

January 2021

the Nugget



Our Vendor Members: Your Practice Resources



Get Ready For Our UPCOMING EVENTS

JAN
12

Online General Meeting (via Zoom) • Tuesday 6–8pm • \$49

"SDDS Talk" Night – 10 on 10, 10 Minutes, 10 Slides, 4 Speakers (2 CEU, Core)
Presented by Aneel Nath, DDS; Ken Moore, DDS; Bryan Judd, DDS; Rodney Bughao, DDS

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 Ridge Augmentation, Orofacial Pain, Simple, Affordable, and State of the Art Case Presentation, and Special Needs.

JAN
15

CPR - AHA BLS Blended Learning Course • Friday 2 Time Sessions (9:30-10:15am, 10:30-11:15am)

\$77.50 (\$31 paid directly to AHA for the online course and the other \$46.50 paid to SDDS for the skills check portion)

For the Healthcare Provider (4 CEU, Core)

The January CPR Course will be an AHA blended learning course. Blended learning is a combination of eLearning (online portion), in which a student completes part of the course in a self-directed manner, followed by a hands-on session.

JAN
27

HR Webinar • Wednesday, 12–1:30pm • \$59

2021 Labor Law Update (1.5 CEU, 20%)
Presented by California Employers Association

For California employers, new laws, regulations, and court decisions will shape your responsibilities for 2021. Make sure you are in compliance with employment requirements such as:

- Amendments to the California Family Rights Act, including its application to employers with five or more employees and expansion of "family members" covered by the law
- COVID-19 Cal/OSHA and local health department reporting requirements
- Workers' compensation presumptions for COVID-19 positive employees
- FFCRA leave obligations

FEB
17

HR Webinar • Wednesday, 12–1:00pm • \$59

2021 Employee Handbook Updates (1 CEU, 20%)
Presented by California Employers Association

An employee handbook is one of the most important communication tools you can have between your company and your employees. Not only does it set forth your expectations for your employees, it also describes what they can expect from you and ensures your business complies with state and federal employment laws. Learning objectives:

- The Benefits and Risks of an Employee Handbook
- Essential Provisions
- Policies Required by State and Federal Law
- Recommended Policies such as Social Media
- What NOT to put in an Employee Handbook

MAR
9

Online General Meeting (via Zoom) • Tuesday 6–8pm • \$49

Metabolic Syndrome, Its Etiology and Connection to Chronic Disease in Modern Man (2 CEU, Core)
Presented by Robert Shorey, DDS

Nutrition is an undervalued component of good health and our dental curriculums. Dental caries has plagued mankind and the rate of dental caries has not declined substantially even though we have excellent dental services and fluoride. Today the rate of diabetes is continually increasing along with obesity and insulin resistance. What do these things have in common — fermentable carbohydrates and snack foods. So little is clearly understood what constitutes good nutrition. Our talk will touch on the current state of humanity and nutrition. We will review what is becoming known as metabolic syndrome and discuss how dentistry could play in key role in better health, better nutrition and prevention of chronic disease

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



SAVE THE DATE: February 1-5, 2021
Classes range from 7:30am-9:00pm

**SEE PAGES 24-31 TO VIEW THE LIST OF
COURSES AND OTHER INFORMATION!**

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Ash Vasanthan, DDS, MS • *Editor-in-Chief*
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Awards

International College of Dentists (ICD)

2020 • Platinum Pencil

Outstanding use of graphics

2020 • Golden Pen, *honorable mention*

Article / series of articles of interest to the profession

2020 • Special Citation Award

2019 • Special Citation Award

2019 • Golden Pen, *honorable mention*

2018 • Humanitarian Service Award

2017 • Special Citation Award

2016 • Golden Pen, *honorable mention*

2015 • Special Citation Award

2014 • Outstanding Cover, *honorable mention*

2014 • Golden Pen, *honorable mention*

2013 • Outstanding Cover

2012 • Overall Newsletter

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Why are more dentists *(and kids)* smiling? The freedom of LIBERTY Dental Plan!

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Less Red Tape Zero to minimal pre-authorizations – Ultimately qualifying you for NO pre-authorizations

Quick, Easy Enrollment Dentists joining our network are contracted, credentialed and seeing patients within just 10 days

Higher Satisfaction 9 out of 10 network dentists ranked LIBERTY as the Medi-Cal dental plan doing the best job.* *i/m marketing Study, Feb. 2016

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President's Message



By **Volki Felahy, DDS**
2021 SDDS President

Happy New Year!

I have never felt as jovial to bid a year farewell. 2020 won the award for the most challenging year of my lifetime and I am sure for many others too!

Taking a moment to look back to this time last year, the Dental Society was preparing for the first general meeting of the year at the Hilton and counting down the days to our Midwinter Convention. We were anticipating a record attendance year including a full schedule of excellent educational and social events to choose from. Fast forward a few months and all the events scheduled were cancelled, businesses closed, and dental offices, including mine, were facing the new uncertainty of temporary closure. Our world and dental community were turned upside down.

As the year progressed, we learned to adapt to the new normal - pivoting constantly. At the Dental Society office, our SDDS team worked harder than ever to shift educational programs from in-person to Zoom, cancelling all social events and, of course, advocating and

I would like to take a moment and recognize our Vendor Members. Because of the economic contraction of 2020, most businesses altered their budgets in various ways; but our Vendor Members continued their support of our Dental Society.

informing the membership of all the latest recommendations as they became available. Even amid these challenges, our membership, affiliated vendor members and sponsors all stayed the course and continued to support the Society.

As your President for 2021, I would like to offer a heartfelt thank you. Thank you to our members for continuing their membership

and continually attending the Zoom-based continued educational classes; thank you to our Executive Committee, Board Members, Committee Chairs and Committee members for all your hard work this past year.

I would like to take a moment and recognize our Vendor Members. Because of the economic contraction of 2020, most businesses altered their budgets in various ways; but our vendor members continued their support of our Dental Society. Their continued support is vital for the success of our component and we are truly appreciative. To our membership, this *Nugget* is dedicated to our Vendor Members—so please read through this edition and, if you can, utilize their services and products. PLEASE consider supporting them - as they have stood by us!

A handwritten signature in black ink, appearing to read 'Volki Felahy'.

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! Visit sdds.org/about-us/our-organization/ for Committee sign-up forms and Nominating forms!





2021 Checklist and PIVOT Updates for SDDS ... and HAMILTON is coming!

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

Happy New Year!

This issue of *the Nugget* is dedicated to our wonderful Vendor Members... and we hope this tribute will assure that all 1800 SDDS members know what a great member benefit our Vendor Members are! And since MidWinter Convention is on hiatus and we are presenting our SUPER CE – WOW in February, you will have a great opportunity to meet our Vendor Members (and other sponsors and exhibitors) in our virtual and LIVE exhibitor **ZOOM THE ROOM** – presented during the week. Watch for details; this will be open to all members, not just registrants!

We hope and pray that 2021 will bring everyone together again and that you, your practice, your team and your patients continue to stay safe. That said, SDDS will continue to pivot and modify our programs accordingly. Currently our plan is to continue to be virtual through at least spring, including all committee meetings, our CE program (our SDDS classroom misses you in person!) and General Meetings. We are working on a few modifications/changes this spring and hope to **BLAST OFF BACK IN PERSON** in the late spring with the River Cats, Golf tournament, and our exciting program year starting in September – back to going live! And in September and October, **HAMILTON** is coming to Sacramento – and SDDS has 100 tickets reserved for our members! Watch your email for the sign up information the middle of February – this will be a great way to come back together for sure.

As we begin a NEW YEAR, here are a few important reminders:

Dues

ADA/CDA/SDDS can be paid online or you can sign up for monthly payments. Go to CDA.org, Log in (your email) and arrange your payment! Dues invoices were not mailed this year, you can access your renewal invoice online.

If you would like a renewal statement (PDF), you can Log in to your cda.org account, email CDA at contactcda@cda.org or call CDA at 800.232.7645 to have an invoice emailed to you.

We know that many of our members have several email addresses and CDA uses your primary – so please email contactcda@cda.org if you need a copy.

SUPER CE WOW, Feb 1-5

We have made this so easy to attend single or many classes. The information within this Nugget explains it all and a special THANK YOU to all of our sponsors! They will provide coffee (gift cards), breakfast and lunch (DoorDash!) - to those who are the first ones to sign up! And we have swag bags for everyone, as long as you sign up early!

Leadership and Volunteer Opportunities

There is still time to volunteer for SDDS committees and leadership; please see forms inserted in this *Nugget*.

Again, Happy New (and better) Year!
Continue to stay safe!

Cathy

LEADERSHIP

President: Volki Felahy, DDS
Immediate Past President: Carl Hillendahl, DDS
President Elect/Treasurer: Wesley Yee, DDS
Secretary: Lisa Dobak, DDS
Editor-in-Chief: Ash Vasanthan, DDS, MS
Executive Director: Cathy Levering

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Dean Ahmad, DDS
Craig Alpha, DDS
Brock Hinton, DDS
Kevin Keating, DDS, MS
Kart Raghuraman, DDS
Hana Rashid, DDS
Morton Rosenberg, DDS

BOARD OF DIRECTORS

Wallace Bellamy, DMD
Viren Patel, DDS

TRUSTEES

CPR: Margaret Delmore, MD, DDS
Nominating/Leadership Development:
Carl Hillendahl, DDS

COMMITTEES STANDING

Budget & Finance Advisory: Wesley Yee, DDS
Bylaws Advisory: Carl Hillendahl, DDS
Forensics Advisory: Mark Porco, DDS
Member Benefits and Services: Chirag Vaid, DDS
Mediation: Morton Rosenberg, DDS/Lisa Dobak, DDS
Strategic Planning Advisory:
Wesley Yee, DDS/Lisa Dobak, DDS

TASK FORCES ADVISORY COMMITTEES

Foundation: Viren Patel, DDS
SacPAC: Matt Campbell, DDS

SPECIAL EVENTS OTHER

Cathy Levering | Executive Director
Noel Seaver | Assistant to the Executive Director
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.

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

Tribute to our Vendor Members ***a Truly Exceptional SDDS Member Benefit***

These past months have been difficult for everyone. SDDS continues to strive to be a resource for member dentists and their teams; a resource for information, education and benefits.

In this issue of *the Nugget* we honor and thank our wonderful Vendor Members. They have stuck with us through the COVID challenges and they continue to do so even today. Whether they are providing an article for *the Nugget*, a webinar on financial and current trends and issues, PPP support, practice sales information and broker listings, supply discounts or just plain good ol' advice, they are here for our members! Their phone numbers and contact information are in every issue of this magazine, they are on our website and in our newest member benefit, the SDDS Vendor Member Directory, included within the November *Nugget* mailing inserts.



Thank you to the Vendor Member categories below:

Banks, Financial Institutions –
for navigating the PPP and EIDL, SBA loans, and financing for our members

Employment Consultants –
helping to fill the void in hiring issues, new and old staff concerns, provide webinars on furloughs, leaves, employee transitions

Construction Companies –
for their expertise in retrofitting offices for post-COVID requirements as well as office remodel projects and build outs

Suppliers –
for continuing to be member-centric with PPE orders and more

CPAs and Attorneys –
with all the questions about PPP, bottom line decisions, our CPAs and law groups are a tremendous resource for our members

Office Management, Equipment and Patient Resource Companies –
how flexible and informative they have been for the getting back to work questions from our members

Denti-Cal / GMC Plans –

they are an integral partner with us to help navigate the community... and their support has been amazing!

All our other Vendor Members
who have been great supporters of SDDS and offer so many valuable benefits for members.

If there was ever a time to acknowledge the support that our VENDOR MEMBERS give us, it is now. Thank you to all of the SDDS VENDOR MEMBERS. If you didn't know who they were before (they are in EVERY issue of *the Nugget* magazine!), please know who they are now. They support us through their advertising and their willingness to provide information, articles, webinars and much, much more. Here's the link to our vendor member page on our website (<http://www.sdds.org/vendors/current-vendor-members/>). ■

OUR NAME IS OUR PROMISE.



We are The Dentists Insurance Company.

TDIC was founded by dentists, to protect only dentists, and is led by your peers. With a dynamic community that has grown to more than 24,000 policyholders across 15 states, our dentist-centric promise is stronger than ever — to protect you better than any other insurer.

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YOU SHOULD KNOW

EFFECTIVE JANUARY 1, 2021: NEW PRESCRIBING AND REPORTING RULES FOR CONTROLLED SUBSTANCES

Reprinted with permission from Dental Board of California

Prescribers and dispensers of controlled substances should be aware of these two upcoming requirements in state law.

1. Updated Prescription Pad Security Requirements

Starting January 1, 2021, pads used to write and fill prescriptions for controlled substances are required to have a 12-character serial number, a corresponding barcode, and other security features <https://oag.ca.gov/security-printers/approved-list> required by Assembly Bill 149.

California-approved security printers have been issuing these prescription pads since the beginning of 2020. Starting January 1, 2021, except for limited emergency situations, pharmacists will be unable to fill a controlled substances prescription that is not on a compliant form.

Prescribers who do not possess these prescription pads are encouraged to place an order as soon as possible from a Security Prescription Printer approved by the Department of Justice. Doing so will help ensure you receive compliant prescription pads in a timely manner.

2. Revised Reporting Requirements for Controlled Substances

Beginning January 1, 2021, the dispensing of a controlled substance must be reported to the Controlled Substance Utilization Review and Evaluation System (CURES) within one working day after the medication is released to the patient or the patient's representative. Previously, the deadline to report was seven days after dispensing.

Further, this law requires reporting the dispensing of Schedule V drugs, in addition to Schedules II, III, and IV. This requirement applies to pharmacists and prescribers who dispense controlled substances.

For more information on CURES and prescription pad requirements, visit the Dental Board's CURES webpage <https://www.dbc.ca.gov/licensees/cures.shtml>.

Limited Emergency Situations Information Link: http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=11167&lawCode=HSC

Placing Orders from a Security Prescription Printer Link: <https://oag.ca.gov/security-printers/approved-list>

DENTAL TEAM MEMBERS REQUIRED TO BE VACCINATED AGAINST FLU IN SOME COUNTIES

Reprinted with permission from CDA

Most counties in California mandate that licensed health care facilities require their health care workers to provide evidence of influenza vaccination during the influenza "season." The flu season typically runs between September and May but can be defined differently per county. Health care workers are individuals who have direct patient contact or who work in patient care areas. They can be paid or unpaid.

Dental practices and therefore dentists, dental hygienists and dental assistants are subject to the flu vaccination mandate in some counties. At the time of this writing, 11 counties had a flu vaccination order for 2020-21, notably dental practices in Placer and Yolo Counties.

