

# SUMMER



# SUMMER



**You are not a  
policy number.**

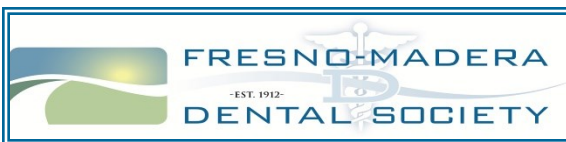


And at The Dentists Insurance Company, TDIC, we won't treat you like one. We were started by, and only protect, dentists. This singular focus has led to an unparalleled knowledge of dentistry and the best ways to protect you. This respect for your profession supports exceptional service, including an in-house claims team, razor-sharp legal team and industry-leading risk management resources. Because with us, business is about doing what's best for you.

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The mission of the  
Fresno Madera Dental Society  
is to serve the professional needs of  
our members and assist them in  
enhancing the oral health  
of the community.

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### Grapevine Bulletin Advertising Rates

#### **Member pricing**

2" x 3.5" (1/8 page) \$40 per issue

4" x 3.5" (1/4 page) \$60 per issue

5" x 7" (1/2 page) \$90 per issue

9.5" x 7" (full page) \$150 per issue

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#### **10% discount for 3 or more issues**

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to place your order.  
(559) 438-7284 or email [fmds@fmds.com](mailto:fmds@fmds.com) 3

## President's Report



Several members of the Fresno Madera Dental Society board of directors and members of the Fresno Madera Medical Society recently met to discuss ideas to improve inter-professional relationships.

Very few physicians get any training in dentistry during medical school and residency. We have been asked to submit a dentist authored article to publish in their Central Valley Physicians quarterly newsletter, to cover the basic dental subspecialties, what they do and especially to identify interfaces with common medical issues (such as?)

The medical society would like to look for a dentist who could prepare and present one lecture with similar material to be presented to St Agnes residents, both internal medicine and family practice as part of their Wednesday didactic series. I

in turn arranging for a lecture on recent improvements in general preventive medical care, from an internist, could be a topic appropriate for a FMDS general meeting.

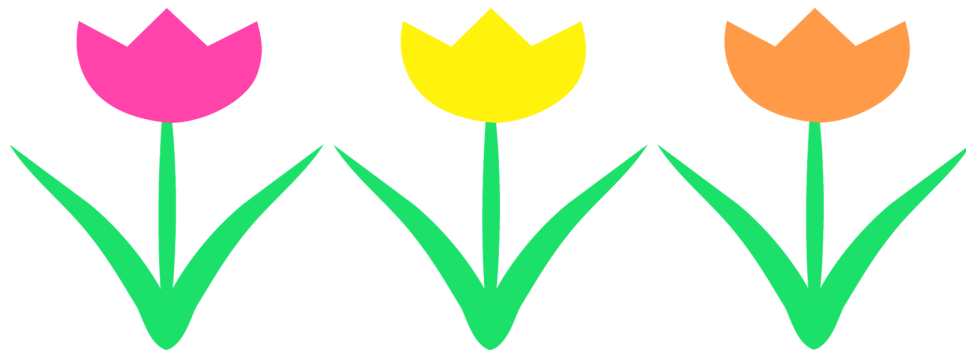
Finally, it was discussed that we should encourage physicians and dentists to always be aware of who provides a patient's care in the other field and communicate when patient safety quality would benefit.

A traditional common example has been prescribing antibiotic prophylaxis prior to dental procedures for patients with valvular heart disease as well.

We are looking forward to working with the members of the Fresno Madera Medical Society in order to enhance the oral health of our community.

## Welcome New Members!

Jessica Nguyen DMD



Please review your office information  
listed on the FMDS website.  
Moved? Added a location?  
Let us know.  
559 438-7284



## SHARE MEMBER BENEFITS. GET REWARDED THREE WAYS.



Offer subject to change. See official guidelines at [cda.org/mgm](http://cda.org/mgm).

required dues. Total rewards possible per calendar year are limited to \$500 in gift cards from ADA and \$500 in value from CDA.  
<sup>2</sup> Rewards issued to referring member once referral joins, pays required dues and spends \$250+ in the TDSC Marketplace by December 31, 2018.

### THERE'S NO BETTER TIME

for a member to get a new member. Our newest benefit? Group purchasing savings on dental supplies through the TDSC Marketplace.

Refer your colleagues and be rewarded.

1. **RECEIVE A \$100 AMERICAN EXPRESS® GIFT CARD** from ADA.<sup>1</sup>
2. **RECEIVE \$100 TO SHOP THE TDSC MARKETPLACE** from CDA.<sup>1</sup>
3. **RECEIVE \$50 MORE** to shop the Marketplace if the new member places Marketplace orders totaling \$250.<sup>2</sup>

**THE MORE NEW MEMBERS YOU REFER, THE MORE REWARDS!**

Get started at [cda.org/mgm](http://cda.org/mgm).



## Proposition 65 notice requirement takes effect in August

No later than Aug. 30, 2018, dental practices that employ 10 or more employees must post at the entrance of the office the new Proposition 65 warning notice, unless the practice chooses instead to provide a warning with an informed consent form. The form must be signed by the patient prior to exposure to the chemicals regulated by Proposition 65.

The new single notice replaces the three separate notices for Bisphenol A (BPA), dental amalgam and other restorative materials, and nitrous oxide that dental offices and facilities were previously required to post to comply with Proposition 65, known as the Safe Drinking Water and Toxic Enforcement Act. A regulation adopted by the California Environmental Protection Agency's Office of Environmental Health Hazard Assessment in fall 2016 revised the notice requirement for dental practices, as CDA first [reported in November 2016 on cda.org](#) and in the *Update*.

