

June/July 2014

the

Nugget

A Guide By Your Side

A Roadmap to Hiring
Consultants

Inside:

2014 Smiles for Kids



Smiles

FOR SACRAMENTO

A Gala to Benefit the Sacramento District Dental Foundation

OCTOBER 18, 2014

\$150 per person • \$1500 per table

See Insert to register, become a sponsor or donate an auction item!

Featuring the
Jay Rolerz Band!

This crowd-pleasing band has been thrilling audiences around Northern California since 1977. They play the favorites, and their high-energy shows are a non-stop dance-a-thon!



dinner. auction. dancing. ♥

Contents

FEATURES



COVER IMAGE CREDIT: ISTOCK

- 10** Mentors, Consultants and Coaches: Our Partners to Success
Matthew R. Comfort, DDS
- 12** The 6 Keys to Finding the Right Consultant for Your Practice
Mai-Ly Ramirez, DDS
- 14** Consultants: Reasons, Requirements, Preparedness and the "Right Fit"
Gayle Suarez (Dental Management Solutions)
- 16** What you Need to Know Before Hiring a Consultant
Donna Galante, DMD
- 17** What To Expect When Hiring a Consultant
Alexander Malick, DMD, FAGD

Nugget Editorial Board

- James Musser, DDS • *Editor-in-Chief*
- Paul Binon, DDS, MSD
- Donna Galante, DMD
- Matthew Hall, DDS
- Alexander Malick, DMD
- James McNerney, DMD
- Hana Rashid, DDS
- Ash Vasanthan, DDS, MS

Editors Emeritus

- William Parker, DMD, MS, PhD
- Bevan Richardson, DDS

Awards

- International College of Dentists (ICD)
- 2013 • Outstanding Cover
- 2012 • Overall Newsletter
- 2010 • Platinum Pencil
Outstanding use of graphics
- 2007 • Overall Newsletter
- 2007 • Outstanding Cover

2007 • Golden Pen, *honorable mention*

Article / series of articles of interest to the profession

Specials:

- 19-23** The 2014 Smiles for Kids Project

Regulars:

- | | |
|--|---|
| 4 President's Message | 30 Event Highlights: General Meeting |
| 5 Cathy's Corner | 31 Committee Corner |
| 6 An Ethical Dilemma | 32 We're Blowing Your Horn! |
| 7 You Should Know | 33 Membership Update |
| 9 From the Editor's Desk | 34 Advertiser Index |
| 24 Event Highlights: Golf Tourney | 35-37 Vendor Members |
| 24 Event Highlights: River Cats | 38 Job Bank |
| 27 YOU: The Dentist... the Employer | 39 Classified Ads |
| 29 Board Report | 40 SDDS Calendar of Events |

President's Message



When Should You Hire a Consultant? the answer is in the WHY

By Kelly Giannetti, DMD, MS
2014 SDDS President

A consultant can be a wonderful addition to a dental practice. Whether you know it or not, you have likely already worked with a consultant! HR hotline and TDIC help line are a few examples. Basically, consultants are people who give you advice regarding your practice. Personally, I have worked with consultants many years now. My consultant helps me plan for the future, and implement systems to achieve my goals. She can walk into my office and immediately “see” what I have been missing all along. For example, staffing issues or poor systems are a direct reflection of the doctor. You would be surprised how many times a patient will leave your office because of a conflict with a team member even though the patient loves and respects you personally.

When choosing a consultant, I suggest having a clear vision of your needs and finding someone who complements you and your practice. All consultants have different personalities, talents and specialties. The WHY is crucial. Do your homework. Also, don't have the expectation that a weekend with a consultant will change everything. Just like one scaling and root planning does not solve your patient's periodontal disease. Maintenance and regular follow up is required for success.

So when should you hire a consultant? Only you can answer that question. Hiring the consultant is easy (albeit expensive); following their advice can be difficult—especially if you do not agree with the advice you have been given. When that happens, you start asking yourself WHY did I spend all that money?! ■

SDDS Presents

The 35th Annual MidWinter Convention & Expo

Fresh

from the SDDS

FARM!

Headlined by >>>>
Dr. Howard Farran
and Dr. Mark Hyman



FEBRUARY 19-20, 2015 • Get your dose of **Vitamin CE!**

LEADERSHIP

President — Kelly Giannetti, DMD, MS
 Immediate Past President — Gary Ackerman, DDS
 President Elect / Treasurer — Viren Patel, DDS
 Secretary — Wallace Bellamy, DMD
 Editor — James Musser, DDS
 Executive Director — Cathy Levering

EXECUTIVE COMMITTEE

Dean Ahmad, DDS, MS
 Nancy Archibald, DDS
 Wai Chan, DDS
 Margaret Delmore, MD, DDS
 Jennifer Goss, DDS
 Bryan Judd, DDS
 Beverly Kodama, DDS
 Peter Worth, DDS

BOARD OF DIRECTORS

Robert Gillis, DMD, MS
 Terry Jones, DDS

TRUSTEES

CPR: Greg Heise, DDS
 Ethics: Volki Felahy, DDS
 Leadership Development: Gary Ackerman, DDS
 Membership: Lisa Laptalo, DDS
 Peer Review: Brett Peterson, DDS

COMMITTEES STANDING

CE Task Force: Carl Hillendahl, DDS
 1T1B Medical Outreach: Guy Acheson, DDS
 Amalgam: Wai Chan, DDS / Viren Patel, DDS
 Dental Careers Workgroup: Robin Berrin, DDS
 Budget & Finance Advisory: Viren Patel, DDS
 Bylaws Advisory: Gary Ackerman, DDS
 Fluoridation Advisory: Victor Hawkins, DDS
 Forensics Advisory: Mark Porco, DDS
 GMC Denti-Cal Task Force:
 Terry Jones, DDS / Warren McWilliams, DDS
 Legislative: Mike Payne, DDS
 Strategic Planning:
 Wallace Bellamy, DMD / Viren Patel, DDS

ADVISORY TASK FORCES WORKGROUPS

Foundation: Kevin Keating, DDS, MS
 Golf Tournament: Damon Szymanowski, DMD
 SacPAC: Matthew Campbell, Jr. DDS
 Smiles for Kids: Donald Rollofson, DMD

SPECIAL EVENTS OTHER

Cathy Levering | Executive Director
 Julia Marino | Publications Manager/
 Graphic Designer
 Lacey Leeper | Membership Manager/
 Smiles for BIG Kids Coordinator
 Hilary Johnson | Member Liaison/
 Smiles for Kids Coordinator
 Shelly Farrand | Administrative Assistant

SDDS STAFF



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

Change

I always look forward to summer at SDDS because, although quiet for our programming and events, it's the busiest time for all of us at the office. It's the time we set the program, the events, the contracts and the speakers for the next year. (By the way, our program is going to be amazing! So is our Midwinter Convention in February, with Dr. Howard Farran and Dr. Mark Hyman as the headliners!)

Our staff is all new and, if you haven't already, please introduce yourself when you call. Of course, there's a HUGE learning curve and we're reinventing everything we do. Our past staff members have moved on to either staying at home with babies or other job opportunities. I'd like to hope that their SDDS training and experience has made them better at what they do and has afforded them new opportunities.

Change is good (though at the same time is pretty challenging!). Change gives us all a chance to reinvent, assess and grow (hopefully not wider because of the 'stress'!).

With that said, we say goodbye to Della Yee. I hired her in 2001—my first year at SDDS. On her second day of work we had a flood in the building and she took off her shoes and waded in the water to help! And that's the team player she has been for us. She moves on to an amazing opportunity with another association and they are lucky to have her. She will be missed. The changes we have made in the last 13 years have made SDDS better—and I hope that we will continue to always strive to be better. Our best to Della!

And welcome to Shelly, Lacey, Hilary and long-time staff member, Julia, who is about to celebrate her one year anniversary at SDDS! ■

Cathy

A message from Della: I'm writing this message with mixed emotion. I have accepted a position with the California Veterinary Medical Association planning their meetings. Although this new opportunity will be a really exciting one, I will miss you all! Thank you for all that you have done to make my job at SDDS so fun and rewarding. SDDS will

always be a part of me, I hold so many happy memories and good times with each and every one of you! I hope our paths will cross again.



Advertising rates and information are sent upon request. 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. 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. Subscriptions are free to SDDS members, \$50 per year for CDA/ADA members and \$125 per year for non-members for postage and handling. Third class postage paid at Sacramento, CA.

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

Enjoy all of **Sacramento** on your tablet or computer.



Get **Sacramento's** Digital Edition now!

SACMAG.COM/DIGITAL-EDITION

Free for print subscribers.



sacramento
MAGAZINE sacmag.com

Rich Ellsworth

916. 569.2343

Lic # 00873637

Mike Riley

916. 569.2329

Lic # 00955165

For Sale or Lease



3307 & 3311 Watt Ave

- Ideal Owner/User Buildings
- 1,200 S.F. Vacant Dental Space in 3311 Watt Ave.
- 3307 Watt Ave 100% Leased
- Prominent Monument Signage on Watt Ave.

 **Cornish & Carey Commercial**
Newmark Knight Frank

AN ETHICAL DILEMMA

Ethical Dilemma #4:

By **Brandon Martin, DDS, MS** (Ethics Committee Member)

It is a peaceful Friday afternoon, around 4:00 p.m. In room 2, you have a patient of record that is being seen for an emergency visit due to extreme pain. The patient states that 10mg of Norco is the only thing that works for them. After a thorough exam, you cannot find anything clinically wrong with the patient.

What Would You Do?

1. ___ Prescribe 10mg of Norco. As the patient's dentist, you must be available to ease pain and suffering. It is wrong to withhold medication from one of your patients with uncontrolled pain, or to assume you know what will work best.

2. ___ Prescribe 600mg Ibuprofen and 500mg Acetaminophen (deny the patient Norco). Explain that a combination of 600mg ibuprofen and 500mg acetaminophen works better than opioids. As dentists, we must recognize drug-seeking behavior and manage pain appropriately.

3. ___ Give the patient a referral to a pain specialist with no prescription. Explain that you are not comfortable prescribing medication when you cannot identify a cause. Tell the patient to go to the emergency room if the pain is unbearable.

4. ___ Other, please explain.

You are now facing an **Ethical Dilemma**. Check the course(s) of action above that you would recommend and fax this page to 916.447.3818 or email your answer to sdds@sdds.org. Please send your response by Friday, August 15 and check back for a recommendation from the Ethics Committee in the October issue.



Like us on
Facebook

Do you "like" us?

www.facebook.com/sddsandf

you should **Know**

More resources available for HIPAA compliance from the ADA

Reprinted with permission from ADA.

Secure electronic transmission of protected health information is one of the many requirements of the Health Insurance Portability and Accountability Act (HIPAA) Security Rule. Dental practices should review the rule requirements to ensure compliance. More and more resources are becoming available for dentists to use to stay compliant.

The ADA has launched a new kit, for example, that helps dental practices comply with HIPAA. The ADA Complete HIPAA Compliance Kit includes a Privacy and Security Manual that outlines privacy, breach notification and security compliance in a step-by-step format. It also includes a Practical Guide to HIPAA Training that has two levels of training. Level 1 targets dental office personnel with the basics of HIPAA compliance. Level 2 targets managers to help them develop and implement a HIPAA compliance program for their offices.

ADA also is offering a three-year subscription to the HIPAA Compliance Update Service that advises subscribers whenever federal HIPAA laws change.

CDA's HIPAA Security Rule: A summary resource can be found on cda.org/Privacy-HIPAA. Also, the Department of Health and Human Services has a Guidance on Risk Analysis resource on its website hhs.gov.

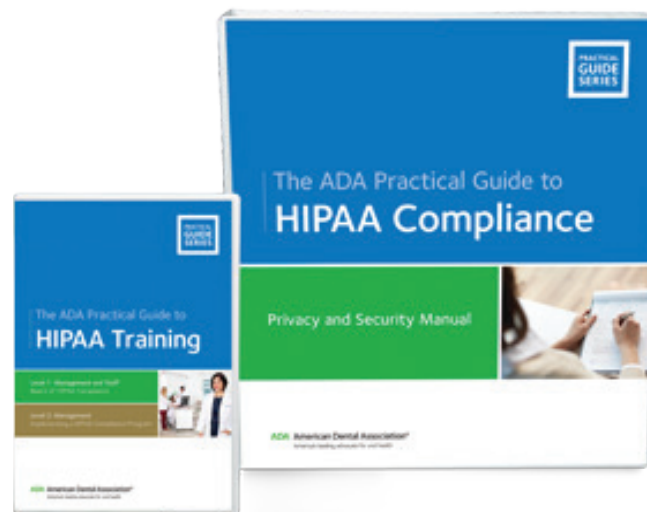
Congress passed HIPAA in 1996 to simplify, and thereby reduce the cost of, the administration of health care. HIPAA does this by, among other things, establishing standard codes and identifiers and encouraging the use of electronic transactions between health care providers and payers. Congress deemed that if the electronic transmission of patient health information was to be encouraged by the legislation, there needed to be means

to protect the confidentiality of that information, and thus, the HIPAA Security Rule was created. With the exception of small health plans, which had a later compliance date, covered entities had to be compliant with the rule by April 20, 2005.

After establishing a "security officer" in the practice (similar to the designation of a privacy officer as required by the HIPAA Privacy Rule), conducting a documented risk analysis on their practices' information systems is the first step dentists can take to be in compliance with the HIPAA Security Rule. Other things dentists can do to protect themselves include, among other things, instituting a system to regularly review records of information system activity, such as audit logs, access reports and security incident tracking reports, and having business associate agreements that require compliance with the Security Rule and notification of data breaches that occur with the respective business associate.