You can read more about it here <https://www.cda.org/Home/News-and-Events/Newsroom/Article-Details/dental-team-members-required-to-be-vaccinated-against-flu-in-some-california-counties>

CALIFORNIA DENTAL STAFF WILL BE AMONG FIRST IN STATE TO RECEIVE COVID-19 VACCINE

Announced on social media by CDA

PAPERLESS RENEWAL - COMING TO THE DBC JULY 2021

Reprinted with permission from Dental Board of California

To better serve our licensees with greater speed and accuracy, the Dental Board of California (Board) will convert to an online-only renewal process beginning with the July 2021 renewal cycle.

Renewing online significantly reduces processing times: renewal transactions can be approved within 24 to 48 hours, compared to the current mail-in process, which can take up to 4 to 6 weeks.

This will also reduce the Board's carbon footprint, conserve natural resources, reduce mailing costs, and make the best use of licensee/permit renewal fees.

As part of this transition, licensees/permit holders will no longer receive the current renewal notice by mail. Licensees/permit holders will instead be mailed a renewal reminder postcard approximately 90 days prior to their expiration date for each license or permit they hold. A sample has been provided below.

To aid licensees/permit holders in this transition, the Board recommends that licensees/permit holders that are not currently registered on the BreEZe system set up their account now to avoid any technological or account issues when renewing a license or permit near the expiration date.

For information on setting up your BreEZe account and renewing online, please visit the BreEZe webpage at: <https://www.dca.ca.gov/splash.shtml>

In addition to renewing online, you can apply for a new license or permit and make changes to your information, such as updating your mailing address or requesting a duplicate license.

Until the transition, licensees can continue to renew online or by mail. If you have additional questions or concerns, please contact the Board at (916) 263-2300, or by email at dentalboard@dca.ca.gov.

<https://dbc.ca.gov/webapps/subscribe.php>



Has Your Practice Upgraded to Using Buffered Anesthetics Yet?

By **Jeff Danner**
Anutra Medical (SDDS Vendor Member)

Anutra Medical is a chair-side dispensing system for anesthetic. This includes buffered lidocaine and straight lidocaine with and without epinephrine.

Anutra Medical is passionate about bringing buffered anesthetic chair-side. This allows the patient experience to improve as pain is reduced, while enhancing the workflow in the office.

New Year, new technology! COVID-19 continues to change the way clinicians see patients. Safety is always paramount in your practice, but as business slowly starts to get back to normal, offices are faced with a challenge. At Anutra, we are aware that you are facing changes and considering things you may not have prior to COVID-19. Buffered anesthetics allow you to add efficiency and reduce pain for your patients. You can save time and stay on schedule while improving your practice's profitability; without the need to change PPE and without the risk of cross contamination.

More and more doctors are placing an emphasis on providing their patients with a comfortable experience. It is more important than ever, to reduce the fear in a patient's willingness to step in the door, let alone tell them they need to come back. What if you were able to handle the filling while they are in the chair for hygiene? Reducing their need and willingness to return to your office.

Dr. Diwakar Kinra DDS, MS and Dr. Richard Rosenblatt DMD are just 2 doctors that have been vocal in the need for offices to use buffered anesthetics. With a disposable innovative single use syringe, you and your staff have the ability to take up to 6ml;

maximizing profitability with less waste and cross contamination. Once the anesthetic is delivered, you are able to get right to work without leaving the room! "Anutra allows us to get our patients numb and know that by the time we have everything ready, we can almost turn around and start working on them within 60 seconds," Rosenblatt says. "This is a new era, and the efficiency of the Anutra Local Anesthetic Delivery System is more important than ever."

- Reliable — patients are 2 times more likely to reach pulpal anesthesia
- Efficient — doctors can schedule more efficiently due to rapid onset time
- Comfortable — patients said Anutra was virtually pain-free

Our team at Anutra has created a NEW license program for doctors to take control of their anesthetics and maximize profits. At a set price of \$299/month* offices are able to order as needed, for unlimited supplies. We look forward to telling you more about the benefits of buffered anesthetic and our current promotion to get you started! ■

**price based on 1-2 clinicians per office. Please call (844) 268-8721 for more information.*

ONLINE GENERAL MEETING (VIA ZOOM)

"SDDS Talk" Night – 10 on 10, 10 Minutes, 10 Slides, 4 Speakers

Presented by Aneel Nath, DDS; Ken Moore, DDS; Bryan Judd, DDS; Rodney Bughao, DDS

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:

- Ridge Augmentation - Aneel Nath, DDS
- Orofacial Pain - Ken Moore, DDS
- Simple, Affordable, and State of the Art Case Presentation - Bryan Judd, DDS
- Special Needs - Rodney Bughao, DDS

Tuesday, January 12, 2021

6 – 8pm
Webinar/Zoom Meeting

2 CEU, Core • \$49

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

DENTAL PRACTICE OPERATIONS. *Re-Imagined.*

How COVID-19 May Change the Front Desk Role and the Use of Remote, Specialized Teams



By **Christine Sison, BA, MS**
CEO of Swiss Monkey (SDDS Vendor Member)

As the dental industry re-emerges from COVID-19 and with social distancing measures in effect, dental practices are looking for ways to become more efficient. The concept of using remote or virtual teams for traditionally in-office tasks is not only appealing, but in some cases may become a necessity.

Why now?

The cost of dentistry just got more expensive. To deliver the same procedure is now going to cost practice owners more as new PPE and safety precautions become the new norm. In addition, some offices are likely to see fewer patients due to new protocols between appointments. While sharing the cost between the practice, patients and insurance carriers is ideal, the reality is uncertain. Many practices have contractual obligations with insurance that “disallow” additional fees to patients and there is no assurance reimbursement will increase. Further, many practices may fear the patient response to passing on these costs.

The current climate is forcing practices to re-imagine how everyday dental tasks are done and what cost containment measures they can take. For example, how does a practice continue to do accounts receivable and billing when shelter-in-place is in effect? How does the simple activity of delivering treatment plans in a small consult room change in a social distancing climate? New practice and business models will need to emerge to adapt to the changing times.

What are the benefits of remote and specialized teams?

The use of remote, specialized teams or virtual front desk services have multiple benefits.

- It can reduce the number of people physically needed in the office. This is ideal as offices need to comply with social distancing guidelines now – and possibly in the future.
- When you outsource certain tasks, an in-office team can focus on revenue generating work like effective treatment planning and scheduling to goal. What work can be done better if you give your team more time?
- There is a tremendous benefit to the patient experience. Team members can now provide undivided attention to a patient vs. trying to do things that do not need to happen in the office. This becomes especially important during a time where patients want to feel that additional sense of safety and attention from their dental provider.
- From a business perspective, outsourcing reduces the cost of payroll taxes and benefits normally associated with an employee.
- Finally, some offices simply do not have the time, talent, or expertise available in-house to do the work. Finding resources beyond their current team is necessary.

What areas or tasks can be outsourced to a specialized team?

Now more than ever, practice owners should take a step back and look at ways they can re-engineer their current operations. Below are some examples of work that can be handled effectively outside of the office:

- Strategy development and practice management
- Accounts receivable and billing
- Hygiene recare services
- Confirmation calls and schedule auditing
- Insurance verification
- Marketing
- Staffing and HR services
- Collection services
- Legal and CPA services

Many practice owners already do some combination of the above. Not all work should be handled outside of the office, but a lot can be done remotely if it is integrated and managed properly. In addition, remote services can be used as either permanent or interim complements to an office. At Swiss Monkey for example, offices that lose a front desk person or have someone on medical leave, may want to outsource specific tasks until they find someone or until that person comes back. ■

Want to learn more about how specialized, remote teams work or virtual front desk services? Contact Swiss Monkey at 916-500-4125 or christine@swissmonkey.io.



By **D. Keith Dunnagan,**
Matthew J. Kirkpatrick,
and Sierra Grandboiss
BPE Law Group (SDDS Vendor Member)

*Comprehensive real estate,
business and succession plan-
ning legal services for the den-
tal professional.*

DO'S-AND-DONT'S of a Dental Practice Sale

The purchase and sale of a dental practice is a complicated matter. From considering what will be included in the sale, what happens to employees, desirability of the business, and tax liabilities, there is a lot that could easily go wrong without the right plan in place. Due to the complexity of dental practice sales, we have put together a guideline of do's and don'ts to help navigate the sale.

DON'T: Attempt to sell/buy the practice alone

It is possible to sell or buy a practice alone and not have any problems, however, this is a rare situation and not worth the risk and liability. This office often sees transactions go awry because assets were left out of the sale or major tax consequences were incurred because the proper allocation for good will versus non-compete clauses, if considered at all, were not made. Attempting the transaction alone may be appealing due to the initial low cost, but mistakes can lead to the transaction costing much more than it would have if professionals were hired at the beginning of the transaction.

DO: Hire a team of professionals

There is a lot more to consider to the purchase or sale of a dental practice than the name alone implies and usually requires more than one professional to accomplish the task. A successful transaction which considers all factors, risks, and liabilities will almost always include a knowledgeable broker, attorney, and CPA. Creating this team will allow the transaction to go smoothly and protect the interests of the party.

DON'T: Enter into the transaction without a plan

The purchase or sale of a dental practice includes more than just the transfer of a practice. Some dentists do not put together a plan before embarking on this endeavor and this ultimately leads to unanticipated, strenuous negotiations over what is included in the sale. Dental practice transactions typically take some time in the best of circumstances and require a solid plan to be made before considering the transaction.

DO: Go over your plan with your professional team and revise

There is a lot to consider in the plan: What will be included in the sale? Will certain personal items be taken out or is everything included in the sale? How will accounts receivable be handled? Will there be a non-compete clause? How will retreatment and transitional services work, if any? Will financing be through seller-carry financing, a 1031-exchange, or some other method? What is the allocation of the goodwill, non-compete, and assets?

These questions need thoughtful and thorough consideration while creating the plan and this is usually only accomplished with the team of professionals. A good team will be able to make tweaks to the plan and tailor the transaction to best meet the interests and needs of the parties. Planning is essential to do before entering into the transaction and should be revisited as the transaction develops.

DON'T: Assume you can sell without checking your lease

Make sure, prior to the beginning of the transaction, that the real estate lease for the practice is transferable. Some leases will have nonassignment clauses or a provision stating the landlord must approve the assignment/sale of the lease. This is an important preliminary step that can save a lot of headache if the lease is reviewed prior to beginning the transaction.

DO: Consider re-negotiating the lease

Leases may make the practice more marketable, especially if there is ample time left before the lease expires. However, even if there is a lot of time left on the lease, consider re-negotiating to get a better deal. The landlord may be willing to negotiate new and more favorable terms, which means that the dental practice will be even more marketable to buyers.

These are just some of the common Do's and Dont's to consider while entering into a transaction to purchase or sell a dental practice. For a more structured and tailored fit for the purchase or sale of a dental practice, the first step should be to contact an experienced attorney. ■



Jay Harter

LIC #01008086

36 Years in Business

(916) 812-0500

Jay.Harter@henryschein.com

*This is a sample
of our listings.*

CITRUS HTS/FAIR OAKS: *NEW LISTING!* 4 Ops, Paperless, High Traffic Area. 2019 GR \$295K, 2018 GR \$340K. Fast Sale needed. #CA1832

DAVIS/WOODLAND: *NEW LISTING!* Practice and RE 6 Ops, 5 Equipped, Digital, Great Hygiene Program. 2019 GR \$770K on 24-26 hrs./wk. #CA1732

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

FOLSOM/EL DORADO HILLS AREA: *NEW LISTING!* 5 Ops, 4 Equipped, Strong Hygiene Prog., Modern office in Growing Area. 2019 GR \$540K. #CA1629

GREATER SACRAMENTO: Desirable area, 38 yrs. Goodwill, 4 Ops, Digital, 6 hyg days/wk. 2019 GR \$970K on 4 day/wk. #CA656

GREATER SACRAMENTO: *Price reduced!* PPO/Condo, 33 yrs. Goodwill, 4 Ops, Digital, I/O Cam. #CA561

LAKE TAHOE AREA: *NEW LISTING!* 4 Ops, Rural Lifestyle practice in growing resort area. 37 Yrs Goodwill. 2019 GR \$760K. #CA1715

LAKE TAHOE AREA: Resort area, 6 Ops, 5 Equip, Digital, 42 yrs Goodwill. 2019 GR \$579K on 22 Dr. hrs/wk. #CA608

NORTH SACRAMENTO AREA: *NEW LISTING!* 3 Ops, 1 add'l shared, Paperless, Digital, CEREC, Busy Street Location. 2019 GR \$671K. #CA1745

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

STOCKTON AREA: 1/3 Share of partnership, Digital, 10+ Op facility, GR \$508K. #CA1389

STOCKTON AREA: 1/3 Share of partnership, Price Reduced and Will Consider Chart Sale, Digital, 10+ Op facility, GR \$462K. #CA1624

VACAVILLE AREA: 5 Ops, 28 yrs Goodwill, Dentrux, 2019 GR \$556K. #CA645



Dr. Thomas Wagner

LIC #01418359

40 Years in Business

(916) 812-3255

Dr.Thomas.Wagner@henryschein.com

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Submitted By
Integrity Practice Sales
(SDDS Vendor Member)

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

Dental Practice Values in 2021: DID COVID DECIMATE THE VALUE OF MY PRACTICE?

I'm sure you don't need to be reminded that last year was tough. From forced closures to additional expenses to the ebbs and flows of pent-up demand and patient slowdowns, 2020 was a year unlike any other in the history of modern dentistry.

And as a dental practice broker, I'm often asked by worried doctors whether this had a negative effect on practice values.

The quick answer: not much has changed.

That might be surprising, but – so far – it's true. The demand for practice ownership has more than kept up with supply. Many associates want to take control of their future by purchasing their own practice, especially post COVID.

And because of this continued demand, sellers are not needing to discount their practices.

Of course, this depends on a number of factors. Buyers (and the banks that fund them) want to see a robust return to close-to-normal collection figures. But on the whole, dental practices have not seen any decline in value. In fact, we've sold more practices in the last two months than any other period in the history of Integrity Practice Sales.

How long will this last?

Again, this depends on the market, but so far, we don't see any indications that values will be getting higher or lower. (I'm writing this in November, so I assume that there hasn't been UFO contact or anything else.)

There are some factors – including a potential increase in capital gains tax rates – that may affect your calculations as a seller.

However, dentists continue to sell their practices and buyers are constantly looking for practices. With this fairly consistent supply and demand, the multiples we use to value dental practices have not changed.

What about the banks?

At the end of the day, the amount of money that a bank is willing to lend will – in a practical sense – place a limit on the value of the practice.

Of course, a good broker can be creative. We've recently closed a handful of seller-financed deals, cash buyer deals, and some hybrid deals where the bank and the seller both loaned money to the buyer. But in most cases, buyers (who often carry substantial student loan debt) are dependent on what the bank is willing to lend.

Some of the largest traditional dental lenders, like Bank of America, were so swamped with administering the PPP and pushing refinance products that they essentially stopped dental practice lending altogether and are only now starting to get through their loan applications. Other banks, like Lendavor, have continued lending through most of the year and have helped put a lot of money in our seller's pockets.

What can I do to keep the value of my practice high?

