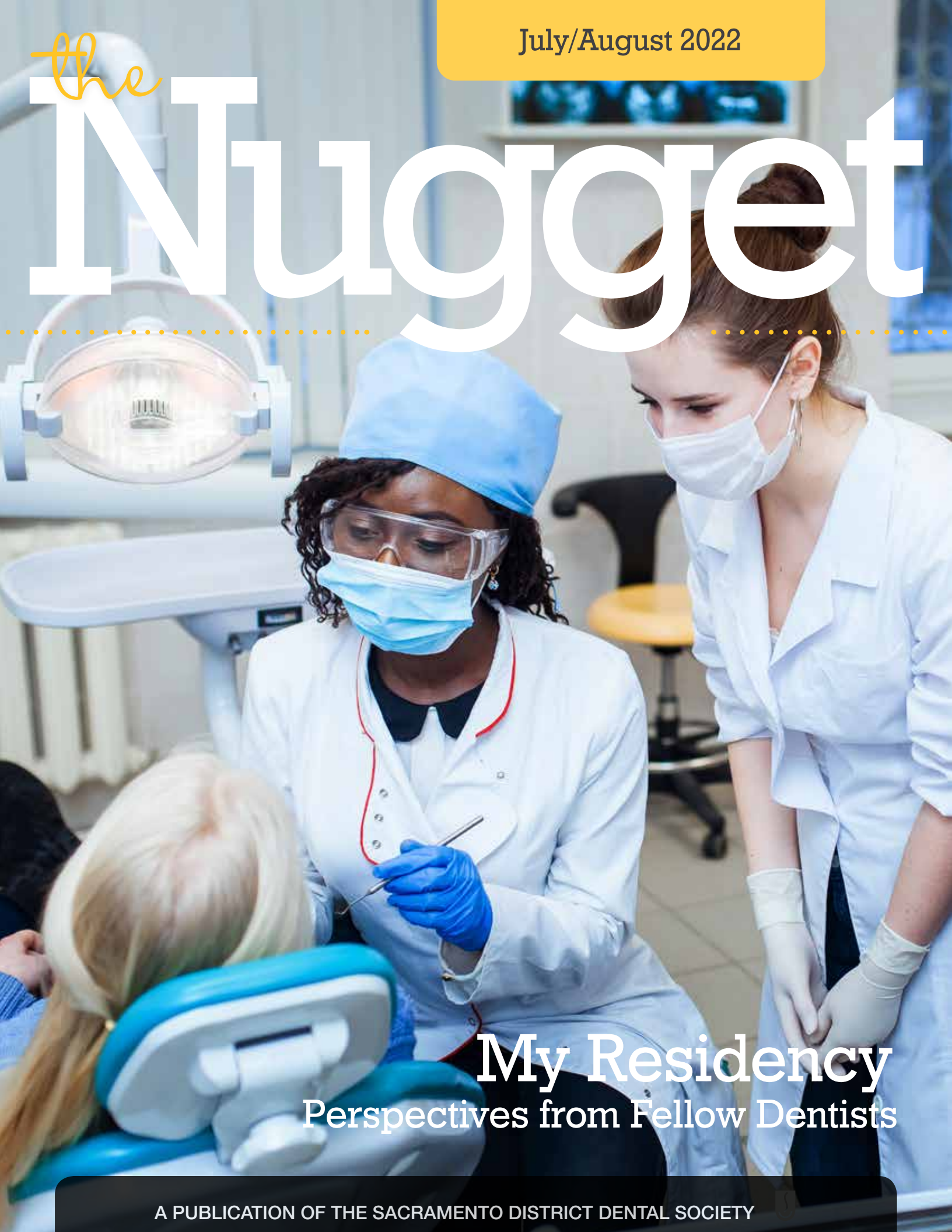


July/August 2022

the

# Nugget



My Residency  
Perspectives from Fellow Dentists

A PUBLICATION OF THE SACRAMENTO DISTRICT DENTAL SOCIETY

# Get Ready For Our UPCOMING EVENTS

AUG  
4

## Harassment Webinars

**Mandatory Harassment Prevention Training – For Supervisors/Employers** Thursday 9:30–11:30am • \$69 (2 CEU, Core) *California Employers Association*

**Mandatory Harassment Prevention Training – For Employees** Thursday • 12–1pm • \$49 (1 CEU Core) *California Employers Association*

AUG  
17

**Business/Practice Management Forum - Webinar** Wednesday • 12–1pm • Webinar • \$75

**Successful Tips on How to Attract More FFS New Patients** (No CEU)  
Presented by Anthony Penketh, VP Expansion;  
MGE: Management Experts, Inc (SDDS Vendor Member)

Getting more new patients doesn't have to cost an arm and a leg. Learn how to get high-quality new patients in places you never thought to look! This course will explore the easy to use, low to no cost methods to immediately drive more fee-for-service new patients into your dental practice.

AUG  
23

## CPR–AHA BLS Blended Learning

Wednesday • 6–6:45pm, 7–7:45pm, 8–8:45pm  
SDDS Office • \$87.50

Skills Testing, 3 Time Sessions (4 CEU, Core)

SEPT  
13

## General Membership Meeting - In-Person

Tuesday • 5:45pm Social & Vendors  
6:45pm Dinner & Program  
Hilton Sacramento Arden West • \$80

**Throwdown – To Lab or Not to Lab** (3 CEU, Core)  
Presented by Drs. Jenny Apekian, Diana Fat, Jim Childress and Michael Kulwiec; Dental Masters Lab (SDDS Vendor Member)

SEPT  
14

## Business/Practice Management Forum - In-Person

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

**So...You Need to Finance...WHAT? HOW?** (No CEU)  
Presented by Vendor Member Round Table

SEPT  
16

## CPR–AHA BLS Blended Learning

Friday • 8–8:45am, 9–9:45am, 10–10:45am  
SDDS Office • \$87.50

Skills Testing, 3 Time Sessions (4 CEU, Core)

SEPT  
21

## Business/Practice Management Forum - In-Person

Wednesday • 12–1pm • SDDS Office • \$75

**Protecting Your Practice – Do You Have the Right Insurance for Your Practice?** (No CEU)  
Presented by Jack McKinney and Adriel Wood; TDIC

SEPT  
22

## Dentists Do Broadway • Thursday, 7:30pm

**Come From Away**  
SAFE Credit Union Performing Arts Center

SEPT  
23

## Continuing Education - In-Person

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

**Compliance Day – Do You Have What You Need?** (4 CEU, Core)

Presented by Dolan Williams; B and W Compliance, Inc. (SDDS Vendor Member) and Teresa Pichay; CDA

SEPT  
28

## Business/Practice Management Forum - In-Person

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

**Your Retirement Assets: Location, Allocation – Are You Prepared?** (No CEU)

Presented by Elizabeth Clark; California Dentists' Guild (SDDS Vendor Member) and Abiy Fisseha, CFP, CPC; Account Executive, VP; Newfront

SEPT  
30

## Continuing Education - In-Person

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

**Double Day – Occlusion and Everyday Dentistry** (4 CEU, Core)

Presented by Steven Lynch, DDS and Bryan Judd, DDS



# Contents

## FEATURES



## 10 Choices After Graduation

Ava Navasero, DDS

## 12 A Retrospective of My Periodontics Residency

Rosemary Wu, DDS

## 14 How a Pandemic Affected My Residency

Peter Yanni, DDS

## Nugget Editorial Board

Nima Aflatooni, DDS • *Editor-in-Chief*  
Denise Jabusch, DDS • Brian Ralli, DDS  
Gabrielle Thodas, DDS, MSD  
Karisa Yamamoto, DDS • Peter Yanni, DDS

## Editors Emeritus

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

## Awards

### International College of Dentists (ICD)

2021 • Platinum Pencil, *honorable mention*  
Outstanding use of graphics  
2021 • Special Citation Award  
2020 • Platinum Pencil  
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*

## Specials

- 16 Meet Chef Jerome at the Hilton
- 20 An Educators View: The Abnormal New Normal
- 21 Event Highlights
- 22 Fall 2022 Calendar of Events
- 24 SDDS Foundation Annual Golf Tournament
- 26 Facts About Complete Dentures Prescribed in California?

## Regulars

- |    |                                      |    |                         |
|----|--------------------------------------|----|-------------------------|
| 5  | President's Message                  | 36 | Membership Update       |
| 6  | Cathy's Corner                       | 38 | Blowing Your Horn       |
| 7  | From the Editor's Desk               | 39 | Vendor Member Spotlight |
| 9  | You Should Know                      | 40 | Vendor Member Listings  |
| 24 | Foundation                           | 42 | Advertiser Index        |
| 28 | Board Report                         | 42 | Job Bank                |
| 30 | Committee Corner                     | 43 | Classified Ads          |
| 32 | YOU: The Dentist, The Business Owner | 44 | SDDS Calendar of Events |
| 34 | YOU: The Dentist, The Employer       |    |                         |





## Dental Building for Sale Lease or Move in 2900 Cold Springs Rd, Placerville Ca 95667 3200 + Square Feet

7 Ops, Gorgeous Waiting Room, 4 bathrooms, lots of easy parking, and room on the lot for expansion or another Building., Great location near Home Depot and food and DMV.

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or

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OWC if needed.

Lease \$1.00 per sq foot/plus Insurance/Taxes combined or separate comes to  
approx  
\$1.29 / sq foot





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

## Leadership

Leadership! I do not profess to be a great leader. Fortunately, I've had the privilege to work with great leaders and have observed many other terrific leaders over the years. Most of my inspiration comes locally right here at SDDS, SDDF, my father, and through my other community or church activities. There are numerous lists that describe a good leader; this is one that rings true for me:

1. Honesty and Integrity
2. Confidence
3. Inspire Others
4. Commitment and Passion
5. Good Communicator
6. Decision Making Capabilities
7. Accountability
8. Delegation and Empowerment
9. Creativity and Innovation
10. Empathy
11. Resilience
12. Emotional Intelligence
13. Humility
14. Transparency
15. Vision and Purpose

Very few of us have all these qualities, but you can make up for it by hiring or recruiting others with those skills. I've done so in my dental practice by finding those team members that make up for my deficiencies. The difficult part is to look yourself in the mirror, improve those weaknesses or determine where you need help.

My father, Dr. Herbert Yee, inspired me to do more than being a good dentist. He taught my 3 brothers and me to work hard, provide for our families, and give back to our community. Dad had vision and desire to make the organization better, and a charisma to bring others along. He wanted to make a difference in his chosen organization and make it better for the next generation. Leadership is not passed on genetically, but you should do all you can in your life. We are all given gifts, please share those with the SDDS and it will pay forward to the next generation. Thank you to those who have expressed their gratitude for my father's encouragement, scholarships, letters of recommendation, or having lunch together to share their goals in life.

Probably the most difficult job for a leader is to persuade others to follow. It can only be possible by setting a good example and building trust through relationships. I explain this to my patients who are parents. Their kids are watching them and they need to show good oral hygiene and diet habits for their children. As a leader, you should think positive and this positive approach should be visible through your actions. As John Quincy Adams puts it, "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

Delegation and Empowerment is something I've learned that works. Let others take the lead and support them through the task. You may learn that there is more than one way to

complete a goal. Our SDDS leadership has many young, energetic, and talented people that just need to be given the opportunity and urging from others. That's where it all begins to develop. We have a great training ground through our committees, task forces, and boards to polish those skills.

