled “Role of Oral Devices in Managing Sleep-Disordered Breathing Patients.” In this paper the authors reinforce the possible

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connection between our management of bruxism and sleep apnea by stating:

The effect of the use of a night guard for SB on OSA remains uncertain; however, increasing the occlusal vertical dimension (OVD) with a maxillary night guard without mandibular protrusion has been found to aggravate OSA in some patients. It was suggested that the mechanism for increasing the severity of OSA could be related to a reduced upper airway size due to the restriction of the tongue space and the rotation/anterior translation of the condyles. Practitioners should screen patients for OSA prior to fabricating a maxillary night guard that increases the OVD without mandibular protrusion. Prosthodontists must screen patients for OSA during the treatment planning stages and be aware that treatment modalities for OSA may influence the final dental treatment plan.

The good news is that when bruxism IS related to airway issues appropriate therapy with oral appliance therapy, or CPAP or other treatment modalities and strategies, can reduce or, in some cases, even eliminate the bruxism. Knowing this can help you protect your patient's teeth, protect your restorations (saving you thousands of dollars in remakes) and literally protect your patient's lives... as well as help you to get to the true etiology of their facial pain and temporomandibular problems. ■

*Want to know more?
I'll see you on the 6th.*

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- 1 Aggravation of respiratory disturbance by the use of an occlusal splint in apnea patients: a pilot study. Gagnon Y, Mayer P, Morisson F, Rompre PH, Lavinge GJ. Int J Prosthodont. 2004 Jul-Aug;17(4):447-53

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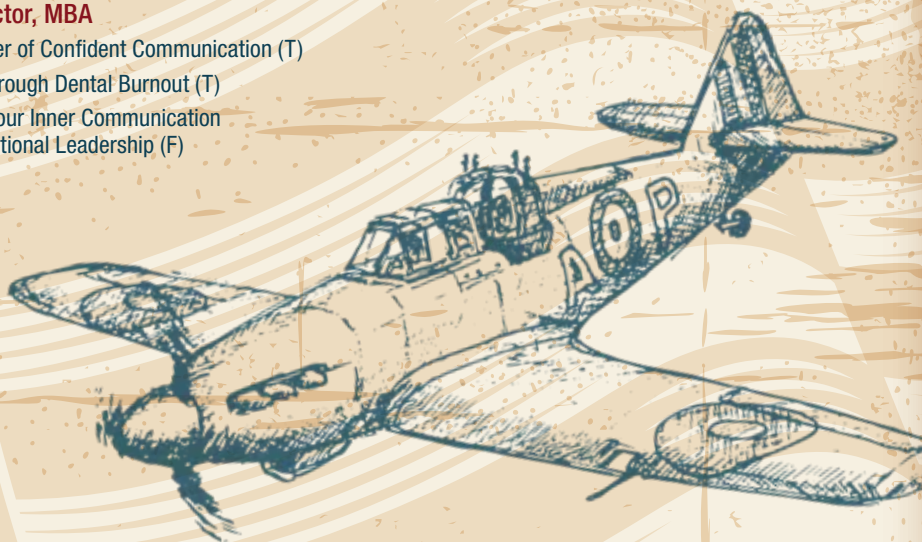
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Meet the Speakers



Ron M. Ask, DDS;
Jackson Creek Dental Group

Dr. Ask is a graduate of Loma Linda University School of Dentistry in 1977. Dr. Ask is passionate in the constant pursuit of excellence in his dentistry. He feels strongly about providing comprehensive and advanced dentistry for his patients. To further that goal, he is a founding dentist of Jackson Creek Dental Group, where they like to work hard, have fun and are greatly involved with world class patient care every day. He has enjoyed providing desperately needed dentistry in many out-of-the way places overseas. Locally, Dr. Ask has lead JCDG to provide free services around Valentine's Day to needful children for the last 35 years, including SDDS' "Smiles for Kids Day". He is happily married to his wife, Jeanine and has a son, Jehret, who has followed his father into practicing dentistry at JCDG.



Leon Assael, DMD, CMM, FACD, FICD;
Former California Northstate College of Dental Medicine Dean

Dr. Leon Assael DMD is the Founding Dean of California Northstate College of Dental Medicine. He is Adjunct Associate Professor in Public Health, and Oral Maxillofacial Surgery at University of California San Francisco. He is the immediate past Chair of the Board of the American Dental Education Association. He is Dean Emeritus of the University of Minnesota School of Dentistry and holds an BA from Columbia University and earned a DMD from Harvard University School of Dental Medicine, as well as a Certificate in Medical Management from the University of Kentucky. He completed his residency in Oral and Maxillofacial Surgery at Vanderbilt University. Dr. Assael has clinical and research interests in value-based health care, systems based oral health education, dental therapy, bone diseases and nerve injury.



Lois Banta, CEO; Banta Consulting, Inc.
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Lois Banta is CEO, President and Founder of Banta Consulting, Inc., a company that specializes in all aspects of dental practice management. Lois has over 45 years of dental experience and consults and speaks nationally and internationally. She is the owner and CEO of The Speaking Consulting Network, and a member of several professional organizations.



Joyce Bassett, DDS, FAACD
Sponsored by DMG America and NSK Dental

Dr. Bassett practices comprehensive restorative and aesthetic dentistry in Scottsdale, Ariz. She is an Accredited Fellow of the American Academy of Cosmetic Dentistry and President 2015-2016. She is a Diplomate of the American Board of Aesthetic Dentistry, an Associate member of the American Academy of Esthetic Dentistry, a KOIS Clinical Instructor, an active member in the Academy of Fixed Prosthodontics and a Fellow in the AGD. Dr. Bassett is adjunct faculty, where she has taught the aesthetic continuum at the Arizona School of Dentistry. She is a member of the Catapult Group speakers bureau and evaluates new dental materials for them. She was voted top 5 female CE educators, an international lecturer, published author and is a member of the editorial board of several peer-reviewed publications.