The number one thing you can do is to keep working!

As you near retirement, you may be tempted to start cutting back days, take more vacation, and generally slow down around the office. This kind of voluntary slowdown is bad news for practice values, which are dictated by profitability, not potential. Just because you used to do bigger numbers doesn't increase the value of your practice. In fact, a substantial decrease makes banks and buyers skeptical. (Brokers, banks, and buyers

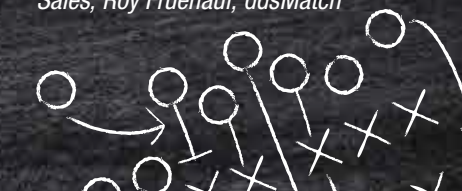
SUPER CE WOW SPEAKER

**TUESDAY
FEBRUARY 2, 2021**

7:30am–9:00am · No CEU

Breakfast with the Brokers

Brian Flanagan, Integrity Practice Sales;
Ray Irving, Professional Practice Sales;
Tim Giroux, DDS, Western Practice
Sales; Roy Fruehauf, ddsMatch



will – of course – be making adjustments to 2020 numbers to account for COVID-related compliance.)

The second thing you can do is keep clean, well-documented books and records.

The buyer and their lender are going to review your tax returns and other financial documents, and it's better to start with clean financials than work hard to clean them up down the road.

I've recently witnessed several doctors attempt to sell their practices with some sort of financial irregularity. Some were intentional, some were not.

In every case, the practices that were actually sold required a significant amount of work from the seller, the seller's accountants, and the broker to go back through and match financial statements and tax returns with bank statements and receipts.

Some of the practices couldn't be sold – at least not at the price the seller wanted (and deserved, if they had reported everything accurately). You have to put yourself in the buyer's shoes – would you accept the word of a stranger when the financial documents are telling a different story?

Be sure to always report all your income and keep clean books, but especially the few years

before you sell. Buyers will be analyzing, banks will be reviewing, and clean financial statements are crucial.

Final Takeaways:

So, if you're thinking about selling and worried about the value of your practice, the outlook is good that practice values will remain high.

And if you're thinking about buying a practice, know that the banks are lending because they believe - as I do - that dental practice ownership will continue to be one of the best small business opportunities in America today. ■

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CURRENT LANDSCAPE

REGARDING THE SALE OF SDDS PRACTICES



By **Ray Irving**
Professional Practice Sales
(SDDS Vendor Member)

Professional Practice Sales of The Great West (PPS) has been handling California dental practice sales for more than 5 decades. A trusted leader in dental practice sales and valuation, we know the process inside and out—experience that comes from decades of work in the industry.

We can help you avoid the pitfalls and maximize your investment with the best advice in the business.

The Sacramento Area has benefited greatly as a result of the skyrocketing costs of living and practicing in the San Francisco Bay Area. The Sacramento Area has become the preferred destination for many dentists. Your economy is broad based. Government and transportation are the largest sectors with information, technology service, leisure and hospitality, education, health services and construction also being strong economic engines.

Young dentists find Sacramento a great area to raise their children. Housing is affordable. Dentists can hire new staff. Sacramento Area dentists typically have lower labor and facility expenses. And there is a growing number of dentists wishing to own a practice as they are finding working in corporate practices unsatisfactory. This plays favorably into “For Sale” SDDS practices.

So what is the current market for the sale of dental practices in the Greater Sacramento Area? It is simmering, just not percolating. And it is a Buyer’s Market, not a Seller’s Market.

Proper pricing shall ultimately dictate if one realizes their sale or the practice languishes in the market getting stale. Understand that there is a building wave of “For Sale” practices coming to market as a result of the impact of the pandemic. Over-pricing is counterproductive and many times results in a lower selling price in contrast to having set the right price point to start this exercise. It could also result in you never selling your practice.

When placing a practice “For Sale”, it is now a commodity as a price is associated for changing its ownership. Proper pricing takes into consideration a multitude of factors. The zip code where located; the payor mix; patient composition; staffing (superstars who would continue or staff members who would be retiring as a result of the sale); state of the delivery systems; technology employed; nature

of the dental suite; nature of the building housing the practice; cash flow management; procedures performed along with those referred; and revenue trends regarding net production, collections and EBITDA (“earnings before interest, depreciation and amortization” along with personal expenses). It also takes into consideration the current pulse of the market and how your practice is viewed within this lens.

Values vary greatly depending upon a practice’s operating model. Delta Premier, PPO, capitation, specialty, out-of-network, part of a group, multi-site operation, welfare. Premier practices suffer in their valuation as there shall be a significant drop in Delta fees of approximately 33%. And we are now seeing practices being acquired and vertically integrated into the buyer’s nearby office as this is the only viable option for the “For Sale” practice. The seller then becomes the Pied Piper for perhaps a year with the hope that there is a hygienist who also makes this move. The seller is also confronted with disposing of the items in the vacated office.

As you contemplate making this change, engage someone who can do a deep dive and analyze your practice properly instead of someone who simply takes out their calculator and factors your collections by 70-to-75%. Employing fishing pricing is not prudent. Buyers simply will not pursue overpriced practices and bank underwriters have become

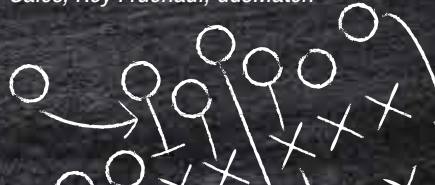
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extremely stringent at this point in time. If you are not experiencing a response when your practice is placed “For Sale”, there is something wrong.

It is also extremely important to understand that there are inherent risks associated with the sale of a practice. This is not simply providing a practice summary, tendering financial statements and providing your lease. You need to implement a strong risk management application so your sale does not come back and bite you later. Unhappy buyers have brought actions against their sellers for failures to disclose. Do not rush into this,

know what stones to uncover and document everything.

Finally, common sense advice. As you approach your sale, you have established a brand that has taken years to develop. The dentists talking to you are 5+ years out of school and do not have your skills. And they are considering going on that stage where your audience has been used to you as the lead actor. This is a daunting task. Further, your vision of the landscape and how to manage a practice is different from this younger dentist’s vision and management intent. They actually have a better handle on the pulse going forward

than do you. Your practice’s culture shall change. Do not get caught up with gripes from former employees and patients you meet in your travels. If possible, work-back for a period of time to assist in the transition as your successor needs your support. And the marketplace needs another private practice going forward for the next generation. ■



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Submitted By **TDIC**
(SDDS Vendor Member)

At TDIC, protecting dentists is all we do. Since 1980, when we were founded by a bold group of dentists, this has been our singular focus. It's earned TDIC the loyalty of more than 24,000 dentists and the endorsement of several state dental associations, as well as an "A" rating from the A.M. Best Company for 26 consecutive years.

Disruption is not new to dentistry. Changes in educational opportunities, clinical techniques and even professional insurance have lit the fire for members of organized dentistry to take action on behalf of their peers and their profession.

In the mid-1970s, the pressure of exponentially increasing malpractice insurance rates was felt across dentistry. A combination of social, economic and professional trends contributed to a true insurance crisis. Dentists nationwide were held captive to unaffordable premiums – and restricted coverage availability – which compromised the ability to continue to provide care. Clear on what must be done, a small group of California Dental Association members founded a new company in 1980 that was solely focused on protecting dentists: The Dentists Insurance Company.

Forty years on, TDIC continues to deliver on its promises to protect only dentists, and to protect them better than any other insurance company. Thanks to a dentist-led volunteer board of directors, each strategic risk has been made with policyholders' interests at heart. With this singular focus, TDIC reviews market trends to be responsive to dentists' changing needs, audits processes to ensure exceptional policyholder service and builds products and risk management solutions with only dental practices in mind.

Here are just a few of the ways TDIC is protecting California dentists today:

Comprehensive Coverage

Association members have access to a comprehensive suite of insurance products that are approved by their peers in dentistry.

Professional Liability

More CDA members choose TDIC's Professional Liability coverage than any other insurers' coverage. The insurance product that drove the company's founding continues to

deliver exceptional protection at a fair price plus the support and guidance from people who understand dentistry. Coverage options are available for every stage for practice, including special rates for new dentists, volunteers and dentists who practice part time.

Commercial Property

Providing protection for dentists' buildings and the businesses they've worked hard to build, TDIC Commercial Property coverage is customized to the unique needs of each practice. Both Business Owner's and Lessor's Risk options are available, along with limits adjusted for practices' individual exposures and discounts for closed-end water systems. Business Owner's policyholders are also eligible to add Cyber Suite Liability coverage that goes beyond data breach, offering tools to respond to and recover from today's complex cyber risks.

Workers' Compensation

Being prepared for workplace-related injuries or illnesses supports the well-being of both the team and practice operations. Built to support California dentists as small business owners and employers, TDIC Workers' Compensation coverage protects practice productivity. And, bundling multiple policies can add up to generous discounts.

Health and Well-Being

Through TDIC's dedicated agency, TDIC Insurance Solutions, members can benefit from coverage for their livelihood and well-being. Disability coverage, with MetLife group purchasing power, provides income protection

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MONDAY FEBRUARY 1, 2021

5:30pm–8:30pm · 3 CEU, Core

RM18: Calibrate Your Risk Radar
Ruchi Sahota, DDS; John Sillis, Esq.
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6:30pm–8:30pm · 2 CEU, 20%

Workers' Comp - RM Best Practices
(Docs Only)

Trina Cervantes, RDH; Crystal Potch, TDIC
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– even when a policyholder can work but cannot practice dentistry. TDIC Insurance Solutions also offers Health coverage from trusted carriers at group rates for dentists, their families and their practice teams.

Expert Guidance

Policyholders can talk to their own dedicated team of trusted advisors, get plain-speak answers to insurance questions and find the right type and amount of coverage for their unique practices. A robust Risk Management program delivers empathetic, expert guidance to dentists who face evolving practice challenges. Today, Risk Management resources, available at no cost, include one-on-one advice from analysts by phone, timely C.E. seminars, downloadable forms and guides, and topical publications. In fact, specialized experts offer personalized service across every aspect of insurance — from a dedicated TDIC claims unit to a health care enrollment team at TDIC Insurance Solutions.

Shared Strength

The growth of TDIC into new states has allowed the company to share dentist-centric coverage with the larger dental community and broaden the premium base for more financial stability and strength. A merger of two Pacific Northwest insurers into TDIC in 2019 extended coverage to policyholders in 15 states, but the singular focus remains protecting only dentists. With an engaged policyholder community and the vision of a volunteer board, TDIC has earned an A (Excellent) rating from AM Best for 26 consecutive years.*

“TDIC’s consistent ‘Excellent’ ratings reflect our mission to provide policyholders with high-quality service and outstanding insurance products and services,” says Daniel Davidson, DMD, board chair. “Our financial stability, along with our focus to solely protect dentists, is why an increasing number of colleagues choose TDIC for their insurance needs.”

Just 5,000 professional liability policyholders in 1980 have transformed into a community

of 24,000 dentists – including Sacramento District Dental Society members. Through it all, TDIC’s dedication to giving dentists undivided attention has never wavered. The market growth and a continued A rating are remarkable. However, the TDIC difference is that, even in the response to changing markets, dentists are still at the center.

Today, trusted advisors build personal relationships with policyholders to find the coverage that’s the right fit for each practice’s unique needs. What started as a disruption in dentistry became a dentist-led vision for a better insurance company. ■

Access to TDIC coverage and risk management solutions is a benefit of tripartite membership. To request an insurance review or a quote for new coverage, contact Sacramento’s dedicated team, Vanessa Morales and Casandra Lopez. Call 800.733.0633 or visit tdicinsurance.com.

**AM Best Company rating effective February 2020. For the latest rating, access ambest.com.*

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Phone Sanitizer

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- built in microfiber screen cleaner

Sanitizer Spray

- antibacterial spray in a pocket size tube



Buy a Practice ...NOW???

Submitted By **Tim Giroux, DDS**
Western Practice Sales (SDDS Vendor Member)

Western Practice Sales is the only brokerage firm which represents Sellers and locates Buyers throughout California, Nevada, Arizona and Utah, operating out of a main Corporate Office in Northern California. As one of the largest dental practice brokerages in western United States, our 7,000+ Buyer Database, steady stream of referrals, strong professional network and commitment to excellence makes us outstanding in the industry!

COVID-19 has all of us questioning how we move forward. Unfortunately, many will retreat into their safe zones when it comes to making a career choice or financial decision. From a strictly financial standing during times of economic prosperity or downturn, it is always better to own a practice than to be an associate in a practice. There are some small exceptions to this rule, and we will discuss those once we show why it's "almost" always better to own a practice compared to being an associate.

First, it's important to remember that we will get through this virus crisis. The expectation is that eventually everybody will get back to work. We had the best economy with the lowest unemployment OF ALL TIME prior to this virus. With that in mind, there is no reason to believe that the economic pain will be long or protracted as with past economic crises. Even in those downturns, dentistry normally retracts less than most other sectors as EVERYBODY has teeth! This should not be a normal economic downturn as we had strong underlying fundamentals and we will bring back some manufacturing. Therefore, the seemingly "safe" course to not become an owner just assures less income at any stage of the economy. Associates will take home less than owners for the same amount of production, whether the economy is strong or weak.

Large practices that employ associate dentists, do so for the profit potential. There is nothing wrong with this, but I don't think that dentists who own dental practices understand just how much profit they make, compared to being paid a percentage of production. The following example is a true story of a friend of mine who sold to a large group and then worked for the practice for the standard two years to collect the total purchase price. It is a great example of why every associate should want to be an owner, because as you will see, this owner willfully turned himself into an associate without understanding the profit he left on the table.

My friend's practice collected about \$1,000,000. The doctor's true profit after

adding back all the benefits he ran through the office was 37.5%, or \$375,000. The doctor's hygiene department contributed the normal 25% of the collections to the practice. The large group that bought him out stipulated that the doctor had to stay on for two years and keep the numbers the same for those two years. They paid 24% of collections and agreed to go as high as 28% if the doctor hit his goals.

So, for two years my friend worked for 28% of collections – of his own production of the normal \$750,000 he had always produced. Therefore, he earned a salary of \$210,000 for the same work he did when he took home \$375,000. It gets even worse as his salary of \$210,000 was completely taxed. His previous profit of \$375,000 had many legal tax advantages. His tax bill was actually be higher as a \$210,000 employee, compared to being an owner with a \$375,000 profit! He did not realize that he was actually being paid 50% of his own production as an owner (\$375K/\$750K). Conclusion: You can take home about twice as much money for the same amount of production as an owner, compared to being an associate.

"But I'm already \$400K in debt from dental school and can't afford to buy a practice until I'm in a better financial position."

I hear this every week from young dentists. The reality is that I do not believe dental students understood the magnitude of their debts before attending graduate school. Complete

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a debt service analysis, and it is frightening what it takes to pay off undergraduate and graduate school debt in a timely manner. While I can certainly understand the fear of adding to that debt with a practice purchase, the reality is, the best way to retire all this debt is to get paid almost twice as much for the same amount of work as you would be paid for being an associate.