My takeaway regarding leadership is primarily giving back to your society, community and spiritual organization. Your commitment and passion will help us continue our goals of being the best dental society in the nation. Sometimes it takes several tries to get something passed or implemented, so persistence matters. If you do your part, our dental profession will be in a better place. Please give us a call or email us at SDDS and we will find you a position to shine and work along with other outstanding leaders. Many of our Board Members serve numerous organizations such as CDA, ADA, FICD, FACD, Pierre Fauchard, Academy of General Dentistry, and respective specialty boards. We learn and share with each other which makes us a very unique dental society and, in our opinion, one of the best in the nation.

The great communicator President Ronald Reagan stated, "The greatest leader is not necessarily the one who does the greatest thing. He or she is the one who gets the people to do the greatest things!" ■

# Calendar of Events

Fall 2022

Get your CE units  
**THROUGH SDDS!**  
SEE PAGES 22-23 FOR PROGRAM



## SDDS Business Forums – It's Not Just About CE Credit!

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

### Happy Summer!

Our planning for the Fall calendar is completed and we have an amazing line-up of programs for members and their teams (and all CDA members are welcome as well). Of particular interest are our Business Forums, beginning on August 17th. We have heard from our members and what they need and what they want as far as business information; we have included these topics in our schedule. We begin with a webinar on increasing your FFS patients, and what to do to prepare your practice to not be so dependent on insurance patients. THIS TOPIC is the hot topic we hear from many of our members. Please put this on your calendar to listen in.

The other topics (in addition to the August 17th program mentioned above) that we will be presenting in our Business Forums for the Fall are (as requested by our members):

- **September 14:** Financing roundtable – Whether it's financing a practice, equipment, property, remodels... we're bringing in our financing experts to discuss options, tax advantages and more.
- **September 21:** Protecting your practice / insurance opportunities – Do you have the right insurance? Do you have practice interruption insurance – do you need it? What happens if your practice has a fire or other shut-down event? What other insurance do you need to consider?
- **September 28:** Retirement – Are you ready for it? When do you start to prepare? Is it ever too early?
- **October 26:** Associates, Solo Practice, Partnerships – What's the perfect work/life balance for you? How do you want to practice? What works? Hear from those who have succeeded in the various options available you – all for your consideration for the future.

These Business Forums are just part of our calendar of events. We also are presenting some great CE/Clinical topics, CPR, HR webinars, the General Meeting topics, including the September GM THROWDOWN!

So, we develop our programs based on the surveys and questions our members have and the phone calls and the requests that we hear. Some are webinars, some are in person. We hope you will mark your calendars – these programs are definite member benefits!

Enjoy the rest of your summer!

*Cathy*



View all CE courses  
online with this QR code.  
View after July 15 for complete listing

## LEADERSHIP

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

## EXECUTIVE COMMITTEE

Dean Ahmad, DDS  
Craig Alpha, DDS  
Brock Hinton, DDS  
Kevin Keating, DDS, MS  
Lisa Laptalo, DMD  
Viren Patel, DDS  
Kart Raghuraman, DDS  
Jeff Sue, DDS  
Guest of the Board: Chirag Vaid, DDS

## BOARD OF DIRECTORS

CPR: Margaret Delmore, MD, DDS  
Nominating/Leadership Development:  
Volki Felahy, DDS

## COMMITTEES STANDING

Fun & Games: Andrea Cervantes, DDS  
GMC Elimination: Kevin Keating, DDS, MS  
New Member/New Dentist: Sarah Mathai, DDS  
Nonmember: Hana Rashid, DDS  
Practice Transitions: Hung Le, DDS  
Social Media: Ashleigh Areias, DDS  
Budget & Finance Advisory: Lisa Dobak, DDS  
Bylaws Advisory: Volki Felahy, DDS  
CE Advisory: Eric Wong, DDS  
Forensics Advisory: Mark Porco, DDS  
Oral Health: Kim E. Wallace, DDS  
Strategic Planning Advisory:  
Ash Vasanthan, DDS, MS/Lisa Dobak, DDS

## TASK FORCES ADVISORY COMMITTEES

Foundation: Viren Patel, DDS  
SacPAC: Gary Ackerman, DDS

## SPECIAL EVENTS OTHER

Cathy Levering | Executive Director  
Jen Jackson | Membership  
Sofia Gutierrez | Foundation Projects / CPR  
Anne Rogerson | Office Manager  
Jessica Luther | Graphic Designer  
Katie Marshall | Administrative Assistant

## 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.



## Even More SCHOOL



By **Peter Yanni, DDS**  
Associate Editor

The most memorable and enjoyable part of dental school for most students is the bond they form with fellow classmates and friendships forged through countless obstacles and rewarding triumphs. You get to learn about people's stories, motivations, and ambitions. It was not uncommon for many students in dental school to have at least given thought to other health care fields, especially medicine at some point in their life. One factor that I often heard as to why people chose dentistry is the amazing flexibility. Becoming a dentist allows great working hours, a wide scope of practice, and, most importantly, the ability to become fully licensed after four years of school.

According to the ADA's workforce statistics, only 21.1% of dentists in the United States practice or research in an ADA-recognized specialty. This is in stark contrast to the numbers to the AAMC that reports a staggering 66% of physicians in the United

States practicing in specialty care. When I first began dental school, my full intentions were to become a general dentist. Ironically enough, I still remember asking my friends

**I became increasingly fascinated by the scientific focus, surgery, and expertise required of the periodontics field. Despite this, I still kept asking myself, “even more school?”**

after my first few periodontal lectures, “who would ever choose this specialty?” As I progressed through dental school, I slowly started to become more interested

in becoming an “expert” on one aspect of dentistry. During my clinical training I became increasingly fascinated by the scientific focus, surgery, and expertise required of the periodontics field. Despite this, I still kept asking myself, “even more school?” At that point I knew I had no choice. My passion was in the field of periodontics and I wasn't going to quit until I made it there.

Between these statistics and my own experiences, I thought it would be worthwhile to explore the topic of dental residencies. Everything from motivations and ambitions, lessons learned and unique experiences encountered during those years. Dr. Navasero takes us through her mindset when deciding to do a GPR and expand her skill set. Dr. Wu details valuable lessons learned during her time as a resident at UCSF. Finally, I share the unique experience of going through residency when a world changing pandemic begins. ■

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## Mark Your Calendars Shred Day - Sept 16th!

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An event specifically to thank our Foundation members and help all members get rid of that pesky shredding.



Visit our website and check your email for more information coming soon.

Cost: Free to SDDS Foundation members and \$100 for everyone else (if you have over 10 banker boxes we'd appreciate an additional \$100 donation to the Foundation).



**Jay Harter**

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Jay.Harter@henryschein.com

*This is a sample  
of our listings.*

**AUBURN AREA:** 4 Ops+RE, Digital, Laser, CEREC, Strong hyg program, 2020 GR \$598K. #CA2809

**FAIR OAKS/CITRUS HEIGHTS:** Desirable area, 38 yrs. Goodwill, 4 Ops, Nice décor, Digital, 6 hyg days/wk. 2019 GR \$970K on 4 day/wk. #CA656

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

**FAIRFIELD/VALLEJO AREA:** **NEW LISTING!** 7 Ops, Paperless, 43+ yrs. Goodwill, 5 hyg days/wk. 2021 GR \$1.5M. #CA3117

**LAKE TAHOE:** 4 Ops, Digital Pano, 20+ yrs. Goodwill, Paperless, Delta PPO practice with No Delta Premier. 2021 GR \$1.4M. #CA3100

**ROCKLIN/ROSEVILLE AREA:** 4 Ops, Hi-tech in affluent area. Digital, iTero Scanner, much more. 2021 GR \$2M. #CA2793

**ROSEVILLE/CITRUS HEIGHTS:** 4 Ops, Hi-exposure retail area, Digital, 5 hyg days/wk. 2021 GR \$775K. #CA2897

**S. SACRAMENTO METRO:** **NEW LISTING!** Ortho Specialty practice, 5 Chair Open Bay Ops, 10 yrs. Goodwill. 2021 GR #404K. #CA3149

**SOUTH SACRAMENTO:** 5 Ops, 73 yrs. Goodwill, Paperless, Hi-exposure retail location, Digital Pano, CEREC. 2021 GR \$802K. #CA3093

**SONORA AREA:** Nice \$825K producing, 5 Ops GP with renovated building for sale. Digital, Pano, Strong hyg program. #CA2850

**WOODLAND/DAVIS/W. SACRAMENTO AREA:** **NEW LISTING!** Endo Specialty practice, 3 Ops, 12 yrs. Goodwill, Paperless, Digital. 2021 GR \$623K. #CA3154



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# YOU SHOULD KNOW

## STILL TIME TO APPLY FOR EMPLOYEE RETENTION TAX CREDIT-REFUND FOR DENTAL BUSINESSES AFFECTED BY COVID

*Submitted by MUN CPAs (SDDS Vendor Member)*

Why should you take advantage of the Employee Retention Credit? Your dental practice can qualify for the ERC credit even if you qualified for the PPP loan. The ERC laws have changed and you can qualify for up to \$5,000 per employee for 2020 depending on how long you were shut down or if your revenue decreased from 2019 by the established amounts. You also can qualify for wages paid after January 2021 to July 2021 with a maximum credit of \$7,000 per employee for 3 quarters or \$21,000 based on required revenue decreases when compared to 2019. Contact MUN CPAs to assess the proper calculations to make sure you are not using the same wages you used for the PPP forgiveness. (You could get up to \$26,000 per employee!)

Thank you to our Vendor Member, MUN CPAs, for providing this information.

**For more information, email [dlg@muncpas.com](mailto:dlg@muncpas.com) or call 916-774-4208.**

## SDDS ELECTION RESULTS FROM MAY GENERAL MEETING

### SDDS EXECUTIVE COMMITTEE

#### Elected:

President: Lisa Dobak, DDS  
Pres. Elect/Treasurer: Ash Vasanthan, DDS, MS  
Secretary: Nima Aflatooni, DDS  
Immediate Past President: Wesley Yee, DDS

### BOARD OF DIRECTORS

#### Continuing (2022-2023):

Craig Alpha, DDS

#### Elected (2nd Term, 2023-2024):

Jeff Sue, DDS  
Kart Raghuraman, DDS

#### Elected (New, 2023-2024):

Chirag Vaid, DDS  
Stephanie Sandretti, DDS  
Eric Grove, DDS

### DELEGATES TO THE CDA HOUSE

#### Elected:

Jeff Sue, DDS (2022-2023)  
Kart Raghuraman, DDS (2022-2023)  
Stephanie Sandretti, DDS (2022-2023)  
Lisa Laptalo, DMD (2022-2023)

#### Continuing:

Volki Felahy, DDS (ExComm)  
Wesley Yee, DDS (ExComm)  
Lisa Dobak, DDS (ExComm)  
Ash Vasanthan, DDS, MS (ExComm)  
Nima Aflatooni, DDS (Secretary elect)  
Viren Patel, DDS (SDDS BCR Rep)  
Hana Rashid, DDS (2021-2022)  
Bryan Judd, DDS (2021-2022)  
Margaret Delmore, MD, DDS (2021-2022)  
Eric Grove, DDS (2021-2022)

## SDDS FOUNDATION ELECTION SLATE FOR SEPTEMBER 13, 2022 GENERAL MEETING

### BOARD OF DIRECTORS

#### Continuing:

Wallace Bellamy, DMD  
Paul Binon, DDS  
Margaret Delmore, MD, DDS  
Carl Hillendahl, DDS  
Hana Rashid, DDS

#### Additional Term (2023-2024):

Nancy Archibald, DDS  
Greg Heise, DDS

#### To Be Elected (2023-2024):

Nima Aflatooni, DDS (SDDS Secretary)  
Kevin Keating, DDS  
Michael O'Brien, DDS  
Wes Yee, DDS (SDDS Past President)

## NEW BROADWAY SHOWS ANNOUNCED!

Come From Away - Sept 22  
Book of Mormon - Nov 10

### Coming in 2023:

Frozen - January TBA  
Hairspray - March TBA  
Pretty Woman - May TBA

## READY FOR SOME FUN? UPCOMING SOCIAL EVENTS

Our Fun & Games Task Force, chaired by Dr. Andrea Cervantes, is announcing a series of Supper Club Events. The first is July 14th at Lola's Lounge.