Dental schools and laboratories must also comply with the new posting requirement by the August deadline. And although Proposition 65 stipulates that only businesses with 10 or more employees are required to provide "clear and reasonable warning" if a product or business location may expose employees or consumers to a chemical known to cause cancer or reproductive toxicity, CDA Regulatory Compliance Analyst Teresa Pichay "strongly encourages" dental offices with fewer than 10 employees to post the new sign or use the warning notice. "The definition of 'employee' is broad, and dentists should err on the side of caution," she advises.

CDA in 2003 began providing its members with a specific court-approved notice for dental amalgam and other restorative materials, and then began providing a notice for nitrous oxide, which was added to the OEHHA's list of cancer-causing chemicals a few years later. CDA created a third notice for Bisphenol A (BPA), when that chemical was added to the list in April 2015.

In May 2017, CDA Practice Support updated and published its collection of Proposition 65 resources to include the new required single Proposition 65 notice, which is available in 16 languages. Many dental practices are already complying with the new posting requirement, as the regulation allowed them to do so as early as fall 2016 to allow for a reasonable transition period.

Additional Proposition 65 resources from CDA include FAQs for dentists and patients.

Dental offices that are not yet in compliance can access the new Proposition 65 notice and other resources under the "Regulatory Compliance" tab at [cda.org/resourcelibrary](http://cda.org/resourcelibrary).

## Uptick in Quality Assessment audits by Delta Dental of California

CDA has received an influx of member inquiries regarding the recent wave of Delta Dental of California's Quality Assessment audits. On-site reviews are part of Delta Dental's Quality Assessment program for contracted dentists in California, mandated by the California Department of Managed Health Care. These reviews evaluate many components of a practice compared to the expectations of dental professionals, regulatory agencies and Delta Dental.

State regulators, such as the Department of Managed Health Care and Department of Insurance, require dental benefit plans to have quality management, utilization and anti-fraud policies and procedures in place to protect plan enrollees. Performing these post-pay chart audits or reviews is one way dental plans comply with this requirement. These reviews verify that dental procedures reported by a dental office on behalf of an enrollee are rendered consistent within the provisions of the dental benefit plan and the participating provider agreement.

Delta Dental of California notified California dentists in its summer 2018 FYI newsletter that dentists should be prepared for a Quality Assessment review. CDA members are encouraged to review the [on-site Quality Assessment review checklist](#) provided in the newsletter to ensure compliance. Additional information is available in Section 6 of the Delta Dental Provider Handbook accessible within the [provider portal area](#) of Delta Dental's website (login required).

For additional information on dental plan Quality Assessment audits, [see chapter 11](#).

### ***CDA Presents Early-bird registration ensures best pricing, course availability***

*Reprinted with permission from California Dental Association*

Dental professionals are invited to the nation's premier dental convention, *CDA Presents The Art and Science of Dentistry*, in San Francisco Sept. 6-8, where they can expand their clinical and practice management skills, earn continuing education, explore innovative exhibits from more than 400 exhibitors and engage with their dentistry community.

More than 150 courses and workshops will be offered at *CDA Presents*, and attendees are encouraged to register early to take advantage of early-bird pricing and to secure their spot at



## Know you're covered when you volunteer



Giving back by volunteering dental services can be one of the most rewarding aspects of your professional life, especially when your skills help individuals and families who are experiencing emergencies or barriers to access to care. Whole communities are changed by dental and health professionals who put their compassion into action. It's essential that dentists can volunteer with confidence and understand how and when their professional liability policies cover them.

There can be several different scenarios in which you provide treatment at no charge — volunteering through a nonprofit organization or community health event, treating a friend or family member or delivering emergency care unexpectedly. A few insights may help you better manage potential risks in each scenario.

### Organized Events and Community Service Programs

While your existing professional liability policies may already cover you, it's prudent to contact your insurance carrier prior to volunteering services. The insurer may require additional information about the event, services offered and your clinical role as well as with whom the dentist will be working. The latter is to ensure that policyholders are not exposed to unnecessary risk, such as working with unlicensed dentists.

- ♦ **Professional liability policyholders** with The Dentists Insurance Company are covered at volunteer events; no additional coverage is necessary.
- ♦ **Dentists insured by other carriers** should contact their carriers directly to confirm their current liability coverage details before volunteering.
- ♦ **Dentists who do not have professional liability** insurance and who do not practice for a fee can apply for affordable annual coverage designed for volunteers from TDIC. This coverage is intended for licensed dentists who wish to volunteer services without remuneration other than actual expenses.

For large events, the sponsoring organization may coordinate and intake patients' health history forms, medical conditions, medications lists and vital signs. In addition, it may provide patients a list of sources for ongoing care to help exempt you from future treatment needs.

Remember that even though treatment at an event doesn't establish a continuing doctor-patient relationship, the patients you volunteer to treat deserve the same standard of care as your patients of record. Be sure to review each patient's vitals and health history prior to treatment. Take time to discuss treatment outcomes, potential risks associated with receiving and not receiving treatment and any alternatives. Document why, when and what follow-up treatment is needed.

Continued on next page >

### **Emergency vs. Volunteer Care**

Some health care providers believe that good Samaritan laws exempt them from all liability when volunteering. The federal government and 43 states have passed laws to protect medical volunteerism, but California has not. Liability remains when providing nonemergency treatment or assistance in the state.

For care rendered in a “true” emergency situation that occurs outside of a health care facility, “Good Samaritan” laws usually lower the standard of care in order to encourage private citizens, including health care professionals, to assist others in emergency circumstances without fear of litigation. Health and Safety code 1799.102 states, “No person who in good faith, and not for compensation, renders emergency care at the scene of an emergency shall be liable for any civil damages resulting from any act or omission. The scene of an emergency shall not include emergency departments and other places where medical care is usually offered.”