In the above example, the debt service to buy that practice at the average national percentage of collections to purchase a practice of about 70%, would be about \$26,000 on a 10-year note. So, that means choosing between making \$210,000 fully taxed, or a profit of about \$349,000 after debt service, that is not fully taxed. That extra \$140,000 a year (approximate) would go a long way in paying off school loans.

“Ok, I get it. But I want to buy a smaller, less expensive practice to get started.”

I also hear this comment every week. But, if you do the math, a less expensive practice does not work unless you can guarantee an extremely high growth trajectory. If you were to buy a practice doing only \$500,000 a year, you could not expect the same percentage of profit, due to the fixed expenses of rent, utilities, some staff, insurance, dues, and other expenses. So, the percentage of profit in this smaller \$500K practice might only be

30%, or \$150K. While the debt service is only \$13K, your profit after debt service of about \$137K is about the same as you could make as an associate somewhere else. Technically, you would still be taking home more as a percentage of the dentistry performed, but it would be more difficult to pay off your debt with that income. Plus, the extra cost of the debt service to own the practice that profits an extra \$210,000 is only an additional \$13K per year. So, if you can handle the workload, an extra \$13K a year in debt services results in \$210,000 net profit. How many years and marketing dollars would it take to bring the \$500K practice to \$1,000,000? It is a real obvious choice.

“Ok, so clarify ‘almost always.’”

As a buyer, you need to do your own due diligence for any practice to determine if YOU can duplicate the production the selling doctor makes to get to the numbers presented. As mentioned, the \$1,000,000 practice consists of \$750K of dentistry from the doctor's two hands. Assuming you are willing to work 49 weeks a year, you would need to produce an average of \$3,000 a day in dentistry. Obviously, a crown fee of \$800 compared to \$1,200 makes a big difference, so you need to compare what you can produce on the fee schedule of the practice you are purchasing. You need to verify that the treatment plans presented to the patients are consistent with

what you would personally diagnose. Many times, a retiring dentist refers out a great deal of dentistry that you might be able to do. This factor is normally a much greater benefit to you than any other perceived issue with the practice, or a possible reduction in fees, due to a possible Delta insurance issue.

Know yourself.

Some of you may never be “big producers.” That is a relative term and there is nothing to be ashamed of if you fit into that category. If you do, you might be best suited for an associate position that pays a healthy per diem salary or a government type of position. I personally worked for corporate dentistry, just out of school. It was a great training ground to learn how to triage a busy schedule and hone my skills and hand speed. If you can produce \$3,000 a day, you are ready for the practice mentioned above. (Again, that level of production will be different, depending on the fee schedule.) My first practice loan had an interest rate of 12%. While your school loans are greater than mine, record low interest rates now of 3.5% to 4.0% enable you to take on this additional practice debt. For these reasons, my advice is to purchase the largest practice you are capable of handling to pay off your school loans as quickly as possible once you hone your skills. ■



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By **Karissa Garrison**
Assistant Vice President; U.S. Bank
(SDDS Vendor Member)

U.S. Bank is a subsidiary of U.S. Bancorp (NYSE: USB), the fifth largest commercial bank in the United States. U.S. Bank operates 52 banking offices in the Sacramento Region and provides a comprehensive line of banking, investment, mortgage, trust and payment services products to consumers and businesses in the local market. Visit us on the web at www.usbank.com.

Dental Practice Financing— Understanding the Options

Abstract

Building a solid team and choosing a lender that will set you up for success and guide you appropriately when purchasing a dental practice is imperative. This article is a quick, high level read that speaks to building the right team and lending options.

Preparation

Building a Team

Purchasing a practice requires — at minimum — knowledge in law, accounting, human resources, banking, and business. Dentists are experts in dentistry. Successful practice owners surround themselves with experts who can serve them well — accountants and attorneys who focus on dental practices, dental brokers who can help find, evaluate, and assist with the purchase, business associates who know human resources, real estate and practice management, and lenders who have expertise in practice finance. Buyers can avoid many problems or surprises by asking the right questions at the right time and fully understanding the nature of the business relationships forged during a practice purchase. Outlined below are some of the main team members and considerations that should be addressed when preparing for practice ownership:

Dental practice brokers/transition specialists assist buyers and sellers through the sale process. In addition to listing and selling practices, brokers will perform practice valuations and assist with the purchase/sale agreement. Since there is not a source to consolidate listings, buyers normally need to find practices by working with multiple brokers. Word of mouth, trade journals, websites and dental suppliers also are sources to find a practice that is a good overall fit for the buyer.

Dental consultants also assist buyers with the purchase. Dental consultants who represent the seller and/or buyer can assist with the due diligence analysis of collection ratios, scheduling, fee structures, chart reviews, and computer analysis to ensure the practice details are accurately represented. If due diligence discovers a previously undisclosed issue, buyers often times have new negotiating power to reduce the price or may even decide not to move forward with the purchase. Through their analysis, dental consultants can often recommend changes that the new buyer can implement to increase profitability and grow their business.

Dental-focused lawyers review the purchase/sale agreement to ensure all language is included to protect both the buyer and seller in the transition. They also review the lease and any other agreements required for closing the transaction.

Dental-focused CPAs analyze, assess tax impacts, review the allocation of funds on the purchase agreement and make recommendations on the buyer's financial options from a tax perspective. They are responsible for the overall financial analysis and tax planning for the practice and will complete the payroll and tax returns for the new buyer.

Lenders finance the purchase. Once a location has been identified and an offer has been made, the lender evaluates both buyer and seller information to make the final lending decision. Not all lenders offer the same financing terms and conditions, so it is important to evaluate lenders and offers prior to securing financing.

Buyer due diligence: Often times, one or more parties to a sale will offer to make a referral and be subsequently compensated for the referral. Buyers should not only perform

their own due diligence on each member of their team, but since there are no disclosure requirements, should directly ask how/if they are being compensated for the referral.

Choosing a Lender

Buyers have two main options when looking for practice financing. They can use a lender that specializes in dental practice financing or they can go to a commercial lender at their local financial institution. A third option, using a seller's note, may be considered for all or part of the financing package.

Using a specialist in dental practice financing: This type of lender will have a deep understanding of practice finance and will use the assets of the dental practice for collateral. Due to their experience, they can more easily identify strengths and weaknesses in a potential practice, and will usually be able to render quicker decisions and close the loan faster than a standard commercial loan. They

typically are able to finance 100 percent of the purchase price, plus working capital needs that may arise.

Obtaining a commercial loan through a financial institution: A commercial loan financed through a local bank will use the overall practice as collateral. In addition, loans of this nature usually require money down and alternative collateral such as a personal residence or other bank assets.

Financing with a seller's note: A seller's note can be used in conjunction with one of the other methods of financing to provide further security or eliminate some risk. Instances where a seller's note can be of benefit include when the buyer feels that a practice is overpriced but still wants to purchase the practice. In this case, the seller carries a note, subordinated to the bank, for a percentage of the financing. In another example, due diligence might bring a piece of

information to light that causes the buyer to have reservations about the purchase. In this case, the seller can carry a note to guarantee what they are representing. Since the buyer has no leverage after the fact, this is a way to minimize the buyer's risk.

Conclusion

Buying a dental practice can be very exciting. It can also be overwhelming. That is why it is so important not only to be educated on the process but to be surrounded by a team of experts. A lender that has the expertise, stability, and commitment to help weigh the alternatives and analyze each unique situation will help to ensure a suitable practice for the buyer now and in the future. ■

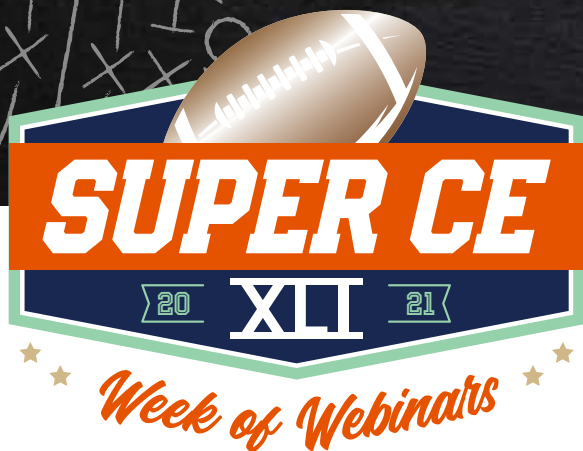
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IT'S A HAIL MARY KINDA YEAR!

With the current COVID situation, we need to change things up for our 2021 Convention & Expo and we're hoping you'll join us. This year we're hosting Super CE - Week of Webinars (WOW), with five days of webinar programming. Check out the courses listed below!

MONDAY FEBRUARY 1, 2021

Noon–1:30pm · 1.5 CEU, Core
HIPAA: Highlights, Hoopla and Hooley
Theresa Sheppard, RDA

5:30pm–8:30pm · 3 CEU, Core
RM18: Calibrate Your Risk Radar
Ruchi Sahota, DDS; John Sillis, Esq.
 Sponsored by TDIC

TUESDAY FEBRUARY 2, 2021

7:30am–9:00am · No CEU
Breakfast with the Brokers
Brian Flanagan, Integrity Practice Sales; Ray Irving, Professional Practice Sales; Tim Giroux, DDS, Western Practice Sales; Roy Fruehauf, ddsMatch

7:30am–9:00am · 1.5 CEU, Core
OSHA with a COVID Twist
Leslie Canham, CDA, RDA, CSP

Noon–1:30pm · 1.5 CEU, Core
Incorporating Behavioral Strategies into Your Dental Practice: Treating Patients with Special Needs
Mary Rettinhouse, MS, BCBA; Amy McCreary, MS, BCBA; Autism Clinical Specialists, Behavior Analysts; Alta Regional Center
 Sponsored by LIBERTY Dental Plan

Noon–1:30pm · 1.5 CEU, 20%
Tech Tools That Put Practice Management into Hyperdrive
Paulina Song, MHA; Zentist

6:00pm–8:00pm · No CEU
Conquering COVID Consequences: Stress, Anxiety and Silver Linings
Gary Zelesky

6:30pm–8:30pm · 2 CEU, 20%
Rise and Thrive - Find a Practice Within Your Practice (Docs Only)
Melinda Heryford, MBA

WEDNESDAY FEBRUARY 3, 2021

7:30am–9:00am · 1.5 CEU, Core
Simple Solutions/Complex Problems - Don't Look at Just Teeth - Look at the Whole Patient
Tim Mickiewicz, DDS

7:30am–9:30am · 2 CEU, Core
Infection Control
Leslie Canham, CDA, RDA, CSP

Noon–1:30pm · 1.5 CEU, Core
IT Security Nightmares
Jonathan Szymanowski, DMD, MMSc

5:00pm–6:00pm · 1 CEU, Core
Ortho Pearls: Boundaries of Orthodontic Treatment
Peter Worth, DDS

6:00pm–8:00pm · 2 CEU, Core
Why We Need to Incorporate Teledentistry in the Dental Practice
Theresa Sheppard, RDA

6:30pm–8:30pm · 2 CEU, 20%
Workers' Comp - RM Best Practices (Docs Only)
Trina Cervantes, RDH; Crystal Potch, TDIC
 Sponsored by TDIC

THURSDAY FEBRUARY 4, 2021

7:30am–9:00am · 1.5 CEU, Core
The Identification and Management of Vesiculobullous Lesions of the Oral Cavity
Rashidah Wiley, DDS

7:30am–9:30am · 2 CEU, Core
California Dental Practice Act
Leslie Canham, CDA, RDA, CSP

Noon–1:30pm · 1.5 CEU, 20%
Shake Off Your Scheduling Blues - Make an Easy Comeback
Melinda Heryford, MBA

Noon–1:30pm · 1.5 CEU, Core
Do You THINK You're Compliant? Compliance is More than a Checklist!
Theresa Sheppard, RDA

THURSDAY FEBRUARY 4, 2021 CONT.

Noon–2:00pm · 2 CEU, Core
A Fly on the Wall: An In-Depth Behind the Scenes Look at a Successful Relationship Between a Dental Laboratory Technician and Dentist
Miles R. Cone, DMD, CDT, FACP
 Sponsored by GC America

6:00pm–7:30pm · 1.5 CEU, Core
Phantom Tooth Pain
Clifford Chow, DDS

7:30pm–9:00pm · 1.5 CEU, 20%
Why Your Patients Won't Tell Other People That You Are an Amazing Dentist ... And What You Can Do to Change That
William van Dyk, DDS

FRIDAY FEBRUARY 5, 2021

7:30am–9am · 1.5 CEU, Core
Case Presentation on a COVID Budget
Bryan Judd, DDS

7:45am–9:45am · 2 CEU, 20%
Claims, Compliance and Communication – What's the Magic Combination?
Christine Taxin; Sponsored by CareCredit and Weave

10:00am–Noon · 2 CEU, Core
Immediate Implants for Enhanced Esthetics – Workflow for Faster, Easier and Better Outcomes
Ash Vasanthan, DDS, MS

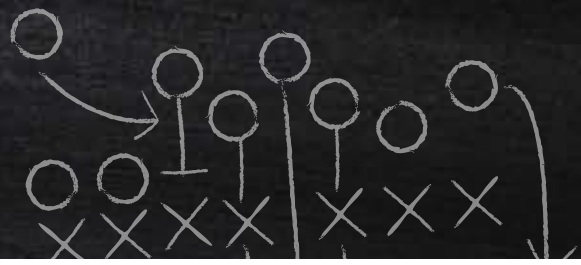
Noon–2:00pm · 2 CEU, Core
Creating Predictable Results When "Opportunity" Happens
Mark Malterud, DDS, MAGD
 Sponsored by Zest Dental Solutions

2:00pm–4:00pm · 2 CEU, Core
Carte Blanche: Aesthetic and Functional Foundations for the Complete Denture
Miles R. Cone, DMD, CDT, FACP
 Sponsored by Zest Dental Solutions

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MONDAY FEBRUARY 1, 2021



Noon–1:30pm • 1.5 CE, Core

HIPAA: Highlights, Hoopla and Hooley

Theresa Sheppard, RDA

Is your practice on the HHS “wall of shame” website? Did you know that there are 25 steps to HIPAA compliance? Is your federally mandated risk analysis document current - or do you even have one? Do you include an audit trail with your month end reports? Does your security officer conduct the proper exit protocol when a team member leaves your practice? Do you know what “rights” your patients have when requesting a records release? Federal mandates require ongoing training, annual risk analysis and updates. Attend this course to make sure your office is compliant and safe (and that you have added COVID protocols to your written policies and procedures!).



5:30–8:30pm • 3 CE, Core

RM18: Calibrate Your Risk Radar

Ruchi Sahota, DDS and John Sillis, Esq.