### What's up next?

- Supper Club Events in Roseville, Folsom, Elk Grove next
- Dim Sum Brunch

The first people who sign up get to go - so please watch the THIS WEEK emails for details and registration information.

And thanks to the 25 SDDS members who brought 300 of their friends, team members and kids to the River Cats game in June!

## FALL CALENDAR OF EVENTS AVAILABLE ON PAGES 22-23

## SDDS MENTORS-MENTEES UPDATE

Are you interested in having a Mentor or becoming a Mentee? We would love to match you up so that you can share your experience and wisdom. Let us know if you'd like to volunteer to be a mentor OR if you would like to have a mentor. Email us at [sdds@sdds.org](mailto:sdds@sdds.org) if you are interested.

## DENTURE ID INFORMATION AVAILABLE ON PAGES 26-27

## AMAZON SMILE SUPPORTS THE SDDS FOUNDATION

Support SDDF, our Smiles for Kids and Smiles for Big Kids program with donations through Amazon Smile. They will automatically donate .5% of our purchases. **Logon to smile. amazon.com and select the Sacramento District Dental Foundation as your charity.**

**THE SDDS ONLINE MEMBERSHIP DIRECTORY IS ONLINE**  
VISIT [WWW.SDDS.ORG/CURRENT-MEMBERS/](http://WWW.SDDS.ORG/CURRENT-MEMBERS/)

# Choices After Graduation

By **Ava Navasero, DDS**  
SDDS Member

*Dr. Navasero earned her bachelors degree at Carleton College, and her dental degree at New York University College of Dentistry. She completed her AEGD with Dr. Torrey Rothstein in Half Moon Bay, CA and at the Oakland Asian Health Services with Dr. Anson Kwong. She recently joined Dr. Sean Khodai and the team at Enhanced Dental Care in Roseville.*

As much as I wanted to hit the ground running and go straight into practicing dentistry (especially with student loans!), I chose to do a residency because, for me at the time, I saw it as one of the last chances to be in a formalized learning environment. Whatever little holes and gaps I had in my education, I wanted to fill them before I really set out. Also, I was more interested in an AEGD than a GPR because, candidly speaking, the idea of being on call at 4 A.M. to suture an ear or waiting hours for patient clearance to do treatment, was not for me. I am sorry, but that's what I heard about. I may have been able to sift out which GPR programs had less intensive on-call experiences, but that sort of thing was honestly a deal breaker for me! I think that my friends who did GPR may have stronger passion for managing the medically complex and have potentially more oral surgery experience, and also have a better understanding of how hospitals work. Meanwhile, I did enjoy that my days ended predictably and was never on call. Admittedly, my time felt relaxing in comparison to theirs!

Another option we have after graduating is to just go straight into practice. I have a sister, a year older and also a dentist—and she went straight into practicing. I remember vividly how she expressed her worry nearing graduation. Everyone around her was getting acceptances to post-graduate programs and, during those few months, she doubted herself and her decision. However, as we talk now,

I don't think she would have done it any differently. I know that she actively cares to do her best and learn wherever she goes. She is definitely an excellent dentist who cares. When I look back at the practices I worked at, there were always learning opportunities, whether or not my boss was eager to mentor. Between me with my AEGD, my spouse who did a GPR, and my sister who did neither, I can say that I don't notice a difference among us. If it had any impact, it was probably obvious just within the first year.

As everyone probably knows, there is no right or wrong answer to what to do next, and it is a case-by-case basis decision that is best made with you understanding your own values and needs properly. Maybe someone is eager to start making money, wants to enjoy being in a dedicated learning environment a bit longer, be exposed to surgical experiences, or already has an opportunity lined up that they've been set on. Or maybe the State requires them to have a GPR (like New York!). Acknowledging what we value most and following through with our decision leads to the least regret, and hopefully good happiness in the long run. With or without residency, at least for the first five years, any time we practice dentistry has the potential to be a learning experience if we care to improve! Just like how people can generalize and say, "It is you who makes yourself the dentist you are, more than just the school you pick." I think the same goes for whatever one chooses after dentistry. ■

## CONTINUING EDUCATION OPPORTUNITY!

### COMPLIANCE DAY – Do You Have What You Need?

4 CEU, Core • \$159

Presented by Teresa Pichay, CHPC, Sr. Regulatory Compliance Analyst, CDA and Dolan Williams, CEO, B and W Compliance (SDDS Vendor Member)

Bring your laptop to this course, and you will go home with a checklist and sample plan that you need to bring your office compliance up to date. Specifically discussed will be the Bloodborne Pathogen Exposure Control Plan (OSHA required) and the HIPAA compliance manuals. Additionally, Ms. Pichay will explain and help you access all the manuals available to SDDS/CDA members on the CDA website.

**Friday, September 23, 2022**

**8am: Registration**  
**8:30am-12:30pm: Class**

**SDDS Classroom:**  
**2035 Hurley Way, Suite 200**  
**Sacramento**

# Is Your Dental Practice Cal/OSHA Compliant?

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By **Rosemary Wu, DDS**  
SDDS Member

*Dr. Wu earned her Undergraduate and Doctor of Dental Medicine Degree from the University of Pennsylvania, where she also completed a concentration in Health Care Management from the Wharton School of Business. She conducted research at the National Institutes of Health (NIH), Institute of Dental and Craniofacial Research and authored numerous peer-reviewed publications. She obtained her Masters in Oral Biology and Certificate in Periodontology and Oral Implantology from the University of California, San Francisco (UCSF). She is a Diplomate (Board Certified) of the American Board of Periodontology. She is currently a partner at Capitol Periodontal Group, Assistant Clinical Professor at UCSF, Department of Periodontology and Associate Dean of Administrative Affairs, California Northstate University, College of Dental Medicine.*

## A Retrospective of My Periodontics Residency at the University of California, San Francisco

As the Associate Dean of Administrative Affairs and a faculty member at California Northstate University, College of Dental Medicine (CDM), students often ask about my experiences from my periodontics residency at the University of California, San Francisco (UCSF), and the lessons that I learned.

While I am always eager to share with the students my experiences as a resident, I preface my remarks with some of the practical consequences of my dental residency. The first is the direct cost of attending certain programs. Unlike a medical resident, some dental residents may not be compensated for his or her work. Depending on the program, they may have to pay tuition and fees to enroll. The second is a different type of cost. This is the opportunity cost of attending a residency program. This is the period that a dental school graduate could be working and earning an income. Attending certain dental residency programs not only means a student may forgo years of earning potential but may incur additional tuition and fees.

Despite the financial burden, there are innumerable lessons gained from completing a dental residency program.

### Lesson #1: Acknowledge Your Own Limitations and Seek Collaboration

When I arrived at UCSF as a resident, I recognized my own limitations, as a student and as a practitioner. I quickly learned that a residency program provides more than just an additional layer of technical expertise. It fosters a sense of community and allows for young practitioners (like me) to grow and mature with a collaborative support system. For example, after moving from the East Coast and completing what was formerly known as the North Eastern Regional Board (NERB), now called the "Commission on Dental Competency Assessments" (CDCA), the California licensure requirements were foreign to me. The faculty, staff and pre-doctoral students at UCSF all helped me

prepare for and pass the examination. They were instrumental in helping me start my career as a dentist in California, without whom I would not have succeeded.

### Lesson #2: Welcome Criticism as Constructive

As periodontists in training, our work was often criticized and evaluated by many pairs of eyes. The feedback that I received was never ill-intentioned, nor was it ever ill-informed. It was always intended to make me not only a better practitioner, but more importantly a better person. We all faced a myriad of clinical and scholastic challenges during residency, which taught us to provide and seek feedback in a non-judgmental environment as classmates and colleagues. For example, when I was completing my first sinus augmentation, I was shown a more efficient way to prepare the site to minimize sinus communications. The feedback not only taught me important clinical lessons, but also showed me that criticism is not something to shy away from, but something that should be welcomed as part of the learning and growing process.

### Lesson #3: Expect and Embrace the Unknown

During my residency, I welcomed opportunities to see emergency patients and treat complex cases under the tutelage of my faculty and elder classmates. Embracing the unknown helped me develop an assuredness to overcome any fear. In fact, being able to confront a variety of different clinical situations – from treating ailing implants to helping medically complex patients made me more clinically facile. It was through the most challenging situations that I learned the most in maintaining overall confidence and composure.

My residency experience not only honed my technical skills but equipped me with lifelong lessons that I use not only as a practitioner, but as a person on a continual basis. ■

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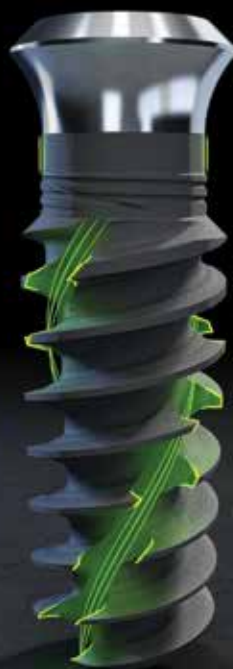
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By **Peter Yanni, DDS**  
SDDS Member

*Dr. Yanni earned both his Masters Degree in Medical Sciences as well as his Dental Degree at Western University of Health Sciences. Afterwards, he earned his masters in Oral and Craniofacial Sciences as well as his certificate in Periodontology at the University of California San Francisco. Dr. Yanni has recently joined Dr. Yi and Dr. Vasanthan at The Perio Specialist Office in Roseville. He is a member of ADA, CDA, AAP, and SDDS.*

## How a Pandemic Affected **My Residency**

March 2020 was a very uncertain time for everyone worldwide and, being a second-year resident at the time, only additional layers of uncertainty. I still remember slowly hearing rumblings among faculty, residents and administration of possible closures and lockdowns putting a swift halt to our education. It was interesting to see the wide range of emotions from all those around me ranging from indifference to significant concern, but it seemed like everyone was handling the situation in their own way. Finally, the decision was made to close down the dental clinic for two weeks. I viewed this as much welcomed break and a golden opportunity to refresh myself before entering a crucial portion of residency.