### **Free Services for Family and Friends**

Outside of an organized event or program, the risks of donating services can be more complex. Friends and family members who receive treatment at no charge must still be treated as patients of record. This means having an informed consent discussion, signed treatment plans, detailed chart entries and a thorough review of health histories prior to providing treatment — as well as discussing options for follow-up care.

It’s also important to note your liability remains the same whether the dental treatment is performed during or outside of normal office hours. And it’s the same whether the patient incurs costs or not. Understanding that the liability is unchanged, the question is if no-cost care *should* be provided in certain situations.

TDIC’s Risk Management Advice Line received a call from a dentist who wanted to provide treatment for a friend’s daughter at no charge. The patient was referred to a pediatric dentist for a primary tooth extraction, which her parents could not afford. The analyst who took the call advised the dentist to consider whether donating his services was in the best interest of the child. As the patient had been referred to a pediatric dentist for a reason, the dentist could help the family find an appropriate, affordable source of care another way. Instead of performing the treatment himself, he could identify a local clinic or dental school or refer a colleague who specializes in pediatric patients.

The contribution of time and skills to improve the oral health and well-being of others is a generous gift. Understand your liability coverage, follow standard treatment protocols, have informed consent discussions and align expectations so you can mitigate risk and volunteer with confidence.

For Risk Management guidance or to learn more about TDIC coverage, [visit tdicinsurance.com](https://tdicinsurance.com).

*TDIC’s [Risk Management Advice Line](https://tdicinsurance.com) at 800.733.0633 is staffed with trained analysts who can provide guidance on volunteering and other questions related to a dental practice.*

*Reprinted from the [May CDA Journal](#).*

### **Call to support SB 1008**

CDA is sponsoring SB 1008 by Sen. Nancy Skinner to better inform consumers of what value a commercial dental plan provides and to ensure adequate value from these plans. We are asking CDA members to visit [www.cda.org/sb1008](http://www.cda.org/sb1008) and fill out a form to submit a letter to their state senator supporting the legislation. Specifically, SB 1008 would:

- Require all commercial dental benefit plans to provide their beneficiaries with a uniform summary of benefits and coverage - showing how much the plan spends on patient care along with other plan details, including its limitations, exceptions and anticipated out-of-pocket costs for the patient.
- Enact a "dental loss ratio" (DLR) standard, requiring dental plans to spend at least 70 percent of premium revenue on patient care (as opposed to administrative overhead costs).

Dental patients should know what they are buying and expect reasonable value.

Please **show your support** for SB 1008 to hold dental plans accountable and increase transparency with the information they provide to their policyholders.



### **CDA sponsoring three recently introduced pieces of legislation**

- SB 1008 (Skinner), which aims to increase transparency of dental benefit plans and establish a minimum dental loss ratio requirement that would ensure more of patients' premium dollars go to patient care, as opposed to administrative overhead.
- SB 1148 (Pan), a bill to make silver diamine fluoride a Denti-Cal-covered benefit when it is used to arrest caries as part of a comprehensive treatment plan.
- AB 2643 (Irwin), which would address access issues for dental anesthesia by expanding medical coverage of anesthesia to include dental settings for kids under age 7 and developmentally disabled or medically compromised individuals of any age.

## Callers seek fraudulent access to sensitive practice information

Here's how not to fall for the scam

Dental practices are reporting to Henry Schein Practice Solutions that they have received calls from an individual posing as a company employee who then asks for remote access to the office servers. The company [in late January stated](#) that, according to the practices, the callers provided multiple reasons for their calls, such as communicating problems with computer system backups and viruses and hardware failures, before requesting access to the system.

Such calls are a type of phishing scam, a form of internet fraud whereby scammers pretend to be key personnel or set up look-alike websites and emails to fool individuals into providing sensitive information such as passwords, access codes, patient account numbers or Social Security numbers. With this information, scammers can then steal information and profit from its sale. Dentists and health care providers are increasingly targeted by these scammers who rely on individuals' lack of awareness and preparation for such schemes.

To help dentists avoid falling for this scam, CDA Regulatory Compliance Analyst Teresa Pichay advises that they "train staff to verify a caller's credentials and information before providing practice information to the individual."

Similarly, the Federal Trade Commission in "[Protecting Personal Information: A Guide for Business](#)" emphasizes the importance of appropriate and periodic employee training in safeguarding the data of patients, customers and employees.

"Your data security plan may look great on paper, but it's only as strong as the employees who implement it," states the guidance, which goes on to recommend employees be trained to spot vulnerabilities. Specifically addressing fraudulent calls, the guidance recommends that employers or trainers do the following:

Warn employees about phone phishing. Train them to be suspicious of unknown callers claiming to need account numbers to process an order or asking for — contact information. Make it office policy to double-check by contacting the company using a phone number you know is genuine.

The FTC also advises businesses of every type to warn employees about possible calls from identity thieves who impersonate IT staff in an attempt to gain access to passwords or other sensitive information. "Let employees know that calls like this are always fraudulent, and that no one should be asking them to reveal their passwords," the guidance states.

Henry Schein responded to the reports it received by recommending that its customers follow several FTC-recommended practices, such as verifying the identity of every caller and not providing sensitive information to unexpected and unknown callers. The company further recommended that recipients of suspicious calls "gather information, such as the person's name, company and/or employee ID#," take down the phone number and provide it, along with other information gathered, to Schein.

Taiba Solaiman, risk management analyst at [The Dentists Insurance Company](#), also advises dentists that they should be aware of and appreciate the impact staff members have on their overall liability. "It's essential that dentists be proactive and train staff on what guidelines and protocols they must follow in order to reduce professional liability risks associated with their practice."