For more information on patient privacy and HIPAA requirements, visit cda.org/Privacy-HIPAA. For more from HHS, visit hhs.gov. For pricing and to purchase the ADA Complete HIPAA Compliance Kit, visit ebusiness.ada.org. ■

For more important information,
watch your fax machine and email, or visit
www.sdds.org/ImportantInformation.htm





You are not a market segment.



You are a dentist deserving of an insurance company relentless in its pursuit to keep you protected. At least that's how we see it at The Dentists Insurance Company, TDIC. Take our Risk Management program. Be it seminars, self-study options or our Advice Line, we're in your corner every day. With TDIC, you are not a sales goal or a statistic. You are a dentist.

Endorsed by the
Sacramento District
Dental Society

Protecting dentists. It's all we do.®

800.733.0633 | tdicsolutions.com | CA Insurance Lic. #0652783



By Ash Vasanthan, DDS, MS
Associate Editor

Consultant: the guide by your side

Our *Nugget* Editorial Advisory Board meets about three times a year and one of the meetings is to plan the focus of each issue. As we were discussing several topics, there was a general interest in “consultants.” It was interesting to take on the topic, as I was in the middle of trying to identify one for my office.

Early last year, I bought my practice and was learning the ropes of running a practice and felt a little overwhelmed. That’s when my CPA advised me that I should seek the help of knowledgeable resources and probably hire one. Like all young and ambitious entrepreneurs, I felt I could handle it myself, but one thing he said connected with me. He said, “You are the captain of your team now and you must have a coach who will bring your team together and train you all as one team.”

It occurred to me that we’ve always had a coach or a person to guide or teach us, right from kindergarten to dental school and even in the early days of private practice. Once I became a practice owner with decision making authority, my confidence went up and I felt I could do it on my own. Having the authority doesn’t automatically mean that we will make sound decisions. Hence, I decided to look for a consultant, and just like how we search for most things in life these days, I googled “dental consultant.”

I was amazed to find out that it was a whole industry with individuals and groups spread all over the country. Being confused, I decided to take the word-of-mouth approach and called on a few of my dental friends to ask them if they have used a consultant in the past. I found out that every single one of them had used at least one consultant,

and each one of them had differing opinions about the process and the person.

I hope that this issue will give more clarity to some of the questions many of you may face or have faced in the process. I’m excited to present interesting articles with specific recommendations on what to look for in a consultant and how to be prepared for one. Based on my experience, I believe it helps to have someone to get advice on issues, have an external set of eyes looking at your practice, bring their wisdom and experience in training you to hone your skills as a leader and be an extended part of your team. My opinion is—though it is interesting to hear a “sage on the stage,” you are more confident when you have a “guide by your side.” ■

“Though it is interesting to hear a “sage on the stage,” you are more confident when you have a “guide by your side.”

Dr. Ash Vasanthan is a board certified periodontist practicing in Roseville. He is a visiting assistant professor at Department of Periodontics at the University of Missouri Kansas City.



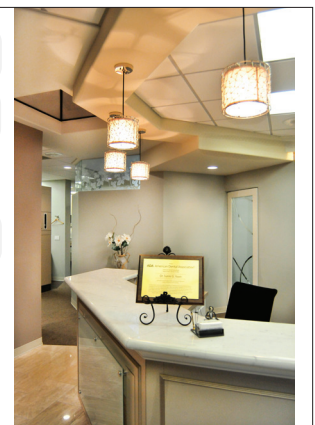
**WELLS CONSTRUCTION
INCORPORATED**

We Listen. We Collaborate. We Build.

Specializing in Dental Construction
Complimentary budgets for remodels,
tenant improvements or new construction

Nicole Wells-Petralli, MBA
Business Development Manager
916.788.4480 Phone
916.788.4481 Fax
nwells@wellconstruction.com

www.wellsconstruction.com





Mentors, Consultants and Coaches: our partners to success

I was at a lecture at CDA Presents and the speaker asked us to do a Google search starting with the words “dentists are.” The top Google auto suggestions were “dentists are scams, dentists are thieves, dentists are rich, dentists are liars, dentists are crooks, and dentists are mean.” So is this really how the public thinks of us as dentists?

By **Matthew R. Comfort, DDS**

Coaches, consultants and mentors are often times looked as constraining and a financial encumbrance to our profession. Far too often have colleagues remarked that these people aren't qualified to assist in the practices' fortune, cost too much, create problems for the practice and, “if they are not a dentist, then they don't know what we feel.” The management auxiliaries do have a positive purpose and influence on our profession as a whole. If we can surmise and label this entire group as consultants in general, one is to believe that this group of overseers actually benefits our profession. The humanistic model is to adopt

an assistant as a production coordinator, an asset to the expeditious and precise execution of the delivery of care. Would it be erroneous to state that consultants should be viewed in the same manner?

There are several advantages to hiring an outside evaluator. From mentorship to consultants to life coaches, cost can be viewed as either a burden or an investment. It's the proverbial “glass half empty vs. half full.” Depth of perspective and experience certainly plays a role in discovering solutions. Accountability is generally something that no one holds the owner, the leader of the pack, to a set of standards.



COVER IMAGE CREDIT: ISTOCK

What steps are you going to take to know yourself and the fulfillment you can achieve in life inside and outside the office?

Mentors

Mentorship is a manner in which an outside evaluator can examine your practice. While providing a low cost, this form of “consulting” leads to a basis to which a dentist may form his or her own practice. While some may disagree with the statement that this is the most rudimentary form of consulting, one can propose that the element of mentorship is one-on-one learning, and, hence, closer attention and professional intimacy can assist the new dentist in focusing goals. Mentorship is most likely one’s equal—another dentist. This is a rare commodity. But there can be draw backs too. If their mentor is a practicing dentist, then the availability to examine the day-to-day operation is limited. The depth of mentorship in terms of experience may not be as in depth as a life coach, and therefore, resources could be limited.

Consultants

Consulting (the way our profession commonly refers to it) is the next level. For growing practices, consultants can have more resources at their disposal and are able to send personnel into the dental office to observe the day-to-day functions and to address policy and operation manuals more suited to the dentist. Consultants are able to focus the business’ efforts to attain financial goals, and overall harmony in the practice. Maybe one could extrapolate that, the larger the consulting firm, the more removed they are from your interest and, therefore, are only focused on the production as a manner to sustain their bill. However, where would one be without them? Let’s postulate, then, if one didn’t have a consultant, and if the dentist does not retain enough business experience, then how would one term success without a consultant assisting the dentist in formulating goals anyway?

Life Coaches

The last of the tiered level of consultants is “life coaching.” A life coach in dentistry is usually a fellow dentist that understands the intricacies and complexities of a practice, has operated one, knows the frustrations, understands all of the aches and pains and is able to balance the issues that

face most of our colleagues. Life coaches are unique. One can term these individuals as gurus, or saviors. They focus one’s efforts, have the ability

to look beyond the strategic planning of one’s office and see the end in mind.

One coach remarked that there are four levels of dentists: those that treat just the tooth, those that treat the mouth, those that treat the mouth as a system, and then there are those dentists that treat the entire person, including the mouth. In my opinion, coaches are synonymous with the fourth level dentist. They treat the whole owner, their personal and their business goals. When we plan a cosmetic makeover, we do a preliminary wax-up to assess and view the end result before we prep. Coaches do the same. Time, money, energy, frustration and pain are avoided by planning a course. New ideas that you have never thought of can be put in place. Wouldn’t you rather have the confidence in knowing that a person or organization that has assisted so many to attain a degree of self actualization has assisted you in developing a skill set to be able to digest life’s daily trials and enjoy your work?

At any level, there is some financial and time investment. All are worthy of your attention if you are inviting a person or organization into your “home.” Your acceptance of vulnerability only improves your leadership skills. Although criticism and growth can be painful for some offices, not hearing the problems that plague your office and staying stagnant is worse and can be detrimental to your business. Remaining progressive and contemporary with the willingness to change is pertinent to one’s success and happiness. What steps are you going to take to know yourself and the fulfillment you can achieve in life inside and outside the office? ■

Dr. Matthew Comfort practices cosmetic, trauma, implant and general dentistry in Roseville. He belongs to many professional organizations including the tripartite membership, AACD, AGD, AAID, and the AIDT. He is a current Peer Review member and has served on the SDDS Board for three terms.



By **Mai-Ly Ramirez, DDS**

The 6 Keys to Finding the right consultant for your practice

My husband and I have been practicing together for 15 years. In those 15 years of practice we have had consulting services 90 percent of the time. Unlike my father, who has had his same practice in the same location for 45 years, we have done everything from owning a small three-chair practice to acquiring two large practices, to a major build-out from ground up, to selling our practices and finally relocating and starting a practice from scratch in this area five years ago.

We have seen and done it all. One thing we know is that systems are extremely important. One way for us to keep systems running smoothly along the way has been having a consultant oversee our day-to-day operations and to “stay on us” until the desired system becomes a routine. Since our profession changes, our patients’ desires change, and our style of practice and goals have changed over the years, we determine the kind of consultant and service we are looking for accordingly.

We have had consulting services that implemented the basics of owning a business, improving verbal skills with our patients, case presentations, controlling overhead, implementing scheduling templates and, yes, even having a consultant keep us in check with our own attitudes.

Looking back at all the consulting services we have hired to help us stay efficient and sane, one thing we have learned is that no one consultant is the answer to dental practice owners’ bliss.

There are a few key things we do when hiring a consultant:

1. **We ask other dentists (and lots of them) about prospective consultants.**
2. **We usually fly to a specialty center or attend an intro course to check out their philosophy.**
3. **We always meet with the CEO of the firm. If they don’t meet us, we don’t hire them. Nothing is more frustrating than having a newbie tell**

you how to run things when they themselves don’t know the game. We are looking for experience, lots of it.

4. **We ask every consultant, “How much extra time per week is this going to take to implement the systems?” Too many dentists hire a consultant thinking they are going to come in and work out the practice while they prep teeth. Isn’t that what we all want? Well, don’t be surprised that most consulting firms expect you to do the work.**
5. **We request that our practice be analyzed. This gives everyone a measure of how well or how poorly the office is running. Do you really know your case-closing ratio? Hygiene production per provider? Recare percentage? Overhead percentages?**
6. **How many times will the consultant check in with either you or your team leader? Who will be accountable to give the consultants all the numbers? Who will be accountable to maintain those numbers? If you don’t have a manager capable of gathering figures, then guess who will be cranking those numbers after a day of seeing patients. You!**

Systems are more important than you think. If you don’t have them for every single position or procedure in the office, then there will be organized chaos to deal with. It is amazing to me how many team members think they have everything under control because of how they’ve done something in the past in someone else’s office. Without a modern-day, relevant system that EVERYONE can follow, how is it possible to maintain a nice flow in the office with little or no stress, and most importantly, keep everyone on time and actually having some fun? Everyone needs to play the game the same way. It is when everyone is doing their

own thing, or with the occasional office “rebel,” that I start to see the stress build up—not just for me, but for the entire team! The right consultant may help template the day, measure it, and keep everyone accountable for sticking to their tasks and end goal. If everyone knows what the daily goals are, then they become reachable. The best teams in the world follow a rule book. Shouldn't we do the same in dentistry?

Don't lose touch with what your goals are. Do you want more freedom? More time with your patients? More time for your procedures? More time with your family? If so, you had better be strong with diagnosing disease and treatment planning presentation without the typical fear of rejection that holds back many providers from telling the honest truth to their patients. Taking courses that allow you to be proficient in big case management is what you may need to change if you want higher production per hour. A consultant will usually know this and guide you in this direction. The biggest thing is knowing what to give up and what to delegate, and to allow yourself to be a leader and not a manager. I am very guilty of being a “micro manager.” Ask my team! A good consultant will recognize this trait in most dentists, and if you are willing to give up control, change systems, work at implementing systems with your team, measure your results, and keep everyone accountable (including yourself), it's amazing what a capable consultant can do for your practice: Allow you to be a Dentist!

Isn't that what we all wanted to do in the first place? ■

Dr. Mai-Ly Ramirez has been in the dental field for over 30 years. She has received several awards at UCSF from the Dean and Faculty, including the Fleming Humanitarian, Professionalism and Peer Recognition Award. She is past Social Chair for the San Francisco Dental Society and Past President of Latinos in Dental Health Education.

COVER IMAGE CREDIT: ISTOCK



Keep The SBA Loan... Drop The Bank.

Your Trusted Source For:

- Commercial RE purchase
- Construction
- Business acquisition or expansion
- Equipment/Inventory purchase
- Refinance
- Working Capital

A Proud Vendor Member of SDDS since 2004



Gordon Gerwig, Business Services Manager
(916) 576-5650 gordon@firstus.org





By **Gayle Suarez**
 Founder, Dental Management Solutions

Consulting: Reasons, Requirements, Preparedness and the “right fit”

If you have considered or are considering the option to hire a dental practice management consultant/coach to help you achieve greater success, whether a “by project service” or “comprehensive support,” this article has something for you. The information will simply cover: common reasons consultant coaches are hired; fundamental requirements and support for practice success; tips to identify preparedness for a successful outcome; and considerations to mutually understand and qualify one another as the “right client consultant fit.”

Common reasons consultant coaches are hired

It may be surprising to learn that consultants are often hired for reasons other than financial in nature. Despite the rewards and successes in the day and the life of a dentist-owner, it can be stressful and distracting. That is one primary reason consultants hear from dentists. Some hire consultants early in their careers to learn and establish the business and leadership components of ownership, sooner rather than later. Others reach out because the results dreamed of when planning for practice and team success have not been realized. In many cases, there is simply not enough time in a day, and their “I’ll do it tomorrow” never comes. As a result, the gap between a rewarding, balanced personal life and a successful professional life has widened. Nonetheless, “Hope should never be lost,” “You’re not alone,” and “It’s never too late” are alive and well.