The closure was continually extended and during that time the administration and faculty were doing all that they could to keep us busy, stimulated, and constantly learning. Zoom became a staple of our education as we would hold literature review daily, attend CE courses from world renowned clinicians, and have study clubs whenever possible. While the opportunity to learn from these methods were endless, I couldn't help but be slightly concerned about the lost experience and constantly wonder what the future would hold. While understanding the scientific principles and techniques needed to succeed in my specialty, I knew that nothing would beat hands-on experience at really honing my craft. This was also the point in residency, entering the final year, where most residents are beginning to get comfortable with their specialty. We begin to focus on refining our techniques, take on more complex cases, and begin preparing for the outside world. A few months later the dental clinic was set to re-open in a limited capacity, but there were still lingering concerns. What precautions needed to be taken? Will patients be willing to come in for care? How will we make up for lost time?

It seemed like on a weekly basis, we were given new protocols that had to be followed and additional logistical challenges to be faced.

Despite this, it did seem that many patients were eager to return. In addition, the previous upper classmen now had graduated and left behind a myriad of complex and interesting cases that

**The closure was continually extended and during that time the administration and faculty were doing all that they could to keep us busy, stimulated, and constantly learning.**

they were supposed to complete during the lockdown. These cases were distributed among the rising third-year class and we now faced the task of trying to catch up on our own patient cases, but a large amount of complex full-mouth rehabilitation patients that were transferred to us, all while trying to navigate several new logistical protocols. Several of these cases took months to plan and being thrust into them felt like being thrown right into the deep-end and being asked to swim. It always amazes me to see what people are truly capable of when they must spread their wings and fly on their own. Seeing what I and my co-residents were able to accomplish when we had no other choice gave us a true sense of pride and accomplishment.

While I think it's safe to say that I wish this world-changing pandemic never happened, I think good definitely came out of it. My third year of residency ended up being a challenge mentally, physically, and emotionally that helped me evolve as a clinician more than the rest of years in dentistry to that point had combined. It brought me closer to my co-residents and faculty, my co-workers and I will always remember how unique my residency was in the grand scheme of things. ■





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### August 17

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### September 14

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

#### So...You Need to Finance...WHAT? HOW? (No CEU)

Presented by CPAs, Bankers, Financial Advisors, Brokers, Builders and other experts!

If you are thinking about financing something — now or in the future — this evening will bring some of our experts together to discuss financing options, current tax advantages available, lending availability, SBA qualifications and much more. This round table discuss format will give all attendees the answers and options to consider to make dreams come true!

### September 21

Wednesday • 12–1pm • SDDS Office • \$75

#### Protecting Your Practice – Do You Have the Right Insurance for Your Practice? (No CEU)

Presented by Jack McKinney and Adriel Wood; TDIC

Are you and your practice fully insured? What happens if your practice has to close (temporarily or permanently) due to an emergency in your office; fire, illness or death, or just ... a pandemic?!

Or what happens when you stop practicing due to an injury? Or when you retire? Are you covered for losses or litigation? Do you carry tail insurance? Practice interruption insurance? How can you protect your current patients?

### September 28

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

#### Your Retirement Assets: Location, Allocation – Are You Prepared? (No CEU)

Presented by Elizabeth Clark; California Dentists' Guild (SDDS Vendor Member) and Abiy Fisseha, CFP, CPC; Account Executive, VP; Newfront

How do you know how much to save for retirement? What issues are important to know when investing for retirement? In this session you will learn key concepts to help you make decisions and how to evaluate the type of help to get.

## Other Business Forums this Fall:

**October 26** - Associates, Partnerships, or Solo Practice? What's the Perfect Work/Life Recipe?

**November 30** - Working ON the Business, Not Working IN the Business



## Q+A with Chef Jerome Panganiban

Interview By **Charlene Davis, Director – Catering & Convention Services**  
**Hilton Sacramento Arden West**

### Where are you from?

I was born in the Philippines and came to Honolulu Hawaii and then San Francisco and then Sacramento in 2017.

### How long have you been at the Hilton?

Since 2017

### Where have you worked previously?

Sir Francis Drake in SF for two decades, City Club in San Francisco, Hilton Financial District.

### What is your favorite dish to prepare?

I love to prepare French sauces including Truffle Bone Marrow, Coffee & Port, Chocolate Cabernet Demi to accompany my Filet Mignon, Short Ribs and Steaks.

### Who is your favorite chef?

Chef Staffan Terje from Sweden who taught me culinary skills (learned Executive Chef of Perbacco in San Francisco).

### Do you watch Food Network?

#### If so, what's your favorite show?

I enjoy Top Chef and Chef Jennifer Beisty of Shakeswell and Chef Tim Nugent

### What's your favorite food?

Gummi Bears and any kind of Cookie.

### What's your favorite thing to share with servers and staff (advice, technique, recipe)

My Mantra is making the guest experience delightful and I love to share my experiences, both good and bad, with my team so they can improve - I'm nothing without my Top Crew. I love making my Director of Catering look good to her clients and I think I do a fabulous job at it! I love to spend time off with my wife and daughter, 8 year old Jemma, who loves to read recipes and help me prepare dinner.

## Fall General Meeting Menus

### September 2022

*Chicken Marsala with Portobello Mushrooms  
and Boursin Risotto OR  
Tiered Eggplant with Spinach and  
Roasted Tomato and Vegetables*

### October 2022

*Chef's Choice Salad and Dessert  
Boneless Short Rib  
with White Truffle Mashed Potato OR  
Stuffed Pasilla Pepper with Polenta*

### November 2022

*Salmon Fillet with Misoyaki Glaze  
and Jasmine Rice OR  
Butternut Squash Ravioli*

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## An Educators View: **The Abnormal New Normal**

By **Donna Drury-Klein, RDA, BS**  
Foundation for Allied Dental Education  
(SDDS Vendor Member)

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

My good friend and community colleague, Cathy Levering, has been asking me to write this article for years. We first met when she became Executive Director of SDDS and I was just newly hired to develop online learning at CDA. We attended a local society meet-and-greet event and we have not stopped yapping at each other ever since, especially about the condition of the dental assisting world. I had just completed my service as the RDA on the Dental Board and had seen, heard, and participated in a great deal of regulatory and statutory conflagration in an attempt to resolve the workforce issues of that time. Now, nearly two decades later, we sound like two old ladies on the front porch repeating ourselves over the same topic – nothing has changed from where we began to where we are today.

My career in dentistry began in 1979. I was thoroughly convinced that I would complete dental school, become an orthodontist, and go into practice with the “boy next door” whose father was the town orthodontist. From the age of 10, I was convinced that young Barry was the boy for me and attending dental school with him was my ticket to wedded bliss! Despite being accepted to attend, the financial commitment forced me to rethink the whole dental school, boyfriend Barry, ortho thing. After trying different jobs from hair stylist to secretary (yes, they still had them then!), the thought of a career in dentistry still haunted me. Back then, degree completion programs and passage of national board examinations was the only pathway to allied dental careers so, with young Barry in the rearview mirror, I applied to every community college and university-based program in California, comfortable in the knowledge that wherever I was accepted, that was the best path for me.

One year later, the RDA became a new licensure category, and I was all in! By the time I graduated the minimum wage was \$3.25 and my first clinical job paid \$6.00 - I thought my life was complete. The demand was so high with the single pathway being so absolute, generating quality care providers yet the propaganda machine of organized dentistry complained by pointing the finger at formal education as the root-cause for all that was deficient in recruitment and retention of allied dental personnel - the “barrier” within the profession – and so began the slow drip approach to change how we obtained education and licensure. I remember those disparaging words like they were spoken yesterday. Today, at age 60, I am still hearing those words as we discuss the abnormal new normal, the workforce pandemic, the shortages of allied healthcare providers and all the while I am still hearing how education is a barrier in no other discipline but dental assisting. From clinician to educator, every opportunity presented to me was due in great part to my education; without it I would never have accomplished what I have or been afforded the gifts that dentistry has provided – neither would any of you reading this article.

Since my journey began, we’ve seen the development of the RDA, the original RDAEF and the emergence of the EF2, yet the unlicensed dental assistant continues to play the largest role of all within the allied workforce. I recently engaged in a workforce discussion and DDS employers were asked exactly what it is their needs were and amongst everything that we discussed, the dentists around the room were very clear that the RDA remains the benchmark – the legal

*Continued on page 20...*



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As a dental assisting program approved by the Dental Board to instruct in the duties of registered dental assisting, The FADE Institute has, since 2016, committed to ensuring all students who graduate achieve licensure immediately upon completion. We believe the intent of an approved RDA program is to graduate RDAs ready and capable of legally performing all the duties and functions the dental team needs within our community.

Our RDA program is now an open-entry, modular program meant for the working dental assistant – hybrid learning coupled with on-campus didactic, lab and simulated clinical in a weekend-based formal education environment, allows the working assistant to learn the theory behind clinical care concurrent to achieving clinical competency in a workplace setting. By graduating from an approved RDA program, your path to licensure can be achieved in as little as six months.

**For more information, please contact The FADE Institute:**

✉ [office@thefade.org](mailto:office@thefade.org)

☎ 916.358.3825



The Foundation for Allied Dental Education  
**The FADE Institute**

*Continued from page 18...*

duties and functions are what helps their practice thrive. In drilling the discussion down, more and more employers have come to see that the archaic work experience pathway to State Board Examination eligibility is the real barrier and always has been. Recent attempts to push legislation allowing unlicensed personnel to perform licensed duties failed as legislators and advocates alike found the bar has simply reached its floor.

Now, the time has come to explore real world solutions, to think outside the box and define what we really need in today's new normal, not by continuing the same old practice of lowering standards and educational opportunities, but by developing

creative pathways by which a dental assistant can achieve licensure in a timely manner without compromising their commitment to their own education. As board-approved providers\*, we have to become part of the solution by looking at new and creative ways to enhance and advance the dental assistant rather than devoid and make worthless the RDA in the process. We have the opportunity right now to work within our educational regulations in creating pathways that contribute to a solution. Unless and until we stop doing what's already been done over and over again and start with a blank sheet of paper, the recruitment and retention dilemma surrounding dental assisting will remain. The question now is - what do we have to lose in trying?