Sponsored by TDIC

This new course is designed to teach dentists how to spot issues that arise during treatment, which could lead to complaints, claims, or lawsuits. Through examination of actual TDIC cases and RM Advice Line calls, this course highlights useful risk management strategies related to patient care and case selection. Completion of this course will qualify TDIC-insured dentists for a 5% Professional Liability premium discount for two years. Learning Objectives:

- Employ comprehensive patient and case selection criteria
- Identify the warning signs of high-risk patients, situations and cases
- Identify when to refer patients

TUESDAY FEBRUARY 2, 2021

7:30am–9:00am • No CEU

Breakfast with the Brokers

Brian Flanagan, Integrity Practice Sales; Ray Irving, Professional Practice Sales; Tim Giroux, DDS, Western Practice Sales; Roy Fruehauf, ddsMatch

Are you thinking about selling your practice? Or are you thinking about buying a practice? Join this “breakfast club” to ask your questions, listen to our SDDS vendor member brokers talk about the current market, what the forecast looks like and finding opportunities on both ends of the spectrum. Discussion will include due diligence, disclosures and more – from BOTH perspectives, buyers and sellers.



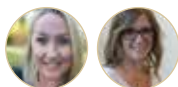
7:30am–9:00am • 1.5 CEU, Core

OSHA with a COVID Twist

Leslie Canham, CDA, RDA, CSP

Update OSHA Compliance and create a Respiratory Plan. This course meets OSHA required training for Bloodborne Pathogens, Hazard Communication, and Aerosol Transmissible Diseases. As an authorized OSHA Outreach Trainer, Registered Dental Assistant, and Certified Speaking Professional, Leslie will help the dental team return to work safely and confidently! Learning Objectives:

- Learn what OSHA regulations pertain to COVID-19
- Identify reliable resources for infection control and safety
- Meet annual OSHA training requirements



Noon–1:30pm • 1.5 CEU, Core

Incorporating Behavioral Strategies into Your Dental Practice: Treating Patients with Special Needs

Mary Rettinhouse, MS, BCBA; Amy McCreary, MS, BCBA; Autism Clinical Specialist, Behavior Analysts; Alta Regional Center

Sponsored by LIBERTY Dental Plan

Individuals with Autism (ASD) and Intellectual Disability (ID) are at an increased risk for tooth decay and loss compared to the general population. In addition, this population accesses dental care far less. Providing dental treatment for this population can be difficult due to challenging behaviors (aggression, self-injury etc.) as well as limitations in functional skills (remaining seated, following instructions etc.). In this presentation the speakers will discuss the following:

- Review of the literature: Oral Health Statistics, Why People Avoid the Dentist, Successful Models for Increasing Compliance with Dental Procedures
- Evidence-Based Practices for Patients with ASD/ID
- Practical strategies for tailoring your practice to reach this population



Noon–1:30pm • 1.5 CEU, 20%

Tech Tools That Put Practice Management into Hyperdrive Paulina Song, MHA

Ever wished there were more hours in a day, or that you could clone yourself? With technology and automation, you can save valuable time while relying on tech tools to deliver high quality and consistent performance. As a fellow AADOM member, I will show you how I curated a suite of products to grow my practice while taking back my time. We will discuss current dental management tech tools on the market, as well as many other software products that you may have never heard of! This course will help you build your own custom “tech stack” so that you, too, can turn your front office into an administration machine! Learning Objectives:

- Learn how to work smarter not harder by automating repetitive and time-consuming tasks
- Discover tech product solutions for everything from HR to marketing, to project management and internal communications
- Hyperdrive your efficiency by building your own “tech stack”
- Learn how to compare various software products to make sure you make the right purchase decision for your practice
- Administrative Tech Product Q&A from Silicon Valley’s industry experts



6:00pm–8:00pm • 2 CEU, Core

Conquering COVID Consequences: Stress, Anxiety and Silver Linings Gary Zelesky

For almost a year now, COVID has been a part of our lives. Shutdowns, new protocols, cancellations, ongoing changes with schedules and directives, both in the office and in life, have caused dental professionals, patients and the public much stress, anxiety and even depression. Our mental well-being (ours and our patients’) is at stake here and will take its toll on our health - mental health, physical health and our patients’ health. This course will explore a “game plan” to identify, overcome and find the silver lining playbook for our every-day life. Learning Objectives:

- Your physical, mental and emotional health is imperative for those with whom you work and serve – put it all in perspective!
- Making positive choices are essential during times of overwhelming opposition
- Overcome stress by finding the silver linings



6:30pm–8:30pm • 2 CEU, 20%

Rise and Thrive - Find a Practice Within Your Practice (Docs Only) Melinda Heryford, MBA

Are you experiencing continued schedule changes and seeing loss in production? Is the inconsistency of your schedule affecting your mood and the overall mood at the office? Invest your time to reveal the big opportunities within your practice to schedule more patients and increase your productivity. Discover the magic elements to having consistent and predictable growth. Lead your team to achieve improved outcomes. Learning Objectives:

- Uncover hidden opportunities
- Create consistency and predictability
- Recover the losses in hygiene production

WEDNESDAY FEBRUARY 3, 2021



7:30am–9:00am • 1.5 CEU, Core

Simple Solutions/Complex Problems - Don't Look at Just Teeth - Look at the Whole Patient Tim Mickiewicz, DDS

Every day, we see advances in all medical specialties from neurology to psychiatry and beyond. We are masters of engineering, physics and infection control. But...are we looking out for our patients when we fail to present comprehensive plans? Do we know our limits? Do we ask “why?”

Aimie... One patient, all of the answers.

We will examine the red flags of a “simple” orthodontic case, one that resulted in several retreats, relapse, psychosocial isolation, chronic physical, mental and fiscal pain. WHY? A bit of tunnel vision, dogma and being human, perhaps. This isn’t about negligent treatment - it’s about Aimie...the person, her story (not the story of Aimie’s teeth). Learning Objectives:

- The potential systems that fall in our collective scope as dentists
- Integration and collaboration with the multitude of medical and dental disciplines
- Taking our profession to an unimagined level



7:30am–9:30am • 2 CEU, Core

Infection Control Leslie Canham, CDA, RDA, CSP

COVID-19 demands that we review, update, and fine tune our infection control knowledge, skills, and procedures. In this high-energy, memorable course, learn how to update existing infection control practices to meet the dental board and current CDC Guidelines. Learning Objectives:

- Understand how to incorporate the CDC Guidelines in your practice
- Learn how to achieve a culture of infection control and safety compliance through teamwork
- Identify resources for infection control and safety



Noon–1:30pm • 1.5 CEU, Core

IT Security Nightmares Jonathan Szymanowski, DMD, MMSc

The computer system in your dental office is one of the most anxiety provoking and least understood pieces of equipment. The goal is to present simple steps you can take to build confidence in your IT systems so you can avoid a security nightmare of a major security breach. Learning Objectives:

- HIPAA compliance and security
- Back-up systems, internet gateway security
- Safe and secure email



5:00pm–6:00pm • 1 CEU, Core

Ortho Pearls: Boundaries of Orthodontic Treatment Peter Worth, DDS

No matter what treatment system you use, keys to orthodontic success by BOTH general dentists and specialists will be discussed. Ideal orthodontic goals will be reviewed. Since each patient presents a unique problem set, these goals may need to be customized. To illustrate this process, several cases will be presented.

MORNING COURSE SPECIALS!

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Sign up now to reserve yours today!

WEDNESDAY FEBRUARY 3, 2021 CONT.



6:00pm–8:00pm · 2 CEU, Core

Why We Need to Incorporate Teledentistry in the Dental Practice

Theresa Sheppard, RDA

Healthcare doesn't look the same as it did a year ago. With the challenges brought upon us during 2020, whether it be COVID-related closures and reopening processes and expenses, staffing availability, patient reluctance and rescheduling challenges, moving forward requires healthcare providers to pivot. Adapting and exploring the "new normal" offers many opportunities to expand your options for patient care. Teledentistry provides another venue in which patients can receive care and can grow the practice without adding operatories. Discussion will include how teledentistry:

- Reduces and streamlines clinical and administrative duties
- Allows for flexibility in scheduling
- Increases compliance for patients who are reluctant to come into the practice



6:30pm–8:30pm · 2 CEU, 20%

Workers' Comp - RM Best Practices (Docs Only)

Trina Cervantes, RDH; Crystal Potch, TDIC

Sponsored by TDIC

This course will provide an overview of workers' compensation and when to open a claim. We will take a deeper dive into TDIC's workers' compensation process, review workers' compensation data and discuss techniques you can implement in your practice to reduce your work-related risk. We will also go over what to do when your employee reports to you that they tested positive for COVID-19. Learning Objectives

- Understand workers' compensation insurance and why you must have it
- Learn how to interact with your employee when they get ill or injured in the dental office
- Implement risk management and best practices techniques to prevent work-related injuries

THURSDAY FEBRUARY 4, 2021



7:30am–9:00am · 1.5 CEU, Core

The Identification and Management of Vesiculobullous Lesions of the Oral Cavity

Rashidah Wiley, DDS

Receiving a diagnosis of a vesiculobullous disease can greatly alter a patient's life. As health professionals, we should be able to give a proper diagnosis, and provide education and support for our patients. Vesiculobullous a.k.a. mucocutaneous lesions represent one of the largest group of pathologic diseases. These ulcerative lesions often first present in the oral cavity, so it is important that dental professionals be aware of the signs and symptoms of these disease processes.

Learning Objectives

- Identify the clinical presentation of the following disease processes: lichen planus, lichenoid mucositis, benign mucous membrane, pemphigus vulgaris, and erythema multiforme
- Discussion of the pathogenesis of the various diseases
- Review the different ways to manage vesiculobullous lesions of the oral cavity



7:30am–9:30am · 2 CEU, Core

California Dental Practice Act

Leslie Canham, CDA, RDA, CSP

Attend this mandatory license renewal course for updates on current laws that affect dentistry. Topics will include scope of practice, violations of the dental practice act and attending regulations, citations, fines, license actions, mandatory reporter obligations, prescription-writing regulations, license renewal requirements, and determining the legal use of utilizing dental auxiliaries. Learning Objectives:

- Understand scope of practice, violations and attending regulations
- Learn about new duties and settings and license renewal requirements
- List required postings for Dental Practices



Noon–1:30pm · 1.5 CEU, 20%

Shake Off Your Scheduling Blues - Make an Easy Comeback

Melinda Heryford, MBA

Would you love a full schedule that stays full? Would you like it to be easier?

Learning Objectives:

- Unburden five front office systems - make your job easier
- Experience fewer broken appointments
- Have patients say yes to treatment now



Noon–1:30pm · 1.5 CEU, Core

Do You THINK You're Compliant?

Compliance is More than a Checklist!

Theresa Sheppard, RDA

There are many layers of compliance that a practice needs to follow. Whether it is radiation safety, OSHA, HIPAA, ACA, Infection Control, IPP post-COVID protocols, or Harassment Prevention, written procedures must be updated EVERY time there is a change in your practice or, at least, annually. Learning Objectives:

- How to update your HIPAA manual to include protocols regarding protected health information of your patients (during COVID and beyond)
- How to ensure your WRITTEN radiation safety protocol includes rationale for prescribing x-rays, diagnoses and treatment planning
- What constitutes "a change in your practice?"
- How to perform your own OSHA walkthrough assessment



Noon–2:00pm · 2 CEU, Core

A Fly on the Wall: An In-Depth Behind the Scenes

Look at a Successful Relationship Between a Dental Laboratory Technician and Dentist

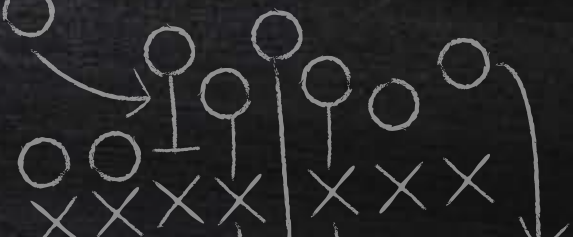
Miles R. Cone, DMD, CDT, FACP

Sponsored by GC America

Lines of communication between the dental laboratory technician and the dentists they work with are frequently marked by antagonism and derision. More so than the damage to the fragile egos of these professionals are the potential untoward negative ramifications to the patients being treated.

This course aims to elucidate the inner workings of an efficacious and amicable collaboration between colleagues endeavoring to promote and maintain the oral health of others. Learning Objectives:

- Review the roadblocks and hurdles that currently exist between the clinician and technician that may hinder the successful treatment of each patient
- Determine the chairside/benchtop communication protocols and current materials available to the ceramist and dental professional that can be utilized in the restoration of fixed, implant, and removable restorative treatment plans that will ensure the highest quality final product at delivery.
- Develop systems of communication between the laboratory and the clinic to facilitate all aspects of final impressions, shade analysis, and treatment planning
- Apply new concepts and techniques with the dental clinic and laboratory



6:00pm–7:30pm · 1.5 CEU, Core
Phantom Tooth Pain
Clifford Chow, DDS

Phantom Tooth Pain has been defined as tooth pain or pain at an extraction site in the absence of any clinical or radiographic pathology. Clinicians face challenges with this condition because of a lack of consensus on diagnosis, etiology and treatment of the condition. The course will cover recognition, taxonomy, diagnosis, etiology, pathophysiology and treatment of Phantom Tooth Pain.



7:30pm–9:00pm · 1.5 CEU, 20%
Why Your Patients Won't Tell Other People That You Are an Amazing Dentist ...And What You Can Do to Change That
William van Dyk, DDS

Do your patients know what great dentistry is? Well, they know what looks good and feels good, but of course there is much more to dentistry than that. Learn specific strategies that you and your team can use to provide such high-quality service that your patients tell their friends and family. Learning Objectives:

- All members of the dental team will understand the importance of quality communication
- The dental team will see the ways that quality can be communicated
- The team will see simple changes that will help patients feel the exceptional quality of the practice

FRIDAY FEBRUARY 5, 2021



7:30am–9:00am · 1.5 CEU, Core
Case Presentation on a COVID Budget
Bryan Judd, DDS

Now, more than ever, is a time to rethink the way you present treatment options to your patients. How can your daily routine be enhanced to help your practice grow and your patients to be better educated about the state of their dental health and options for treatment? State-of-the-art techniques in the days of COVID can be used to impress your patients using photography and new diagnostic tools. This discussion will share pearls for every dentist, for everyday use! Learning Objectives:

- How to use high quality dental photographs in the new patient exam
- Excel in your photography set up and acuity, especially for marketing and publications
- In-depth case presentations to WOW your patients!



7:45am–9:45am · 2 CEU, 20%
Claims, Compliance and Communication – What's the Magic Combination?
Christine Taxin
Sponsored by CareCredit and Weave

Have you ever wondered why some treatments are no longer paid when you submit to dental insurance for reimbursement? Do you feel overwhelmed by the nuances of the changes to dental plans? Are your patients complaining about services not being covered? It's easy for dental practices to get swept-away by the myriad of complex billing and compliance issues that are causing so many issues. What are the newest changes? Learning Objectives:

- Learn the changes on the dental claim form
- Understand the need to match the documentation to the codes used for billing
- Legal requirements for dealing with overpayments, write-offs, documentation and more

LUNCH COURSE SPECIALS!