Jeff Brucia, DDS
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Dr. Brucia is a graduate of the University of the Pacific School of Dentistry where he is currently an Assistant Professor of Dental Practice. He is practicing Esthetic and Restorative dentistry full time in San Francisco, California. Dr. Brucia is the Co-Director of the FACE occlusion study club where he chairs the department of Esthetics and Adhesive Material Science. He is the 2011 recipient of the Gordon J. Christensen Recognition Lecturer Award. In 2010, Dr. Brucia was elected a fellow in the American Academy of Esthetic Dentistry and presently serves as Academy Secretary. He has also been selected by Dentistry Today as one of the top clinicians in dental continuing education today.



Leslie Canham, CDA, RDA, CSP

Leslie is an international speaker and consultant specializing in Infection Control, OSHA, Dental Practice Act, HIPAA regulations and Accommodating Special Needs Patients. In the dental field since 1972, Leslie helps dental teams understand and simplify complex regulations. She provides in-office training and webinars, and telephone coaching. Leslie is a Certified Speaking Professional and has earned the reputation as an outstanding speaker in dentistry. She is an AGD Provider and offers continuing education credit.



Charles "Cy" Carpenter, MD;
Integrative "Health and Wellness" Medicine Physician

Dr. Carpenter graduated from Tulane Medical School and completed his residency in Preventive Medicine. In addition to his traditional medical training, he has pursued extensive studies in integrative and mind-body medicine from well-known leaders in the field of complementary medicine. He received his Board Certification from the American Board of Holistic Medicine and the American Board of Preventive Medicine. Dr. Carpenter also has a Master's Degree in Public Health and has studied the ancient healing traditions of Chinese Medicine and Ayurvedic Medicine and incorporates the wisdom of these traditions with the latest scientific understanding of the human body to guide his clinical practice. Presently, Dr. Carpenter is the Medical Director of the Sacramento Center for Health and Healing.



Celena Donahue;
Health Systems Manager American Cancer Society

Ms. Donohue is the Health Systems Manager, Primary Care & State Based Systems for the American Cancer Society; West Region. She graduated from California State University Sacramento in 2008. Her current positions include high-level engagement with Federally Qualified Community Health Centers, Primary Care Associations, Indian Health Services, Tribal Primary care systems, Community Health Workers, Health Plans, State Agencies, community-based organizations and regional/local networks. She provides consultation and quality improvement coaching for implementation of evidence-based strategies and ACS cancer control programs.



Donna Drury-Klein, RDA, BS, COO;
Foundation for Allied Dental Education

As a veteran registered dental assistant, LaDonna Drury-Klein brings life, energy and inspiration to all her work both in the classroom and in the conference room. As a successful clinician turned educator, LaDonna is known for her no-nonsense approach to education with her strong and powerful message to motivate and inspire the next generation of clinical care providers. Ms. Klein served as a two-time appointee to the Dental Board of California and has chaired numerous councils at the state and national level in furtherance of the dental assisting profession. In 2011, she founded FADE - the Foundation for Allied Dental Education - a non-profit corporation supporting dental assisting educators and serving as an advocate for improving the oversight of her profession. In 2016, she founded the FADE Institute, an advanced learning Institute focused on the advancement of higher education for dental healthcare professionals.



Jaime Gerigk, MSW;
Chief Program Officer of Counseling and Outreach at WEAVE in Sacramento

Jaime Gerigk, MSW, is Chief Program Officer of Counseling and Outreach at WEAVE in Sacramento. Jaime has worked in the fields of domestic violence and sexual assault for 20 years and medical social work and hospice for 10 years. She has worked in domestic violence and sexual assault programs in California and Michigan as an Advocate, Counselor, Educator, Director and currently Chief Program Officer. Her passion is providing domestic violence and sexual violence prevention education for all ages and ensuring survivor-centered, trauma-informed services.

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Melinda Heryford, MBA; Dental Practice Enhancement Consultant and Business Strategist

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While working in dentistry over the last three decades, Melinda understands what it takes to make a dental practice successful. Melinda is known as the "Practice Implementer," in practice development strategies and implementing best business practices in four specific areas: practice systems, empowered people, financial acumen, and satisfied patients. Melinda brings her business expertise along with years of practical experience to inspire change and transformation. Melinda's primary focus is building dental teams that produce outstanding results. Melinda holds an M.B.A. from the School of Management, University of California, Davis.



Mercy San Juan Medical Center Trauma Team

MSJMC is a level II ACS verified trauma center. The trauma center offers state of the art equipment and dedicated trauma rooms with specialized trauma nurses, techs, and social workers. All of the trauma surgeons are board certified in surgical critical care from the American Board of Surgery. As part of the Trauma Center, Stop the Bleed is taught free of charge to the members of the community by the trauma team which includes trauma surgeons and registered nurses.



Marcella Oster RDA

Marcella Oster is a current RDA with 37 years experience in many areas of the dental field. In 1995 she co-founded and was president of the first female owned Hazardous Waste Treatment Facility called EcoSolutions. Marcella is an independent speaker for CDA and co-created one of the first dental hazardous waste training videos offering CE and approved by the Dental Board of California. She is a current CE provider and lectures all over California. She donates her extra time at a free Dental clinic in Auburn and enjoys assisting at CDACares.



Paul D. Raskin, DDS

Dr. Raskin graduated from the University of Detroit School of Dentistry in 1964. He served eight years in the US Army Reserves Dental Corps, being honorably discharged in July, 1977 with the rank of Major. As a private practitioner, he spent several years on the part time Prosthodontic Staff at Highland General Hospital, Oakland, CA. With a consuming interest in Removable Prosthodontics, Dr. Raskin maintains a research laboratory that has brought forth several patents covering important discoveries in the fitting and fabrication of removable prosthodontic appliances, including the articulation system you will hear about today.