Fundamental requirements and support for practice success

At the core of your dental practice is a business that must develop, thrive and maintain profitability in challenging economic, competitive and insurance-driven times. In some communities, the limited pool of qualified, experienced staff creates additional challenges. Now more than ever, you need a clear vision, motivation, commitment, consistency, synergy in your dental team and a customized, written “Plan for Success,” which is a

key player to effectively facilitate and monitor the process to reasonably achieve the extraordinary.

The multi-faceted requirements for you to achieve practice success and life balance are not always easy to cultivate. Human nature is to take three-steps forward then two-steps back and/or to procrastinate, especially, when no one is monitoring. Perhaps you have heard the saying, “What gets monitored and rewarded, gets done.”

Prepare for a successful outcome

Should you decide to proceed to invest in consulting services, first and foremost a successful outcome begins with you, the dentist-owner, decision maker and team leader. Your commitment to the process is critical whether you currently possess the qualities of a leader or seek to learn them. With guidance, will you clearly convey to your team that you are committed to invest in them because you believe in them? Will you communicate that you expect positive results? Will you and your team be receptive to change, and edge out of your comfort zones for results that provide a win-win outcome? Will you appropriately delegate and make business decisions when they are indicated? Will you enjoy the journey and trust that great things are always possible?

Finding the “right fit”

The dentist and consultant roles and experiences are more similar than you might expect. The dentist provides patient services to evaluate, diagnose and customize treatment plans, discuss the risks

and benefits of treatment and present options that allow them the opportunity to make informed decisions. When patients accept ideal treatment options you experience the satisfaction knowing the long-term benefits of their choices. Sometimes, you feel concerned when patients choose less than “ideal” treatment. Either way, your feelings stem from caring and believing in what you do having been witness to the benefits of ideal treatment.

In some cases, it takes time to be comfortable with and learn to accept that you may want more for patients than they want for themselves or that they are willing to invest in what they say they want. In similar action, consultants follow the same steps of evaluations, diagnosis and customized plans. They feel the same care, desire, concerns, disappointments and rewards in serving their clients. In turn, the reality that everything does not go as planned and situations arise that are beyond your control does not mean you are happy about it.

As an example, how does it make you feel when you or your hygienist spend quality time with patients at multiple appointments to discuss the importance of flossing, teach proper technique, and provide aides of which patients agree with the recommendations yet, return with bleeding, swollen gums due to their lack of commitment. As a result, you may feel disappointed. You care about their health and feel they are not committed to do what is necessary to get what they say they want: healthier teeth, gums and bone

and improved overall health. In the consultant’s world, they too plan for clients and their teams to commit and follow through as agreed, to achieve a healthier practice, a happier dentist and team and satisfied patients that refer others to them.

When the consultant and the dentist are able to relate to one another, the stage is set to allow for a more mutually satisfying experience for all parties. Success is eminent when the practice, team and consultant are the “right fit.” As we say in my office, “Like flossing, consulting recommendations are a long-term benefit only when they are consistently and accurately utilized.” ■

“Like flossing, consulting recommendations are a long-term benefit only when they are consistently and accurately utilized.”

Gayle Suarez is the founder of Dental Management Solutions (DMS) and a practice and team development specialist and speaker since 1997. Designing customized “Enhancement Plans for Success,” Gayle’s clients throughout the country, and their teams and patients, benefit from her 23 years of hands-on experience working in dental practices and 17 years as a consultant coach.

+ CLINICAL EXCELLENCE

You want to focus on dentistry. Not admin.



“Ownership gives me the job security and autonomy that a private practice has, plus the support of a company that provides services from experts in the field. Ownership allows me to mold and build a practice the way I like it, with the staff that I choose, just like a private practice.”

- **Dr. Donald Foulk**
Owner Dentist

Learn more about associate and ownership opportunities in our affiliated practices.
Visit: PacificDentalServices.com
Email: joinpds@pacden.com
Call: 1-855-Join-PDS





By Donna Galante, DMD

What You Need to Know before hiring a consultant

I will be entering my 30th year of private practice in 2015. Having never spent one second in a business, accounting or finance class, I was ill prepared when I opened my first office in Philadelphia. Through several years of struggle, I finally managed to actually pay myself a salary and ultimately sell the practice to move to California. It was a stressful experience and actually had me evaluating whether I had made the right career choice.

It wasn't until I had started my orthodontic practice in Rocklin that I realized that you did not have to "go it alone" and there were people out there (consultants) that would help you achieve your professional and personal goals. Once I figured this out, I was hooked and became a bit of a consultant "junkie" for over a decade.

What I have learned through all my associations with different practice consultants and even personal coaches, I am going to share in the hopes that it will help you be as successful as possible and go into these agreements with your eyes wide open.

Let's start with the "pros" or advantages of hiring a consultant for your practice.

I like using acronyms because they help me remember the key points in an article or presentation, so think of the advantages as **ACE**.

- **Accountability**

A good consultant will hold you and your team accountable for getting the required tasks done. Let's be honest, most of us are too busy "working in" our practices to think about "working on" our practices. Having a consultant who is focused on helping your practice be more profitable, more efficient, gaining new patients or saving for retirement, will help you focus on those very important things that often get lost when working on patients and stressing over a three-unit bridge that did not fit.

- **Clear goals**

A consultant will help you get clarity around your goals for your practice. This may be the first time you even thought about them in a very clear and structured manner. A consultant will help you get

those goals down on paper and set up an action plan for you to achieve them.

- **Eyes**

Since we are so busy "working in" our practices, we often do not see what is happening around us. The problems that we think we have may be real, but a consultant is able to really see the issues that are preventing you from achieving the success you desire.

From my personal experience, when it comes to the "cons" or disadvantages of hiring consultant you can think of **WWW** (love those acronyms!)

- **Wrong problem = Wrong Consultant**

You have a problem with new patients. You "feel" that you do not have enough of them because you are unable to meet your production goals. You research and determine that you need a consultant that specializes in new patient procurement or marketing. You hire that person only to find out that in reality you have enough patients that need the dental work you have prescribed, but they are not scheduling their appointments. The consultant you hired specializes in marketing for new patients, not in getting patients to commit to treatment.

- **Work**

You have written the check for the consultant, but that is as far as you go. They have done their assessment of your practice and now have a plan in place for you that require you to roll up your sleeves and get to work. Without you and your team being fully engaged in the process and getting to work, your time with your consultant will not produce the results you are looking for.

Ultimately, the consultant will leave and your team will look up to you to lead them.

• Wishing and Whining

The consultant has done their job, you are happy with the results and you feel confident you can continue what they have helped you put in place. You are good for about 6 months after they leave and then Mary, your insurance coordinator, leaves followed by Sue, your treatment coordinator. They had been through all the training and were implementing new strategies and your numbers were up and you were elated.

Now you have new people in place that were not part of the original consultant session that need training in your new procedures. You wish they would embrace your practice systems and begin to whine that there are no good employees out there to hire anymore. In another year or two you are back looking for another consultant to help you with your practice as your numbers are spiraling downward again.

Since I have spent about 1/3 of my practice life hiring consultants, I can say without a doubt, I have experienced the disadvantages and the advantages. Many of the disadvantages, I believe, come from expectations that the consultants are hired to do the work, train the staff and increase your production.

In reality, we dentists need to take the leadership role for maximum benefits and results. Ultimately, the consultant will leave and your team will look up to you to lead them. Your ability to take what the consultant's recommendations and integrate the new systems and policies is what will ultimately make your time and money spent with a consulting firm pay big dividends not only now but for the future of your practice. ■

Dr. Donna Galante has been an orthodontist for 26 years and shares a practice in Grass Valley and Rocklin with her husband Dr. Paul Cater. She is also a member of the Invisalign National Speaker's Bureau, is a mother of two teenagers and is the author of three books.

What to expect when hiring a consultant

By Alexander Malick, DMD, FAGD

- Before hiring a consultant, write your vision
- Your team will resist changes you need to make
- You will resist changes you need to make
- You may need to let some employees go, even the ones you thought were your best
- A decrease in production and net income during the consulting year
- Possible loss of patients due to changes in office procedures and financial policies
- Hours of additional work, taking away from family time
- You, the owner, will have the most amount of work and change in behavior
- You will be asked to do things you may not be comfortable with
- You will need to write policies and procedures for everything, and stick to them
- You must be the kind of person that embraces change, organization, and constantly seeks to improve operations
- Most likely, once the consultant leaves, you slowly begin to slip back to your old ways!

Blue Northern Builders, Inc.

CA License #820947

When You Look Good... We Look Good!



We are proud to provide:

- Customized, quality services for your project, no matter how large or small
- Ground-up building for your own use or with additional leasable space
- Tenant Improvements in new construction or an existing building
- Office remodels

For more information please call

(916) 772-4192

7401 Galilee Road, Suite 450
Roseville, CA 95678

www.BlueNorthernBuilders.com

VOLUNTEER Opportunities



SMILES FOR BIG KIDS

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

TO VOLUNTEER, CONTACT:
SDDS office (916.446.1227 • sdds@sdds.org)

SMILES FOR KIDS

VOLUNTEERS NEEDED: Doctors to “adopt” patients seen on 2014 Smiles for Kids Day for follow-up care.

CONTACT INFO:
SDDS office (916.446.1227 • smilesforkids@sdds.org)

CDA CARES, POMONA

November 21–22, 2014
Pomona Fairplex

CDA CARES, SACRAMENTO

March 26–29, 2015
Cal Expo

TO VOLUNTEER, CONTACT:
Robyn Alongi (916.554.5305)
www.cdafoundation.org/cda-cares

THE GATHERING INN

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

CONTACT INFO:
Kathi Webb (916.743.5351 • kwebbft@aol.com)

Additional Information

www.sdds.org/Volunteer.htm

Thank you!

Donations to the Perpetual Fund Campaign

Dr. Steve Cavagnolo
Dr. Victor Hawkins
Cathy and Bruce Levering
Dr. Don and Janet Rollofson
Dr. Wes and Nancy Yee
Dr. Herbert and Inez Yee

In honor of Dr. Kevin Keating:
Dr. Wallace Bellamy
Dr. Matt Campbell
Dr. Wai and Ruby Chan
Dr. Glen Tueller
Dr. Dennis Wong

Donations to Smiles for Kids

In memory of Dr. Gordon Harris

Craig Harris

Day of Giving Donations (May 6, 2014)

Dr. Wallace Bellamy	Dr. Dennis and Gayle Peterson
Dr. Rick Brown	Dr. Hana Rashid
Dr. Steve Cavagnolo	Dr. Dale Redig
Dr. Chuen Chie Chiang	Dr. Don and Janet Rollofson
Dr. Paul Denzler	Dr. Dean Sands
Dr. Pamela DiTomasso	Dr. Stefanie Shore
Dr. Carl Hillendahl	Dr. Gregory Tuttle
Jesse Manton	Dr. Wen-Li Wang
Debra Payne	

Other Donations

Dr. Kelly Giannetti and staff	Pierre Fauchard Academy
Michael Korn	– Northern California
Dr. Bevan Richardson	

Gifts of Love



Dr. Leo Angel

Donations from:
Dr. Beverly Kodama
Sacramento District Dental Society



Dr. Jon Haw

Donations from:
Sacramento District Dental Society

To make a memorial contribution, visit:
www.sdds.org/GiveSDDF.htm





Foundation of the Sacramento District Dental Society

You are Angels

Thank you card from a Smiles for Kids patient

Dear, Dr. Daft and Stamos

You are both angels for many reasons. You guys saved part of my life because at school it would get called "Buck Tooth bever". I always cried and never wanted to go to school. NEVER. I would get black spots on my teeth of ~~some~~ ^{much} teasing. It would be stressed which caused the black spots on my teeth. I know you may think I have heard worse and your right but this was a nightmare. But thanks to you guys you saved part of my life. You two are my angels that are leading my way to success. It's really thoughtful of you two that you guys wait your time on attending patients like me who can't pay the orthodontic. The school was very thoughtful to show us these ways to communicate to good people to do this treatment. Your the best. I have been lucky lots of ways I don't know what I did but I was set the point to lose my pinky finger but once I saw my mom and told her "Mom look at least I don't have cancer like my Grandma. I am going to live." The doctors name is called Omar he is an angel like you he took 6 hours in putting my



Smiles for Kids®

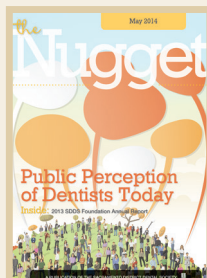
pinkie on correctly. I never forget his name after 10 years i was 7 years old. I would never forget your name because you two are super special. To me. Your ~~team~~ ^{group} are my family.

Your guises team are my family. I love your guises help and you.

TO: Daft & Stamos
From: Stephanie [redacted]

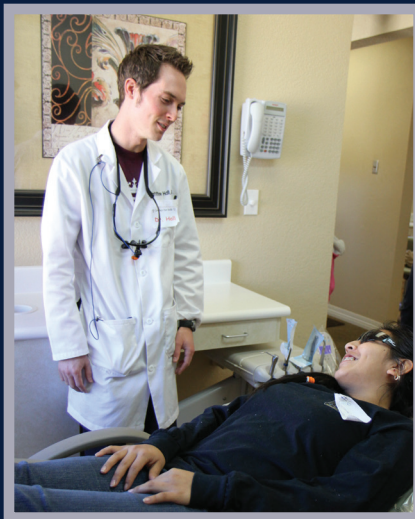
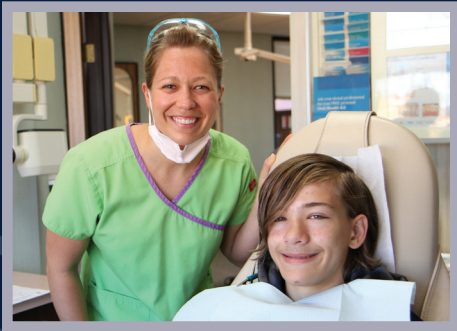
P.S. = I love you all!
Merry Christmas!

