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Paul Hsiao DDS

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Richard Jennings DDS

Aaron Noordmans DDS

Krunal Sherathiya DDS

#### **Executive Director**

Merriam Osmondson

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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## President's Report

Blake Scott DDS, MAGD

Think of when you have been at your best. For most of you, it will be a memory of a time right before you completed a difficult challenge. It might have been graduating from dental school, maybe it was training for a race, maybe it was achieving a prestigious award, but it is probably a pleasant memory. You were undoubtedly surrounded by people who brought out your best. Just as iron sharpens iron, one person sharpens another. Peers matter. Peer groups create communities to help everyone involved achieve their goals together. CDA, ADA, and the FMDS are very much the same. Their overarching purpose is ambitious; to benefit all of dentistry. As a tripartite member, you reap many obvious benefits and as you become more involved, you reap even more benefit. Not because of some magic wand bestowing unseen powers on you, but because of those around you, the energy around you, and the drive that comes along with being involved in something bigger than yourself.

As dentists, we have so much in common. The daily life of a dentist is unique from any other profession. We share, at the very basic aspect, a profession with common challenges. Statistically, it can be a very tough profession. While we interact with many people each day, the frustrations that come with those interactions oftentimes must be kept silent. Years of frustrations or recurring challenges can turn to fatigue and other larger issues. Additionally, we all physically contort our bodies into uncomfortable positions for lengths of time—and our bodies remind us about that regularly. Veering away from the actual delivery of dentistry, we share on different levels the need to juggle some aspect of administration, management, or training of any number of staff. Undeniably, without a good support group, a dentist may feel very isolated from the rest of the world, feeling that the accumulation of burden is his or hers alone to bear. We need each other simply because no one else does the same thing. We must find someone capable of understanding in order to be understood.

Further pressures come from third party insurance companies who would have you believe that each dentist is in direct, cutthroat competition with one another. This plays in their favor. We have been lured into a corner of a scarcity mindset in order to create negative and irrational behavior. There are influences upon us who benefit from and would have us believe that there are not enough patients to stay in business. They benefit from exposing the fear that without some sort of help that only they can provide, “the other guy” is going to get access to all of the toothborne procedures in existence. They convince us that if we are close with one another or think of each other as friends and allies, then all of the patients that need assistance with their oral health are going to find resources that are smarter or better, but above all else LESS EXPENSIVE. The trouble with this scarcity mentality and the subsequent discounting of fees is that neither are ever low enough that they can't be pressured to be lower; a trend that never ceases. An irrational behavior that increases stress, decreases enjoyment, and decreases effectiveness to inch us ever closer the zero point. Once again, this is not advantageous to patients or dentists—only the entity behind the pressure. —

Continued from previous page

Ask yourself an honest question- are most of your friends that are dentists out of town? Mine were. Why? Is it easier to be friends with people that you aren't going to see regularly? Probably not. Are you worried about competing with someone that you know well? Guess what patients don't pick you as a dentist because you aren't friends with another dentist in town. They are going to go to them anyway... or to you anyway. They have their own way of choosing and it is not under your control. We are better off as a group and individually if we are eager to communicate with each other. We are better if we are giving each other the benefit of the doubt, not being instinctively critical. If we are doing things together. If we are getting to know one another. You may not like everyone you meet. But I promise you will find someone that you like. And we as a group will be better because of it.

A recent study of geographic "happiness" takes into account the following five fundamental aspects for evaluation. It is my contention that three out of the five are integrally involved in why your dental society exists, and all five are available for cultivation through your membership and grow with the extent of your involvement. 1)Career- liking what you do each day and being motivated to achieve your goals; 2)Social- having supportive relationships and love in your life; 3)Financial- managing your economic life to reduce stress and increase security; 4)Community- liking where you live, feeling safe, and having pride in your community; 5)Physical- having good health and enough energy to get things done daily. Ostensibly, if you score highly in all five categories, then you are happy which is really what any human is looking to achieve.

Dentistry is a great profession with lots of flexibility for concentration, evolution, and growth. We have a great community of dentists in FMDS, eager to share their ideas and skills. Our ratio of dentists to patient population is actually extremely favorable; allowing us to be mindful of the direction in which we choose to spend our future in practice. The geographic advantages of living in our area are different for each person- no different than anyone who chooses to live anywhere else, but when we look around we have much to be proud of.