Alex Ray, PT, DPT, Owner; North Area Physical Therapy and Aquatic Therapy

Alex Ray graduated BS in exercise science from UC Davis 2004. He received his DPT from UOP in 2007. He has been a practicing physical therapist at North Area PT for 12 years, taking over ownership of clinic in 2012. Initially, his continuing education focused on athletes and he was certified as a strength and conditioning specialist. His interests soon expanded to the "weekend warrior" and the aging population. His practice currently treats a wide variety of diagnoses.



Jessica Rector, MBA *Sponsored by BPE Law Group and Tri Counties Bank*

The top mindset and burnout expert, Jessica is the authority on turning your negative thoughts into positive action. As a former TV talk show host and award-winning #1 sales producer at a Fortune 100 company, she helps you Blaze Your Brain to get more done with less burnout. Jessica has written nine books, and as a #1 best-selling author, she works with leaders, teams, and organizations like NBCUniversal, Dallas Mavericks, and American Airlines to fire up your thinking, extinguish burnout, and ignite your people (while having a lot more fun)! Jessica has been seen on ABC, NBC, CBS, and FOX for creating and igniting change. She is also mom to Blaise, the youngest published author in the United States.

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Meet the Speakers



Michael David Scherer, DMD, MS, FACP

Sponsored by Zest Dental Products

Dr. Michael Scherer is an Assistant Clinical Professor at Loma Linda University, a clinical instructor at University of Nevada – Las Vegas, and maintains a practice limited to prosthodontics and implant dentistry in Sonora, California. He is a fellow of the American College of Prosthodontists, has published articles, DVD training series, and in-person and online courses related to implant dentistry, clinical prosthodontics, and digital technology with a special emphasis on full-arch reconstruction. As an avid technology and computer hobbyist, Dr. Scherer's involvement in digital implant dentistry has led him to develop and utilize new technology with CAD/CAM surgical systems, implement interactive CBCT implant planning, and "outside the box" radiographic imaging concepts.



Theresa Sheppard, RDA; Theresa Sheppard Solutions

Theresa is an RDA, speaker, consultant and author, with experience in all clinical and administrative aspects of the dental practice. This, coupled with her extensive hands-on experience of over 35 years, including over 25 years as an office administrator, uniquely qualifies her to train dental teams and develop leaders. She trains on risk management, HIPAA, insurance coding and billing. Her priority is to protect the clinical and financial integrity of your practice. Theresa is a member of many professional organizations including Speaking Consulting Network, AAOSH, American Association of Dental Office Management and Dental Codology Consortium.



Jamison Spencer, DMD, MS

Dr. Jamison Spencer is the director of Dental Sleep Medicine for the Center for Sleep Apnea and TMJ, in Boise Idaho and Salt Lake City Utah. Dr. Spencer has personally treated thousands of patients with sleep apnea and TMJ problems, and now focuses on helping dentists help their patients with such problems. Dr. Spencer is the Past-President of the American Academy of Craniofacial Pain (AAP), and has a Masters in Craniofacial Pain from Tufts University. He taught head and neck anatomy at Boise State University, is adjunct faculty at the University of the Pacific School of Dentistry, and the University of North Carolina at Chapel Hill. Dr. Spencer has been invited to give lectures on TMD, Dental Sleep Medicine and head and neck anatomy throughout the world. Dr. Spencer now lives in Pleasant View, Utah with his wife and children.



John Urrutia, CPA; MUN CPAs

John Urrutia has been providing public accounting, tax, business and strategic consulting services for over 30 years and is a principal at MUN CPAs. John is in charge of the dental division at the firm and has many years of helping his dental clients make the right decisions for their business and life goals.



Christina Vetter, Account Manager; TDSC

As an account manager with The Dentists Supply Company, Christina connects dentists with the products they need to be empowered to achieve their unique visions of practice success. She is an expert on dental supply shopping on tdsc.com, engaging in discussions with loyal shoppers and providing education on the site's benefits. Christina has more than 26 years of experience in the dental industry. In addition to 15 years as a representative for major dental supply manufacturers, she has 10 years in the practice setting as a registered dental assistant and as an office manager. Additionally, she's honed her teaching skills as a clinical instructor at Sacramento City College.

New at MidWinter this Year: **HANDS-ON AND DEMONSTRATIONS!**

Attendees can choose from several different one hour presentations throughout the two days of the Convention, and receive one CEU for attending the presentation.

These offerings will run concurrently with other speakers and presentations, so it will give another opportunity to learn in a small group setting.



Thursday

OFFICE MANAGER OFFICE MAGIC!
Presented by Melinda Heryford

**BIOCLEAR TECHNIQUE
(INJECTION MOLDING HEATED
COMPOSITE FILLINGS)**
Presented by 3M (Michelle Callahan)

CEREC/DIGITAL IMPRESSION
Presented by Henry Schein



Friday

MAGIC FC IMPLANTS
Presented by InnoBioSurg (Jessica Carr)

**OMICROMA COMPOSITE
FROM TOJUYAMA**
Presented by Solmetex (Mary Fadhl)

**TIPS FOR EVALUATING & TREATING
SLEEP APNEA PATIENTS**
Presented by Dream Systems (Jim Addiego)

**MINIMIZING RISK IN
TODAY'S LEGAL CLIMATE**
Presented by BPE Law Group (Keith Dunnagan)

OFFICE MANAGER OFFICE MAGIC!
Presented by Melinda Heryford

3D IMAGING
Presented by Henry Schein

A Few Things You Need to Know

HR Hotline

The HR Hotline continues to be one of our top member benefits. The California Employers Association provides SDDS with an exclusive HR Hotline number for our SDDS members! You are a dentist, but you are also an employer. Employee evaluations, hiring and firing, labor laws and personnel files are an important part of that!