## February General Meeting, Staff Night & FMDS Board Installation

### Introducing the Fresno Madera Dental Society's 2018 Board of Directors



Pictured left to right: Dr Richard Jennings-Director, Dr Krunal Sherathiya-Director, Dr Sabrina Nassar-Editor, Dr Rojin Amiri-Director, Dr Ardavan Kheradpir-Secretary, Dr Blake Scott-President Elect, Dr Aaron Noordmans-Director, Dr Robin Reisz-CDA Trustee, Dr Pavla Senkyrikova-Director, Dr Randall Prewitt-Past President, Dr Paul Hsiao-President  
Not pictured-Dr David Forester-Treasurer, Dr James Chen-Director



Speaker for the evening  
Dr William van Dyk



Members and staff enjoying dinner & the lecture

Photos taken by Mary Haskin RDA





## **Include annual license verification in personnel records management**

*An individual was arrested in California in March for false representation as a dental hygienist and for making false claims for health benefits. According to additional information CDA obtained, the individual worked without a license in several dental offices in Northern California before her arrest. CDA offers the following article as a reminder to dentists to include license verification as a best practice for hiring and on-going personnel management.*

Dental practice owners need to give HR compliance with records management the attention it deserves. Michelle Corbo, HR practice analyst for CDA Practice Support, says practice owners who don't are tempting fate until they get into a situation where serious problems present themselves.

Failure to maintain accurate personnel files can expose employers to liability. Employees have become more sophisticated about workplace rights, can quickly research and access information and can easily file complaints with various entities.

Compliance and documentation should be a top priority for practice owners. Documenting policies and procedures and taking measures to develop a system to maintain compliant personnel files is an important first step.

### **Managing Employee Records**

Employers collect many records to document the employment relationship. Many contain private and sensitive information, from the employees' application phase through the course of active employment. In California, strict privacy laws protect employees' information from being disclosed to third parties. In the event of an audit or lawsuit, employment files are the first items that attorneys, auditors or the Department of Labor will request.

As a best practice, employers should maintain two separate files for each employee. While most employment documents will go in a general employee file, other documents containing sensitive information belong in a confidential employee file. But all employment files should be housed in a locked and secured area.

Only the practice owner and possibly a designated staff member should be able to access these files. And due to different records retention requirements, the employment files should be organized by status, such as active versus inactive, i.e., former employees of the practice.

The employee's general personnel file could include:

- ✦ Recruiting- or hiring-related documents such as job descriptions, applications, certifications, resumes, job offers and educational transcripts and licenses
- ✦ New employee orientation documents such as signed policy acknowledgements and agreements
- ✦ Records related to status changes such as promotion, demotion, transfer, termination and rates of pay
- ✦ Compensation information
- ✦ Records related to performance, including performance appraisals, letters of recognition and disciplinary actions related to warnings or counseling



In turn, the employee's confidential employment file could include:

- ✦ Any documents containing sensitive information such as Social Security number, date of birth and medical information
- ✦ Reference and criminal background checks
- ✦ Interview notes or employment tests
- ✦ Medical and insurance records related to medical questionnaires, benefit enrollment forms, doctors' notes and leave-of-absence records
- ✦ Child support and wage garnishments
- ✦ Litigation documents
- ✦ Workers' compensation claims
- ✦ Investigation reports
- ✦ Employment and payroll verification requests

Employment Development Department-related documents

If the practice utilizes an electronic system, practices should follow the same measures for maintaining regular versus confidential personnel files and should ensure that files are encrypted and a back-up method is in place in case access to e-files is lost.

When employees leave the practice, personnel files still require maintenance as required by law. Depending on the type of document, retention guidelines are different. CDA Practice Support offers a detailed list of retention guidelines in the resource [Records and Document Retention Guidelines](#).

#### **Form I-9 file management, annual license verification system**

Due to the level of private information contained within the Form I-9, it is recommended that the practice keep all I-9 forms separate from other employee forms in active and inactive status binders.

Should employers experience an audit, the I-9 is one of the first forms auditors can ask to review. Practices should set up a system to review and purge inactive status I-9's on a consistent basis to avoid holding onto documents containing sensitive and confidential information. All active and inactive employee I-9 forms contained in the binders are subject to inspection and potential penalties for inaccuracies or violations. Employers can shred inactive status I-9 forms three years from the employee's hire date or one year after the termination, whichever is greater.

Upon hire, employers should obtain a copy of professional licensure, permits and or certificates for each employee required to maintain these credentials as part of their duties. A copy of the license should be displayed in a conspicuous location in the office, and annual review reminders should be scheduled to check that the license is still valid and active. CDA Practice support is aware of several reported cases where practice owners casually decided to check licensure of staff only to find that the licenses had lapsed or been revoked. (For specific examples, read the RM Matters article in the [September 2016 CDA Journal](#).)

When it comes to personnel files and compliance with California law, proper documentation and adherence to records retention regulations is key. An employer can be held liable for negligence if personnel files are not secured and information is inaccurate, is not properly maintained or is improperly disclosed to third parties.

Without documentation, disputes can boil down to the practice owner's word and, unfortunately, statistics show that employers often lose in the end. Not knowing about a particular regulation is never a defense. Stay informed: Employment law changes quickly and one of the greatest challenges practice owners will experience is simply keeping up.

For CDA Practice Support employment law resources, including those cited in this article, visit [cda.org/practicesupport](http://cda.org/practicesupport) or [cda.org/resources](http://cda.org/resources).

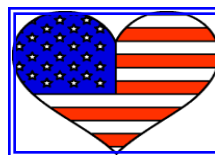
# Be the reason someone smiles!