In 2019 – 2020, let's make a concerted, mindful effort together to lift each other up in our profession. I think we will see that it will elevate all aspects of how we practice locally. Let's educate our patients to see us as the first line of resources for dental patients instead of allowing their insurance companies to convince them otherwise. Let's make sure that we are doing everything in our power with every interaction within and without our offices to support the ethics and morality of the profession. Let's help some dentist practicing on his own "island" to find support through FMDS. The FMDS boasts a membership of nearly 80% of dentists practicing in our area—not a small number at all—and we make each other better. I am excited to see how much we can accomplish together.

## 2019 FMDS Board of Directors

### **President: Dr. Blake Scott**

After completing an undergraduate degree from University of California, San Diego, Dr. Blake Scott studied graduate level Biotechnology at Cal Poly Pomona. He worked in research on neurotransmitters and was the Biotechnology department microsurgeon for subject frogs. It was during this time that he applied to dental school.

He and his wife, Dr. Lindsey Scott, met on their first day of dental school at the prestigious University of the Pacific Arthur A. Dugoni School of Dentistry in San Francisco.

Dr. Blake Scott was awarded the United States Navy's Health Promotions Scholarship during dental school and went on to serve the United States Navy and United States Marine Corps at Camp Pendleton and Iraq.

He completed an Advanced Education in General Dentistry residency through Naval Dental Center.. He deployed to Iraq and served with 1st Medical Battalion at Al Taqaddum Airbase outside of Fallujah.

Dr. Blake Scott practices with his wife, Dr. Lindsey Scott, and his father-in-law, Dr. John Feaster. .

### **President Elect: Dr. Ardavan Kheradpir**

Dr. Ardavan Kheradpir is a board-certified oral and maxillofacial surgeon at Fresno Oral Maxillofacial Surgery & Dental Implant Center.

After receiving his undergraduate degree in biochemistry at the University of Ottawa, Dr. Kheradpir went to dental school at Tufts University, where he earned his Doctor of Dental Medicine degree in 2000. He then completed his oral and maxillofacial surgery residency program here in Fresno before going to medical school. He earned his medical degree from Louisiana State University in Shreveport before returning to Fresno and joining the practice. Dr. Kheradpir also completed a general surgery internship in Portland, further expanding his surgical skills.

When he is not at the practice, Dr. Kheradpir cherishes his time with his family. He also enjoys tennis, skiing, and traveling.

### **Secretary: Dr. Paul Hsiao**

Dr Paul Hsiao is a general dentist with practices in Fresno & Caruthers. He graduated from the University of California, Berkeley with a Bachelor in Political Science in 2003 before graduating from A.T. Still University with a Masters in Public Health in 2009.

Graduated from the University of California, San Francisco (UCSF) with a Doctorate in Dental Surgery in 2013.

Graduated from Community Regional Medical Center and the VA Fresno general practice residency program and was Chief Resident 2013-2015.

Dr. Hsiao was selected into the American Dental Association Institute for Diversity in Leadership (top 16 dentists selected from the country) in 2014-2015 He also received ADA's David Whitson Leadership Award. Dr Hsiao is currently finishing up his UCSF Champion Fellowship with the Department of Public Health.

His goal is to make the world a better place and volunteers for many local programs as well as CDA Cares events throughout the state.

**Treasurer: Dr. David Forester**

Fresno native, Dr. David Forester, graduated from Central High School before attending UC Davis to earn a bachelor's degree in managerial economics. He then earned his dental degree from the University of the Pacific School of Dentistry, where he graduated with high honors, multiple clinical excellence awards and the ethics and professionalism award.

Dr. Forester is very active in community involvement, participating with local community groups and Christian medical missions. He has spent one week a year for the past six years in the Dominican Republic, providing needed dental care. He also serves multiple times each year in local dental missions and inner-city community outreach events. In his spare time, he enjoys traveling with his family, staying involved with his church, outdoor activities, snowboarding, and watching Giants baseball games.