Call free with all of your burning HR questions – SDDS Member benefit!

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2020 Harassment Prevention Training

Dates for 2020 have been released. You can sign up for these courses online only, see the inserted form for the link.

Employees 12:00-1:00pm

Jan 15 • Mar 12 • Jun 17
Sep 16 • Nov 11

Supervisors/Employers 12:00-2:00pm

Feb 11 • Apr 22 • Jun 9
Sep 22 • Nov 12

2020 Labor Law Poster

All active members will receive a free copy of the 2020 Labor Law Poster. In years past, this has come inserted with the January *Nugget*. **This year, it is being sent as a separate mailing. So keep an eye out for it.**

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.



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Tax time is here! Is your CPA a true dental CPA?

Thomas Doll has worked with dentists for over 50 years and now has a new location in Roseville! Please contact Brett LeMmon for a free analysis of your tax returns to ensure you are not missing out on opportunities for tax savings.

Some top strategies to implement include:

1 **Rent Your Home to Your Corporation (Agusta Rule)**
Potential Impact
 Potentially \$6,000+ in tax savings.
Considerations
 Not for sole proprietors. Double up on two homes? RFP from hotel?

4 **Employ Your Spouse**
Potential Impact
 Retirement plan for spouse, who must meet plan participation requirements.
Considerations
 Adapt to 199A thresholds for 20% deduction?

2 **Fund Health Savings and Flexible Spending Accounts**
Potential Impact
 \$7,100 per family per year in 2020.
Considerations
 HSA is triple-tax free. 55+ get extra \$1,000.

5 **Fund Your 401K/Profit-Sharing Plan (or SEP/Simple IRA)**
Potential Impact
 \$57,000 in 2020 plus \$6,500 to catch-up = \$63,500.
Considerations
 Design plan to minimize excess employee costs.
Consider impacts to maximize Section 199A deduction. Timing difference vs. permanent?
 Staff morale?

3 **Employ Your Children***
Potential Impact
 Salary plus retirement savings.
Considerations
 Fund child Roth IRAs; shift income to lower tax bracket. *Special considerations if children are college-age

Contact Brett LeMmon to learn more:

 Brett LeMmon, CPA
 Direct Line: 925.280.5766
 brett@thomasdoll.com



Come visit us at booth 303 at the MidWinter Convention!

Check Out All the MidWinter EXHIBITORS

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COMPLIANCE TRAINING/RISK MANAGEMENT

- Theresa Sheppard Solutions

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- Shofu Dental Corporation
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- The Dentists Insurance Company (TDIC)

DENTAL PRACTICE SALES

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- First Citizens Bank
- First US Community Credit Union
- MUN, CPAs
- Thomas Doll
- Tri Counties Bank
- U.S. Bank

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- Zest Dental Solutions

INTERNET MARKETING

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- Dental Intelligence
- SD Reliance Management, Inc.

MANAGED CARE PLANS

- Access Dental Plan
- Health Net
- LIBERTY Dental Plan
- Medi-Cal Dental

MEDICAL GAS SERVICES & EQUIPMENT

- Analgesic Services, Inc.

PATIENT COMMUNICATION

- Weave

PRACTICE MANAGEMENT CONSULTING

- Melinda Heryford, Inc.

REFINERS

- Star Refining

SLEEP APNEA DEVICES/ SPLINTS

- Dream Systems Dental Sleep Laboratory

STAFFING

- Resource Staffing Group
- Swiss Monkey

TECHNOLOGY

- Comcast Business

US MILITARY HEALTHCARE RECRUITING

- U.S. Army Medical Recruiting Station

WATERLINE DISINFECTION SYSTEM

- Dentaqua

WASTE MANAGEMENT

- Sacramento Regional County Sanitation District

The 2019 SDDS and SDDF Holiday Party



What a wonderful night to be with friends!

Friday, December 13, 2019 | Del Paso Country Club

The evening was filled with good friends, delicious food and great fun on the dance floor. The 2020 Officers were installed and the auction raised over \$4,000 for the Foundation. Thank you so much to everyone for making this such a wonderful night!





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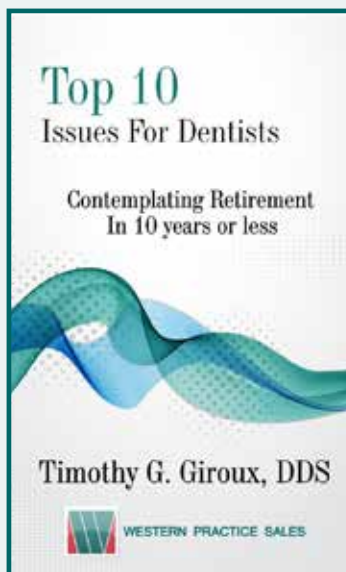
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How do you determine the listing price of my practice?

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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

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SDDS Goes to the House CDA House of Delegates 2019

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

The House of Delegates (HOD) is the governing body for the California Dental Association (CDA). The House meets once a year and discusses the direction of CDA and also dentistry in general. Governance, policy issues, election of officers and reports from task force members (and any other pertinent issues) are debated and voted on. On many issues, the business of the House moves quickly; other issues move at glacial speed.

For two years, a special Task Force was charged with bringing how CDA is run into the 21st Century. Many suggestions were brought forth, including reducing the size of the Board of Trustees from over 50 to under 20. The smaller Board would be able to react more quickly to ever-changing needs, and Board Members could be elected for specific skill sets and needs.

Another suggestion from the Task Force was the formation of a Component Representative Committee that would report directly to the Board. Every Component would have a member on this new committee and for the first time, individual Component issues could be addressed.

The Resolution was given to our Sacramento Caucus, along with all other delegations throughout the state. We brought in CDA representation, along with our own Dr. Nima Aflatooni (who worked on the Task Force) to speak to our delegation. We did our homework, discussed and debated our concerns, and in the end came away in full support of the Resolution and the changes proposed.