First 100 lunch course registrants will **RECEIVE**
A DOORDASH gift card, courtesy of our Lunch
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and LIBERTY Dental Plan



10:00am–Noon · 2 CEU, Core
Immediate Implants for Enhanced Esthetics – Workflow for Faster, Easier and Better Outcomes
Ash Vasanthan, DDS, MS

Implant dentistry is one of the fastest changing and improving fields of dentistry. In the last decade, with the advent of Cone Beam CT and intra-oral scans and 3D printing has seen a giant leap in this space. Today, we can plan and place immediate implants with predictable results with much better and smoother patient experiences. Tips, tricks and challenges will be discussed in a case-based learning format. Learning Objectives:

- Learn the workflow that could take the patient from extraction to crown in 3 months
- Understand the science behind an immediate implant
- Clinical factors for successful management of the implant site



Noon–2:00pm · 2 CEU, Core
Creating Predictable Results When “Opportunity” Happens
Mark Malterud, DDS, MAGD
Sponsored by Zest Dental Solutions

Stimulate your creativity as we examine how to handle situations, from minor to complex, that develop during routine treatment. Learn how to turn potential failures into successes as we delve into all aspects of patient care from diagnostics to advanced restorative care. Let my 35 years of screw ups and learning from them, help guide you to more successful strategies in patient care. Learning Objectives:

- How new technologies can be incorporated to help problem solve complex situations
- Examine new and old products that can make our lives easier during routine dental treatments
- Leverage the inevitable failures that are associated with problems created by neglect and poor home care
- Develop techniques that help to prevent these unintended consequences



2:00pm–4:00pm · 2 CEU, Core
Carte Blanche: Aesthetic and Functional Foundations for the Complete Denture
Miles R. Cone, DMD, CDT, FACP
Sponsored by Zest Dental Solutions

Restorative and prosthetic dentistry is in a state of crisis. Social media, corporate advertising, and even the most reputable dental symposiums all place a heavy emphasis on fixed anterior treatments (i.e., cosmetic dentistry). There is a new wave of clinicians and technicians that are well aware of the necessity for education and training of complete dentures and are pushing the boundaries of contemporary aesthetics with hyper-real removable prosthetics in a bold effort to rekindle the love affair with the original full arch/mouth rehabilitation. Learning Objectives:

- Establish the parameters of complete dentures that are coincident with contemporary fixed prosthetics and how they apply to treatment planning
- Review many of the current shortcomings that exist with all phases of removable complete dentures prosthetics
- Develop a case-specific armamentarium based on aesthetic and functional demands for each patient
- Apply new concepts and techniques to your current patient base

Meet the Speakers



Leslie Canham, CDA, RDA, CSP

Ms. Canham is a nationally recognized speaker and consultant specializing in infection control, OSHA compliance, the Dental Practice Act, and HIPAA regulations. Her programs are highly interactive with audience participation to educate and entertain. In the dental field since 1972, Ms. Canham's dental experience and expertise help dental professionals reduce risks and comply with OSHA regulations.



Trina Cervantes, RDH; Risk Management Analyst

Ms. Cervantes speaks nationally at seminars and at dental schools where TDIC is the endorsed carrier. She advises dentists in the areas of professional and employment liability and property risk management. She pursued a dental hygiene license and worked in private practice for 13 years before returning to TDIC.



Clifford Chow, DDS

Dr. Chow is an Orofacial Pain Specialist that limits his practice to the prevention, diagnosis and treatment of temporomandibular disorders and orofacial pain. He graduated with a D.D.S. degree from the University of California San Francisco School of Dentistry in 1981. He also graduated from University of California Berkeley in 1977 with a B.A. in Biochemistry. He is a Diplomate of the American Board of Orofacial Pain and also is Board Certified in Orofacial Pain with the American Board of Orofacial Pain. He is a Fellow with the American Academy of Orofacial Pain. He is a Fellow of the American Academy of General Dentistry. He also serves as an Assistant Clinical Professor and Orofacial Pain Consultant at the University of California San Francisco School of Dentistry.



Miles R. Cone, DMD, CDT, FACP

Dr. Cone is a graduate of Tufts University School of Dental Medicine, and completed a three-year Prosthodontic residency program while serving in the United States Army. In addition to achieving board certification and diplomate status within his specialty, Dr. Cone has also successfully challenged all the requirements necessary to earn his designation as a Certified Dental Technician. Currently, Dr. Cone is the owner of Nuance Dental Specialists, a private practice dental clinic limited to prosthetic dentistry in Portland, ME. He is also Editor in Chief of the American College of Prosthodontists quarterly publication, The Messenger.



Melinda Heryford, MBA

While working in dentistry over the last three decades Melinda understands what it takes to make a dental practice successful. The practice that excels is the one with the most present and clear leadership, specific step-by-step business systems, and a team that holds themselves accountable for executing the specific routines for improved results and growth. Melinda's system for developing doctors, employees and managers, is based on acquiring core practice knowledge and building leadership, communication and relationship skills, for exceptional performance.

Melinda holds an M.B.A. from the School of Management, University of California, Davis.



Bryan Judd, DDS

Dr. Judd graduated from University of the Pacific School of Dentistry in 1984. He has been a clinical instructor for Pacific Aesthetic Continuum and California Center for Advanced Dental Studies and was a Program Director for Frontier Institute. Dr. Judd feels blessed to be associated with all the good people who work so hard to make Sacramento District Dental Society so great. Dr. Judd maintains a general practice in Roseville, California with an emphasis in cosmetic and restorative dentistry.

Dr. Judd and his wife Barbara have four married children and twelve lively grandchildren. A new activity they enjoy together is pickle ball. He enjoys playing basketball and playing keyboards with his band, "Walkin' the Dawg."



Mark Malterud, DDS, MAGD

Dr. Malterud is a 1983 graduate of the University of Minnesota School of Dentistry and practices General and Family dentistry in St. Paul along with being an adjunct faculty member of the University of Minnesota Continuing Dental Education Department. Dr. Malterud's practice focuses on comprehensive cosmetic dentistry incorporating Minimally Invasive Dental Procedures. His passions in these areas have allowed him to lecture locally, nationally and internationally. Dr. Malterud is an active member of the American Dental Association, and its state and local components along with the Academy of General Dentistry.



Timothy Mickiewicz, DDS

Dr. Mickiewicz has practiced complex restorative dentistry, management of facial pain and headache, oral medicine, and management of dental sleep medicine for 38 years. For the past decade he has exclusively dedicated his practice to managing the seemingly unmanageable, creating and refining a true collaboration with physicians and dental specialists.



Amy McCreary, M.S., BCBA

Amy McCreary is a Behavior Analyst with Alta California Regional Center, located in Sacramento California. Ms. McCreary is passionate about supporting and empowering individuals with developmental disabilities and their support systems. Ms. McCreary holds a Master's of Science in Psychology with an emphasis in Applied Behavior Analysis and has been board certified as a Behavior Analyst since 2015. She has worked with individuals diagnosed with developmental disabilities and infants/toddlers identified as at-risk for being diagnosed with developmental disabilities for more than 15 years across home, school, community and center-based settings. Ms. McCreary is dedicated to advocating for quality services, promoting quality of life for individuals with developmental disabilities, and supporting family units remaining intact.



Crystal Potch; Workers' Compensation Claims Manager

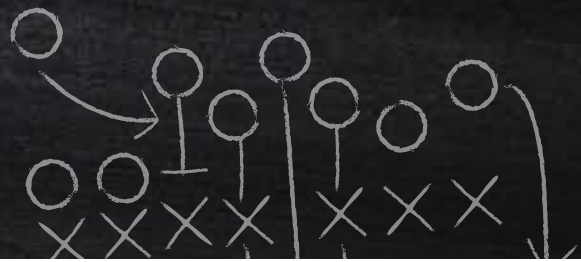
Ms. Potch has over 13 years of industry experience in workers' compensation, safety, risk management, health and wellness and regulatory compliance. She has also worked for the University of California, University of Southern California, the State of California and the entertainment field where she was responsible for their workers' compensation and safety programs.

ZOOM THE ROOM

Hear from the exhibitors in 5 minute increments during three different time slots. Hope to see you there!

SCHEDULE

- Tuesday: February 2
4:30pm - 6:00pm
- Wednesday: February 3
Noon - 2:00pm
- Wednesday: February 4
4:30pm - 6:00pm



Mary Rettinhouse, MS, BCBA

Mary Rettinhouse is an Autism Clinical Specialist for Alta California Regional Center located in Sacramento, California. She also holds a leadership position on the California Autism Professional Training and Information Network or "CAPTAIN". Ms. Rettinhouse has a Masters of Science in Psychology and has been board certified in Behavior Analysis since 2007. She has worked in both the private and public sectors with individuals diagnosed with developmental disabilities for 15 years.



Ruchi Sahota, DDS

Dr. Sahota attended UOP for dental school and completed a GPR at the VA Palo Alto Medical Center in 2005. She is a general dentist in Fremont, CA and is on staff at Washington Hospital. Her organized dentistry's leadership roles include being a consumer advisor for the American Dental Association, Associate Editor of the California Dental Association and a member of the Board of Trustees for the California Dental Association.



Theresa Sheppard, RDA

Theresa is an RDA, speaker, consultant, and author with experience in all clinical and administrative aspects of the dental practice. She trains team members and dentists on Risk Management, OSHA compliance, Radiation Safety, HIPAA, Mouth-Body Connection and why we need to implement teledentistry into our practices. Theresa is the Owner/Director of Career Express Dental Assisting School, California Radiation Safety Course Provider, and Dental Board of California Continuing Education Provider in addition to being the founder and COO of Care 2 U Teledentistry Services.



John Sillis, Esq.

Mr. Sillis is a member of the Sacramento based firm Zaro & Sillis. He earned a bachelor's degree in Nursing from Holy Family College in Philadelphia in 1977. He then earned a master's degree in Nursing with a minor degree in Nursing Administration through the Wharton School of Business in 1978. He came to California in 1980 in the U. S. Air Force, stationed at Travis Air Force Base until 1986. He graduated from the University of the Pacific, Mc George School of Law in 1988. He has practiced exclusively in the area of medical/dental malpractice defense.



Paulina Song, MHA

Ms. Song is the owner of Lake Merritt Dental in Oakland, CA, a founding board member of the San Francisco Bay Area chapter of AADOM, and proud recipient of the 2015 AADOM Green Leader award for her leadership at Lake Merritt Dental. After 10 years of management and technology consulting in the dental industry, Paulina co-founded the dental tech company, Zentist, to bring automation to dental insurance claims processing and revenue cycle management. She is a member of Women Healthcare Executives, the California Association of Healthcare Leaders (American College of Healthcare Executives), and currently serves on the Associate Board of the Alameda Health Systems Foundation.



Jonathan Szymanowski, DMD, MMSc

Dr. Szymanowski is a diplomate of the American Academy of Periodontology. He received his dental degree and postdoctoral degree from the Harvard School of Dental Medicine. He maintains a private practice in periodontics in Sacramento, California.

EARLY REGISTRATION SPECIAL!

First 300 registrants will receive a swag bag



Christine Taxin

Ms. Taxin, with over 30 years in the dental and medical fields, owns a management consulting company and speaks throughout the country providing dentists and dental office teams with her expertise in medical to dental cross-code billing, administrative systems, internal and external marketing and financial planning. Prior to starting her own company, Christine worked for a large New York City hospital as administrator of a critical department, managed an extensive practice and worked with Coaching Solutions and Dynamic Administrators consulting companies.



William van Dyk, DDS

Dr. van Dyk has been a practicing general dentist for 47 years. Since 1985, he has been presenting to dental personnel on subjects ranging from Practice Management, Practice Transitions, and Early Practice Development. He is a faculty member at the UOP Dugoni School of Dentistry, and currently serves as a judge of the Success of the Practice Management online program where students manage a virtual practice for one senior quarter. He also taught for 20+ years in the Emergency Department at the dental school.



Ash Vasanathan, DDS, MS

Dr. Vasanathan is a Board-Certified Periodontist practicing in the Roseville and Citrus Heights area with practice limited to Periodontics and Dental Implants. He is a Diplomate of the American Board of Oral Implantology and the International Congress of Oral Implantology. He is currently the Editor-in-Chief of *Nugget* (SDDS Publication).



Rashidah Wiley, DDS

Dr. Wiley is from Sacramento, CA and attended college at CSU, Sacramento majoring in Biology. She attended dental school at Meharry Medical College in Nashville, TN and completed a 1-year AEGD at Shasta Community Health in Redding, CA. Dr. Wiley completed her oral pathology residency at New York Presbyterian, Queens in 2015, faculty member at the University of New England and the University of Kentucky.



Peter Worth, DDS

Dr. Worth has a passion and dedication for creating healthy, functional, and beautiful smiles. After graduating from UCLA School of Dentistry in 1972, he began his orthodontic studies at University of Southern California, graduating in 1977. Currently, in addition to his orthodontic practice, Dr. Worth takes great pride in teaching orthodontists how to prepare for becoming Board Certified by The American Board of Orthodontics. Dr. Worth has numerous professional affiliations. One of particular enjoyment is being an Assistant Clinical Professor-member of the Craniofacial Team at UC Davis School of Medicine.



Gary Zelesky

Gary brings his trademark humor and 35 years of wellness and happiness coaching to this high energy course. Gary along with his wife Cherisse own and operate Restored for More in Morro Bay, CA. A beautiful property where individuals can catch their breath again and find their true joy.



Savvy SEVEN

By **Melinda Heryford, MBA**

Ms. Heryford runs a coaching and consulting business. She works with dentists who want to grow their practice and get their team to perform at their best on a daily basis. As a team coach, Ms. Heryford works with dental teams on how to get behind a common goal and work together better. In fact, she's clocked more than 11,000 coaching hours in practice systems and success principles. Her clients often share that they are more focused, see more commitment in their staff and experience less stress; ultimately creating a plan for a more rewarding practice.

Know your numbers, know your destiny. Having a dashboard for your business, your practice, assures that you have the information to make the necessary changes to assure continued growth. Recently, a new client to me had never measured his stats. When we measured the key indicators in the practice, he was shocked to learn that only 23% of the treatment he presented was getting scheduled. Not only that, but he discovered all of those patients who did not schedule treatment were not being followed up on. It might surprise you to hear this happens more often than not. When your work hard and don't consistently track the most important parts of your practice, like this doctor, one feels like a hamster on a wheel, creating a lot of action, working really hard on many things but often not working on those actions that make the biggest difference.

Measuring what counts can be straightforward and focused with a minimal investment in time. It is important to remember that really there are a few things to measure consistently, month compared to month and year compared to year that will give you the information you need to keep the practice growing.