## Upcoming CDA Cares Clinics

### Modesto

Modesto Centre Plaza  
October 26-27, 2018



## Veterans' Smile Day 2018

November 3, 2018

Please contact Merriam  
at the FMDS 559 438-7284



ADA American Dental Association®

## Volunteer Opportunities

### Holy Cross Dental

559 442-4108



## Team Smile November 10, 2018

[TeamSmile.org/volunteers](http://TeamSmile.org/volunteers)

## ADA News

### **Periodontitis Remains Prevalent In US Adults, Study Finds.**

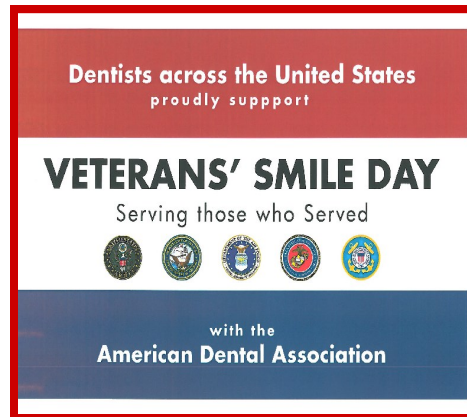
The [ADA News](#) (6/25, Manchir) reports that a study published in the July issue of The Journal of the American Dental Association finds about “42 percent of U.S. adults age 30 years or over with one or more teeth have periodontitis,” and “about 7.8 percent of those adults have severe periodontitis.” For the July issue’s cover story, “[Periodontitis in U.S. Adults: National Health and Nutrition Examination Survey 2009-2014](#),” researchers used information from the National Health and Nutrition Examination Survey. “This national study demonstrates that periodontitis is a highly prevalent oral disease among U.S. adults,” said corresponding author of the study, Paul Eke, PhD, a senior health scientist and epidemiologist at the Centers for Disease Control and Prevention. Dental practitioners “should be aware of the high prevalence of periodontitis in U.S. adults and may provide preventive care and counseling for periodontitis,” said Dr. Eke. “General dentists who encounter patients with periodontitis may refer these patients to see a periodontist for specialty care.”

The July issue of JADA is available at [JADA.ADA.org](http://JADA.ADA.org).

### **US Opioid Prescriptions Down 11 Percent, Report Says.**

The [Daily Caller](#) (6/21, Cohen) reported that according to a recent report from Avalere Health, “opioid prescriptions decreased 11 percent in the U.S. from 2016 to 2017.” The largest decrease came from Maine, “where prescriptions decreased 25 percent from 2016 to 2017.” In a press release, Kelly Brantley, vice president at Avalere, stated, “Limiting the supply of opioids, such as through fill limits, is gaining traction as part of a broader set of strategies being tested by states as they continue to confront the opioid crisis.”

For more information about opioids, visit [ADA.org/opioids](http://ADA.org/opioids). In addition, the [ADA Practical Guide to Substance Use Disorders and Safe Prescribing](#) helps dental practitioners identify and treat patients with drug addiction, prevent drug diversion, and properly manage and prescribe controlled substances.



We need volunteers for this event!  
Dentists, assistants, labs, etc  
Please call Merriam at  
the FMDS business office.  
559 438-7284

Congratulations to May Haskins RDH from Dr Cory Costanzo's office for being names Fresno County's Mother of the Year!



## 10<sup>th</sup> Annual Ken Sanford, DDS Memorial Ride



Baker City



Hell's Canyon



Anthony Lakes

Baker City, Oregon

September 16-18, 2018

Venue: Geiser Grand Hotel – 541/523-1889 - Book prior to Feb. 14, 2018 - Ask for “Dentist Rides” block rate!

*Ken Sanford, DDS Memorial Ride (Ride updates will be posted on Facebook Page.)*

The Ken Sanford, DDS Memorial Ride has provided 9 years of fun and fellowship for California dentists with motorcycle and bicycle rides. It has also been a fundraiser for the California Dental Association Foundation. This year we will be hosting the ride in Eastern Oregon and would like you to join us.

Traditionally we have combined the ride with continuing education but due to this year's location we have planned a more social event. Rides will be planned but there will not be a formal group. Everyone can choose to ride where, when and how they wish. We will socialize in the afternoon/evening but it will be kept informal. Baker City has several venues that would be great for a casual get together.

This is a great location for rides. Plan to spend some time in the area and really enjoy it! The ride is not limited to dentists so be sure to invite your friends that you ride with. Several non-dentists will be attending.

Please join us! **Be sure to book your room prior to February 14 to get the group rate!**

There are other motels in or close to downtown if you choose not to stay at the Geiser Grand.

### REGISTRATION – 10<sup>th</sup> ANNUAL CDA RIDE

Name: \_\_\_\_\_ Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

E-mail \_\_\_\_\_ Would you like to purchase a ride T shirt for \$22.00? **YES NO**

**I understand this ride is an annual fundraiser for the California Dental Association Foundation. Even though a registration fee is not required a contribution to the CDAF is encouraged. The only contribution information that will be shared with the ride organizer will be the total amount contributed by the group. Individual information will be known by the CDAF staff only.**

**As a guide previous registration fees have been in the neighborhood of \$250-350. To determine your interest in contributing please visit the CDAF website (<https://www.cdafoundation.org/>) and the CDA CARES Facebook page (<https://www.facebook.com/cdacares/>). Contributions can be made on the CDAF website, DONATE NOW tab. On the contribution page please click – In Memory of “KEN SANFORD” so the ride will have the proper accounting.**



**Associate Wanted****Dentist for Children's Dentistry and Orthodontics**

Children's Dentistry and Orthodontics is looking for a general dentist who enjoys working with children or a pediatric dentist on a full time or part time basis. Our office focuses on giving children compassionate and quality dental care. This is a great opportunity in a fun atmosphere. Pay is a guaranteed daily minimum or percentage of total office production, whichever is greater.

For more information please call Ann Marie at (559) 554-9999, or email to [martinez.annmarie@yahoo.com](mailto:martinez.annmarie@yahoo.com)



**United Health Centers**  
of the San Joaquin Valley

Are you looking for a company that offers the most competitive benefits and scheduling? United Health Centers is the place you're looking for! For nearly 50 years, established

in 1971, United Health Centers has been providing quality medical and dental care to the residents of Fresno, Tulare, and Kings Counties.