**Editor: Dr Sabrina Nassar**

Dr. Sabrina Nassar grew up in Madera where she graduated top of her class at Madera High and went on to the University of California, Riverside. After receiving a Bachelors of Science in Biology from UCR, Dr Nassar attended the University of California, San Francisco School of Dentistry where she received her D.D.S. Since earning her doctorate in dental surgery (DDS), Dr Sabrina Nassar and her staff have maintained a private practice in her hometown of Madera. She is a member of many organizations in the community including Madera Sunrise Rotary.

**CDA Trustee: Dr Robin Reisz**

Dr. Reisz received her dental degree from UCLA School of Dentistry in 1998. Her postgraduate education reflects a GPR certificate from the Queen's Medical Center in Hawaii, USA. In 2000 Dr Reisz entered the OMFS program at University Medical Center in Fresno, CA completing their program with her OMFS certificate in 2004 and now maintains a private Oral Surgery practice in Fresno.

**Director: Dr Paul Ayson**

Dr. Paul Ayson is a graduate of the University of Washington and received his DDS degree from The University of the Pacific School of Dentistry. Dr. Ayson earned an MBA from the University of Phoenix.

His professional affiliations include:

American Dental Association – delegate

California Dental Association – Leadership Development Committee member

Tulare-Kings Dental Society – served as President, President-elect, Vice President, & Executive Board Member

Fresno-Madera Dental Society

**Director: Dr James Chen**

James Chen is originally from San Diego, where he graduated with a BS in Microbiology from UCSD. He earned his DMD from Midwestern University (Glendale, AZ) and then completed two years at the GPR residency here in Fresno. Since then, he has been practicing at a community clinic in Madera while volunteering with various organizations to improve access to dental care in the Central Valley. He and his wife, Anita, have two children ages 2 years and 5 months old so sleep is rarity in their household. His hobbies include child-proofing the house, washing laundry at all hours of day, and sleeping anywhere and anytime.

**Director: Dr Ryann Christensen**

Dr. Christensen was born & raised in Fresno where she graduated summa cum laude at CSU Fresno. She graduated from UCLA School of Dentistry and is now an orthodontist.

Dr. Christensen participates in many community events such as Give Kids a Smile, UCLA ASDA Honduras dental mission & a community dental clinic for underserved patients in Los Angeles.

In her spare time, Dr. Christensen enjoys playing soccer, running, snowboarding and reading.

**Director: Dr Richard Jennings**

Born into a farming family in a small valley town, Dr. Jennings graduated from high school in Southern California. He attended the undergraduate campus of Loma Linda University and graduated from it's dental school in 1975. Moving to Fresno in January 1976, Dr. Jennings practiced general dentistry in Fresno until he retired in 1976. Currently he volunteers as a dentist at Poverello House and has recently helped to teach "pain management" to first year dental hygiene students at Fresno City College.

**Director: Dr Aaron Noordmans**

Board certified oral and maxillofacial surgeon Dr. Aaron Noordmans grew up in Kern County. He received his Bachelor of Science degree from the University of Michigan. Following his undergraduate studies he spent two years in a research lab authoring several articles in the field of neuroscience. He then went on to complete dental school at the University of Southern California earning his DDS in 2005. After dental school, he was indoctrinated as a dental officer in the Navy. While in the Navy, he completed a one year General Practice Residency at the Naval Hospital Camp Pendleton. His following two years were spent serving as the dentist and dental department head aboard the USS DUBUQUE LPD-8 where he earned his Surface Warfare Medical Department Officer award and a Navy Commendation Medal. Dr. Noordmans then decided to pursue the specialty of oral and maxillofacial surgery and he completed his residency at the University of Miami/Jackson Memorial Hospital in Florida and received the prestigious "Professor's Cup" award under world renowned oral and maxillofacial surgeon, Dr. Robert E. Marx.

**Director: Dr Krunal Sherathiya**

Dr. Krunal graduated dental school at the age of 22, making him one of the youngest dentists in India. There he focused on raising the oral health awareness of children in underserved communities. Shortly after, he moved to the United States to pursue advanced education at UCSF - One of the Nations best children's hospitals. His ultimate passion lies in improving children's oral health at a global level. After specializing in pediatrics, Dr. K and his wife moved to the beautiful Central Valley to start their family. In his spare time Dr. K enjoys tennis, hiking, and learning new languages.