The following Savvy Seven Statics have risen to the top of the significance pile in most practices. They are: 1) personal break-even, 2) gross and adjusted production, 3) collection percentage, 4) practice break-even, 5) treatment acceptance percentage, 6) unfilled doctor and hygiene hours, and 7) net new patients. If you will, these are the seven metrics that can give us clear and balanced feedback that enable us to know how effectively we are working. Why these, let's dive deeper.

First, for personal break-even you have to know what it takes to pay all the bills at home including payback of debt and payment of

taxes. Second, measuring what you produce each month compared to what you write off because of contracted plans and rework is essential for a clear picture of your overall

Measuring what counts can be straightforward and focused with a minimal investment in time.

financial performance. Adjusted production is a better indicator of what you are actually producing. Collection percentage, if you have a private practice and only accept cash and indemnity insurance plans, lets you know you should collect 98-100%. On the other hand, if you are contracted with plans, a collection rate of 94% of gross production is the benchmark. If you are under this, further analysis should be conducted.

The next key indicator is measuring practice break-even. What are the practice expenses, including payment on loans and a personal draw, that covers the personal break-even amount in number one? What must be paid before the owners can take an additional draw? The fifth key performance indicator is case acceptance. This is a metric that is now most frequently tracked by numbers tracking tools that bridge to the patient management software. To track it accurately, one must include all the treatment providers present both on new patients and existing patients. In addition, one must track all treatment that patients accept. The definition of accepted treatment is that there is a signed financial arrangement for the treatment, there is a scheduled appointment and it commits the patient to doing the treatment in the next six months. The benchmark for this statistic is 85-90% treatment accepted. Next is unfilled

SUPER CE WOW SPEAKER

**TUESDAY
FEBRUARY 2, 2021**

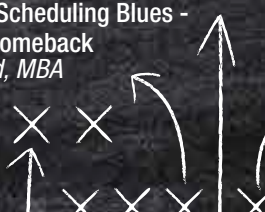
6:30pm–8:30pm · 2 CEU, 20%

Rise and Thrive - Find a Practice Within Your Practice (Docs Only)
Melinda Heryford, MBA

**THURSDAY
FEBRUARY 4, 2021**

Noon–1:30pm · 1.5 CEU, 20%

Shake Off Your Scheduling Blues - Make an Easy Comeback
Melinda Heryford, MBA



hours, which is the time the provider is not scheduled during working hours. It is easy to understand why tracking this is important. The national average for both the restorative unfilled hours and hygiene, is 8%. To calculate this total hours or units worked is compared to total number hours/units unfilled.

And finally, the last key metric to sustain practice growth is net new patients. A new patient is considered and counted when we they have had a complete exam. In a private solo practice, a healthy number of patients is over 25 per month. For each additional provider, 25 additional new patients will support growth. Of course this depends on your personal and practice break-even, and case acceptance. These are the internal numbers that guide practice success.

What you measure gets your attention, and it is important to measure and compare consistently over time. Edward Deming, an American quality management guru said, "In God we trust, all others must bring data." Businesses that produce predictable positive results (the ones you really want) with consistent management and informed measuring are trusting good reliable data. ■

Assure practice growth MEASURE your SAVVY SEVEN! Get a head start on 2021, book a Revenue Reveal with Melinda by visiting <http://bit.ly/revenuereveal>



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SDDS HR Hotline
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2021 Labor Law Updates

By California Employers Association (SDDS Vendor Member)

The California legislature and governor had a busy year responding to the COVID-19 pandemic and implementing employment laws for 2021. These new bills touch almost every facet of employment – including leave laws, COVID-19 prevention and reporting obligations, wage and hour, and more. We included some key highlights below, but be sure to sign up for our comprehensive Labor Law Update where our subject matter experts will cover best practices for employers and answer your questions!

California Family Rights Act (CFRA) Amendments

Under SB 1383, effective January 1, 2021, California employers with as few as 5 employees will have to provide family and medical leave rights, which include up to 12 workweeks of unpaid job-protected leave, during a 12-month period, for certain covered reasons. This is a huge change, as last year the threshold was 20 employees! Employers must also maintain and pay for an employee's coverage under a group health plan during this leave.

For all employers, this bill also expands the covered family members under the act, and removes the "key employee" exception to reinstatement and the 75-mile radius requirement for employee eligibility.

What Should Employers Do?

- Small employers who never worried about this in the past, must now adopt a CFRA policy, prepare required forms, and get ready to administer CFRA leave in 2021.

- Larger employers that have already been subject to FMLA/CFRA, need to update their forms to track the amendments.
- Employers with 20-49 employees should note that the New Parent Leave Act is now repealed and replaced with this bill.

New COVID-19 Prevention and Reporting Rules

Employers have new reporting obligations when they learn about COVID-19 in their workplace, both under AB 685 (required reporting to your employees within one business day) and SB 1159 (required reporting to your workers' compensation carrier within 3 business days).

Additionally, on November 30, 2020, the California Occupational Safety & Health Standards (Cal/OSHA) Board's new emergency rules went into effect regarding COVID-19 prevention in the workplace. These rules are applicable to most employers, regardless of size.

What Should Employers Do?

- Implement a COVID-19 Prevention Plan.
- Develop a template form to notify employees of COVID-19 in the workplace.
- Reach out to your workers' compensation carrier to find out if they have a sample form to report COVID-19 cases to the claims administrator.

2021 Minimum Wage & Exempt Employee Salary Increases

Starting on January 1, 2021, the state minimum wage for employers with 25 or fewer employees is \$13.00/hour and for employers with 26 or more employees is \$14.00/hour. Because exempt employee salary requirements are tied to the state minimum wage, small employers (25 or fewer employees) must pay exempt employees an annual rate of at least \$54,080, and large employers at least \$58,240 in 2021.

What Should Employers Do?

- Review how many 2021 wage increases and salary adjustments will need to be made to comply.
- Reclassify any exempt employees to "non-exempt" status if you cannot satisfy the minimum salary requirements.
- Check the local minimum wage ordinances in your area.

What Else?

Other notable changes for 2021 include new crime victims leave, paid sick leave designation, corporate board requirements, EDD Workshare Program updates, additional ABC Test exemptions, Hospital PPE stockpile requirements, and many more industry-specific requirements. ■

We will cover all of this in the HR Webinar – 2021 Labor Law Update on January 27, 2021, sign up here: <http://www.sdds.org/events/hr-web-jan272021/>

Job Bank

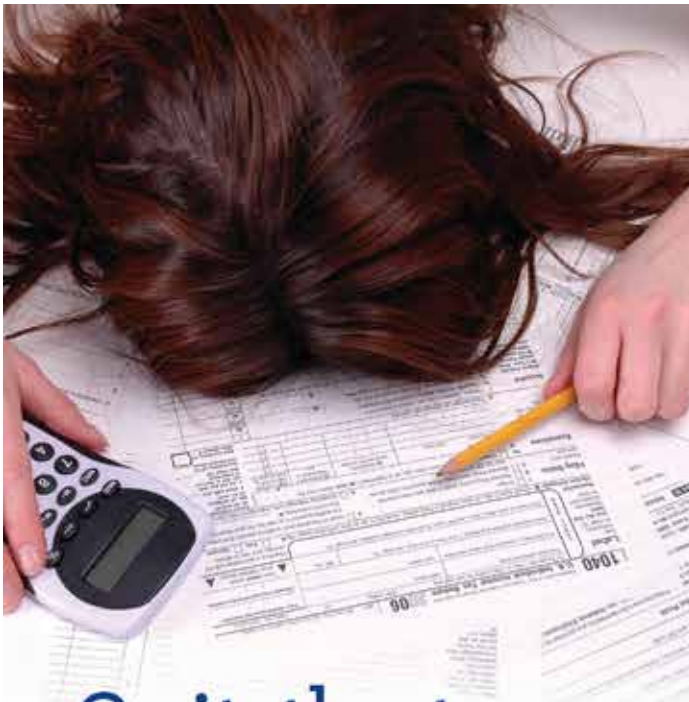
The SDDS Job Bank is a service offered only to SDDS Members. It is published on the SDDS website and provides a forum for job seekers to reach other Society members who are looking for dentists to round out their practice, and vice versa. If you are a job seeker or associate seeker contact SDDS at (916)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

ASSOCIATE POSITIONS AVAILABLE

Madhavi Yellamanchili, DDS • Roseville • PT/FT • GP
Brian Orcutt, DDS • Sacramento • PT • GP
Aaron Reeves, DDS • Sacramento • PT • GP
Peter Kim, DDS • Sacramento • PT • GP, Endo, O/S
Jason Scorza, DDS • Sacramento • PT/FT • GP
Cynthia Weideman, DDS • Citrus Heights • PT • Ortho
Marcela Diaz, DMD • Elk Grove • PT • Oral Surgeon/GP
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Thomas Ludlow, DDS • Sacramento • PT • GP
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Sunny Badyal, DDS • Sacramento • FT • GP
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Capitol Periodontal Group • Sacramento • FT • Perio
Michael Hinh, DDS • Sacramento • PT • GP
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Ana Maria Antoniu, DMD • Sacramento • FT/PT • GP
Amy Woo, DDS • Sacramento • PT • GP/Endo
Christopher Schiappa, DDS • Pioneer • PT • GP
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Elizabeth Johnson, DDS • various WellSpace locations • FT/PT/Fill-In • GP

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Thank you!

INTERESTED IN BECOMING AN SDDS LEADER?

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

Dr. Nicky Hakimi

The SDDS Community mourns the loss of Dr. Nicky Hakimi, who passed away on November 19, 2020. Dr. Hakimi graduated from USC in 1991 and studied periodontics under Dr. Karl Misch in Kentucky. She practiced in Roseville and Auburn. She was part of the Sacramento Persian community and served on many SDDS Committees such as Continuing Education (Co-Chairing MidWinter Convention in the 1990s), and was on the SDDS and SDDF Boards. Serving as the first female President of SDDS in 2006. She was a

distinguished Fellow of the International College of Dentists and a Board Member of the California Society of Periodontics. She was a passionate and progressive dentist and assisted her general dental colleagues in adopting cutting edge technologies for their dental communities. She loved to snow ski and she successfully completed an Olympic long course triathlon. Loved by many, she was highly energetic and her caring influence will be missed.



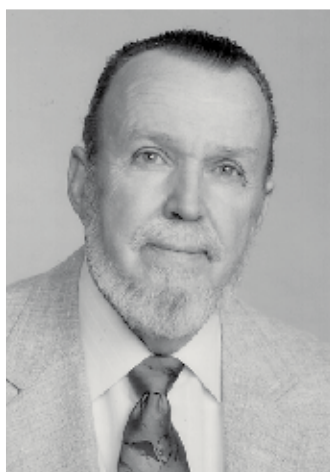
Dr. Kenneth Fox

Dr. Fox passed away on November 17, 2020 at the age of 95.

He grew up in Auburn and practiced there until he retired in 2014 at the age of 89!

Dr. Fox is best known as a sculptor of large cement statues, including the gold panning miner in the center of town square in Auburn.

His gold panner still serves as the SDDS *Nugget* masthead. Our hearts go out to his wife, Georgia, who attended general meetings with Dr. Fox for many, many years.



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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Dr. Beverly Kodama RDAEF Scholarship Awarded for 2020!

We are proud to announce that two individuals are being awarded the Dr. Beverly Kodama/Delta Dental Foundation Scholarship for Allied Education for 2021!

Tammy Roach

Tammy has over 20 years of experience as a DA/RDA. She is currently working with Dr. Jayson Chalmers. She is looking forward to expanding her abilities to make more of a positive impact upon the dental office. Tammy is supported by her husband and two high school daughters, who keep her very busy with competitive sports.

Emily Sierck

Emily is a single mother to triplets-two boys and a girl, currently age 9. She grew up in a small rural town in Amador County and always wanted to do something in the

dental field. During Emily's senior year of high school, she enrolled in an ROP dental class and successfully completed a volunteer internship at Jackson Creek Dental. She volunteered at Jackson Creek Dental for the Smiles for Kids program in 2008 and still does to this day. Emily began employment at Jackson Creek Dental in 2013 and was recently promoted to the Lead Assistant for the office.

Congratulations to everyone and their employer dentists! ■

*Are you a
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It only costs \$75 a year to be a member of our Foundation.

The Foundation funds our Smiles for Kids and Smiles for Big Kids programs!

Will you join? Email us at sdds@sdds.org to become a member and make a difference.

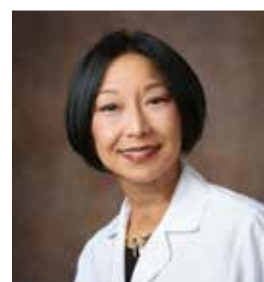
Thank you for supporting the Foundation!

\$75,000 (grant began in 2019) The Dr. Beverly Kodama/Delta Dental Foundation Scholarship for Allied Education

Dr. Kodama (who served on the Delta Board of Directors) partnered with Delta Dental Foundation to establish a scholarship to help defray the educational costs for dental assistants and other allied team members. Dr. Kodama always felt that allied team members were the heart of a dentist's practice and wanted to give back to that cause so that other dentists will benefit from wonderfully trained staff. Geared specifically toward the dental assistant and

also the EF curriculum, the SDDS Foundation is in partnership with FADE (the Foundation for Allied Dental Education) to help defray costs for those applicants who qualify.

SDDF pays 1/3 tuition, the FADE Foundation pays 1/3 tuition, and the student pays 1/3 tuition. Donations made to the Foundation help fund this scholarship and are most welcome. Applications became available in June 2019. ■



 DELTA DENTAL

Welcome, 2021 SDDS Foundation Board of Directors!



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MD, DDS



Greg Heise, DDS



Carl Hillendahl,
DDS



Bryan Judd,
DDS



Donna D. Klein,
Associate Member

Thank You for Volunteering to Serve!



Recipes from our GM Attendees

Let us know if either of these are yours – you've won a prize!

Trader Joe's Specialty Sandwich

Trader Joe's Ciabatta bread split,
buttered and broiled

Trader Joe's herb mix salad,
tomatoes, uncured pastrami

New Zealand organic cheddar

Add mayo to toasted bread

Warm pastrami in skillet

Add everything to make a sandwich

If there is time, melt the cheese
under the broiler

Enjoy!



Immigrants Beef

1.5-2 lbs flank steak, cut into 3 in strips.

Marinate 2 hrs to overnight in:

1/4 c soy sauce

1/4 c vegetable oil

1Tbsp brandy

1 Tbsp each minced garlic and fresh
ginger 1/4 tsp sesame oil

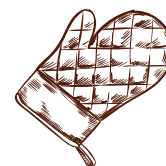
2 tsp cornstarch

Cook meat in greased pan until brown on
both sides, about 2 mins total.

Makes 4 servings

Serve with asparagus or broccoli

Enjoy!



Welcome, 2021 SDDS Committee Chairs!

Thank You!