The HOD weekend in November came, and the two-day event lived up to the anticipated hype. Special thanks goes to Dr. Viren Patel and his Task Force on Dental Benefits for their work and report. We in Sacramento were honored to have Dr. Debra Finney as the new Speaker of the House. She handled the pressures of debate in an orderly, composed manner while managing the 250 delegates on the floor.

The culmination of the House was the vote on the Resolution for governance change. Debate was long and, at times, heated. The main opposition to the resolution was “if it ain’t broke, don’t fix it!” and of the “old guard” feeling they were losing power. Again, the Sacramento Caucus was united in our approval of the Resolution.

This was to be a bylaws change and a two thirds majority vote was needed for passage. Tension was thick as the results were given. It was there, 66%; but wait—it needed 66.7%, and the actual vote was 66.4%. The Resolution failed to pass by one vote. Two years of effort and it lost by one vote.

So what is next? We truly hope those in opposition will have their concerns addressed, and the resolution will pass quickly if presented next year. Politics is interesting, even in dentistry. ■



2019 Delegates to the CDA House

A Special Thank You for All Your Dedication This Year!

Nima Aflatooni, DDS
Margaret Delmore, MD, DDS
Lisa Dobak, DDS
Volki Felahy, DDS
Kelly Giannetti, DMD
Jagdev Heir, MD, DDS
Carl Hillendahl, DDS

Bryan Judd, DDS
Kevin Keating, MS, DDS
Viren Patel, DDS
Karthic Raghuraman, DDS
Hana Rashid, DDS
Mort Rosenberg, DDS
Stephanie Sandretti, DDS

Wesley Yee, DDS
Wallace Bellamy, DMD; Alternate
Gary Ackerman, DDS; Alternate
Amar Pawar, DDS; Alternate
Eric Grove, DDS; Alternate
Matt Campbell, DDS; Past Speaker, Alternate

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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!

Give Mom a Break—New Lactation Accommodation Rules for 2020

Reprinted with permission from **California Employers Association**

Since 2002, California law has required employers to provide reasonable break time and a location, other than a bathroom, for employees to express breast milk in private. Now, a new California Law for 2020, SB 142, imposes important new employee lactation accommodation requirements. This new law requires the location to have certain mandatory features, requires employers to have a lactation accommodation policy, changes the ability to claim an exemption, and expands the available penalties.

Expanded Location Requirements

SB 142 continues the current requirement for employers to provide a lactation location other than a bathroom, in close proximity to the employee's work area and allow the employee to express milk in private.

The new law specifies additional requirements. The room or location must:

- Be shielded from view and free from intrusion while the employee is expressing milk.
- Be safe, clean, and free of hazardous material.
- Contain a surface to place a breast pump and personal items.
- Contain a place to sit.
- Have access to electricity or alternative devices, including, but not limited to, extension cords or charging stations, needed to operate an electric or battery-powered breast pump.

The employer must also provide access to a sink with running water and a refrigerator suitable for storing milk in close proximity to the employee's workspace. If a refrigerator cannot

be provided, an employer may provide another cooling device suitable for storing milk, such as an employer-provided cooler.

An employer may comply with SB 142 by designating a lactation location that is temporary, due to operational, financial, or space limitations. These temporary spaces must not be a bathroom and must be in close proximity to the employee's work area, shielded from view, free from intrusion while the employee is expressing milk, and otherwise meet the legal requirements.

When a multipurpose room is used for lactation, lactation purposes must take precedence over the other uses for the room. Keep this in mind if you designate a meeting room as a lactation location.

Number of Breaks

Today, the law states that an employer must provide a reasonable amount of break time to allow employees to express breast milk. The break time, if possible, should run concurrently with any break time already provided to the employee. In other words, if possible non-exempt employees will use their rest breaks.

Under SB 142, the law specifies that the break time must be provided each time the employee has a need to express milk. Break time that does not run concurrently with authorized rest time is unpaid.

Mandatory Policy

SB 142 requires an employer to have a policy on "lactation accommodation." The policy must be distributed to all new employees at the time of hire and also when an employee inquires about or requests parental leave. The policy must provide:

- A statement about an employee's right to request lactation accommodation.
- The process by which the employee makes the request.
- An employer's obligation to respond to the request.
- A statement about an employee's right to file a complaint with the Labor Commissioner for any violation of the law.

Exceptions to Requirements

SB 142 provides some concessions for smaller employers and for multi-tenant/multi-employer sites.

The law as it is currently written allows any size employer to demonstrate an undue hardship exemption. Under the new law, an undue hardship exemption is allowed only if the employer has fewer than 50 employees. The exemption applies if the employer can show that the accommodation would impose an undue hardship: significant difficulty or expense when considered in relation to the size, financial resources, nature, or structure of the employer's business.

Employers with multi-tenant or multi-employer worksites can comply by providing a space shared among multiple employers within the building or worksite if the employer cannot provide a lactation location within the employer's own workspace. SB 142 provides further requirements for employers and general contractors to respond to subcontractor requests.

SDDS HR Hotline

NEW EXCLUSIVE NUMBER
FREE TO SDDS MEMBERS!

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Increased Penalties

SB 142 has significantly upped the penalties for violation of the lactation accommodation requirements:

- Denial of reasonable break time or adequate space to express breast milk will be treated the same as a missed meal or rest break under Labor Code sec. 226.7; i.e., one additional hour of premium pay at the employee's regular rate of pay for each day that the break or location was not provided.
- SB 142 allows for an employee to bring PAGA claims just like for other meal/rest break violations—a favorite tool of class-action lawyers.
- An employer can be hit with a penalty of up to \$100 for each day that an employee is denied reasonable break time or adequate space to express milk.
- A new provision prohibits discrimination or retaliation against an employee for exercising or attempting to exercise any lactation accommodation right. Complaints can be brought to the Labor Commissioner and there are additional penalties for retaliation/discrimination.