By the way, Barry went on to marry my childhood school buddy and they had nine children, four of which went on to become orthodontists – now that's a legacy practice! ■

*\* RDA programs are only those approved by the Dental Board to instruct in the duties and functions of both DA and RDA; The Board does not approve DA-only programs. However, it does recognize those DA programs established by the Board of Education as a vocational/technical education program in public sector institutions. Courses offered in dental offices settings in an OJT or work experience-only setting are not recognized by the Board nor the Department of Education.*



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# Dental Day with the River Cats EVENT HIGHLIGHTS



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# Fall 2022 CALENDAR OF EVENTS

## August

- 4 Harassment Prevention For Supervisors** (2 CEU, Core)  
*California Employers Association (SDDS Vendor Member)*  
Thursday • 9:30–11:30am • Webinar • \$69
- 4 Harassment Prevention For Employees** (1 CEU, Core)  
*California Employers Association (SDDS Vendor Member)*  
Thursday • 12–1pm • Webinar • \$49
- 17 Successful Tips on How to Attract More FFS New Patients** (No CEU)  
*Anthony Penketh, VP Expansion; MGE: Management Experts, Inc (SDDS Vendor Member)*  
Wednesday • 12–1pm • Webinar • \$75
- 23 CPR–AHA BLS Blended Learning Skills Testing, 3 Time Sessions** (4 CEU, Core)  
Tuesday • 6–6:45pm, 7–7:45pm, 8–8:45pm  
SDDS Office • \$87.50 total

## September

- 13 Throwdown – To Lab or Not to Lab** (3 CEU, Core)  
*Drs. Jenny Apekian, Diana Fat, Jim Childress and Michael Kulwiec; Dental Masters Lab (SDDS Vendor Member)*  
Tuesday • 5:45–9pm Social, Dinner & Program  
Hilton Sacramento Arden West • In-person • \$80
- 14 So...You Need to Finance...WHAT? HOW?** (No CEU)  
*Vendor Member Round Table*  
Wednesday • 6:30–8:30pm • In-person • \$75
- 16 CPR–AHA BLS Blended Learning Skills Testing, 3 Time Sessions** (4 CEU, Core)  
Friday • 8–8:45am, 9–9:45am, 10–10:45am  
SDDS Office • \$87.50 total

- 21 Protecting Your Practice – Do You Have the Right Insurance for Your Practice?** (No CEU)  
*Jack McKinney and Adriel Wood; TDIC*  
Wednesday • 12–1pm • Webinar • \$75

- 23 Compliance Day – Do You Have What You Need?** (4 CEU, Core)  
*Dolan Williams; B and W Compliance, Inc. (SDDS Vendor Member) and Teresa Pichay; CDA*  
Friday • 8:30am–12:30pm • In-person • \$159

- 28 Your Retirement Assets: Location, Allocation – Are You Prepared?** (No CEU)  
*Elizabeth Clark; California Dentists' Guild (SDDS Vendor Member) and Abiy Fisseha, CFP, CPC; Account Executive, VP; Newfront*  
Wednesday • 6:30–8:30pm • In-person • \$75

- 30 Double Day – Occlusion and Everyday Dentistry** (4 CEU, Core)  
*Steven Lynch, DDS and Bryan Judd, DDS*  
Friday • 8:30am–12:30pm • In-person • \$159

## October

- 11 Avoiding the 5 Most Common Workplace Violations** (3 CEU, 20%)  
*Von Boyenger; CA Labor Board*  
Tuesday • 5:45–9pm Social, Dinner & Program  
Hilton Sacramento Arden West • In-person • \$80

- 26 CSI Investigations** (1.5 CEU, 20%)  
*California Employers Association (SDDS Vendor Member)*  
Wednesday • 10–11:30am • Webinar • \$69







- 26 Associates, Partnerships, or Solo Practice? What's the Perfect Work/Life Recipe?** (No CEU)  
*Ashlee Adams; Adams Dental Consulting (SDDS Vendor Member) and Panel*  
Wednesday • 6:30–8:30pm • In-person • \$75

- 27 Surprise! It's A Disaster!! Now What?** (2 CEU, Core)  
*Nancy Dewhirst*  
Thursday • 6:30–8:30pm • In-person • \$89

- 28 Infection Control & California Dental Practice Act** (4 CEU, Core)  
*Nancy Dewhirst*  
Friday • 8:30am–12:30pm • SDDS Office • \$179





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

## November

### 4 CPR-AHA BLS Blended Learning Skills Testing, 3 Time Sessions (4 CEU, Core)

Friday • 8-8:45am, 9-9:45am, 10-10:45am  
SDDS Office • \$87.50 total

### 8 IT Security Nightmares (3 CEU, Core)

Jonathan Szymanowski, DDS  
Tuesday • 5:45-9pm Social, Dinner & Program  
Hilton Sacramento Arden West • In-person • \$80

### 30 Working ON the Business, Not Working IN the Business (2 CEU, 20%)

Melinda Heryford, MBA; Melinda Heryford Consulting  
Wednesday • 6:30-8:30pm • In-person • \$75

## December

### 1 Harassment Prevention For Supervisors (2 CEU, Core)

California Employers Association (SDDS Vendor Member)  
Thursday • 9:30-11:30am • Webinar • \$69

### 1 Harassment Prevention For Employees (1 CEU, Core)

California Employers Association (SDDS Vendor Member)  
Thursday • 12-1pm • Webinar • \$49

### 13 2023 Labor Law Teaser (1 CEU, 20%)

California Employers Association (SDDS Vendor Member)  
Wednesday • 10-11am • Webinar • \$69

## Special EVENTS

### September 16

#### Shred Day

Friday • 10am-2pm • SDDS Office

### September 22

#### Dentists Do Broadway - Come From Away

Thursday • 7:30pm • SAFE Credit Union Performing Arts Center

### November 10

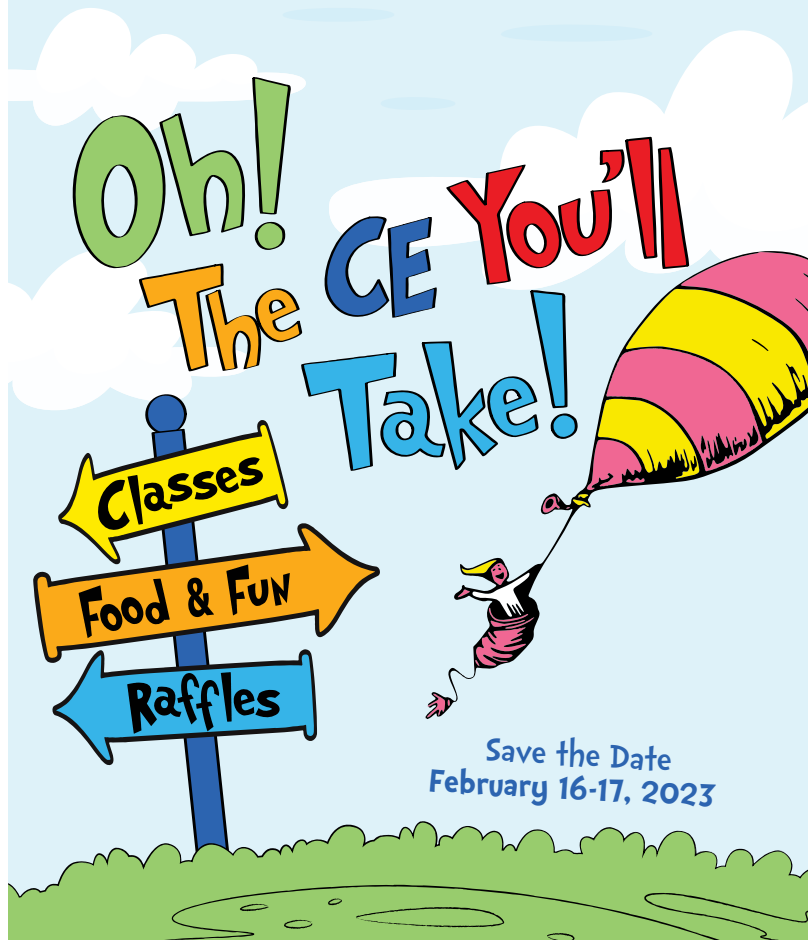
#### Dentists Do Broadway - Book of Mormon

Thursday • 7:30pm • SAFE Credit Union Performing Arts Center

### December 2

#### Holiday Party and Silent Auction

Friday • 6pm • Del Paso Country Club



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- \* "OSHA'ing" your office
- \* Ergonomics
- \* How to make your practice insurance independent
- \* Increasing your FFS patients
- \* Assisted hygiene
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18 Nor Cal Beverage Co.



By Mike Kulwicz, CDT  
Dental Masters Laboratory  
(SDDS Vendor Member)

*Mr. Kulwicz attended the University of Southern California, graduating summa cum laude and Phi Beta Kappa in 1979, with a major in Business Admin and Social Science. He grew up in the dental lab field—his father Len was also a technician and lab owner.*

*Mike earned his CDT in 1982. Mike is the founder of Dental Masters Laboratory. He has published and lectured internationally on lab management and dental technology. He successfully developed two other dental businesses, both of which were sold to NASDAQ-listed companies.*

*Mike directs Dental Masters' operations as a premier quality, service-focused fixed, removable and implant prosthetics laboratory.*

## Do You Know These Facts About **Complete Dentures** Prescribed in California?

### THE FACTS:

1. According to the California Business and Professions code,\* California dentists must offer patients their name or initials in their complete denture. (1)
2. It is the dentist's duty to inform the patient and gain their acceptance or refusal to have an ID in the denture.
3. The dentist must retain records of ID marked dentures.
4. The exact location of the markings and the methods used to apply the identification shall be determined by the dentist or dental laboratory fabricating the denture.
5. The markings shall be done during fabrication and shall be permanent, legible, and cosmetically acceptable.

Now that you know the facts, what is the best way to comply with the mandated complete denture ID, when offered and accepted by the patient?

A common dental lab denture ID technique is to type-out the patient's name on shrinkable paper (Shrinky-Dink- Amazon) and shrink the name, or use a very small-font, printed label. Either way, the patient's name is then embedded into the denture and covered with clear acrylic.

While the ID techniques above are common, VERY FEW dentists ask their lab to add the patient's ID to the denture. Remember: In California, the dentist should always ask the patient if they wish the ID placed and, with patient approval, the dentist will then prescribe the ID.

A simple, effective "All-in-One" solution is provided by companies who offer ID and data storage services. (2)

This service places California dentists ahead of the curve by providing an inconspicuous and confidential (HIPAA compliant) means of identifying ownership of any dental device. (3)

It includes access to critical device data, reducing guesswork and research time. Pertinent health information is also made available to alert a dentist of a patient's allergies or medications.

### HOW DOES A QR CODE DENTURE ID WORK?





#### *Photos on the Left:*

The patient's QR code ID is embedded in the dental device along with a separate identification card. The QR code ID is typically embedded into the following dental devices:

- complete denture
- partial denture
- orthodontic
- bruxism splint
- mouth guard
- sleep apnea device

#### **Dental Practice Benefits**

- The QR code identifies device ownership thereby meeting California State Law.
- Adds HIPAA compliance of ownership

identification, in place of the embedded patient name or initials.

- Avoids guesswork and research time for repairs or remanufacturing.
- Patient data is entered via a secure website, reducing information management and eliminating paperwork.
- Records the manufacturing materials used and country of origin to assure quality.
- Patient data is secure and available 24/7 from the ID company.
- Creates an open line of communication between the dentist, dental laboratory, and patient.

No matter which ID format you choose for your complete denture patients, the state-mandated ID, when elected, gives your

patient added peace of mind in the event their denture is misplaced.