Remember
The Nugget
is available
online!



Smiles for Kids 2014

FEBRUARY 1, 2014



THANK YOU!

Smiles for Kids 2014

596 total volunteers (344 doctors participated — 20% of our active membership!)

FALL 2013 SCREENINGS	SFK DAY TREATMENT SITES	ADOPT-A-KID PROGRAM
<p>20,988 kids screened</p> <p>104 doctors volunteered to screen (42 doctors actually screened)</p> <p>Results: 72% 1's • 21% 2's • 7% 3's 1 = good dental health 2 = care required 3 = urgent care required</p>	<p>490 kids scheduled for treatment</p> <p>72 doctors volunteered</p> <p>252 staff and other volunteers worked</p> <hr/> <p>324 TOTAL VOLUNTEERS</p> <p>21 treatment sites</p>	<p>262 kids referred for GP treatment</p> <p>89 kids referred to Ortho Program</p> <p>57 kids referred to other specialties</p> <hr/> <p>163 TOTAL ADOPT-A-KID CASES</p> <p>164 total doctors volunteered to take Adopt-a-Kid cases</p>

SFK DAY (February 1, 2014)	ADOPT-A-KID
<p>Total # of kids scheduled 490</p> <p>Total % of “no shows” 14%</p> <p>Total # of “walk-ins” 65</p> <p>Total # of kids treated 424</p> <p>Total % of kids needing additional treatment through the Adopt-a-Kid Program 62%</p> <p>Total dollar value of pro bono services donated on SFK Day \$239,330</p>	<p>Dollar value of pro bono services donated to Adopt-a-Kid Program cases \$200,760</p> <p>Dollar value of pro bono services donated to Ortho Program cases \$220,000</p> <p>Estimated total dollar value of pro bono services donated to 2014 Smiles for Kids (NOT FINAL) \$660,000</p>

Thank you to our generous SMILES FOR KIDS 2014 GRANTORS & SPONSORS

Wells Fargo Bank Foundation
 Henry Schein Cares
 Dentsply North America
 Patterson Dental Supply
 Star Group — Crowns for Kids
 United Concordia Dental
 RelyAid

Thank you to the following for their gracious donations:

Blue Northern Construction, Inc.
 CSUS Pre-Dental Club — *Project Backpack*
 Emigh Hardware
 Oral B — *Lauren Herman*
 Sacramento Regional Community Foundation
 — *Knapp Family #1 Fund*



SAVE THE DATE FOR NEXT YEAR! FEBRUARY 7, 2015

Smiles for Kids 2014

Our Cups Runneth Over with Smiles!

Thanks to all (596 TOTAL VOLUNTEERS!) who volunteered their time to make this year's Smiles for Kids project a huge success!

**Volunteered their office for Smiles for Kids Day*



SFK Screening Docs

Nima Aflatooni, DDS
Dean Ahmad, DDS, FICOI, DABP
Kimberly Anderson, DDS
Kreston Anderson, DDS
Todd Andrews, DDS
Paul Barkin, DDS
Reymond Bautista, DMD
Robin Berrin, DDS
John Birch, DDS
Forrest Boozer, DDS
Gary Borge, DDS
Michael Boyce, DDS
Colleen Buehler, DDS
Arthur Burbridge, DDS
David Cernick, DDS
Jayson Chalmers, DDS
Christopher Chan, DDS
Jonathan Chan, DDS
Wai Chan, DDS
Regina Cheung, DDS
Rajas Chitre, DDS
Mark Choi, DDS
Clifford Chow, DDS
Stephen Christensen, DMD
Brian Crawford, DMD
Paul Cripe, DDS
David Crippen, DDS
Robert Daby, DDS
Shannon Dang, DDS
Paul Denzler, DDS
Julianne Digiorno, DDS, RD
Lisa Dobak, DDS
Robert Dorian, DDS
Mark Douglas, DDS, MSD
Timothy Durkin, DDS
Gwendelyn Enriquez, DMD
Maria Eloisa Espiritu, DDS
Tiffany Favero Holladay, DMD
Vivian Fernandez, DDS
Kimberly Fong, DDS
Melissa Fong, DDS
Lora Foster-Rode, DDS
Kasi Franck, DDS
Michael Gade, DDS
Jennifer Goldman, DDS
Arlenita Gomez-Croddy, DDS
Jennifer Goss, DDS
A. Scott Grivas, DDS
Matthew Gustafsson, DDS
Kerry Hanson, DDS
Kirk Hanson, DDS
Daniel Harlan, DDS
Russell Hirano, DDS
Christian Hoybjerg, DDS
Alice Huang, DDS
Ralph Isola, DDS
Denise Jabusch, DDS
Katherine Jones, DDS
Terrence Jones, DDS

Sukhjeet Kaur, DDS
Sirisha Krishnamurthy, DDS
Mark Kujiraoka, DDS
Merlin Lai, DDS
Hung Le, DDS
Tyson Lechner, DDS
Yen Lieu, DMD
Neil Loveridge, DDS
Thomas Ludlow, DDS
Abdon Manaloto, DDS
Larry Masuoka, DMD
Jim Mc Nerney, DMD
Warren McWilliams, DDS
Mahnaz Moussavi, DMD
Charles Newens, DDS
John Noe, DDS
George Oatis, DDS
Brian Orcutt, DDS
Gregory Owyang, DDS
Virendra Patel, DDS
Sireesha Penumetcha, DDS
Dennis Peterson, DDS
Hanh Pham, DDS
Bryan Pierce, DDS
Mark Porco, DDS
Richard Portalupi, DDS, MSD
Dexter Quiggle, DDS
Linda Rafferty, DDS
Darryl Ragland, DDS
Gabrielle Rasi, DDS
Ronald Rasi, DDS
Joseph Rawlins, DDS, MS
Jorge Rico, DDS
Donald Rollofson, DMD
Ron Rott, DDS
Jeffrey Routsong, DDS
Stephen Saffold, DDS
Robert Shimada, DDS
April Skinner, DDS
Charles Smurthwaite, DDS
Lee Anne Stigers, DMD
Victoria Sullivan, DDS
Scott Sztoko, DDS
Jonathan Szymanowski, DMD, MMSc
Scott Thompson, DDS
Ricky Tin, DDS
Amy Thu Tran, DDS
Loc Tran, DDS
Thuy Nga Vu, DDS
Hoang Truong, DDS
Jennifer Vassilian, DDS
Judith Vue, DDS
Kim Wallace, DDS
Dina Wasileski, DMD
Mark Wong, DDS
Julie Wong, DDS
Jamson Wu, DDS, MSD
Michelle Yap, DMD
H. Wesley Yee, DDS

SFK Day Volunteer Docs

Kim Anderson, DDS
Jessica Alt, DDS
Dale Alto, DDS
Kimberly Anderson, DDS
Kreston Anderson, DDS
Jerhet Ask, DDS
Lawryn Ask, DDS
Ron Ask, DDS
Henry Bennett, DDS
Damon Boyd, DDS
William R. Bratton, DDS
Matthew Campbell, DDS
Erin Carson, DDS
David Cernik, DDS
Christopher Chan, DDS*
Christopher Claus, DDS
Thomas Clements, DDS
S. Curtis Croft, DDS
Joe Daby, DDS
Robert Daby, DDS*
Pamela DiTomasso, DMD*
Barry Dunn, DDS
Lora Foster-Rode, DDS
Sandy Fouladi, DDS
Steven Frank, DDS, MS
Jennifer Goldman, DDS
Holley Gonder, DDS
Mitchell A. Goodis, DDS
Matthew Gustafsson, DDS
Brenda Herrera, DDS
Carl Hillendahl, DDS
Elizabeth Huynh, DDS
Denise Jabusch, DDS
Paul Johnson, DDS
Katherine Jones, DDS
Bryan Judd, DDS
Sukhjeet Kaur, DDS
Brian Kim, DDS
Craig Kinzer, DDS
Matthew Korn, DDS
Sireesha Krishnamurthy, DDS
Laurie LaDow, DDS
Emerson Lake, DDS
Tyson Lechner, DDS
Diane Liberty, DDS
Kate Lomen, DMD
Madeline Majer, DDS
Ellen Mark, DDS
Luminita Markham, DDS
Jennifer McCarthy, DDS, MS
Candy McComb, DDS
Jeff McComb, DDS
Sydney Moore, DDS
Derek Moore, DDS
Purvak Parikh, DDS
Pat Penney, DDS
Sergio Pereira, DDS
Joshua Perisho, DDS

Dennis Peterson, DDS
Robert Ramirez, DDS
Gabrielle Rasi, DDS
Aaron Reeves, DDS
Leon Roda, DDS
Christy Rollofson, DDS
Donald Rollofson, DMD*
Nick Rotas, DDS
Jared Ruminson, DDS
Jennifer Ryan, DDS
Dwight Simpson, DDS
Andrea Sosa, DDS
Jeffrey Sue, DDS
Victoria Sullivan, DDS
Scott Thompson, DDS
Sang Tran, DDS
Allison Trout, DDS
Kelvin Tse, DDS
Stuart Wakeman, DDS
Kim Wallace, DDS
Cindy Weideman, DDS
April Westfall, DMD
Kimberly Wong, DDS
Janice Work, DDS*

SFK Day Staff Volunteers

Misty Adams, RDA
LeAnn Agee, DA
Shainel Aguran, DA
Melissa Allen, RDA
Victor Hawkins, RDA
Krystal Armstrong
Stacey Arnett, RDA
Elizabeth August, RDA
Sharron Austin, DA
Jennifer Axtell, RDA
Starla Babasin, RDA
Karen Bank, RDA
Debbie Bassham
Brianna Bayona
Gelton Bayona
Jennifer Becker, RDA
Sandy Bell, RDA
Jeanna Berezay, RDH
Jaime Berge, DA
Jennifer Berglund, RDA
Johnae Bermudez, RDH
Valerie Bishop
Vanessa Bissing, RDA
Vanessa Blancalan, DA
Mari Bolin, RDA
Cassie Borden, RDA
LeAnn Boyd, RDH
Lisa Boyd
Emelia Brady, RDA
Maggie Brady-Hamman, DA
Hillary Brehm
Nicole Brill, RDA
Christina Browning, RDA
Christa Burawski, RDA

Kelly Butler
Jessica Caballero, RDH
Amy Cadieux, RDH
Jaime Callahan
Noemi Camino
Tanisha Carnell, RDA
Nancy Carney
Michelle Carrasco, RDA
Elise Castaneda, DA
Evelyn Chaney, DA
Mary Clouse, RDH
Rikki Conner
Stefani Cooper, RDA
Lisa Cornelius, RDAEF
Laura Corona, RDA
Holly Coupe, RDA
Tiffany Crandall, RDH
Samantha Curtin, RDA, RDH
Jill Daby, RDA
Lori Daby, RDH
Liz Dalton, RDA
Rebecca Davie, RDA
Angel Dawson
Marianne De Luca
Marissa Delacruz
Star Delap
Christabel Delgadillo, RDA
Grace Delos-Reyes
Frances Diamonon, RDA
Cathy DiFrancesco, RDH
Angela DiTomasso
Venetea Dosty, RDA
Jennifer Doughty, RDA
Jenna Doyle, RDA
Nancy Drake
Renee DuPriest, RDH
Shelby Duran, RDA
Lora Ede-Colley, RDA
Arlen Edson, RDH
Karen Bank, RDA
Alisia Edwards, RDA
Natasha Edwards
Tanya Edwards
Whitney Eklund, RDH
Angelina Elliott, RDA
Liana Feoktistova, RDA
Danielle Ferris, DA
Adrea Fink, RDA
Michelle Flores, RDA, OMSA
Victoria Gallegos
Isabel Garcia, RDA
Jonathan Garcia, RDA
Sandy Garcia
Simone Gashgai
Sharon Gill, RDA
April Goard, RDH
Jill Goard
Linda Goettsch
Sharon Golightly, RDH, PhD
Ellie Gonzalez, RDA
Marina Gonzalez, RDAEF2
Cara Gramaglia, RDH

LINK OF THE MONTH! www.sdds.org/SDDF_Gala.htm

Trish Grasse
 Maria Guadalupe Gonazalez, RDA
 Amy Guistolise, DA
 Tracie Hall, RDA
 Heidi Hanson, RDA
 Danielle Harper, RDA
 Holli Harrison
 Beverlee Hawkins, RDA
 Mary Hess, RDA
 Kelsey Hickenbottom
 Kelley Howard, RDA
 Ingrid Hudson
 Victoria Hutton
 Malia Jackson, DA
 Sherry Jacobs, RDH
 Stacy Jacques
 Ashlee Janzeh, RDA
 Evelyn Jaurigui, RDA
 Jennifer Jedlicka, RDA
 Drake Jedlicka
 Gail Jennings, RDA
 Becky Johnson, RDH
 Cindy Johnson
 Jasmine Johnson
 Judi Johnson
 Alice Keller, RDH
 Nasrin Khalil, RDA
 Wendy Khang, DA
 Katie King
 Jessica King, RDH
 Trace Kinzer
 Marcus Korn
 Bobbi Kurtz, RDA
 Priscilla Lacayo, RDA
 Sandra Lake, RDH
 Stacey Lalumondier, RDH
 Lindsay LaMantain, RDA
 Chelsea Landa, DA
 Cindy Lao RDA
 Mercedes Lazaito, RDA
 Marlynda Lee, RDH
 Deanna Lerena
 Niko Liberty
 Chelsea Loblillo, RDA
 Evan Lomen
 Rose Lopes, RDH
 Amparo Lopez, RDA
 Mimi Lopez, RDA
 Cyndi Lopez
 Dalia Lopez, DA
 Teresa Lua, RDAEF2
 Laura Lugo, RDA
 Veronica Lupton, RDA
 Melissa Maccini
 Sharon Maccini
 Rachel Maita, RDH
 Krys Marcelo, RDA
 Ayrika Marko
 Jacque Marois
 Tiffany Martinez, RDA
 Kimberly McCoy, RDA
 Marianne Meade, RDAEF
 Amy Miller
 Parker Miller
 Lila Mirrashidi
 Lucila Monjaras, RDA
 Renato Monroy
 Sandra Montero, RDA
 Dhana Morant
 Takako Motohashi, RDA
 Cinthia Murguia, DA
 Jackie Najarro, RDA
 Cassidy Ng, DA
 Benay Nielson
 Veronica Nieves, RDA
 Stella Norris, RDH
 Tara Norton, RDH
 Margaret Olsen, RDA
 Jessica Olvera, RDHEF2
 Angelica Ortiz, RDA
 Suzanne Oyoung, RDH
 Kristyn Pair
 Esther Palomino
 Melissa Pasch, RDH