Remember that! ■

HR Webinar

Presented by California Employers Association

One hour online and audio seminar you can listen to with co-workers 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.

Sign up online at sdds.org

JAN
22

HR Webinar: New Employment Laws for 2020

1 CEU, 20% • \$59

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.

MAR
25

HR Webinar: Crucial Conversations, Hiring, Firing, Performance Issues

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Welcome, 2020 SDDS Committee Chairs!

Thank You!



Wai Chan, DDS
Amalgam Advisory
SDDS Member since 1982



Viren Patel, DDS
Amalgam Advisory
SDDS Member since 1996



Volki Felahy, DDS
Budget and Finance Advisory
SDDS Member since 2002



Bryan Judd, DDS
Bylaws Advisory and
Leadership Development
SDDS Member since 1985



Charles Smurthwaite, DDS
CE Advisory
SDDS Member since 2002



Margaret Delmore, MD, DDS
CPR
SDDS Member since 1992



Nancy Archibald, DDS
Ethics Task Force
SDDS Member since 1984



Mark Porco, DDS
Forensics
SDDS Member since 1991



Amardeep Bains, DMD, BDS
Legislative Advisory
SDDS Member since 2018



Chirag Vaid, DDS
Member Benefits/
Services Task Force
SDDS Member since 2013



Ash Vasanthan, DDS, MS
Nugget Editorial Advisory
SDDS Member since 2009



Kevin Keating, DDS, MS
New Dental School Advisory
SDDS Member since 1981



Kim Wallace, DDS
Oral Health Initiatives
Advisory
SDDS Member since 1975



Cherag Sarkari, DDS
Peer Review
SDDS Member since 2012



Matt Campbell, DDS
SacPAC
SDDS Member since 1971



Volki Felahy, DDS
Strategic Planning Advisory
SDDS Member since 2002



Wesley Yee, DDS
Strategic Planning Advisory
SDDS Member since 1978

Committee Corner

*We are SDDS.
We do not follow.
WE LEAD!*



By Margaret Delmore, MD, DDS
2018 Past President

Happy New Year from your 2018 Past President! Thank you for allowing me to be your leader in 2018. It was a wonderful and rewarding experience being at the helm for a year. I couldn't have done it—made a difference—without all our wonderful volunteers on the Committees, Task Forces and the behind scenes staff. According to one of my mentors, Dr. Seuss, I won't cry that it is over but just be happy that it happened. SDDS is in great shape!

In order to sustain this momentum we need future leaders. It is this time of year that we actively look for and pursue future leadership in SDDS. Your immediate Past President, Dr. Bryan Judd will chair the Leadership and Development Committee (LDC). Our goal is to nominate your future slate of leaders for 2021. Open positions are available on

the Board of Directors, Secretary on the Executive Committee, Delegates to the CDA House of Delegates and Trustee to the CDA Board of Trustees.

As far as a job description, although not a huge Dallas Cowboys fan (Go Packers!), I'd like to quote Coach Tom Landry the first head coach of the Cowboys on the job of being a leader.

"The job of a leader is getting someone to do what they don't want to do in order to achieve what they want to achieve."

If you are interested, please consider self-submitting (a form is included in this issue of *the Nugget*) and be part of our team. Furthermore, if you know someone who would be a perfect fit for our leadership, PLEASE nominate them. Many people

won't self-nominate for whatever reason but end up being fabulous leaders. I guarantee you will find leadership a eustress experience.

The Leadership Development Committee (LDC) will meet on February 25, 2020 so time is of the essence. Remember someday is not a day of the week. Defy tradition, nominate or self-nominate today. Dare to Lead!

Deadline to submit nominations is January 30, 2020

A healthy and safe New Year to all,

Margaret Delmore, MD, DDS
Margaret Delmore, MD, DDS

2020 SDDS Committees Schedule

Standing Committees

CPR Committee

Jan 22 • Feb 24 • Apr 25 • Aug 14 • Nov 6

Nominating/Leadership Development

Jan 27

Peer Review Committee

Feb 25

Foundation

Foundation Board

Apr 6 • Nov 17

Other

Sac Pac

May 18

CDA House of Delegates

TBA

Advisory Committees

Continuing Education Advisory

Feb 18

Mass Disaster/Forensics Advisory

TBA

Fluoridation Advisory

Yolo County

Schedule as needed

Nugget Editorial Advisory

Jan 21 • May 18 • Sep 29

Strategic Plan Advisory

Schedule as needed

Budget and Finance Advisory

Schedule as needed

Bylaws Advisory

Schedule as needed

Legislative Advisory

Schedule as needed

New Dental School Advisory

TBA

Leadership

Board of Directors

Jan 7 • Mar 3 • May 5 • Sep 1 • Nov 3

Executive Committee

Feb 14 • Apr 17 • Aug 21 • Oct 2 • Dec 4

Task Forces

Member Benefits/Services

Feb 18 • Apr 28 • Sep 29

Oral Health/Prop 56 Initiatives

Mar 13 • Oct 2

Ethics

Jan 21 • Mar 16 • Sept 14

SDDS Foundation

Are You a Member of the SDDS Foundation?

If not, hoping you will join in 2020 – now is the time! (See insert)

It's only \$75 per year to support our Foundation (and you can check it off on your dues payments). We provide so much to our community through education (puppet shows, screenings, navigation and dental health outreach). In 2019, we provided \$42,000 in puppet show performances (more than 100 shows!) to our 5 county area schools. What a great oral health education component this is for our Foundation. Thank you to PUPPET ART THEATER for helping us develop the three shows we present.

While more and more people have insurance and benefits for care, fewer adults and kids need pro bono care from our members (this is a GREAT thing). Our Foundation has shifted to more education and outreach, and navigation to existing dental homes.