The use of a full-featured QR code service company brings an array of value-added benefits to your patients and you. These include rapid identification of the owner and the availability of vital information regarding the patient and the removable device itself. ■

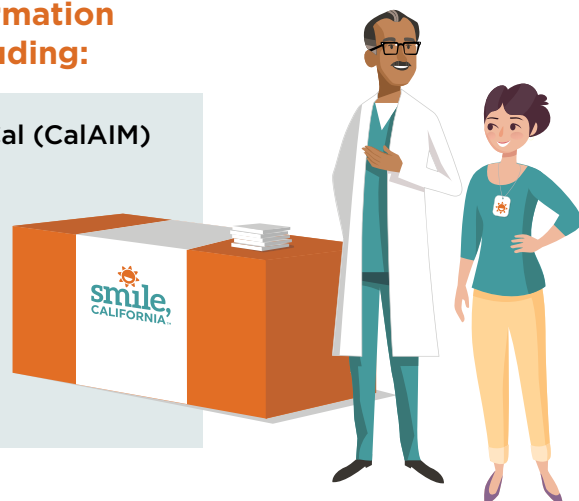
*More information can be found at [www.dentalmasters.com](http://www.dentalmasters.com) or by emailing the author at [mkulwiec@dentalmasters.com](mailto:mkulwiec@dentalmasters.com).*

\*CALIFORNIA BUSINESS AND PROFESSIONS CODE - BPC  
DIVISION 2. HEALING ARTS [500 - 4999.129]  
"CHAPTER 4. Dentistry [1600 - 1976]

## **Smile, California representatives will be attending the CDA convention in San Francisco, September 8-10, 2022.**

### **Come visit our booth to learn more information about the Medi-Cal Dental Program including:**

- California Advancing and Innovating Medi-Cal (CalAIM)
- Medi-Cal Dental Program criteria
- Proposition 56 (Tobacco Tax) Supplemental Payment
- Electronic Data Interchange (EDI)
- Provider training
- Enrollment application assistance
- The *Smile, California* campaign



**Enrolling as a Medi-Cal provider is easy. Just scan the QR code!**

[bit.ly/Medi-CalDentalProviderEnrollment](https://bit.ly/Medi-CalDentalProviderEnrollment)

For more information about the Medi-Cal Dental Program, visit **SmileCalifornia.org**.

 **Medi-Cal Dental**



# Board Report



Ash Vasanthan, DDS  
Secretary

## May 3, 2022

### Highlights of the Board Meeting

#### President's Report

Dr. Yee called the meeting to order at 6:02 pm. Dr. Yee and Dr. Patel explained the MICRA change which was a recent change and stated that it should be looked as an improvement. Members should be thankful for CDA's involvement and persistence to help this succeed.

#### SDDS PAC

Dr. Gary Ackerman, SacPAC Chair, was welcomed back to the Boardroom. He spoke about the importance for being a part of the PAC. He informed the Board of the current upcoming races and how SacPAC supports candidates. It is important that all our SDDS members support our SacPAC by contributing \$99 each year. Thien Ho is running for Sacramento County DA and he will be at the May GM to meet our members; the SacPAC will support his candidacy. Dr. Ackerman emphasized that our SacPAC focus is on small business and dental health issues, and all decisions are nonpartisan, neither Republican or Democrat, and we will support whichever candidate will do better for small business and dentistry.

#### Secretary's Report

Dr. Ash Vasanthan reported on the membership stats. We have lost members who have not paid their 2022 dues, but they are slowly reinstating. The great news is that we have many new members coming to Sacramento!

#### Treasurer's Report

Dr. Lisa Dobak reported that all finances are in line with budget and we're doing great.

#### Old Business

- MidWinter 2023 – It's set for February 16-17, 2023 at the SAFE Credit Union/ Convention Center in Sacramento. It was great last year

and we'll do it again! The theme is set – will be announced in June. This MW will focus on team members and dentists to attend. Watch for more!

- General Meetings 2022-2023 - Drs. Dobak and Vasanthan have completed their programs and they will be great. The DMD program is a great deal and members will get one meeting for free. Everyone: please sign up! A couple highlights are
  - September Throwdown on Labs vs. Milling – "To Lab or Not To Lab"
  - 2023 – Dinner with the Deans, Perio Pearls, Throwdown, Dr. Malamed!
- *Nugget* New Schedule - Dr. Aflatooni reported that *the Nugget* will be moving to every-other month format. He was ecstatic about the fact that the committee can now come up with quality issues and better share the responsibility.

#### New Business... New Ideas - Projects for The Year

- Nomination / approval of Alternates - Dr. Yee nominated and the Board approved the alternate delegates for the CDA House of Delegates in November.
- Bylaws revisions, Advisory committee launch – we're ready to revise our bylaws in accordance with all the CDA governance and membership changes. Dr. Felahy will chair the Bylaws Advisory Committee.

#### BCR Report

Dr. Patel gave the Board an update on his role at the BCR and his excitement on how the BCR has a voice and will help give the direction for the CDA. **It was M/C (Felahy/Aflatooni) to take up to the**

**BCR a possible resolution to ask CDA to prioritize the individual and small group practitioners.** This started a full discussion of the Board and the role and responsibility of the organization.

#### Executive Director's Report

Ms. Levering reported on various operational topics. She emphasized the importance of supporting and working with vendor members. The upcoming fall calendar and programs will launch on June 1st and the PAG (program at a glance) will be mailed in late June. The Holiday Party will be moved to the FIRST FRIDAY in December, December 2nd, 2022!

#### Adjournment

The meeting was adjourned at 9:07pm

#### Next Board meetings:

**Sept 6, Nov 1 at 6pm**

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member of our  
Foundation?*

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!

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AM Best Company rating effective February 2022. For the latest rating, access [ambest.com](https://ambest.com).







By **Ashley Areias, DDS**  
Chair, Social Media Task Force

## Are You Following SDDS on Social Media Yet?

As Chair of the SDDS Social Media Task Force, it is my pleasure to share what we have been working on this year. The Task Force's main goal is to increase engagement on our social media platforms, with the hope that we can bring useful and meaningful content, as well as connections to our members. We have found that most of our members use Facebook and Instagram as their main platform mediums. However, we have struggled with the fact that many of our members do not follow the SDDS on those platforms, which is why our main goal

is to increase engagement by increasing our number of friends and followers. We hope to increase engagement of all age groups.

Subsequent to increasing our engagement, we have been brainstorming the type of content we want to see created for our members. Some content ideas that have been discussed are sharing more photos from SDDS events, promoting future events and CE, information and fun facts from vendors, video interviews of members, and videos showing the SDDS facility and what it has to offer to its members. We've also discussed

the different ways we can share these types of content on social media; for example: stories, highlights, posts, reels, etc.

You can help us by following the SDDS page on whatever platform you prefer. Like, share, and comment on our content. If you have any additional content you'd like to see, please let us know!



Follow our Facebook to keep up to date on all of our upcoming events, for news relevant to the dental profession, and announcements!

[facebook.com/sddsandf/](https://facebook.com/sddsandf/)



Follow our Instagram for behind-the-scenes photos of our courses and speakers, insight into SDDS and fun announcements!

[instagram.com/sddsandsddf/](https://instagram.com/sddsandsddf/)



## 2022 SDDS Committee Schedule

### Standing Committees

#### **CPR Committee**

Work Completed

#### **Nominating/Leadership Development**

Work Completed

### Advisory Committees

#### **Continuing Education Advisory**

Sept 26

#### **Mass Disaster/Forensics Advisory**

Fall TBA

#### **Nugget Editorial Advisory**

Sept 20

#### **Strategic Plan Advisory**

TBA

#### **Budget and Finance Advisory**

TBA

### Oral Health/Prop 56 Initiatives

Oct 7

#### **Bylaws Advisory**

TBA

#### **Legislative Advisory**

*Schedule as needed*

### Task Forces

#### **Fun & Games**

Fall TBA

#### **New Member/New Dentist**

Sept 26

#### **GMC Elimination/CalAIM Transition**

Fall TBA

#### **Social Media**

Sept 19

#### **Non Members**

TBA

### Practice Transitions

Sept 26

### Other

#### **SacPAC**

Fall TBA

#### **CDA House of Delegates**

Nov 11, 18, 19

### Leadership

#### **Board of Directors**

Sept 6 • Nov 1

#### **Executive Committee**

Aug 12 • Oct 7 • Dec 9

### Foundation

#### **Foundation Board**

Sept 20



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**WHAT HAPPENS** to those if you are unable to work due to injury or illness?

Can you maintain your lifestyle and achieve your **DREAMS?**

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- Continue retirement contributions on your behalf
- Cover business expenses
- Protect any business partners
- Protect your revenue if a key employee is disabled
- Cover your student loan payments if you're unable to work due to a covered disability



**EVAN MATHEW, MBA | Consultant**  
[Evan@trekfinancial.com](mailto:Evan@trekfinancial.com) | 530.757.4460

# YOU THE DENTIST, THE BUSINESS OWNER



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

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

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

## 8 Tips To Help You Keep Your Head When Recruiting

By **Christine Sison; Swiss Monkey**  
(SDDS Vendor Member)

Since the pandemic, the recruitment landscape has felt different. Despite the very evident shift in the hiring climate, many offices continue to use the same approaches and expectations prior to COVID. Below are some thoughts and tips for those thinking of, (or in the middle of) the hiring process. Take what works for you and at the end, remember, you're not alone.

**1** Protect your time and manage your expectations. No-show rates as high as 50% still continue for some positions particularly dental assistants. Depending on the position you're recruiting for, minimize loss of potential production where you can and schedule for efficiency. For example, if you're a provider doing the interview, consider blocking off no more than 15 minutes for your interview. You should aim to get enough information or feel for a candidate at that time to see whether a working interview should be offered. Ideally you have a non-producing team member doing the initial interview.

**2** Start to design your office toward the future. Experts are predicting that in about 10 years, roughly half of the working population will not be available for full-time work. The next generation of workforce wants more flexibility and autonomy regarding their work-life balance. We will see more people having a more diverse working portfolio. Even now, about half of millennials already have a second part-time job or are working on a passion or side project. As the needs of the workforce change, dental practices will need to redesign how we staff and train employees if they are to remain competitive. There is

tremendous value loss every time there is turnover. Consider having some sort of continuous training program available for your team. Many practices use coaches or sign up for programs with ongoing CE opportunities. Invest in building better systems and using technology to automate where you can.

**3** Minimize the loss IP (intellectual property) when a team member leaves. Consider building an infrastructure that utilizes off-site team members or companies. The gold standard has typically been an on-site team member and, not surprisingly, most offices prefer this. However, the challenge comes when there are staffing changes and the knowledge leaves with a team member. Working with a company to institutionalize that knowledge and to manage tasks that can be done effectively off-site is a competitive advantage for a practice and helps create continuity in your workflow.

**4** Be open to new compensation models for your team and where incentives are aligned. Everyone wants to make more money, but it needs to come from somewhere. Consider base plus bonus models where possible. For example, some offices are already considering this for hygiene positions. We are also seeing practices explore equity models for their team.

**5** Attract. Retain. Develop. Remember, it is not just attracting the talent anymore. It's also retaining the talent and developing the talent once they're with you. Be intentional about an employee's journey with you. Curate what the next year or two with your office will look like for them.

**6** Remember, good culture is always in vogue. How much you pay a candidate and having a competitive salary are now just table stakes. Finding ways to help candidates find their purpose and realize that through your practice can create synergies and support retention. Remember, the economic value of a job (e.g. hourly rate) is often very transparent, and candidates can easily compare one position for another. And yes, sometimes they leave a job for just \$1/hour more. If you want to make your job more attractive and less transactional in nature, focus on what the social value of your position offers and the culture of your practice.

**7** Use the working interview to help you assess how much training a candidate will need and what resources you need to provide to get them there. While most of us want a "plug and play" person, the reality is that even the most experienced people will need to be trained. The question is, "How much training?"