United Health Centers is looking for dentists who are committed to providing comprehensive, quality dental treatment to every person including farm workers' families and the underserved with compassion and respect, regardless of their ability to pay.

As a UHC Dental Provider you will enjoy:

- Paid Time Off (PTO)
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Retirement: 401K Matching Plan
- Life Insurance/Long Term Disability
- Professional Liability Insurance
- Paid Continuing Education (CM/CE)
- 10 Paid Holidays
- Loan repayment [ If qualified]

Choose United Health Center and become a part of the communities we serve by joining our team today!

Please see our web site and download an application.

[www.unitedhealthcenters.org](http://www.unitedhealthcenters.org)

**Associate Wanted****Attention General Dentists and Specialists**

Are you at the beginning of your career-have an interest in starting your own practice or at the point in your career you would like to slow down? What's holding you back?

The tremendous overhead, managing, staff and the freedom you lose as a sole proprietor?? All good reasons to practice as an associate or for a corporate dental provider. But what if those common denominators were removed from the equation? You can start your own practice or bring your practice, your schedule, your hours and your days of the week. Provided for in a completely upscale facility in North Fresno, billing, staffing and all the particulars to accommodate your particular schedule and needs. This is for you, because if it was offered to me, I would be in line.

Call for an appointment, days are filling up. 559 978-3526

**General Dentist for Monday & Friday**

Busy practice in Dinuba is seeking a general dentist associate for Monday and Friday ONLY. Our practice boasts a great dental team, wonderful patients, and an excellent facility.

Please contact Anna Escobedo 559 777-3576

**Associate Dentist Wanted**

We have a beautiful high-tech, state of the art family dental practice located in Reedley, CA. We are equipped with the state of the art technology including electronic records, digital radiography, Cone Beam 3D Imaging, lasers, intraoral cameras, chairside multimedia. We do general dentistry, Ortho, Invisalign, Implants and same day dentistry with Cerec. Candidate must have excellent clinical skills and chairside manner and be able to work independently. Must be proficient in:

Molar root canals, surgical extractions, crown & bridge, restorative \$800 per day

[hecorperez@reedleyfamilydental.com](mailto:hecorperez@reedleyfamilydental.com)  
559 637-0123

**Associate Wanted****Full Time Associate Dentist Needed**

Who says you can't have it all? We have an amazing immediate opportunity for an outstanding dentist to join Dr. Shawn E. Anderson's privately-owned dental practice. Are you looking for your dream dental job with a great work environment? Look no further! We have state-of-the-art equipment including CEREC, CBCT, Periolase, Diode Lasers, Digital Radiography, two one-hour ZOOM! professional teeth whitening systems, Itero (Invisalign), and the newest and best amenities for both the dentist and patient (including Starbucks coffee bar). We use only the best "top-shelf" materials and equipment, to deliver excellence. We manage all the billing, new patient generation, staffing, and facilities, so you can focus on dentistry and providing great patient care.

Must be professional, honest, have great chair-side skills, refined and proficient technical skills, as well as excellent communication skills, diagnostic and treatment planning skills, and proven success in obtaining treatment compliance. Willing to perform all aspects of general dentistry including basic endodontics, crown and bridge, veneers, composites, etc., and committed to surpassing daily production goals. Who we are: WDG purpose is "to glorify God while educating and motivating each patient about the importance of oral health care. To help every patient attain their optimal oral health, have a bright and beautiful smile, and be a positive influence in the lives of both our teammates and patients based on mutual trust." Inspired by Matthew 20:28 – to serve, not to be served. Must have a minimum of 3 years of experience. If you are qualified to join our superior team, share our team vision and goals, and desire an awesome team/work environment, please submit your resume or CV for consideration to [tracey@willowdentalgroup.com](mailto:tracey@willowdentalgroup.com). For more information, check us out at [willowdentalgroup.com](http://willowdentalgroup.com)



**Associate Wanted****Part-Time General Dentist Needed**

Part-time General Dentist with minimum 2 years experience is needed for a private office in Clovis. For details, please contact Elizabeth 559 393-9336 or email: [signaturesmilesclovis@gmail.com](mailto:signaturesmilesclovis@gmail.com)

**Part-Time Endodontist Needed**

Immediate opportunity for an experienced and outstanding Endodontist to work one day per week at Shawn E Anderson's privately owned, established and thriving general dental practice. Must be proficient in all facets of endodontic therapy including re-treatments. Our dental office is state of the art with CBCT, Digital Radiography and the newest and best amenities for both the dentist and patient (including a Starbucks coffee, tea, hot cocoa and beverage bar). SKILLS: professional, energetic, great chair-side and technical skills, and excellent customer service and communication skills. Must be ethical, productive, goal-oriented, efficient, and servant-hearted. If qualified and desiring an awesome team/work environment, please submit your resume or CV to [tracey@willowdentalgroup.com](mailto:tracey@willowdentalgroup.com). For more information, check us out at [willowdentalgroup.com](http://willowdentalgroup.com)

**Dental Office for Sale or Lease****Dental Suite for Sale**

Dental suite for sale near Fig Garden. 1100 sq. ft with 3 operatories, doctor's private office and sterilization area..

Please text or leave a message  
(909) 997-3003

**Centrally Located Dental Office for Sale or Lease**

Fully equipped dental office for sale or lease. 3 operatories, digital x-ray. Perfect for a new dentist!  
**559 696-2871**

**North Fresno Dental Office for Lease**

Move in ready north Fresno dental office for lease. Located on Fresno Street, just north of Shaw Ave. Recently remodeled with new cabinets and granite counter tops. Suite has 3 operatories, interior restroom, lab-storage-sterilization area, reception-waiting area, break room and

*Placing a classified ad is free for our members!  
Just fax or email your ad to the FMDS business office and we'll take it from there.*

**Front Office****Front Office Assistant Needed for Madera Office**

Madera general dental practice is seeking a Front Office Assistant. Must have: dental background (one year experience working in front office), excellent communication skills, great customer service, Eagle Soft experience, experience in answering multi-line phones, scheduling, verifying insurance benefits, financial arrangements, collecting payments.