**\*\*Volunteers Needed\*\***

We are looking for interested members to be involved in the following committees:

CE/Program Committee

Community Health

Editorial

Ethics

Information Technology

Legislative

Please contact Merriam at the FMDS business office for full job descriptions

559 438-7284

fmds@fmds.com



## MEMBER, GET A MEMBER AND GET NEW REWARDS!

A CDA member's personal experience with our support, advocacy, education and protection is a powerful referral tool. And, there's no better time to introduce a colleague to the value of organized dentistry.

With 27,000 dentists working together, our community is growing stronger than ever. Our newest benefit of membership, [tdsc.com](http://tdsc.com), leverages that shared strength to deliver big savings on 25,000 dental supplies through one easy-to-shop site.

Share the benefits by referring your colleagues to join CDA and encourage them to shop and save. The more referrals, the more group purchasing savings for everyone!

You'll be rewarded up to three ways for every successful referral:

- **Receive a \$100 American Express® Gift Card** from ADA.<sup>1</sup>
- **Receive \$100 to shop [tdsc.com](http://tdsc.com)** from CDA.<sup>1</sup>
- **Receive \$50 more** to shop [tdsc.com](http://tdsc.com) if the new member places orders totaling \$250.<sup>2</sup>

**The more new members you refer, the more rewards!**

Choose your way to get started today:

- [CDA.org](http://CDA.org)

*• Rewards issued to referring member once referral joins and pays required dues. Total rewards possible per calendar year are limited to \$500 in gift cards from ADA and \$500 in value from CDA.*

**2019 Peer Review Committee**

**Chad Anderson  
Shannon Barnhart  
Alan Benov  
Tsu Ping Chen  
Cory Costanzo\*  
Pat DiCiccio  
Emilio Garcia  
Michael Long  
Juan Mendoza  
Craig Mundy  
Alexander Pritsky  
Kanwar Deep Sachdeva  
Ron Sani  
\*Interim Chairman**

***Our deepest thanks for all of your hard work!***

# In Memorium



## Stuart Smith, DDS

*May 26, 1948-December 11, 2018*

Stuart Smith, DDS was a 1976 graduate of the UCLA School of Dentistry. He was a member of the Fresno Madera Dental Society since 1979.

## Donald Von Berg, DDS

*1929-2019*

Dr. Von Berg graduated from the University of Iowa in 1953 and was a member of the Fresno Madera Dental Society for over 50 years.



## January 2019 CCDC

The FMDS hosted over 300 members, guests & staff to the January 2019 CCDC at the Clovis Veteran's Memorial Building. Dr Stan Surabian tackled the Dental Practice Act for us and Marcella Oster RDA handled the OSHA & Infection Control portion of the day.



Photos taken by Mary Haskin RDA

Questions or comments about the content of this publication may be directed to:

Editor: Sabrina Nassar DDS

Editorial Manager: Merriam Osmondson ED

Your contributions in the form of articles, photos and/or ideas are greatly appreciated. The Grapevine Bulletin editorial staff is interested in articles of general membership interest. This can include an accomplishment, interesting hobby, innovative idea, volunteer effort, etc. interview. All articles are subject to editorial review.

FMDS business office 559 438-7284/fmds@fmds.com

***Please feel free to submit an article or call for an interview***

## Staff Night/FMDS Officer Installation/Table Clinics

Staff night February 2019 was attended by over 100 FMDS members & guests. The tradition of Table Clinics presented by local dental assisting & dental hygiene students was returned.

The 2019 FMDS board of directors was installed and outgoing president, Dr Paul Hsiao, was honored. We also recognized new Life Members.

We were honored to host Dr William vanDyk as our speaker for the evening. His topic was How to Build a Practice That Becomes a Patient Magnet.



A special thank you to Dr Tom Downing, Dr Gerald Pieroni & Erica Lewis for judging the table clinics.

Thank you to Mary Haskin RDA for taking pictures at the meeting.



## Anaheim convention is the pre-eminent C.E. event for dentists in 2019

*Program includes restorative and live dentistry, new cadaver workshop*

*Reprinted with permission from California Dental Association*

Dentists will have more than the usual number of opportunities to learn about restorative materials, processes and techniques at *CDA Presents The Art and Science of Dentistry* May 16-18 at the Anaheim Convention Center. With its educational focus on restorative dentistry, the convention will offer more than 16 lectures and workshops, including an engaging panel discussion featuring leaders in the field.