Melanie Paulk, RDA
 Myla Pelito, RDA
 Chencha Perea
 Valerie Perez
 Trung Pham
 Beth Phillips
 Rebecca Phillips, RDH
 Debbie Phillipott, RDH
 Carly Phillipott
 Jordan Pistorius, RDA
 Kristen Pivonka, RDA
 Azucena Plaza
 Martha Pliego Lopez, DA
 Mary Ann Putnam, RDH
 Nancy Reed, RDH
 Stephanie Reeve, RDA
 Kiley Reeve
 Allison Reinig, RDA
 Diana Reisenauer
 Jennifer Rico
 Sara Rippenkroeger, RDA
 Shirlene Robbins
 Rebecca Robinson, RDAEF
 Oksana Robu, RDH
 Emily Rodriguez
 Janet Rollofson
 Corrie Romena, RDA
 Deana Rott
 Lacy Rullhausen, RDA
 Natalie Ruppert, RDH
 Maricela Sanchez, RDH
 Oliva Sanchez
 Amanda Sanchez-Cox, RDA
 Michelle Schlegel
 Cris Severson, RDAEF
 Brandy Sherwood RDA
 Lena Shpak, RDA
 Yekaterina Shpakovsky
 Kassia Siakov
 Stacey Siegakoff, RDA
 Emily Sierck, RDA
 Marisa Sierer, RDAEF
 Debbie Simpson
 Kyle Simpson
 Shika Singh, RDA
 Pritpal Singh
 Joanna Solorzano
 Ashley Sparks, RDA
 Rene St Clair
 Rose Stevens, RDA
 Alana Stinson, RDA
 Cara Strauch, RDA
 Kym Suarez, RDA
 Jhaylane Tapia
 Alina Taylor, RDA
 Lisa Tejada
 Shauna Teixeira, RDA
 Lori Thompson, RDH
 Shannon Tilmson, RDH
 Dena Trotter, RDH
 Tasha Turner
 Shani Vang
 Sarah Varady, RDA
 Justin Varady
 Luisana Vazquez, DA
 Yun Sun Vestman
 Robin Vondrak, RDA
 Ashley Wade, RDH
 Emily Watts
 Rebekah Webb
 Monique Weber, RDA
 Donna Weideman
 Penny Wells, RDA
 JoEllen Werner, RDH
 Trashell Westbrook, RDA
 Colleen Whitney, RDAEF
 William Wilcoxson
 Marshayn Williams, RDA
 Julie Williams
 Nicole Winkler
 Rachael Woodruff, RDA
 Theresa Wright, RDA
 Angela Wright, RDA, OMSA
 Brenda Wright
 Darlene Wyzkowski, RDA

Ying Yang, RDA
 Lisa Yang
 Bonnie Yarbrough, RDA
 Linda Yost, RDH

Adopt-a-Kid Volunteer Docs

Endodontists

Thomas Dwyer, DDS, MS
 David Keating, DDS
 Kevin Keating, DDS, MS
 Robert Sharp, DDS
 Fernando Solano, DDS

General Dentists

Gary Ackerman, DDS
 Hanan Amini, DDS
 Kim Anderson, DDS
 Kreston Anderson, DDS
 Guillermo Arellano, DMD
 Jerhet Ask, DDS
 Ron Ask, DDS
 Cynthia Belgum, DDS
 Michael Boyce, DDS
 Damon Boyd, DDS
 Lenna Bright, DDS
 Christopher Chan, DDS
 Terry Chin, DMD
 Christopher Claus, DDS
 Matthew Comfort, DDS
 Robert Daby, DDS
 Paul Denzler, DDS
 Pamela DiTomasso, DMD
 Barry Dunn, DDS
 Jason Fligor, DDS
 Michael Gade, DDS
 Sher Himmat Gill, DDS
 Farid Gogani, DDS
 Arlenita Gomez-Croddy, DDS
 C.J. Gregor, DDS
 Matthew Gustafsson, DDS
 Kelly Guy, DDS
 Matthew Hall, DDS
 Adam Haney, DDS
 Elizabeth Harmon, DDS
 Victor Hawkins, DDS
 Marsha Henry, DDS
 Elizabeth Huynh, DDS
 Paul Johnson, DDS
 Bryan Judd, DDS
 George Kingsley, DDS
 Craig Kinzer, DDS
 Sirisha Krishnamurthy, DDS
 Lisa Laptalo, DMD
 Tyson Lechner, DDS
 Diane Liberty, DDS
 David Lopes, DDS
 Edward Montalbo, DMD
 Sireesha Penumetcha, DDS, MAGD
 Greg Peterson, DDS
 Brett Peterson, DDS
 Hana Rashid, DDS
 Ibtisam Rashid, DDS
 Gabrielle Rasi, DDS
 Leon Roda, DDS
 Dwight Simpson, DDS
 Charles Smurthwaite, DDS
 Kelvin Tse, DDS
 Glen Tueller, DDS
 Stuart Wakeman, DDS
 Kim Wallace, DDS
 Joel Whiteman, DDS
 Kristy Whiteman, DDS

Oral & Maxillofacial Surgeons

Craig Alpha, DDS
 Jared Antrobus, DDS
 Vincenzo Castaldo, DMD
 Nanlin Chiang, DMD, MD
 Shama Currimbhoy, DDS
 Margaret Delmore, DDS, MD
 Gregory Heise, DDS

Steve Leightly, DDS
 Donald Liberty, DDS
 Michael Mullen, DDS
 Gregory Olsen, DDS
 Michael Phelps, DDS
 Michael Preskar, DDS
 Nicholas Rotas, DDS
 Russell Webb, DDS
 Mark Womack, DDS

Orthodontists

Greg Adams, DDS, MS
 Crystal Anderson, DMD, MS
 Steven Anderson, DDS
 Thais Booms, DDS, MS
 Brian Crawford, DMD
 Kent Daft, DDS
 Jason Dorminey, DMD
 Jennifer Drew, DDS, MSD
 Patrick Dunbar, DDS
 Patricia Fong, DDS
 Steven Frank, DDS, MS
 Donna Galante, DMD
 Kelly Giannetti, DMD, MS
 Michael Guess, DDS
 Mark Holt, DDS, MS
 Douglas Jaul, DDS
 Yan Kalika, DMD, MS
 Stephen Kineret, DDS, MS
 Alexis Lyons, DDS
 David Markham, DDS
 George Mayweather, DDS
 Laski Kung, DDS, MMSc, MPH
 Robert Nisson, DDS
 Gloria Nollie, DDS
 John Oshetski, DDS
 Michael Payne, DDS, MSD
 Richard Portalupi, DDS, MSD
 Leon Roda, DDS
 Don Rollofson, DMD
 Allen Sanders, DDS
 Matthew Sanders, DDS
 Steven Scott, DDS, MS
 Dwight Simpson, DDS
 Charles Stamos, DDS
 Russell Sutliff, DDS
 Damon Szymanowski, DMD
 Richard Talbot, DMD, MS
 Melvin Walters, DDS
 Jared West, DDS
 Peter Worth, DDS
 Jamson Wu, DDS, MSD
 Timothy York, DDS, MS

Pediatric Dentists

Jessica Ait, DDS
 Jude Crutchfield, DMD
 Lora Foster Rode, DDS
 Craig Hollingsworth, DDS
 Sydney Moore, DDS
 James Musser, DDS
 Dennis Peterson, DDS
 Victoria Sullivan, DDS
 Monica Tavallaee, DMD
 H. Scott Thompson, DDS
 Janice Work, DDS

Periodontists

Matthew Korn, DDS





\$15,000 raised by this year's tourney for the SDDS Foundation!



Contest winners

Longest Drive (Hole # 3)

Winner: JEFF FOWLER

Longest Drive (Hole # 9)

Winner: PATRICK KELLY

Closest to the Pin (Hole # 8)

Winner: MATT JURI

Closest to the Pin (Hole # 12)

Winner: DEAN FUNADA, DDS

Putting Contest

Winner: WAYNE SEGERS,
Burkhart Dental Supply

1st Place Foursome

Each winner received a \$125 gift certificate to Empire Ranch Golf Club

Winners: DON LIBERTY, DDS
PHIL CHIAPPE
RAMON GARLEJO
CESAR PEMENTIL



2nd Place Foursome

Each winner received a \$50 gift certificate to Empire Ranch Golf Club

Winners: JIM HILLIER
HEATHER FOWLER
JEFF FOWLER
JONATHAN SHEPARD

Voted Most Creative Hole Sponsor

Winner: RELY AID



Sponsors

Carestream Dental
Drs. Cas, Jonathan & Damon Szymanowski
Mann, Urrutia, Nelson, CPAs
Wells Construction, Inc.
Drs. Greg Heise & Craig Alpha
Blue Northern Builders, Inc.
Patterson Dental Supply
LIBERTY Dental Plan
Drs. Kent Daft & Charles Stamos
InfoStar Productions
American River Bank
North Valley Bank
Prosthodontic Dental Group
Drs. Jeffrey Nordlander, Brock Hinton, Herlin Dyal, Eric Tso & Philip Vassilopoulos
Patterson Dental Supply
Consolidated Communications
(formerly Surewest)
Supply Doc, Inc.
Olson Construction, Inc.
BracesbyHolt.com
(Mark H. Holt, DDS, MS)
Burkhart Dental Supply
Laguna Dental Arts
Michael J. Welch Financial Advisor -
Northwestern Mutual
California Statewide CDC
RelyAid
Mercedes of Sacramento
Dentsply Caulk
Bank of the West
Levering Company
Commercial Real Estate

Donations

Awards by Kay
Bank of the West
Blue Northern Builders, Inc.
Nayer Lashgari, DDS
Premier Dental Products Co.
Procter & Gamble
Sultan Healthcare
Zocalo Mexican Restaurants

2014 Golf Tournament Committee

Dr. Damon Szymanowski, Chair

Dr. Todd Andrews	Anthony Luong
Dr. Daisuke Bannai	Dr. Dennis Peterson
Dr. Matthew Comfort	Dr. I. Ray Ramsey
Debra Griffin	Dr. Charles T. Stamos
Phil Kong	

Event Highlights

Dental Day at Raley Field (RiverCats vs. Storm Chasers) | JUNE 12, 2014



Over **500**
attended!



You provide the vision. We provide financial solutions.

Our bankers are here to help you grow your business by applying a personalized, hands-on approach to understanding your business needs. For 150 years, Union Bank® has been a presence in the West, financing growth and working with companies to make the right financial decisions.

For more information, contact:

Business Banking Group — 700 L Street, Suite 300, Sacramento, CA 95814
Melonie Smith, VP & Business Client Advisor, 916-449-1346

Sacramento Downtown Branch — 700 L Street, Sacramento, CA 95814
Lydia Ramirez, VP & Branch Manager, 916-321-3145



©2014 Union Bank, N.A. All rights reserved. Visit us at unionbank.com



Construction, Inc.

*Specializing in Complete Dental Offices
and Tenant Improvements*



Dr. John Oshetski
Elk Grove, CA



Olson Construction, Inc. is a design/build construction firm who can take your office from design to finish. They have proven themselves to be the go-to company when you want your dental office done on time and within budget.

David Olson, General Contractor

License #822960

(209) 366-2486

www.olsonconstructioninc.com





YOU

THE DENTIST, THE EMPLOYER

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

MEMBER BENEFIT!

New Labor Law Changes effective July 1, 2014

By The California Employers Association (CEA)

SDDS HR Hotline
FREE TO SDDS MEMBERS!

1.800.399.5331

HR Webinars



Presented by
California
Employers
Association

Noon–1:00pm • 1 CEU, 20%

Wage & Hour: Alternate Workweek
SEPTEMBER 3, 2014

Documentation, Remediation & Termination
OCTOBER 29, 2014

Managing Stress & Burn Out in the Workplace
NOVEMBER 4, 2014

2015 Labor Laws / Update Your Handbook
JANUARY 28 OR FEBRUARY 4, 2015 (TBA)

Delivering Effective Performance Reviews
MARCH 17, 2015

Hiring the Right People
APRIL 21, 2015

\$35 EACH ∴ **\$160 FOR ALL 6**

Sign up at www.sdds.org/HRaudio.htm
or see insert

How to prepare for the July 1 posting requirements:

- 1. Minimum Wage:** First and foremost, post the 2014 employment notices poster with the \$9-per-hour California minimum wage by July 1! You may purchase a poster from SDDS. (See insert for wage notice.)
- 2. Workers' Compensation:** Employers are required to provide new Workers' Compensation pre-designation forms to all new hires. Once available, you can download this at: www.dir.ca.gov/dwc/DWCPropRegs/predesignation_Regulations/Predesignation_regulations.htm
- 3. Family Leave:** Paid family leave to care for a seriously ill "family member" now includes a grandparent, grandchild, sibling or parent-in-law. Employers are required to provide this pamphlet to new hires and when employees take a leave of absence for a covered reason. Once available, you can download the Family Leave Pamphlet at: www.edd.ca.gov/Disability/PFL_Forms_and_Publications.htm

Back in time...