**8** Lastly, remember, you're not alone. Yes, it's hard. Yes, it may take longer to find the right person. But remember, there are always good people looking. As the owner, your job is not to do everything. It is to make sure everything gets done. ■

*Christine Sison is the CEO of Swiss Monkey, a staffing and virtual front office services company. She has built and has managed a dental practice for over 10 years and has her Bachelor of Neurobiology from UC Berkeley and a Master of Health Policy and Management from the Harvard School of Public Health. She can be reached at (916) 500-4125 or christine@swissmonkey.io*





## An event you won't want to miss!

Swiss Monkey cordially invites you and your team to attend a special half-day workshop to bring your patient service and quality to the next level, featuring speaker from global, award winning hospitality company and vendor presentations. This workshop will help your team create sustainable change, outperform the competition and increase employee and patient engagement. Seating is limited.

### Workshop Highlights

#### Agenda

8:00-8:30am	Breakfast and Vendor Networking
8:30am-12:00pm	Welcome and 'Delivering an Exceptional Patient Experience', Sponsored Break Sessions
12:30pm-2:30pm	Vendor Networking and Doctor-Only Lunch with Panel Presentations/Interviews on Dentistry Trends and How to Compete in a New Era of Dentistry

### Delivering an Elevated Experience

- **Emotional Connection:** A discussion about the difference between functional and emotional benefits and why this distinction is critical to brand loyalty.
- **Key Service Principles:** An overview of the service principles that lead to authentic connections and the importance of psychology in service.
- **Optimizing Every Interaction:** The five components that customers need and want in a service industry professional, regardless of organization or customer.
- **A Written Service Strategy:** It is critical to offer a consistent customer experience. One of the ways this is achieved is through the Three Steps of Service.
- **Create Brand Advocates:** You will review how to anticipate customer needs through their service journey, including how to stay-in-the-moment to increase perception, customer relationship management best practices, and how to leverage surprise and delight techniques.

**FRIDAY**  
**OCTOBER 14, 2022**

### Time

8:00am to 2:30pm

### Location

Sheraton Grand Hotel  
1230 J Street  
Sacramento, CA 95814

### Tickets

**\$159 per person**

To reserve your seats, email  
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# YOU

## THE DENTIST, THE EMPLOYER

## 5 Tips to Overcome Recruiting Roadblocks

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

Recruiting is always a challenge. Even in the best of times, when good talent is plentiful, recruiters must work through a pile of resumes and assess experience and skill by asking the “right” interview questions to learn more about candidates and determine if they match the job requirements.

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

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

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

We challenge every employer to save time and money by outsourcing your next job opening to CEA's recruiting team. Our experienced

team can find you the best candidates quickly and easily. Today we want to share with you five of the top tips we've learned over the past two years to overcome recruiting roadblocks:

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

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

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

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

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

Provide a favorable, easy and memorable hiring experience for every candidate you interview. Whether it's a phone, a virtual, or an on-site interview, it's important to make a great impression. Think of each interview as a

first date. By putting your best foot forward, candidates will have a positive experience and get a glimpse into your organization.

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

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

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

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

Reader fatigue is common for candidates as they search opportunities on job boards. Less is more—so make your words impactful and keep your posting to 500 words. As you attempt to convince a candidate to come and work for your company, consider these questions:

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

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- Are there remote work opportunities?
- Is your company committed to employees' well-being, growth and development?

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

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

Hiring the right person can take some time. When we ask managers to also wear a "recruiting hat" something will likely fall through the cracks, because they already have a full time job. Consider having a

skilled recruiter handle your search. A skilled recruiter can place ads for less than you would pay and understands where to post to get the best candidates available as quickly as possible. Experienced recruiters know how to keep the process moving and maintain constant contact with the candidate. We live in a "right now" world and expectations regarding the hiring process have changed. If you juggle too many balls and move too slowly during the hiring process, you will lose talented candidates.

**Bonus Tip: Regularly review your recruiting process.**

Employers have shared with me their pain points when it comes to recruiting. My best piece of advice is to review and assess your

current recruiting process annually, to make sure it's effective. Are you including inclusivity into every step of your process? Is your process getting you the best candidates available? Are the right people recruiting for you?

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

*Questions on this article or any HR issues? Call the SDDS HR Hotline at 888-784-4031 and we will help you get in compliance.*

## Upcoming HR Webinars

Online / audio seminar. You will only need a telephone, cell phone and/or computer (computer not required). All you need to do is dial, listen and ask questions if you desire. Sign up online at sdds.org

### CSI Investigations

Wednesday, October 26 • 10-11:30am  
1.5 CEU, 20%

### 2023 Labor Law Teaser

Wednesday, December 13 • 10-11am  
1 CEU, 20%

## Upcoming Harassment Prevention Webinars

### Employees

August 4, 2022 • December 1, 2022

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# TOTAL MEMBERSHIP

(as of 6/14/22:)

# 1,794

MARKET  
SHARE:  
79.%

RETENTION RATE: 99.5%  
ENGAGEMENT RATE: 76%

TOTAL ACTIVE MEMBERS:  
1,339

TOTAL RETIRED  
MEMBERS: 342

TOTAL DUAL  
MEMBERS: 5

TOTAL AFFILIATE  
MEMBERS: 7

TOTAL STUDENT  
MEMBERS: 46

TOTAL CURRENT  
APPLICANTS: 2

TOTAL DHP  
MEMBERS: 53

TOTAL NEW  
MEMBERS FOR 2022: 47

# New Members

July/August  
2022

## MICHAEL CASTILLO, DDS *New Graduate!* General Practice

Dr. Castillo earned his dental degree from Herman Ostrow School of Dentistry in 2022. His current practice location is pending.

## IVAN CHAN, DDS *New Graduate!* General Practice

Dr. Chan earned his dental degree from UCSF School of Dentistry in 2022. His current practice location is pending.

## DONNA DAVAMI, DDS *New Graduate!* General Practice

Dr. Davami earned her dental degree from Herman Ostrow School of Dentistry in 2022. Her current practice location is pending.

## PAIGE DAVIS, DMD General Practice

Dr. Davis earned her dental degree from Midwestern University in 2021. She currently practices at Orcutt Family Dentistry in Fair Oaks.

## DANH DO, DDS *New Graduate!* General Practice

Dr. Do earned his dental degree from UCSF in 2022. His current practice location is pending.

## GREGORY HAMMOND, DDS General Practice

Dr. Hammond earned his dental degree from SUNY Buffalo in 2012. He is a Major in the Air Force and is currently stationed at Beale Air Force Base.

## UMAR IMTIAZ, DDS General Practice

Dr. Imtiaz earned his dental degree from Columbia University School of Dentistry in 2004. He currently practices at Children's Choice in Sacramento.

## THOMAS IVERSON, DDS *Transfer!* Orthodontics

Dr. Iverson earned his dental degree from Baylor College of Dentistry in 1985 and then went on to earn his specialty of Orthodontics from Northwestern University in 1987. His current practice location is pending.

## SOOYONG KIM, DMD General Practice

Dr. Sooyong earned his dental degree from Kyung Hee University in 1992. He currently practices at A+ Plus Dental Care in Sacramento.

## MICHAEL LE, DDS *Transfer!* General Practice

Dr. Le earned his dental degree from UCSF School of Dentistry in 2011. He is currently a Faculty member at California Northstate University in Elk Grove.

## VINCENT LOCASCIO, DMD *Transfer!* General Practice

Dr. Locascio earned his dental degree from Midwestern University in 2017. He currently practices at Harmony Family Dental in Elk Grove.

## AMAR MAHDI, DDS General Practice

Dr. Mahdi earned his dental degree from an International School of Dentistry in 2015. He currently practices at Laguna Bond Dental in Elk Grove.

## HOOMAN MONAJEMI, DDS General Practice

Dr. Monajemi earned his dental degree from Universidad De La Salle in 2021. He currently practices at Feather River Pediatric Dentistry in Yuba City.

## KAZI MOULA, DDS *Transfer!* General Practice

Dr. Moula earned his dental degree from Universidad De La Salle in 2019. His current practice location is pending.

## KYLE SIMPSON, DDS *New Graduate!* General Practice

Dr. Simpson earned his dental degree from Loma Linda University in 2022. His current practice location is pending.

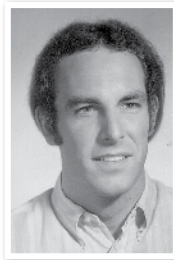
## Pending Applicants:

Naz Tehranchi, DMD  
Rahmani Sepideh, DDS

## In Memoriam



Dr. Mohamed M. Mahmoud passed away in late April/early May, he was 49 years old. He had attended University of Cairo and practiced in Elk Grove .



Dr. James Delehanty passed away May 14, 2022. He was born in 1946 and was 76 years old when he passed. Dr. Delehanty became a member in 1971 after graduating UOP – Dugoni in 1971.

He practiced as a GP in Auburn for 51 years and retired in Penryn. At his time of passing, his daughter donated jar of crowns found in his garage to the SDDS Crowns for Kids program.



Dr. Douglas Lott passed away June 6, 2022. He had been an SDDS member since he joined in 2000. Dr. Lott was a General Practitioner until he retired in 2019.

## Dr. Herbert Hooper

### In Loving Memory, by Cathy Levering, Executive Director

We are very saddened to learn of the passing of one of our wonderful past presidents, Dr. Herb Hooper, on April 27, 2022 at the age of 94.

Dr. Hooper joined SDDS in 1962 and served on the SDDS Board 1979-1984, as President in 1983, a Delegate to the CDA House, CDA Trustee from 1989-1996 and on the TDIC/ TDIC IS Board 1985-1991, CDA Holding Company Board 2001-2003. He and Dr. Cas Szymanowski were the chairs of the CE Committee that initiated the concept of what is now the MidWinter Convention (thank you!).

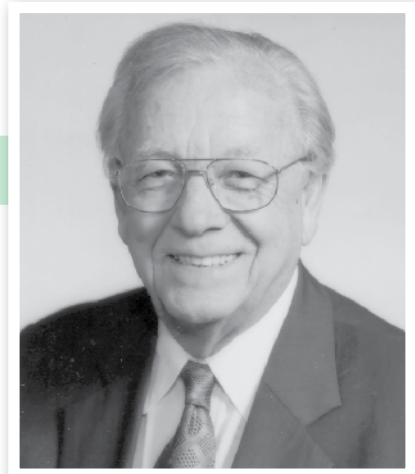
When I first started as Executive Director of the Sacramento District Dental Society in 2001, he walked in to my office one day and said... "Welcome, Cathy! I hunted ducks with your grandfather and your dad!" Since my dad had passed away 10 years before, THAT was such a wonderful memory and was the beginning of our long friendship. I grew up 6 houses "upstream" on the American River, so when I was invited to the Hooper's home, it was like I was home again. That was the beginning of our friendship. He instantly became my connection

of my dad and grandpa – and duck hunting for sure – and the world of dentists.

His leadership, his energy and his "entrepreneurship" helped SDDS grow to the successful organization that we are today.

He SO loved his family, and his profession, and the business-side of everything. He was extremely proud of his heritage, his young life, and all that he accomplished through his life.