Full-time position Monday, Tuesday, Wednesday & Friday 9:00 AM-6:00 PM

If qualified, please fax resume to: 559 662-1010

**Front Office/Assistant for OMFS Office**

We are seeking an energetic, caring and motivated front office assistant. Great opportunity in a modern OMFS office. Start immediately. Oral and maxillofacial experience a plus. Current CPR certificate required, and OMSA and/or ACLS appreciated. Qualified candidates, please email resume to: reiszomfs@msn.com

**Energetic Front Office Staff Member for a General Dental Office**

Looking for an energetic person to join our general dental office. Must be reliable, comfortable handling money, a quick learner, excellent customer service skills and excited to be part of the team. Please contact us at 559-225-4540 or email us at [www.rjbdental@gmail.com](mailto:www.rjbdental@gmail.com). We look forward to meeting you.

**Front Office****Front Office Position**

Are you looking for a great opportunity to grow and learn?

State of the Art Dental Office is looking for a full-time Patient Coordinator who will run a portion of the front office/business department(scheduling, billing, insurance processing, treatment planning, social media, etc.) and will work well with the team and help ensure a smooth-running practice.

Ideal Candidates will possess a strong work ethic, exceptional creative ability, outstanding organizational and multi-tasking abilities, unparalleled written communication skills, excellent customer service and interpersonal skills, and the ability to work both independently and collaboratively.

The position requires the willingness to be cross-trained in various other duties. Willing to train an ambitious individual.

Requirements: High School Diploma, Dental experience, Eaglesoft Essential Duties and Responsibilities:

Present and arrange financial plans including discussing patient financial responsibility before treatment; Assist with patient billing and Accounts Receivables; Assist with insurance follow up; Assist with insurance claim issues; Performs professional administrative work including but not limited to: answering telephone calls, scheduling appointments into electronic health record, greeting and addressing payments by patients, and making reminder calls; Oversees and addresses social media contacts

Job Type: Full-time

[jennifer@cndfresno.com](mailto:jennifer@cndfresno.com)

**Front Office****Front Desk Receptionist for a Reedley Office**

Front desk receptionist, biller, patient coordinator, experience of familiarity with EZ2000 PLUS. Excellent pay, SIGN ON BONUS, benefits  
[drkumar1269@yahoo.com](mailto:drkumar1269@yahoo.com)

**Front Office Receptionist/Coordinator**

General Family Practice is looking for an individual to oversee all the daily operations related to the front office, which includes the coordination of support staff, to ensure a positive patient centered environment. This is a full time position, Monday-Friday 8:00 AM-5:00 PM Back office experience and knowledge of Open Dental would be a plus. Along with being an outgoing individual who has exceptional customer service skills, this person should be a self-starter who also possess:  
Strong planning and organizational skills, have problem solving skills, be comfortable with technology, have the ability to evaluate effectiveness, and make changes to office protocol when necessary, have strong technology skills, be able to multi-task.  
If qualified, please email your resume to [jrv360@sbcglobal.net](mailto:jrv360@sbcglobal.net)

**Front Office****Dental Treatment Coordinator**

General Family Dental practice is seeking an upbeat, motivated, team oriented front office Treatment Coordinator. We strive to create a friendly, positive environment for our staff and our patients. Our office focuses on quality dentistry, customer service, and patient satisfaction. Teamwork is paramount to achieve happy patients and coworkers.

Experience/knowledge of Dentrix operating system preferred.

Dental experience is required.

This is a Full-Time position, Monday-Thursday 8 AM- 5PM.

If you are a self-motivated team player looking to make a difference in the dental field and enjoy helping people achieve healthy, attractive smiles please send your resume and references via email.

Duties/Skills required:

\*Answering multi-lined phone system

\*Developing and reviewing individual treatment plans

\*Scheduling a wide variety of appointments within the office and to our referral base

\*Managing treatment and routine appointment recall lists

\*Strong customer service skills

\*Pleasant telephone voice and mannerisms

\*Ability to multi-task

\*Excellent verbal and written communication skills

\*Computer skills

Salary: Competitive and dependent upon experience. PTO, holiday pay, and some benefits available after 90 day waiting period satisfied.

klassendds@comcast.net

**Front Office****Full-Time Front Office****Team Member Needed**

Well established north Fresno Endodontic office is looking for a full time front office employee. A minimum of 2 years dental office experience required. Bilingual helpful. RDA degree is a plus.

Duties to include: scheduling appointments, treatment planning, financial arrangements, billing insurance, collections,

Must have good communications skills and a positive attitude.

If qualified, please fax resume to

559 447-2193

**RDA/DA Wanted****Do You Have What It Takes  
To Be My Assistant?**

We are looking for a Registered Dental Assistant for our established cosmetic, general, implantology, high tech, state of the art office in NE Fresno.

**Requirements:**

Must have at least 5-7 years of experience in dental assisting, must be self-motivated, confident, energetic, cheerful, team player, reliable, knowledgeable in dental terminology, taking x-rays, coronal polish, infection control, 4 handed dentistry, charting, breaking down/setting up operatories for treatment, stocking rooms, taking impressions, pouring models, must be willing to assist with surgical procedures, implant and ortho knowledge a plus but not a requirement.

The right candidate must have a self-driven personality and willingness to learn, ability to multi-task, strong organizational skills and a high level of attention to details. Must work fast and have a good clinical knowledge in general cosmetic dentistry, be able to resolve issues and work on your own.