Can you identify
this SDDS Member?

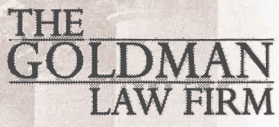


The first SDDS member to call the SDDS office (916.446.1227) with the correct answer wins \$10 OFF their next General Meeting registration.
Only the winner will be notified. Member cannot identify himself.

WATCH FOR THE ANSWER IN THE AUG/SEPT 2014 NUGGET!

The answer from the May 2014 issue:
Dr. Earl Hummell





RONALD P. GOLDMAN
ATTORNEY AT LAW

MERCHANT BANK BUILDING
55 MAIN STREET
TIBURON, CA 94920
T: 415.435.5500
F: 415.435.5156

snakebit@goldmanlawfirm.net
goldmanlawfirm.net

NOTICE OF FOUNDATION ANNUAL MEETING & ELECTIONS

Elections to be held at General Meeting
September 9, 2014

Board of Directors

Kevin Keating, DDS, MS (2015–2016: 3rd term)
Nancy Archibald, DDS (2015)
Robert Daby, DDS (2015)
Gary Ackerman, DDS (2015-2016)
Steven Cavagnolo, DDS (2015–2016: 2nd term)
Adrian Carrington, DDS (2015–2016: 3rd term)
Kathi Webb, *Associate Member* (2015)

SAMPLE BALLOT

NOTICE OF SDDS ANNUAL MEETING & ELECTIONS

Elections to be held at General Meeting
September 9, 2014

SDDS Executive Committee

President: Viren Patel, DDS
President Elect / Treasurer: Wallace Bellamy, DMD
Secretary: Nancy Archibald, DDS
Immediate Past President: Kelly Giannetti, DMD, MS

Board of Directors

Dean Ahmad, DDS (2015–2016: 2nd term)
Margaret Delmore, MD, DDS (2015–2016: 2nd term)
Volki Felahy, DDS (2015–2016: 1st term)
Lisa Nielsen Laptalo, DMD (2015–2016: 1st term)
Peter Worth, DDS (2015–2016: 2nd term)

Existing Board Members continuing term:

Bryan Judd, DDS • Bev Kodama, DDS

Trustees

Robert Gillis, DMD, MSD (2015-17: 3rd term)

Existing Trustee continuing term:

Terrence Jones, DDS (2014-16)

Delegates

.....to CDA House of Delegates (2 year term, 2014–15):

Nancy Archibald, DDS
Guy Acheson, DDS
Steve Leighty, DDS
Kim Wallace, DDS
Peter Worth, DDS

Existing Delegates continuing term:

Gary Ackerman, DDS
Wallace Bellamy, DMD
Kelly Giannetti, DMD, MS
Carl Hillendahl, DDS
Bev Kodama, DDS
Viren Patel, DDS
Jonathan Szymanowski, DMD, MMSc

SAMPLE BALLOT

The Buy

Understanding the Business of Dentistry

The Sell

Locating Qualified Dentists that Meet Your Philosophy

The Practice Transition

Orchestrating Your Practice Transition
from Start to Close with No Surprises

Tom Wagner, D.D.S.

Practice Transition Consultant

916.812.3255

DrThomas.Wagner@henryschein.com

Practice Sales, Practice Listings, Acquisitions, Mergers,
Partnerships, Appraisals, Patient Record Sales, and
Transition Consultation.



Dr. Tom Wagner

Western Regional Office
5839 Stoddard Road, Suite 808
Modesto, CA 95356

Dr. Dennis Hoover
Western Regional Manager &
Corporate Broker
800.519.3458

HENRY SCHEIN®
PROFESSIONAL PRACTICE TRANSITIONS

A division of Henry Schein Financial Services

Board Report



Respectfully Submitted by **Wallace Bellamy, DMD**
Secretary

May 6, 2014

Highlights of the Board Meeting

Call to Order

President Dr. Kelly Giannetti called the meeting to order promptly at 6:00 p.m. She introduced CDA President-Elect Dr. Walter Weber to the Board, who gave a short presentation.

President's Report

Dr. Giannetti reported on the following:

- The SDDS Foundation raised over \$9,000 on the Big Day of Giving on May 6!
- Swing for Smiles, the annual golf tournament on May 2 was a success with 100 golfers and several vendors. She thanked golf tournament chair Dr. Damon Szymanowski on a job well done.

Secretary's Report

Dr. Wallace Bellamy reported on the following:

- The final drop list will come soon and we anticipate losing about 60 members for nonpayment of dues. Our market share will drop below 80 percent, but we'll strive to get back to that.

Treasurer's Report

Dr. Viren Patel reported on the following:

- 2013 year-end final report
- The Finance Committee's recommendation for investment of surplus funds
- An investment policy for the surplus funds was presented and approved.
- We had a great year with surplus funds and the lease of the new office, which reduced meeting expenses by utilizing our additional space.

Old Business

- **Final report of the CE Focus Group and Task Force:** Dr. Carl Hillendahl reported that the Focus Group has been a success in planning the upcoming year and an entire outline for the coming year was presented to and approved by the Board.

Trustee Report

Dr. Terrence Jones gave an update on the First 5 Clinic in Galt.

Executive Director's Report

Cathy Levering reported on the following:

- **Website redesign:** An action plan and proposal for the redesign of the SDDS website, which was approved by the Board.
- **Foundation Gala is on October 18!**
- **Dental Day at Raley Field:** We sold nearly 500 tickets to the River Cats game on June 12!

Adjournment

The meeting was adjourned at 8:22 p.m.

Did you know?

Board Reports are available online!
www.sdds.org/BoardReports.htm

Next Board Meeting:

September 2, 2014 at 6:00pm

OUR MISSION

It is the mission of the Sacramento District Dental Society to be the recognized source for serving its members and for enhancing the oral health of the community.

General Meeting

May 13, 2014 | FOUNDATION NIGHT



- 1 Special guest Elk Grove Vice Mayor Jim Cooper (running for State Assembly).
- 2 UOP dental students and CSUS Pre-Dental Club members
- 3 Dr. Herbert Yee receives a hug from Dr. Beverly Kodama.
- 4 Dr. Vic Hawkin's staff and associate partner Dr. Elizabeth Huynh (right)
- 5 Svetlana Guevara receives the Dr. Herbert and Inez Yee Family Scholarship Award, presented by Dr. Herbert Yee (left) and son Dr. Wesley Yee (right).
- 6 Dr. Wallace Bellamy (left) and new SDDS member Dr. Reza Saeidi
- 7 Irina Borsuk receives the Carrington College Hygiene Award, which was presented to her by Dr. Bevan Richardson.
- 8 Smiles for Kids Day hosts receive a big thank you from SDDS (and cookies!)
- 9 Dr. John Featherstone, Dean of the School of Dentistry at UCSF, presents "Caries Management by Risk Assessment: The Caries Balance."

Next General Membership Meeting: **SEPTEMBER 9, 2014**
www.sdds.org/genmeetingCE.htm



By **Guy Acheson, DDS**
Chair, 1T1B Committee

Kaiser Permanente Sacramento to begin fluoride varnish for all well baby visits

This year I have presented on the First Tooth Or First Birthday (1T1B) campaign to pediatricians at regional hospitals and clinics. During one of my visits, I confirmed that greater Sacramento Kaiser Permanente pediatricians will offer fluoride varnish at all well baby visits from ages 9 months to 24 months beginning later this year.

The parents will be asked if the child had received fluoride varnish in the previous 6 months in which case the varnish will not be applied. This is all driven by new federal requirements to offer fluoride varnish to Medi-Cal children.

Kaiser Permanente's pediatricians have recognized the problem of caries in their patients and many new doctors have already been trained in the application of fluoride varnish. No dentists were involved in developing this fluoride varnish policy because there are no Kaiser Permanente dentists in the Sacramento system. Those of us who provide care in the Kaiser Permanente hospitals are guests.

Sources at Kaiser said that they are not currently doing any formal caries risk assessments. The providers do not see whether the patients are private pay, Medi-Cal, or commercial insurance and they do not ask about socioeconomic status. Therefore, they have decided to offer fluoride varnish to every child they encounter. I sent copies of the AAPD fluoride guidelines and the ADA caries risk

assessment charts to the head of pediatrics and she was very grateful to receive that information.

The prescribing of supplemental systemic fluoride is still very active in Kaiser Permanente because of the large number of patients who live in rural areas that do not have fluoridated water systems.

The 1T1B presentations have been very well received and have stimulated many questions. The senior pediatricians received very good feedback on the material from their practitioners. First Tooth or First Birthday suggests calling the SDDS public telephone line to help find dentists to see young children. The pediatric clinics say the SDDS office has been helpful but there is great difficulty finding dentists who will see Medi-Cal patients outside the Sacramento metropolitan area. This is a long standing and frustrating problem for the Kaiser Permanente pediatricians. Their well baby visit protocols currently stimulate the parents to establish a dental home for their children by age 3. ■



1T1B RADIO CAMPAIGN ANNOUNCEMENT BEGINS AUGUST 1! Be a part of it! (See Insert)

SDDS Committee Meetings

Standing Committees

CPR: Aug 2 • Nov 2

Ethics: Sept 29 • Nov 19

Membership: Sept 29 • Nov 19

Leadership Development:
Work completed

Peer Review:
July 17 • Aug 20 • Sept 18
Oct 16 • Nov 20

Other

Sac Pac: *Schedule as needed*

Leadership

Board of Directors:
Sept 2 • Nov 4

Executive Committee:
Aug 22 • Oct 17 • Dec 12

Foundation

Foundation Board:
Sept 8 • Dec 3

Foundation Gala: Oct 18 (Gala)

Golf Tournament:
Work completed

Task Forces

Continuing Education
Work completed

Schedule as needed:

**1st Tooth 1st Birthday
Amalgam Advisory
GMC Denti-Cal**

**Workgroups /
Speakers Bureau**

Schedule as needed:

**Dental Careers
Geriatric Outreach**

Advisory Committees

Mass Disaster / Forensics: Sept 29

Nugget Editorial: Sept 22

Legislative GRASSROOTS
Meeting Dates and Times TBA

Schedule as needed:

**Fluoridation
Strategic Planning
Budget and Finance
Bylaws**

We're Blowing Your Horn!



Congratulations to...

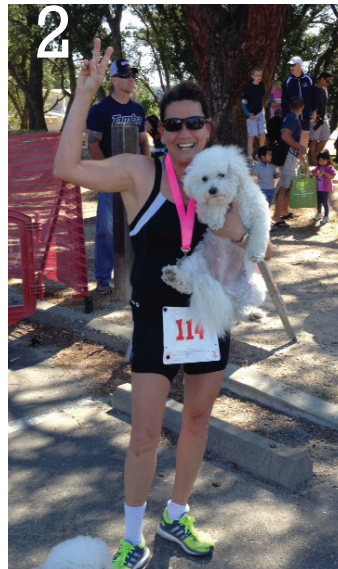
Dr. Dean Ahmad and his wife on the birth of their son Zayd Nadeem Ahmad on April 8, 2014 (1)

Dr. Andrea Azevedo, Jennifer Detweiler and Nicky Hakimi, on completing a Triathlon at Granite Beach on Mother's Day. Dr. Detweiler came in second in her age group, and Dr. Gabi Rasi attended and cheered them on. It was Dr. Hakimi's first Triathlon! (2)

Dr. Arthur Burbridge on the 25th anniversary of opening his practice, as well as his 60th birthday! (3)

Dr. Timothy Durkin who was recently commissioned Lieutenant in the U.S. Navy Reserves. He completed Direct Commission Officer Indoctrination School (Boot Camp) in Rhode Island and is currently drilling at NOSC Reno with OHSU CP Det C. (4)

Dr. Kenneth Moore on becoming designated as the assistant director for the UCLA Orofacial Pain and Dental Sleep Medicine post graduate program. He continues as co-director for the UCLA TMD mini-residency program and has recently attained "fellow" status with the American Academy of Orofacial Pain. ■



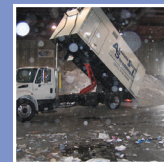
**Absolute Secured
Shredding Inc.**

Mobile Destruction of All Confidential Material

Destroy all records to meet HIPAA requirements!

We deliver the most secure mobile confidential document destruction service, at affordable prices.

Please call: 916.631.0800 or 916.722.2737



WELCOME
to SDDS's
new members,
transfers and
applicants.

JUNE/JULY
2014

New Members

JACOB HASHAGEN, DDS

Endodontist
1240 High Street, Suite 205
Auburn, CA 95603
530.848.0380

Dr. Jacob Hashagen graduated from UOP Arthur A. Dugoni School of Dentistry in 2008 and completed his specialty in endodontics at SUNY Stony Brook University in 2013. He currently practices and resides in Auburn.

KIMBERLY LOUIE, DDS

General Practitioner
7916 Pebble Beach Drive
Citrus Heights, CA 95610
916.962.0577

Dr. Kimberly Louie graduated from UOP Arthur A. Dugoni School of Dentistry in 2011. She practices at Weideman Pediatric Dentistry in Citrus Heights and resides in Sacramento.