Your Foundation membership helps us with these expenses, along with grants and donations. Won't you help us reach our goal of 500 members (that's one third of our SDDS membership)?

We hope so!



Thank you!

to our 2019/2020 Smiles For Kids, Smiles for Big Kids, Puppet Show and Scholarship Grantors and Sponsors!



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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.

Higher Minimum Wage Takes Effect January 1 for Most California Employees

Reprinted with permission from **California Dental Association**

Nearly all employers in California will begin paying their employees a higher minimum wage — either the new state or local minimum wage, whichever is higher — in the new year.

Effective January 1, 2020, the state minimum wage for employers with 25 or fewer employees will increase to \$12 per hour from the current \$11, and the state minimum wage for employers with 26 or more employees will increase to \$13 per hour from the current \$12.

But employers of every size must pay the local minimum wage in the employer's place of business if it is higher than the state minimum wage.

Minimum wages or "living wages" are rising more quickly than the state minimum wage in some areas of California; employees in 27 cities or counties are already paid an hourly minimum wage ranging from \$12 to \$15.65. Many local minimum wages will increase again in either January or July 2020. Some wages will increase by a fixed dollar amount, while others are tied to the regional consumer price index. Because the local wage increases vary across municipalities and according to the number of employees, employers should review their individual city ordinances and

follow wage posting requirements to ensure compliance.

CDA members can also view the CDA Practice Support resource "Minimum Wage and Paid Sick Leave Ordinances by City/County," which provides details about the 2020 local minimum wage increases along with basic paid sick leave requirements in California.

Pay Requirements for Exempt Employees

Employers with exempt employees should evaluate employees' salaries because exempt employees in California generally must earn a minimum monthly salary of no less than two times the state minimum wage for full-time employment.

The 2020 minimum salary threshold for these exemptions is as follows:

For employers with 25 or fewer employees, the minimum monthly salary test is \$4,160.00 per month (\$49,920 per year).

For employers with 26 or more employees, the minimum monthly salary test is \$4,506.67 per month (\$54,080 per year).

Again, when paying employees, employers must follow the stricter wage standard —

specifically, the one that is the most beneficial to the employee.

Legislation signed into law in 2017 by former Gov. Jerry Brown requires California's minimum hourly wage to rise again by \$1 in January 2021 and annually thereafter until it reaches \$15. The law does allow the governor to suspend a scheduled wage increase in the event of an economic slowdown (defined as negative job growth combined with negative retail sales for a specified time period) or if a budget deficit is forecasted for the current budget year up to two additional years.

Some employees, including outside salespersons or the employer's spouse, child or parent, are exempt from the state minimum wage law.

The new downloadable California Minimum Wage notice will be available soon on the Department of Industrial Relations' website. FAQ are available now.

See the CDA Practice Support resource "Minimum Wage and Paid Sick Leave Ordinances by City/County" for details on local wage increases taking effect in 2020 and beyond. Find it in the Practice Support resource library. ■



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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)



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.

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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

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*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: 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, Dentrrix, 2018 GR \$567K. #CA645

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

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



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TOTAL MEMBERSHIP

(as of 12/10/19:)

1,782

MARKET SHARE: 81.9%

RETENTION RATE: 96.1%
ENGAGEMENT RATE: 94%

New Members

January
2020

CARLOS AGUILAR, DDS

Transferred from Stanislaus Dental Society
General Practice

Dr. Aguilar earned his dental degree from Universidad Del Bajio in 2006.

SIMRAN GILL, DDS

General Practice

New Graduate!

Dr. Gill earned his dental degree from University of Toronto in 2019.

BAILEY GRAHAM, DDS

Transferred from Marin County Dental Society
General Practice

Dr. Graham earned his dental degree from UOP Arthur A. Dugoni School of Dentistry in 2004. He is currently working for Access Dental Plan as the Dental Director.

ANDREW LE, DDS

Transfer from San Joaquin Dental Society
General Practice

Dr. Le earned his dental degree in 2016 from SUNY-Buffalo. He currently practices at Orcutt Family Dentistry in Fair Oaks.

YEN NGUYEN, DDS

General Practice

New Graduate!

Dr. Nguyen earned her dental degree from UCSF School of Dentistry in 2019.

JENNIFER NORRIS, DMD

General Practice

Dr. Norris earned her dental degree from NJ-University of Medicine and Dentistry in 1993.

REZA RAJABIAN, DDS

General Practice

Dr. Rajabian earned his dental degree from University of Missouri-Kansas City in 2005. He is currently working in Cameron Park at El Dorado Community Health.

YVONNE SALMAN, DDS

General Practice

New Graduate!

Dr. Salman just earned her dental degree this year from Mexico-Universidad De La Salle.

GARY THODAS, DDS

General Practice

Retired!

Dr. Thodas earned his dental degree in 1977 from UOP Arthur A. Dugoni School of Dentistry. He is currently enjoying retirement in Placerville.

MARY THODAS, DDS

Orthodontics

Retired!

Dr. Mary Thodas earned her dental degree from UOP Arthur A. Dugoni School of Dentistry in 1977 and then earned her specialty of orthodontics in 1995. She is currently enjoying retirement in Placerville.

SONALI WAGH, DDS

General Practice

Dr. Wagh earned her dental degree in 1998 from Bharati Vidyapeeth's Dental College. She is married to Dr. Sarkari.

Congratulations to Our New Retired Members!