Benefits include medical insurance, dental treatment, vacation and sick pay and retirement plan (IRA) with employer contribution of 2%.

Office hours are Monday-

Thursday 8:30 AM-5:30 PM

Compensation \$17-\$20 per hour depending on your qualifications, 90 day trial period

Email resume:

zshmanagement@gmail.com

**Part-Time Dental Assistant Needed for Madera Ranchos Office**

Part-time dental assistant needed. CPR certified, x-ray license, experience with impressions, familiar with Dentrrix.

Applicant will need at least two letters of recommendation.

Please call Stephanie Jackson at 559 474-3876 with any questions or email resume to:

ranchosdental.pia@gmail.com

**RDA/DA Wanted****Seeking Registered Dental Assistant**

Seeking Registered Dental Assistant to support one of our many locations. Candidate must have some basic back office experience in general dentistry and orthodontics and Sealant Certificate. We are willing to train. Must be willing to travel if needed and have a positive attitude. Bilingual is preferred but not required. Candidate must be able to communicate efficiently to both patients and parents. This is a full-time position.

For more information please call Ann Marie 559 554-9999 or email resume to:

Martinez.annmarie@yahoo.com

**Experienced DA or RDA**

Reliable, diligent, positive, team-oriented, experienced (more than 2 years preferred) dental assistant or RDA, who can take x-rays with digital sensor, have computer experience, and do general dental assisting duties for a compassionate and caring family dental office. Full-time (32 hours), Tuesday thru Friday 8:00 AM- 5:00 PM. 401K, vacation, and bonus to be earned with time.

Please email resume to: lopezkellylynn@gmail.com

**Part-Time DA Needed**

Part-time DA needed. CPR certified, x-ray license. Will train for Denttito application.

References needed

Please call Loy Nguyen at 559 930-1354 or email to loynguyen@gmail.com

**RDA or RDA EF2 for Reedley Office**

Looking for an RDA or RDA EF2.

Bilingual (Spanish/English), certified for sealants, Cerec experience a plus, experience in ortho.

Busy practice. The candidate should be able to work in a fast paced office. RDA will have an opportunity to get trained for EF2. Excellent pay, benefits, paid vacation, \$1000 SIGN ON BONUS.

drkumar1269@yahoo.com

**RDH Wanted****Hygienist Part-Time or Full-Time**

We are immediately seeking an OUTSTANDING hygienist to provide quality care to patients in our family dental office. PT opportunity currently, but FT during our current hygienist's maternity leave [August through October] and negotiable after she returns. Responsibilities include: customary chair-side hygiene procedures; scaling and root planing, fluoride treatments, application of sealants, anesthesia deliverance, successful treatment compliance and excellent chair-side relational skills, digital x-rays and digital charting experience and knowledge of hygiene products and/or services to help patients achieve optimal oral health and the smiles they've always wanted (i.e.: ZOOM! teeth whitening, Periosciences, Carifree, Laser Pocket Disinfection, and Invisalign). We offer a fantastic work environment for a highly motivated candidate who desires to be the best.

Skills: Excellent communication and organizational skills. Able to deliver optimal patient care while also meeting daily production goals. Able to multi-task always with a positive and joyful attitude. Ability to work independently, but also as a team. Humble, teachable, servant-hearted individual with a strong desire to engage in and contribute to the growth and success of our thriving general dental office. Minimum 3 years hygiene experience. If qualified, please send your resume to:

[tracey@willowdentalgroup.com](mailto:tracey@willowdentalgroup.com)

**RDH Wanted****RDH Needed for North Fresno Office**

CedarNorth Dental is looking for a enthusiastic RDH looking to joining our fast growing team. CedarNorth Dental stays in tuned with the latest dental technologies.  
elena@cndfresno.com

**Seeking a Full-Time Temporary RDH**

Busy, friendly office is currently seeking a full-time temporary RDH with strong clinical knowledge and application for prevention and early treatment of periodontal disease. Must be professional, hard working, and team oriented. Must be familiar with Dextrix and have strong communication skills. Job description includes: prophylaxis and periodontal therapy (SRP), digital x-rays and sealants. June-September 2018. Monday-Thursday  
Please e-mail resume to: [info@bullarddental.com](mailto:info@bullarddental.com)  
We look forward to hearing from you!

**RDH Wanted****RDH Needed for North Fresno Office**

Busy, friendly office is currently seeking a full-time temporary RDH with strong clinical knowledge and application for prevention and early treatment of periodontal disease. Must be professional, hard working, and team oriented. Must be familiar with Dextrix and have strong communication skills. Job description includes: prophylaxis and periodontal therapy (SRP), digital x-rays and sealants. June-September 2018. Monday-Thursday  
Please e-mail resume to: [info@bullarddental.com](mailto:info@bullarddental.com)  
We look forward to hearing from you!

**Don't forget to update your information with the Dental Board. The Dental Board of California requires that all dentists must notify them of any changes in your place of practice or changes to your address on file within 30 days. For name changes, the DBC requires notification within 10 days. Update forms can be found on the DBC website [www.dbc.ca.gov](http://www.dbc.ca.gov)**

## Upcoming Events

### 2018 Meeting Schedule

Friday October 12, 2018 8:30 AM-3:30 PM

CCDC

Clovis Veterans Memorial Building

#### Growing Your Greatness

Janet Hagerman RDH

6 CEUs

Tuesday November 13, 2018 6:00 PM-9:00 PM

General Meeting

Tornino's

#### Social Media Marketing for Dentists

Dr. Edward Zuckerberg

Not eligible for CEUs

Friday January 25, 2019 8:30 AM-3:30 PM

CCDC

Clovis Veterans Memorial Building

#### OSHA, Infection Control & the CA Dental Practice Act

6 CEUs