PAUL JO, DDS, JD

General Practitioner
Currently not practicing

Welcome Back!

Dr. Paul Jo graduated from UOP Arthur A. Dugoni School of Dentistry in 2001. He currently resides in El Dorado Hills and is practicing law.

JOANNE NGO, DDS

General Practitioner
2020 J Street
Sacramento, CA 95811
916.341.0575

Dr. Joanne Ngo transferred to SDDS from Tulare-Kings Dental Society. She graduated from UOP Arthur A. Dugoni School of Dentistry in 2013 and currently works for the Sacramento Native American Health Center. She resides in Fairfield. *Fun fact:* Dr. Ngo enjoys baking, running and spending time with her four brothers and sisters.

SUMEET KAUR, DDS

General Practitioner
4230 Rocklin Road, Suite E2
Rocklin, CA 95677
916.624.0676

Dr. Sumeet Kaur graduated from University of Illinois at Chicago in 2011. She transferred to SDDS from the Santa Clara Dental Society and purchased a practice in Rocklin. *Fun fact:* Dr. Kaur's office staff shared with us that Dr. Kaur has the cutest little giggle, and that she enjoys spending time with her 2-year-old son.

PHILIP VASSILOPOULOS, DMD

Periodontist
5252 Sunrise Blvd., Suite 2
Fair Oaks, CA 95628
916.454.0860

Dr. Philip Vassilopoulos graduated from the University of Athens in 1994 with his DDS and graduated from the University of Alabama in 2011 with his DMD. In 2003, he graduated from the University of Alabama with his specialty in Periodontics, and currently practices in Sacramento and Fair Oaks. *Fun fact:* Dr. Vassilopoulos is originally from Greece and has always wanted to live in California. He enjoys watching and playing soccer, spending time with his wife and daughter, traveling, exercising and listening to music.

DIVIYA KHIRIA, DDS

General Practitioner
5200 Stockton Blvd., Suite 110
Sacramento, CA 95820
707.584.1000

Dr. Diviya Khiria graduated from UOP Arthur A. Dugoni School of Dentistry in 2012. She currently practices in Sacramento and resides in Folsom.

DAESOO KIM, DDS

Prosthodontist
1724 Professional Drive
Sacramento, CA 95825
916.482.4000

Dr. Daesoon Kim graduated from the University of Illinois at Chicago in 2001 with his DDS. He currently practices in Sacramento and lives in El Dorado Hills. *Fun fact:* In his free time he likes to golf and travel.

Recently Retired

REZA ABBAZEDAH, DDS
PAUL JOHNSON, DMD, PHD

MARKET SHARE:
77.8%

IMPORTANT NUMBERS:

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

TOTAL MEMBERSHIP

(AS OF 6/16/14): 1,570

NEW MEMBERS FOR 2014: 31

TOTAL ACTIVE MEMBERS: 1,262
TOTAL RETIRED: 223
TOTAL DUAL MEMBERS: 3
TOTAL AFFILIATE MEMBERS: 8
TOTAL STUDENT/PROVISIONAL
MEMBERS: 8
TOTAL APPLICANTS: 2
TOTAL DHP MEMBERS: 57
DROPPED FOR NON-PAYMENT
OF DUES: 57

In Memoriam

DR. JOHN HAW

Dr. John Haw, 80, passed away on May 6, 2014. A member of SDDS since 1962, he became a Life Member of SDDS in 2003. He had a long accomplishing career as an orthodontist and was an active volunteer for several organizations throughout Sacramento County and Sea Ranch. He was also known for being a founding member for the Cleft Palate Boards for UC Davis and Sutter hospitals in Sacramento County.

Advertiser INDEX

Dental Laboratories

Vendor Member Infusion Dental Arts 36

Dental Supplies, Equipment, Repair

Vendor Member Benco Dental 36
 Vendor Member Burkhart Dental Supply 36
 Vendor Member DESCO 36
 Vendor Member Henry Schein 36
 Vendor Member Patterson Dental 36
 Vendor Member Procter & Gamble Distributing Co (Crest / Oral B) 36
 Vendor Member RelyAid 36

Dental Services

Vendor Member Pacific Dental Services 15, 39

Education

San Joaquin Valley College (SJVC) 34

Financial & Insurance Services

Vendor Member Anders Accounting Inc. 37
 Vendor Member Bank of Sacramento 36, 38
 Vendor Member Bank of the West 36
 Vendor Member California Dentists' Guild 36
 Vendor Member Dennis Nelson, CPA 36
 Vendor Member Fechter & Company, CPAs 36
 Vendor Member Financial Management Associates, LLC 36
 Vendor Member First U.S. Community Credit Union 13, 36
 Vendor Member Mann, Urrutia & Nelson, CPAs 36
 Vendor Member TDIC & TDIC Insurance Services 8, 39
 Vendor Member Union Bank 26, 36
 Vendor Member Wells Fargo Bank 37

Financial & Investment Services

Vendor Member Consolidated Pension Consultants, Inc. 35

Building Sales / For Lease

Cornish & Carey Commercial 6
 TRI Commercial 34

Human Resources

Vendor Member California Employers Association (CEA) 37

Legal Services

Vendor Member Wood & Delgado 37
 The Goldman Law Firm 27

Medical Gas Services

Vendor Member Analgesic Services, Inc. 36

Office Design & Construction

Vendor Member Andrews Construction 37
 Vendor Member Blue Northern Builders, Inc. 17, 37
 Vendor Member Healthcare Cabinet Co. 37
 Vendor Member Henry Schein 37
 Vendor Member Olson Construction, Inc. 26, 37
 Vendor Member Wells Construction 9, 34, 37

Practice Sales, Lease, Management &/or Consulting

Vendor Member Henry Schein Wagner 28
 Vendor Member Western Practice Sales 37

Practice Support

Vendor Member SD Reliance 35, 37

Publications & Media

Vendor Member Sacramento Magazine 6, 37

Staffing Services

Vendor Member Resource Staffing Group 37

Technology / HIPAA Compliance

Vendor Member Pact-One 37
 Vendor Member xTerraLink, Inc 35

Waste Management Services

Absolute Shredding 34
 Vendor Member Converge Medical Solutions, LLC 37
 Vendor Member Star Group Dental Refining 37



Gordon Stevenson, Senior VP
 Real Estate Healthcare Specialist
 Dental/Medical Office Building Sales/Leasing

"The Gordon Group"
Helping Those Who Help Others

◆ 50 Years Combined Real Estate Experience ◆
 (UNITED STATES DISABLED VETERAN OWNED BUSINESS)

Dental/Medical Office Buildings Available



2233 Park Towne Circle, Sacramento – For Lease

- ±2,250 SF
- Covered Parking
- Beautiful New High-End Construction



911 Reserve Dr., Roseville – For Lease/Possible Opportunity To Purchase

- ±3,000 - ±4,00 SF
- Negotiable Tenant Improvement Allowance
- Located In Upscale Business Park Behind Roseville's "The Fountains"



5400 Park Dr., Rocklin – For Sale Free Standing Bldg.

- Purchase Before Rates & Prices Go Up
- ±4,592 SF
- Walking Distance To Rocklin High School & Casa De Santa Fe Senior Residence & Care Facility
- Building Signage



TRI Commercial
 2250 Douglas Blvd., Suite 200, Roseville, CA 95661
 916•677•8150
www.gordongrouphcp.com
 gstevenson@tricommercial.com
 BRE Lic. #: 01092461

SAN JOAQUIN VALLEY COLLEGE

dh.sjvc.edu

Dental Hygiene

Career focused education

- On-site clinic
- Greater than 97% State Pass Rate*

	Start Date	Application Deadline
Rancho Cucamonga	September 30, 2013	July 15, 2013
San Diego	April 8, 2013	February 8, 2013
Visalia	June 3, 2013	March 15, 2013

*Graduate % based on 2012 cohort



Call for more information
866.544.5017

RANCHO CUCAMONGA 10641 Church Street
SAN DIEGO 333 H Street, Chula Vista, CA
VISALIA 8400 W. Mineral King

Visit consumerinfo.sjvc.edu for important information on program outcomes.

VENDOR MEMBER SPOTLIGHTS:



**WELLS CONSTRUCTION
INCORPORATED**

Wells Construction, Inc. is a full-service general contractor that has been helping build our community since 1989. It is our commitment to provide our clients with unrivaled support throughout all phases of the design and construction process. Our priority is to make sure this is an enjoyable experience for our clients; that is why 85 percent of our work is from referral/repeated business.

Products and Services

- Architect/Interior Design Coordination
- Site Selection/Space Planning
- Permit Procurement
- Cost Analysis
- Phasing/Scheduling
- Broker Referral
- Value Engineering
- LEED Certified
- Complete Design/Build Construction
- Custom Cabinetry/Millwork
- Finish Carpentry
- Ground Up Construction/Tenant Improvement
- Continued Client Services Upon Completion

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members

Complimentary budgets and space planning for commercial construction remodels or expansions.

Nicole Wells
p (916) 788-4480 • f (916) 788-4481
nwells@wellsconstruction.com

www.wellsconstruction.com



SD Reliance Management is your Sacramento-based resource for professional, reliable practice management. With a dynamic, effective collections process, expert insurance billing and aging account maintenance, and secure, proactive tech support services, we make sure that your practice (and cash flow!) run smoothly and steadily. We provide thorough, full-service, regular monitoring of all patient accounts. Missed payments, aging balances – let us take care of those. And, with 15+ year's dental-specific IT experience, you can be confident that your practice is monitored and protected from an IT catastrophe. You provide excellent dental care, why shouldn't you also have superior billing and IT support?

Products and Services

SD Reliance Management (SDRM) is your full-service, off-site billing department. We handle all billing issues: insurance submission and follow up, posting payments, balancing deposits, sending statements, maintaining your aging accounts, and so much more. Our goal is to allow your staff to stop spending time investigating old balances and answering billing questions, and instead focus on keeping your schedule full and your patients happy. SDRM also offers reliable IT support, including proactive network security monitoring, cloud managed email protection, flat-rate IT services, HIPAA compliancy, virtualization, unlimited help desk support and remote/on-site services. But enough about us – what can we do for you?

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members

We are excited and honored to be a part of the SDDS! We would love to hear from our fellow members. Please call us today for a free practice evaluation and discover what SDRM can do for you.

Dennis Krohn Jr.
Partner / IT
dennis@sdreliance.com

Sara Baker
Partner / Billing
sara@sdreliance.com

www.sdreliance.com
(916) 367-4252

Investment Services

Consolidated Pension Consultants, Inc.

Dennis Gacutan, President
916.646.4900
cpc@cpctpa.com



VENDOR A / SINCE 2014

**THIS
COULD
BE YOU!**

IT & HIPAA Compliance

xTerraLink, Inc.

Rami J. Zreikat / Alnore Deen
916.608.9902 • 916.206.1858
www.xterralink.com



VENDOR A / SINCE 2014

Analgesic Services, Inc.

Geary Guy, VP / Steve Shupe, VP
888.928.1068
www.asimedical.com



VENDOR B / SINCE 2004

Benco Dental

Robert Kiddoo — Regional Manager
800.462.3626
www.benco.com



VENDOR B / SINCE 2013

Burkhart Dental Supply

Kyra Gauldin, Operations
916.784.8200
www.burkhartdental.com



VENDOR A / SINCE 2011

Crest / Oral B

Lauren Herman • 209.969.6468
Kevin McKittrick • 916.765.9101
www.dentalcare.com



VENDOR B / SINCE 2002

DESCO Dental Equipment

Tony Vigil, President
916.259.2838
www.descodentalequipment.com



VENDOR A / SINCE 2012

Henry Schein Dental

Mark Lowery, Regional Sales Manager
916.626.3002
www.henryschein.com



VENDOR B / SINCE 2005

Patterson Dental

James Ryan
800.736.4688
www.pattersondental.com



VENDOR A / SINCE 2003

RelyAid

Ursula Klein, COO, CFO
916.616.6845 • 800.775.6412
www.relyaid.com



VENDOR A / SINCE 2009

Infusion Dental Arts

Dennis Amatulli, Owner
916.724.9096
www.infusiondental.com



VENDOR B / SINCE 2014

Anders Accounting Inc

Ben Anders, CPA
916.346.4005
admin@andersaccounting.com
www.andersaccounting.com



VENDOR B / SINCE 2013

Bank of Sacramento

Shelley Laurel, SVP
916.648.2100
www.bankofsacramento.com



VENDOR A / SINCE 2011

Bank of the West

Mary Alajou, VP
Sacramento / Butte Area Manager
916.949.2687
www.bankofthewest.com



VENDOR A / SINCE 2014

California Dentists' Guild

Layla Shirazi
510.465.9021
www.cadentistsguild.org



VENDOR B / SINCE 2014

Dennis Nelson, CPA, APC

Dennis Nelson, CPA
916.988.8583
www.cpa4dentists.net



VENDOR A / SINCE 2011

Fechter & Company

Craig Fechter, CPA
916.333.5360
www.fechtercpa.com



VENDOR A / SINCE 2009

Financial Management Associates, LLC

Ted Darrow, Client Relations/Marketing
916.985.9559
www.fmcentral.com



VENDOR B / SINCE 2011

First US Community Credit Union

Gordon Gerwig, Business Services Mgr
916.576.5650
www.firstus.org



VENDOR A / SINCE 2005

Mann, Urrutia, Nelson, CPAs

John Urrutia, CPA, Partner
Chris Mann, CPA, CFP, Partner
916.774.4208
www.muncpas.com



VENDOR A / SINCE 2010

Financial, Cont'd

The Dentists Insurance Company

Chris Stafford
800.733.0633
www.tdicsolutions.com



VENDOR A / SINCE 2011

Union Bank

Lydia Ramirez, Vice President
916.321.3145
www.unionbank.com



VENDOR A / SINCE 2010

Wells Fargo Bank

Philip Kong
916.533.6882 - cell
philip.kong@wellsfargo.com
www.wellsfargo.com



VENDOR A / SINCE 2013

HR & Legal

CA Employers Association

Kim Parker, Executive VP
Mari Bradford, HR Hotline Manager
800.399.5331
www.employers.org



VENDOR B / SINCE 2004

Wood & Delgado

Patrick J. Wood, Esq.
Jason Wood, Esq.
800.499.1474
www.dentalattorneys.com



VENDOR A / SINCE 2010

Media & Marketing

Sacramento Magazine

Becki Bell, Marketing Director
916.452.6200
www.sacmag.com



VENDOR B / SINCE 2002

Office Construction

Andrews Construction, Inc.