Michael Boyce, DDS
Nancy Archibald, DDS
Arthur Burbridge, DDS

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 - Dr. Pete Worth

December 2019 - Dr. Cherag Sarkari

**Grand prize drawing winner
will be announced soon!**

TOTAL ACTIVE MEMBERS:
1,405

TOTAL RETIRED
MEMBERS: 300

TOTAL DUAL
MEMBERS: 8

TOTAL AFFILIATE
MEMBERS: 13

TOTAL STUDENT
MEMBERS: 9

TOTAL CURRENT
APPLICANTS: 0

TOTAL DHP
MEMBERS: 47

TOTAL NEW
MEMBERS FOR 2019: 118

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

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Marina Mokrushin, DDS • Folsom, Rocklin • GP
Raj Zanzi, DDS • Sacramento • PT • GP/Ortho
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
Mignon Mapanao, DDS • Sacramento • PT/FT • GP
Sunny Badyal, DDS • Sacramento • FT • 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 • Pedo
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 • Pedo/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
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DOCS SEEKING EMPLOYMENT

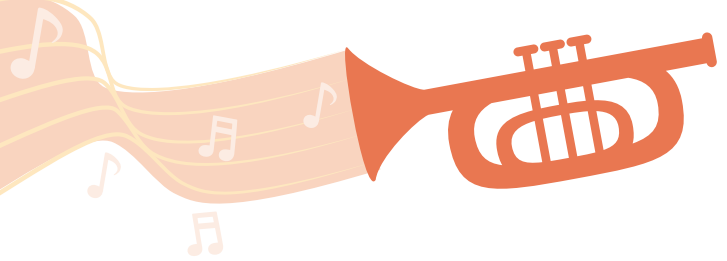
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Congratulations to...

Terry Adair, DDS, on completing his two and a half year residency in oral and maxillofacial radiology at the University of Florida College of Dentistry in Gainesville. He will be moving back to Sacramento and working with Beamreaders and Dr. David Hatcher. Welcome back Dr. Adair!

James Childress, DDS, on spreading Christmas cheer in the community by kicking off the holiday season with his adorable friend Max "ringing the bell"! (1)

Bryan Judd, DDS, on playing a show at the Denio's Market Plaza with his band, Walkin' the Dawg earlier this year! The video is posted on SDDS' Facebook page if you want to check it out! Go Dr. Judd! (2)



1



Our members do such awesome things!



2

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!

PLAN AHEAD FOR LICENSURE RENEWAL!

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- 2-hours of Infection Control for California licensees
- 2-hours of OSHA refresher to include bloodborne pathogens, hazard communication, materials safety, general office and all the required

elements of your compliance in the office for all those classified as being exposed to pathogens

We encourage all licensed as well as unlicensed staff to attend this comprehensive education day which covers scope of practice, infection control regulations from the Dental Board, employee safety issues from Cal-OSHA and a review of the duties and functions of practitioners in dental healthcare provision.

Friday, May 29, 2020

8:00am • Registration & Breakfast
8:30am – 3:00pm • Class & Lunch
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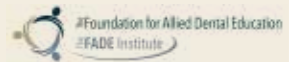
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Jeff Summers
916.661.5754
kidscaredental.com



Since 2016

Practice Sales

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

Practice Services

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!

Dental Refining

Star Group Global Refining

Jim Ryan
800.333.9990
stargrouperefining.com



Since 2009

Financial Services

American Pacific Mortgage
Jason Mata, Branch Manager
800.455.0986
dentalmortgage.com



Since 2016



Banner Bank
Charles Cochran, VP,
Business Banking
916.648.3470
bannerbank.com



Since 2017

CareCredit
Angela Martinez
714.434.4508
carecredit.com



Since 2016

Financial Services

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

MUN CPAs
John Urrutia, CPA, Partner
916.724.3980
muncpas.com



Since 2010

Thomas Doll
Brett LeMmon
925.280.5766
thomasdoll.com



Since 2019

Financial Services

TierOne Financial and Insurance Services
Doug Van Order
916.878.3333
tieronefinancial.com



Since 2017

US Bank
Tom Collopy
916.924.4546
usbank.com



Since 2017

Staffing

Resource Staffing Group
Debbie Kemper
916.993.4182
resourcestaff.com



Since 2003

Swiss Monkey
Christine Sison
916.500.4125
swissmonkey.co



Since 2016

Dental Plan

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

Insurance Services

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

Ivoclar Progamat C5 Porcelain Oven \$999, excellent condition. Contact 916-789-2552 or my artofdentistry.com for info. 01/20c

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. 12/19

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. 12/19

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

PRACTICES FOR SALE

NEW LISTING ROSEVILLE: Desirable location, 17 yrs goodwill, 9 ops 5 plumbed, 3100sf fully remodeled (gorgeous), DentrixG6, Cerec, ~2019 GR \$300k on 4days/wk. Dr motivated, must sell. Call Greg Andrews @ Practice Solutions (916) 717-0607 Lic #01869714. 01/20

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/>

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 <input type="checkbox"/> Thursday ONLY <input type="checkbox"/> Friday ONLY	\$300	\$325	\$350
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: _____

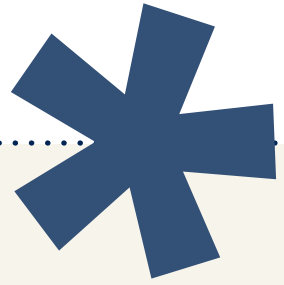
Cardholder Name: _____ 3-digit Security Code: _____

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



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!

FEBRUARY

- 1** Smiles for Kids Day
- 6-7** MidWinter Convention
McClellan Conference Center
- 14** ExComm Meeting
7am / Offsite

MARCH

- 3** Board Meeting
6pm / SDDS Office
- 5** Dentists Do Broadway
A Bronx Tale
- 10** General Membership Meeting
**Oral Surgery in the General Dental Office:
From Pitfalls to Professional Fulfillment**
Leon Assael, DDS, DMM, FACD, FICD
Hilton Sacramento Arden West
5:45pm Social / 6:45pm Dinner & Program

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
TUESDAY
5:45PM-9PM

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)

ARE YOU REGISTERED FOR THE GENERAL MEETING?