Earlier this year, Dr. Hooper invited me to lunch. We spent 3 hours chatting! He talked about his life working as a logger, the military, his faith, his tire businesses, his entrepreneurial investments, and then – dentistry! For a short minute, I wondered why he invited me to lunch. I really thought he wanted to talk about the Dental Society and our Foundation. He LOVED our Foundation and all that we do. And he also LOVED our BUMP DINNERS – a fun and gastronomical dinner in our home. (This dinner is an auction item at the Holiday Party and a benefit for the Foundation and he always loved to bid to attend.)



He was a great man, a great friend, a great dad, grandfather and more. I close with a little email he sent me after the Bump Dinner. I will miss him – and his sweet little notes.

We'll miss you, Dr. Herb Hooper!

*Cathy: your Nugget magazine article was beautiful. It seems like I've known you all your life knowing your dad and grandpa. A beautiful family. You have been second to no one as Executive Director. I've seen your creativity, SDDS growth and many, many more activities. I wish I had not retired as soon as I did. The BUMP dinners and Bruce's interest was a delight and you compensating the food because of my weird diet. I will always be thankful for it. Love to you and Bruce. HHH*

### WELCOME

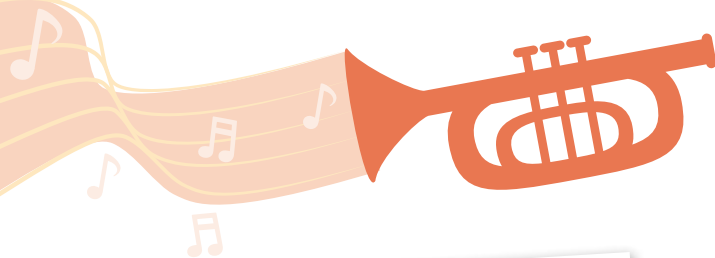
to SDDS's new members, transfers and applicants.

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## Congratulations to...

**Dr. William Bachicha** for completing the Big Sur Marathon, 6 days after running in Boston. He's completed 203 marathons. **(1)**

**Dr. Damon Szymanowski**, who won the Trivia night contest at St. Ignatius School - for the second time! **(2)**

**Dr. Guy Acheson** for being spotlighted in the AGD Impact about flying **(3)**

**Kidney donor match needed:** Could we possibly blow your horn? **One of our SDDS members needs your help.** **Dr. Julianne Digiorno** is in need of a match for her 13 year old son's kidney transplant. Currently they are hoping to find a living donor. Here's a link to his story: [www.COTAforIsaacsJourney.com](http://www.COTAforIsaacsJourney.com) **(4)**

You could be a hero – and a horn worth blowing if you are a match! Additionally, Dr. Digiorno needs a dentist to help with the practice while she's living down at Stanford with Isaac, but the timing is still to be determined.



## LET US KNOW YOUR NEWS!

Send us your news to [sdds@sdds.org](mailto:sdds@sdds.org) to let everyone know about the great things that are happening!



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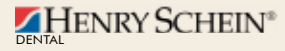
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## Dental Supplies, Equipment, Repair

Vendor Member	Analgesic Services Inc.	40
Vendor Member	Anutra Medical	40
Vendor Member	Desco Dental Equipment	40
Vendor Member	Henry Schein Dental	40
Vendor Member	Hiossen	40
Vendor Member	Patterson Dental	40
Vendor Member	Straumann US, LLC	13, 40

## Dental Laboratory

Vendor Member	Dental Masters Laboratory	40
Vendor Member	NEO Dental Laboratory	15, 40

## Dental Plans/Programs

Vendor Member	Access Dental Plan	41
Vendor Member	Health Net of California	41
Vendor Member	LIBERTY Dental Plan	41
Vendor Member	Medi-Cal Dental Program	27, 41

## Dental Practice

Vendor Member	Kids Care Dental and Orthodontics	40
---------------	-----------------------------------	----

## Education

Vendor Member	The Foundation for Allied Dental Education	19, 40
Vendor Member	IBS Implant & Academy of Minimally Invasive Implantology	40

## Financial Services

Vendor Member	Banner Bank	41
Vendor Member	Fechter & Company	41
Vendor Member	First Citizens Bank	41
Vendor Member	First US Community Credit Union	41
Vendor Member	Merrill Lynch a bank of America Company	41
Vendor Member	MUN CPAs	41
Vendor Member	Sierra Ridge Wealth Management	41
Vendor Member	Thomas Doll	41
Vendor Member	Trek Financial	31, 41
Vendor Member	US Bank	41

## Human Resources & Legal

Vendor Member	BPE Law Group	40
Vendor Member	California Employers Association (CEA)	40

## Insurance Services

Vendor Member	TDIC & TDIC Insurance Services	29, 40
---------------	--------------------------------	--------

## IT & Dental Billing

Vendor Member	SD Reliance Management	35, 41
---------------	------------------------	--------

## Office Design & Construction

Vendor Member	GP Development Inc.	8, 40
Vendor Member	Olson Construction	31, 40

## Practice Sales

Vendor Member	DDSmatch	13, 40
	Dean Sands, DDS	4
	Henry Schein Financial	8
Vendor Member	Integrity Practice Sales	15, 40
Vendor Member	Professional Practice Sales	40

## Practice Management

Vendor Member	Adams Dental Consulting	41
Vendor Member	MGE: Management Experts	41
Vendor Member	B & W Compliance, Inc.	11, 41

## Retirement Planning

Vendor Member	California Dentists' Guild	17, 41
---------------	----------------------------	--------

## Technology Services

Vendor Member	Comcast Business	40
Vendor Member	TEKagogo	47, 40

## Staffing

Vendor Member	Resource Staffing Group	41
Vendor Member	Swiss Monkey	20, 33, 41

## Waste Management Services

Vendor Member	Star Refining	40
---------------	---------------	----

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 Brandon Martin, DDS • Rocklin/Roseville/Sac • PT/FT • Ortho  
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 Victoria Choi Lai, DDS • Sacramento • PT • GP  
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## 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. 6-7/17

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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

**Sacramento Space: dental leaseholds for sale.** Designated Parking, new flooring, fresh paint, 3 rear delivery units and 2 x-ray heads. 3 ops in total. Windows in each op. Ground floor with only 1 other tenant in bldg., private doc's office, kitchen, lab, 1350 s. ft. GREAT VISIBILITY. Photos on request. Close to freeway, simple lease transfer. Text (614) 406-4859 5-6/22

CALIFORNIA'S LAKE TAHOE Desirable alpine lifestyle. Collections in 2021 totaled \$850,000 with Available Profits of \$328,000. 2022 targeting \$900,000+. 4-days of Hygiene. 6-ops. Beautiful custom-built office. Condo optional purchase. Full price \$375,000. To learn more, go to www.PPSsellsDDS.com. 5-6/22

South Sacramento 3-op fully equipped facility for sale. Doctor's office, waiting room, bathroom and sterilization area. Mounted X-rays, built-in cabinetry, and sink in each op. The building is all medical/dental. Sacramentodmd@gmail.com 4/22

Unique Partnership opportunity in a Sacramento Pacific Dental Service General Practice. Ten operatories, Oral Surgeon, Periodontist and Endodontist on premises. Eight hygiene days/week. 2.6 million collected in 2021. Contact: bennett.tim51@gmail.com 4/22

Omni Practice Group has several listings in the Sacramento area:

Amazing south Sacramento County growth opportunity practice. High visibility location. Underserved community and 6 operatories. (CAD125).

Elk Grove practice with a great reputation, 4 fully equipped ops, growing collections, and customer base. Highly desirable medical building, over \$800k in annual collections. (CAD124).

For more information, contact Chris Barbour (#2135925) at chris@omni-pg.com or call (916) 792-5038. 4/22

## EQUIPMENT FOR SALE

Global AG Microscope, \$19995.00 - Contact Dr Patel (916) 483-5566 if interested. 7-8/22c

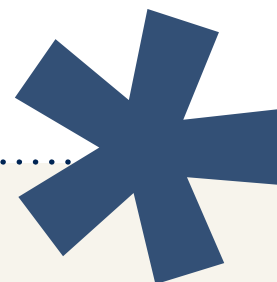
SDDS member dentists can place one classified ad

**FOR FREE!**

**MEMBER BENEFIT!**

ADDRESS SERVICE REQUESTED

# SDDS CALENDAR OF EVENTS



## AUGUST

- 4** Harassment Prevention Webinar  
**For Supervisors**  
*California Employers Association*  
2 CEU, Core / 9:30–11:30am / Webinar
- 4** Harassment Prevention Webinar  
**For Employees**  
*California Employers Association*  
*(SDDS Vendor Member)*  
1 CEU, Core / 12–1pm / Webinar
- 17** **Business/Practice Management Forum**  
**Successful Tips on How to Attract**  
**More FFS New Patients**  
No CEU / 12–1pm / Webinar
- 23** CPR–AHA BLS Blended Learning  
**Skills Testing, 3 Time Sessions**  
4 CEU, Core / 6–6:45pm, 7–7:45pm,  
8–8:45pm / SDDS Office

## SEPTEMBER

- 13** General Membership Meeting  
**Throwdown – To Lab or Not to Lab**  
Hilton Sacramento Arden West  
3 CEU, Core / 5:45pm Social / 6:45pm  
Dinner & Program
- 14** Business/Practice Management Forum  
**So...You Need to Finance...  
WHAT? HOW?**  
No CEU / 6:30–8:30pm / In-person
- 16** CPR–AHA BLS Blended Learning  
**Skills Testing, 3 Time Sessions**  
4 CEU, Core / 8–8:45am, 9–9:45am,  
10–10:45am / SDDS Office
- 16** Shred Day  
10am–2pm / SDDS Office

For more calendar info and to sign up  
for courses online, visit: [www.sdds.org](http://www.sdds.org)

- 21** Business/Practice Management Forum  
**Protecting Your Practice –  
Do You Have the Right Insurance  
for Your Practice?**  
No CEU / 12–1pm / Webinar
- 23** Continuing Education  
**Compliance Day – Do You  
Have What You Need?**  
4 CEU, Core / 8:30am–12:30pm / In-person
- 28** Business/Practice Management Forum  
**Your Retirement Assets: Location,  
Allocation – Are You Prepared?**  
No CEU / 6:30–8:30pm / In-person
- 30** Continuing Education  
**Double Day – Occlusion  
and Everyday Dentistry**  
*Steven Lynch, DDS and Bryan Judd, DDS*  
4 CEU, Core / 8:30am–12:30pm / In-person

SEP  
**13**

*General Meeting*  
3 CEU, CORE • \$80

## Throwdown - To Lab or Not to Lab

Presented by Drs. Jenny Apekian, Diana Fat, Jim Childress  
and Michael Kulwicz; Dental Masters Lab (SDDS Vendor Member)

**Dentists have choices. Labs have preferences. Patients want what they want.**

Join this year's throwdown to have an energetic and entertaining discussion presented by  
dentists who have their "favorites" and labs who see it all. Topics will include:

- Pros and cons of traditional methods  
vs. digital impressions
- "In-house" vs. "out-house" (outsourced)  
indirect restoration fabrication and results
- Discussion, questions and options  
available for your patients AND  
your practice

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

TUESDAY  
5:45-9PM

## ARE YOU REGISTERED FOR THE GENERAL MEETING?