Todd Andrews
916.743.5151
www.andrewsconstructioninc.com



VENDOR A / SINCE 2002

Blue Northern Builders, Inc.

Marc Davis / Morgan Davis /
Lynda Doyle
916.772.4192
www.bluenorthernbuilders.com
Blue Northern
Builders, Inc.
LIC# 820947

VENDOR A / SINCE 2007

Wells Construction, Inc.

Nicole Wells
916.788.4480
www.wellsconstruction.com



VENDOR B / SINCE 2014

Healthcare Cabinet Co.

Gordon St. Cyr and Gary St. Cyr
916.853.9556
www.dentalcabinets.biz



VENDOR B / SINCE 2013

Olson Construction, Inc.

David Olson
209.366.2486
www.olsonconstructioninc.com



VENDOR A / SINCE 2004

Practice Sales

Western Practice Sales

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



VENDOR A / SINCE 2007

Practice Management

Pacific Dental Services

Koert Takkunen / Melanie Duval
916.203.4246
www.PacificDentalServices.com



VENDOR A / SINCE 2012

Resource Staffing Group

Debbie Kemper
916.993.4182
www.resourcestaff.com



VENDOR B / SINCE 2003

SD Reliance Management

Dennis Krohn Jr., President
916.367.4244
www.sdreliance.com



VENDOR A / SINCE 2014

Technology

PACT-ONE Solutions

Dan Edwards, President
866.722.8663
www.pact-one.com



VENDOR B / SINCE 2011

Waste Management

Converge Medical Solutions, LLC

Mark Movassate
408.436.2000
www.convergemedical.com



VENDOR A / SINCE 2014

Star Group Global Refining

Jim Ryan, Sales Consultant
800.333.9990
www.stargrouprefining.com



VENDOR A / SINCE 2009

Job Bank

The SDDS Job Bank is a service offered only to SDDS Members. It is published on the SDDS website (www.sdds.org) and provides a forum for job-seekers to reach other Society members who may be looking for dentists to round out their practice, and vice versa. If you are a job seeker, associate seeker, selling or buying a practice, contact SDDS at (916) 446-1227 or complete the SDDS Job Bank form insert in this issue of *The Nugget* and cash in to the SDDS Job Bank!

ASSOCIATE POSITIONS AVAILABLE

Access Dental • Various • full • GP
Rina Ambaram, DDS • Sacramento • part/Wed • GP
Blue Oak Dental Group • Mark Arena, DDS • Rocklin • full (4 days) • GP
Forrest Boozer, DDS • Cameron Park • part • GP
Kids Care Dental • Sacramento • part • Pedo
Gary Clusserath, DMD • Citrus Heights • part • GP
Barry Dugger, DDS, MPA • Sacramento • part/full • GP • nonclinical
Katie DeMeyer, DDS • Folsom • part • GP
Monika Gugale, DDS • Woodland • part/full • GP/Perio
Tim Herman, DDS • Roseville • full • GP
Yan Kalika, DMD, MS • Natomas, Arden, Roseville • part/full • Ortho
Douglas Lott, DDS • Sacramento • part • GP
Blair Moser, DDS • Fair Oaks • part/full • GP
Bryan Randolph, DDS • Natomas • 1 day/wk • Ortho
Make A Smile - part/full • Pedo/Endo /Ortho
David Roholt, DDS • Auburn • full • GP
Cherag Sarkari, DDS • Sacramento • full (and locum tenens) • GP
Hoang Truong, DDS • Sacramento • part • GP
Steven Tsuchida, DDS • Elk Grove • part • GP
Dennis Wong, DDS • Sacramento • part • GP

DOCS SEEKING EMPLOYMENT

Nima Aflatooni, DDS • part / full • GP
Russell Anders, DDS • temp/ fill-in work; M-F • GP
Andrea Azevedo, DDS, MPH • part; 1-2days/wk. • GP & Pedo
Louis Cuccia, DMD • traveling periodontist
Gene Gowdey, DDS, MA • temp/fill-in work (32 yrs exp.) • GP
Gagandeep Kandola, DMD • part/full • GP
Rupinderjit Kaur, DDS • part/full • GP
Aouse Khalil, DDS • part/full • GP
Shahryar Khodai, DDS • part/full (Mondays and Thursdays) • GP
Steve Murphy, DMD • part/full • Endodontics
James Mucci, DDS • part • GP
Richard Nichols, DDS • part/full/fill-in work • GP
Abhishek Raythatha, DDS • full (available September) • GP
Bradley Thompson, DDS • part (Fri. and/or Sat.) • GP

DOCS LOOKING TO BUY A PRACTICE

Shahryar Khodai, DDS • Sacramento • GP
Richard Nichols, DDS • David, Woodland, Winters • GP
Naveen Samuel, DDS • part (Mon-Fri) • GP

For contact information of any of the job bankers listed below please check our website at www.sdds.org and click on "Job Opportunities"

Extraordinary businesses
require an *extraordinary*
Business Bank.

BANK OF SACRAMENTO

Member FDIC



We know the dental industry and offer services that will make your office manager smile.

We don't apply a generic plan as a solution. Instead, we assign someone from our specialized staff **to create a unique business services program for you.** No matter the size of your office, Bank of Sacramento offers **the right business solutions** including:

- Merchant Services
- Remote Deposit
- Commercial Real Estate Loans
- Lines of Credit
- Easy to use Online Banking

*Call today for more information
about our specialized services
for the dental industry.*

916.648.2100

www.bankofsacramento.com

Classified Ads

EMPLOYMENT OPPORTUNITIES



SACRAMENTO DENTAL OFFICE is seeking a part-time RDA. We are a general office that handles all procedures. The position requires a current license and a minimum 2 years experience chairside. Must have exceptional communication skills. Email resume to Greenhaventental@yahoo.com 11-13

PEDIATRIC — Kids Care Dental seeks another Super Star DDS to join our amazing team. Non-traumatic philosophy focuses on superior customer service and exceptional patient care. Not only do patients refer, doctors refer (70 percent of our new doctors are referred by friends). Beautiful high-end private offices with amazing teams and a culture that can't be beat! Patients love us. Come find out why! Email dboyes@kidscaresdentalgroup.com. 04-14

LOOKING FOR PERIODONTIST for a couple of days a month in a Folsom area general practice. Must have completed a residency in Perio and have a California License to apply. Please email info@smiletimedental.com. No phone calls please. 04-14

EXCELLENT OPPORTUNITY for endodontist to join successful multi-specialty practice in greater Sacramento. Cutting-edge technology, great staff and excellent earning opportunity. Must have completed residency and be licensed in CA. Please email info@makeasmile.com. No phone calls please. 04-14

ASSOCIATE OPPORTUNITY! — Seeking a highly motivated and outstanding clinician to join our rapidly growing private practice. If you are a General Practitioner who wants to maximize your growth and potential, then look no further. Please email your cover letter and resume to greatopportunitydental@gmail.com 06-07/14

PART-TIME DENTIST NEEDED to work Mon/Tue/Fri in Grass Valley, CA. For a non-profit community health clinic providing care to Native Americans and the economically disadvantaged. Visit www.Chapa-de.org or Email resume to HR@chapa-de.org 06-07/14

EQUIPMENT NEEDED



WANTED — Kodak (Carestream) RCG 6100 X-ray sensor size 1 or 2 for humanitarian dental work in Guatemala. We currently have the software license. Please call (916) 391-9200. 06-07/14

PROFESSIONAL SERVICES



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

PRACTICES FOR SALE



DENTISTS SERVING DENTISTS — Western Practice Sales invites you to visit westernpracticesales.com to view our practices for sale and see why we are the broker of choice in Northern California. Please call (800) 641-4179. 03-09

ROSEVILLE GENERAL PRACTICE FOR SALE — Great opportunity to own your own practice or combine practices! Averaging \$230K collections last 3 years on 2 day a week schedule. Great location and attractive lease terms a plus! Owner relocating out of area. Contact P. Terry, representative, at (925) 999-8200 or email pt@dmcounsel.com for details. 06-07/14

LEASE HOLD IMPROVEMENT FOR SALE. ELK GROVE, CA. Excellent visibility. Low rent. Call Dr. Luu at 916.753.4852. 06-07/14

PRACTICE FOR SALE IN RANCHO CORDOVA, CA — General Practice dental office with a 40-plus year history of goodwill in the Sacramento, Rancho Cordova, CA area, is looking for a wonderful, kind practitioner to purchase the practice. The office is conveniently located in a highly visible, easily accessible professional building. Office occupies 1100 sq. feet and 3 ops. The FFS/PPO generates approximately 15 new patients per month. This is a great practice to build on. Last 3 year collections were approximately 250K. Please send your CV to: sacramentodmd@gmail.com. 06-07/14

FOR LEASE



SACRAMENTO DENTAL COMPLEX has one small suite which can be 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

DENTAL OFFICE FOR LEASE IN CARMICHAEL—1160 ft. This is a three operatory office with some equipment. New paint, countertops and flooring. Lease price is \$1650 per month. Includes water, sewer and garbage. Call Dr. Brian Fahey at (916) 483-2484. 04/14

LOCATION, LOCATION, LOCATION: DENTAL OFFICE AVAILABLE, 3000 L Street 1,535 sf with 5 operatories, recently remodeled. Fully serviced lease with ample free parking. Contact Kelly Gorman (916) 929-8100. 03-13

WOODLAND DENTAL OFFICE. Exceptional building and location. 1160 sq ft. 3 operatories. Utilities are included in rent. Call Dr. Richard Portalupi at (530) 662-9191. 02-14

EL CAMINO DENTAL BUILDING has one beautiful suite for lease. 5 ops - 1441 sq ft. Completely remodeled with new flooring and laminate cabinets. Please contact Dr. Gordon Douglas at (916) 483-4964. 04-14

NATOMAS DENTAL SUITE FOR LEASE—1,726sf. Reduced rate to \$.75psf MFG. Landlord to provide TI's on this shell space. Best deal in Natomas! Great for Endodontist. Please contact Scott Bennett at (916) 563-3013 or scott.bennett@colliers.com. 06/07-14

POSITIONS WANTED



LOCUM TENENS. UOP grad to work in your office while you are on vacation, sick or maternity leave or emergency. Great references. Please call (530) 644-3438. 04-13

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

SDDS member dentists can
place classified ads

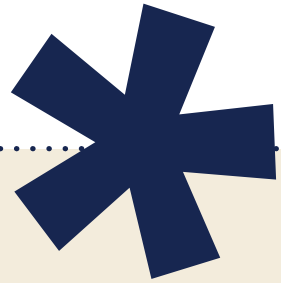
FOR FREE!

**MEMBER
BENEFIT!**


Selling your practice? Need an associate? Have office space to lease? SDDS member dentists get one complimentary, professionally related classified ad per year (30 word maximum). For more information on placing a classified ad, please call the SDDS office at (916) 446-1227.

ADDRESS SERVICE REQUESTED

SDDS CALENDAR OF EVENTS




AUGUST

- 2** CPR BLS Renewal 
SDDS Classroom
2035 Hurley Way, Suite 200, Sacramento
8:30am–12:30pm
- 22** Executive Committee Meeting
7:00am

- 3** HR Webinar
**Wage & Hour: Alternate Workweek —
Are You Doing the Right Thing?**
Noon–1:00pm

- 8** Foundation Board Meeting
6:15pm / SDDS Office

- 9** General Membership Meeting
TMD Throwdown 
*Clifford Chow, DDS; Timothy
Mickiewicz, DDS; David Miller, DDS*
New Member Night
Hilton Sacramento Arden West
6:00pm Social / 7:00pm Dinner & Program

- 11** Business Forum: Embezzlement —
How to Tell, How to Protect, How to Avoid
6:30–9:00pm / SDDS Classroom

- 12** Continuing Education:
QuickBooks for the Dental Practice
SDDS Classroom

- 22** *Nugget* Editorial Board Meeting
6:15pm / SDDS Office

- 24** Continuing Education:
Indirect Dentistry Update 
SDDS Classroom

- 29** Membership Committee Meeting
6:00pm / SDDS Office

Mass Disaster / Forensics
Committee Meeting
6:00pm / SDDS Office

Ethics Committee Meeting
6:15pm / SDDS Office

SEPTEMBER

- 2** Board of Directors Meeting
6:00pm / SDDS Office

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

Get your dose of Vitamin CE at the 35th annual MidWinter Convention & Expo
FRESH FROM THE SDDS FARM! • FEBRUARY 19–20, 2015

EARN
3
CE UNITS!

September 9, 2014
TMD Throwdown

Presented by:
Timothy Mickiewicz, DDS;
Clifford Chow, DDS; &
David Miller, DDS

SEPTEMBER GENERAL
MEMBERSHIP MEETING:

New Member Night

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

Enroll in the
**Dedicated
Monthly Dentist
(DMD) Program**

\$389 for all seven
monthly General Meetings for
2014–2015 with one payment
(See Insert)

SAVE on late charges — because
you're pre-registered every month!