Carl Hillendahl, DDS
Bylaws Advisory and
Leadership Development
SDDS Member since 2000



Mark Porco, DDS
Forensics
SDDS Member since 1991



Wesley Yee, DDS
Budget and Finance Advisory
and Strategic Planning Advisory
SDDS Member since 1978



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



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



Margaret Delmore, MD, DDS
CPR
SDDS Member since 1992



Lisa Dobak, DDS
Strategic Planning Advisory
and Mediation Task Force
SDDS Member since 1983



Morton Rosenberg, DDS
Mediation Task Force
SDDS Member since 2006



Matt Campbell, DDS
SacPAC
SDDS Member since 1971

2021 SDDS Committees Schedule

Standing Committees

CPR Committee

Jan 7 • Apr TBA • Aug TBA • Nov TBA

Nominating/Leadership Development

TBA

Foundation

Foundation Board

Feb 23 • Sep 27

Other

Sac Pac

TBA

CDA House of Delegates

TBA

Advisory Committees

Continuing Education Advisory

TBA

Mass Disaster/Forensics Advisory

TBA

Nugget Editorial Advisory

Feb 23 • Sep 20

Strategic Plan Advisory

Schedule as needed

Budget and Finance Advisory

Schedule as needed

Bylaws Advisory

Schedule as needed

Legislative Advisory

Schedule as needed

Leadership

Board of Directors

Jan 5 • Mar 2 • May 4 • Sep 7 • Nov 2

Executive Committee

Feb 19 • Apr 9 • Aug 6 • Oct 8 • Dec 3

Task Forces

Member Benefits/Services

TBA

Oral Health/Prop 56 Initiatives

TBA

Mediation

TBA



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TOTAL MEMBERSHIP

(as of 12/09/20:)

1,793

MARKET
SHARE:
82.8%

ENGAGEMENT RATE: 93%

TOTAL ACTIVE MEMBERS:
1,403

TOTAL RETIRED
MEMBERS: 312

TOTAL DUAL
MEMBERS: 9

TOTAL AFFILIATE
MEMBERS: 11

TOTAL STUDENT
MEMBERS: 9

TOTAL CURRENT
APPLICANTS: 1

TOTAL DHP
MEMBERS: 48

TOTAL NEW
MEMBERS FOR 2020: 104

New Members

January
2021

MOHAM ANSARI, DDS

Transfer from San Joaquin Dental Society
General Practice

Dr. Ansari earned his dental degree from UCSF School of Dentistry in 2017. He currently practices at CMC Tracy Dental in Tracy and at Elica Health Centers in Sacramento.

MATHEW DELGADILLO, DDS

Transfer Fresno-Madera Dental Society
General Practice

Dr. Delgadillo earned his dental degree from Loma Linda University in 2017. He is currently practicing at Golden Grove Dental in Placerville.

RAJU DHARIWAL, DDS

General Practice

Dr. Dhariwal earned his dental degree from International in 2011. He currently is practicing at Camden Dental Care in Elk Grove.

CHANG GUO, DDS

Transfer from San Francisco Dental Society
General Practice

Dr. Chang earned her dental degree from UCSF School of Dentistry in 2019. She is currently living in San Francisco but looking for a job opportunity here in the Sacramento area.

CHRISTIE JACQUES, DDS

Transfer from Tri-County Dental Society
General Practice

Dr. Jacques earned her dental degree from Loma Linda University in 2020. Her practice location is currently pending.

BARTON MACHADO, DDS

Transfer from Redwood Empire Dental Society
General Practice

Dr. Machado earned his dental degree from Loma Linda University in 1978. He is currently practicing at Bright Now Dental in Roseville.

SHELDON SEALEY, DMD

Endodontics

Dr. Sealey earned his dental degree from University of Connecticut in 2010 and then went on to earn his specialty of Endodontics in 2015. He currently practices at Sacramento Valley Dental Specialists in Sacramento.

Pending Applicants:

Rami Saga, DDS

Congratulations to Our New Retired Members!

Wayne Tsutsuse, DDS
Michael Green, DDS

IMPORTANT NUMBERS:

SDDS (doctor's line) (916) 446-1227
ADA (800) 621-8099
CDA (800) 736-8702
CDA Practice Support (866) 232-6362
TDIC Insurance Solutions (800) 733-0633
Denti-Cal Referral (800) 322-6384
Central Valley
Well-Being Committee (559) 359-5631

We're Blowing your horn!

Congratulations to Wesley Yee, DDS and his wife Nancy Yee on the birth of their first grandson Westley Hiro Matheson! He may possibly be a 4th generation dentist!

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."



SPOTLIGHTS:



As one of the first credit unions in the Sacramento area to provide SBA financing, First U.S. has the experience and know-how to help move your practice to the next level.

This year we celebrate another anniversary as an SDDS Vendor Member, having delivered for your colleagues the better rates, lower fees, and higher level of personalized service that you expect from your local credit union. And best of all, SDDS members are free to join!

Products and Services:

- Conventional and SBA loans for practice, equipment, inventory and real estate
- Business lines of credit
- Payroll and payroll tax service
- Equipment financing and practice acquisition
- Tenant improvement loans and business lines of credit
- Purchase your building with only 10% down
- Low, fixed-rate options for real estate purchases and refinances

Benefits or Special Pricing for SDDS Members:

Visit firstus.org for more information, or contact one of our business specialists for a no-obligation, FREE review to see how we can help you with any business need:

- FREE Business Checking and a full line of financial services for your business

Bob Miller – Business Development Officer
bmiller@firstus.org

FirstUS.org
(916) 576-5679



Dental insurance plans are notoriously complicated. Policy agreements are difficult for consumers to understand and for providers to service and manage. We started Zentist because we believe neither consumers nor providers should struggle with the complexity of understanding and utilizing dental plans. At Zentist, we are developing billing technology between dental offices and insurance companies that takes away all the complexity of processing claims and collecting insurance payments.

Products and Services:

Software enabled dental billing outsourcing.

Benefits or Special Pricing for SDDS Members:

Complimentary practice analysis with our practice consultants, IT setup including hardware and software, and 1st month free (\$10,000 value!).

Paulina Song
(510) 333-2673
paulina@zentist.io

Zentist.io
(415) 323-4937



At TDIC, protecting dentists is all we do. Since 1980, when we were founded by a bold group of dentists, this has been our singular focus. It's earned TDIC the loyalty of more than 24,000 dentists and the endorsement of several state dental associations, as well as an "A" rating from the A.M. Best Company for 26 consecutive years.

Products and Services:

Our insurance products were designed uniquely for dentists, offering comprehensive protection for every aspect of your professional and personal life. Coverages specifically underwritten by The Dentists Insurance Company include Professional Liability, Commercial Property, Workers' Compensation, and Cyber Suite Liability. Life, Health, Disability, Long-Term Care, and Business Overhead Expense are underwritten by other insurance carriers, brokered through TDIC Insurance Solutions and Lockton Affinity.

Benefits or Special Pricing for SDDS Members:

Generous discounts are available for new graduates, multipolicy coverage and participation in a risk management seminar.

Learn more online or call TDIC at 800.733.0633

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TDICInsurance.com
(800) 733-0633



Western Practice Sales is the only brokerage firm which represents Sellers and locates Buyers throughout California, Nevada, Arizona and Utah, operating out of a main Corporate Office in Northern California.

Products and Services:

As one of the largest dental practice brokerages in western United States, our 7,000+ Buyer Database, steady stream of referrals, strong professional network and commitment to excellence makes us outstanding in the industry!

Benefits or Special Pricing for SDDS Members:

At Western Practice Sales, we have unsurpassed expertise and experience to help guide dentists seamlessly through the sale of their most valuable asset, along with an extensive buyer database and incomparable exposure, which allows us to offer: A BETTER CANDIDATE, A BETTER FIT AND A BETTER PRICE!

Tim Giroux, DDS – President
(530) 218-8968

Jon Noble, MBA
(916) 531-9004

WesternPracticeSales.com
(800) 641-4179

Analgesic Services, Inc.

Steve Shupe, VP
916.928.1068
asimedical.com



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Jeff Daner
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anutramedical.com



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916.259.2838
descodentalequipment.com



Since 2012

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Christina Paulson,
Regional Manager
800.736.4688
pattersondental.com



Since 2003

**THIS
COULD
BE YOU!**

Publications

N&R Publications

Joe Chiodo
916.224.5677
newsreview.com



Since 2020

Education

The Foundation for Allied Dental Education

LaDonna Drury-Klein
916.358.3825
thefade.org



Since 2015

Office Construction

Blue Northern Builders, Inc.

Morgan Davis / Lynda Doyle
916.772.4192
bluenorthernbuilders.com



Since 2007

GP Development Inc.

Gary Perkins
916.332.2300
gpdevelopmentcorp.com



Since 2016

Olson Construction, Inc.

David Olson
209.366.2486
olsonconstructioninc.com



Since 2004

Parc Studio-Interior Design

Claire Blocker / April Figgess
916.476.3982
parc-studio.com



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HR & Legal

BPE Law Group, PC

Keith B. Dunnagan, Senior Attorney
Diana Doroshuk, Firm Administrator
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bpelaw.com/dental-law



Since 2016

CA Employers Association

Kim Gusman, President/CEO
800.399.5331
employers.org



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our Vendor
Members!**

Dental Practice

Kids Care Dental & Orthodontics

Jeff Summers
916.661.5754
kidscaredental.com



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ddsmatch.com



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integritypracticesales.com



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Ray Irving
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PPSsellsDDS.com



Since 2017

Western Practice Sales

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



Since 2007

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Comcast Business

Lisa Geraghty
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business.comcast.com



Since 2014

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Paulina Song
415.323.4937
zentist.io



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Co-Founder, Partner
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weomedia.com



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Star Group Global Refining

Jim Ryan
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stargroupus.com



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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 (or alternate event), the SDDS Membership Roster (send out quarterly via email), complimentary exhibitor tables at 3 meetings/events per year, and much more!

Financial Services

Banner Bank

Charles Cochran, SVP,
Business Banking Team Lead
916.648.2100
bannerbank.com



Since 2017

Fechter & Company

Craig Fechter, CPA
916.333.5360
fechtercpa.com



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First US Community Credit Union

Bob Miller
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

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.io



Since 2016

Dental Plans

Access Dental Plan

Shanna Madden
916.922.5000
premierlife.com



Since 2017

Health Net of California

Felisha Fondren
877.550.3868
hndental.com



Since 2018

LIBERTY Dental Plan

Lisa Rufo
800.268.9012
libertydentalplan.com



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Insurance Services

The Dentists Insurance Company (TDIC)

Lloyd Brown
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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.

Our Vendor Members pay \$3,900 per year; that includes a booth at MidWinter (or alternate event), 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, dental plans, and even our Crowns for Kids refining partner!

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Volunteer opportunities

SMILES FOR KIDS

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



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • smilesforkids@sdds.org)

SMILES FOR BIG KIDS

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



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • sdds@sdds.org)

AUBURN RENEWAL CENTER CLINIC

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

TO VOLUNTEER, CONTACT:

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

THE GATHERING INN

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

TO VOLUNTEER, CONTACT:

Kathi Webb (916.743.5351 • kwebbft@aol.com)

CCMP (COALITION FOR CONCERNED MEDICAL PROFESSIONALS)

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

TO VOLUNTEER, CONTACT:

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

EVERYONE FOR VETERANS

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

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

Classified Ads

EMPLOYMENT OPPORTUNITIES



RDH, PT Monday, Tuesday and Wednesday 7:45 to 5:00. Carmichael fee for service practice looking for RDH. Must have 1 year experience and a positive attitude. Send resume to Nowdental@comcast.net. 1/21c

PART TIME General Dentist for Cameron Park growing office. Ownership oriented, motivated dentist preferred. Start with 1-2 days/week. Email resume to sacramentodds@aol.com. 06-7/20

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

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

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@kidscaredental.com. 06-7/17

FOR LEASE



Fully built out dental offices at 2821 Eastern Ave, Sacramento; 125 Ascot Drive, Roseville; Retail suites well suited for dental in Citrus Heights, busy Auburn Blvd location near I-80 and Yuba City; Ranga Pathak 916-201-9247, Broker Associate, RE/MAX Gold, DRE01364897. 1/21

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

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

PRACTICES FOR SALE



Having Trouble Restarting Post-COVID? A+ Dental Care Group can help. Discover the benefits or our flexible affiliation model. Contact Dr. Tim Herman at 916-217-2458 or tim.herman@aplusdentalcaregroup.com to learn more. 06-7/20

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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

EQUIPMENT FOR SALE



Moving Sale: Serious Inquiries Only: Overhead Track light, 4- Royal Chairs, Delivery Unit, Vacuum/Compressor, Vatech Upright Pano. Please contact seller at (916) 487- 5032. 10/20

SDDS member dentists can place one classified ad

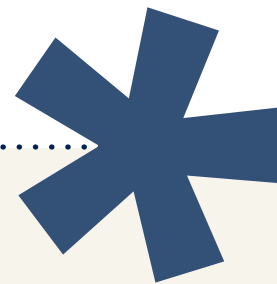
FOR FREE!

MEMBER BENEFIT!

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/>

ADDRESS SERVICE REQUESTED

SDDS CALENDAR OF EVENTS



JANUARY

- | | |
|--|--|
| 5 Board Meeting
6pm / Zoom Meeting | 15 CPR BLS Renewal
Blended Learning |
| 12 General Membership Meeting
"SDDS Talk" Night – 10 on 10
10 Minutes, 10 Slides, 4 Speakers
Drs. Bryan Judd, Aneel Nath, Rodney
Bughao and Ken Moore
6–8pm / Zoom Meeting | 27 HR Webinar
2021 Labor Law Update
California Employers Association
12-1:30pm / Telecom |

FEBRUARY

- | |
|--|
| 1-5 Super CE - Week of Webinars
20 courses to choose from / Zoom Meeting |
| 17 HR Webinar
2021 Employee Handbook Updates
California Employers Association
12-1pm / Telecom |

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



SAVE THE DATE: February 1-5, 2021
Classes range from 7:30am-9:00pm

**VISIT SDDS.ORG TO REGISTER TODAY! THE FIRST
300 REGISTRANTS WILL RECEIVE A SWAG BAG**

**JAN
12**

**TUESDAY
6PM-8PM**

General Meeting

2 CEU, CORE • \$49

"SDDS Talk" Night – 10 on 10 10 Minutes, 10 Slides, 4 Speakers

Presented by Drs. Bryan Judd, Aneel Nath, Rodney Bughao and Ken Moore

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:

- Ridge Augmentation – Presented by Dr. Aneel Nath
- Orofacial Pain – Presented by Dr. Ken Moore
- Simple, Affordable, and State of the Art Case Presentation – Presented by Dr. Bryan Judd
- Treating Special Needs Patients in your Office – Presented by Dr. Rodney Bughao

It's our new concept "SDDS TALKS" - bring your team and lets zoom together!

This course is being offered as a Zoom meeting only. To register, please go to www.sdds.org/events/gm-jan2021/

If you are a 2020-21 DMD member, you will receive a credit.

ARE YOU REGISTERED FOR THE GENERAL MEETING?