“Restorative courses are generally well-received by our attendees, so we decided to up the ante a little bit for the Anaheim program,” said James Van Sicklen, DDS, a member of the *CDA Presents* Board of Managers.

Courses are scheduled each day of the convention and will cover, among other topics, new choices in adhesives when considering direct restorative treatment; clinically effective bonding procedures and indications for bonding; restoration of endodontically treated teeth; and advanced techniques for performing minimally invasive dentistry.

Additionally, four workshops will provide hands-on learning in the areas of esthetic and restorative dentistry, while a panel discussion will detail choices in materials and techniques and provide guidance based on science as well as the panelists’ own clinical observations.

Dr. Van Sicklen called the panel “the highlight of the program” and said the discussion promises to be lively. Nationally recognized speakers and current or past faculty members will “bring a very high level of clean science to the panel but also have strong opinions about how restorative processes work,” Van Sicklen said. “We hope attendees will walk away with a clearer understanding of current concepts in restorative dentistry.”

Read more about the panel and other courses on restorative dentistry in the February *Update*.

### **Live-dentistry demonstrations**

Another unique learning opportunity is the live-dentistry demonstration, and *CDA Presents* has partnered with Glidewell Dental to offer two demos Saturday, May 18, in Anaheim.

In a morning session, Justin Chi, DDS, CDT, will provide in-depth exposure to the entire clinical workflow for a chairside CAD/CAM restorative process. Specifically, attendees will learn how to restore various indications using a digital workflow, how to select materials from a range of choices based on their indications and how to create quality restorations using a chairside mill.

See next page

A second live demonstration will provide an introduction to guided implant placement. Taylor Manalili, DDS, will focus on the latest technology and techniques to help attendees understand proper case selection and CBCT diagnosis as well as the digital treatment planning process and treatment considerations.

### **New cadaver workshop**

New to *CDA Presents* is a two-day workshop that will offer the hands-on experience necessary to advance in implant dentistry.

“Cadaveric Hands-On Implant Placement and Bone-Grafting” will provide education on diagnosis, treatment planning and surgical and restorative techniques through lecture sessions and critical cadaveric hands-on training. Because the workshop is designed for both beginning and advanced dentists, attendees may select the difficulty level of procedures during the hands-on session.

Specific learning outcomes include:

- Perform socket grafting, flap manipulation and suturing on cadavers
- Learn and perform dental implant placement and immediate placement on cadavers
- Learn and perform bone-manipulation, bone-grafting, sinus-grafting and ridge-split procedures on cadavers

### ***CDA Presents* will resume biannual schedule in 2020**

With the ADA holding its annual continuing education meeting in San Francisco in September 2019, *CDA Presents* — typically a biannual convention — will take a break from hosting a convention in fall 2019 and will instead return to Anaheim in spring 2020.

While *CDA Presents* lectures are free and seating is first-come, first-served, all workshops and live demonstrations are ticketed events. To ensure the best pricing and secure seats for these courses, attendees are encouraged to register early.

**Register for *CDA Presents*** or learn more about courses at [cdapresents.com/anaheim](http://cdapresents.com/anaheim).

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## CDA Board of Trustees Meeting February Summary Robin Reisz DDS

- Prior to the CDA Board of Trustees (board) meeting, trustees and officers participated in a board development session, reviewing and discussing the results of the board self-assessment conducted last year in an effort to identify potential areas for improvement. The board's input will be shared with the Board Composition Task Force to assist in developing recommendations regarding the board's composition, which is work that began in 2018. The board has expressed their appreciation for these development opportunities, which CDA will be continuing throughout the year.

TDIC Update: The board was advised that TDIC successfully completed the merger of Dental Benefits Insurance Company (DBIC), Dentists Benefits Corporation (DBC) and Northwest Dentists Insurance Company (NORDIC), uniting all companies as one, and extending coverage to over 5,000 additional policyholders in five states.

The board also received an update regarding TDIC's current activities to position itself for future national growth. These activities include:

Negotiations for continued endorsement in Oregon, Idaho and Washington;

Consolidation of all policy administration systems for TDIC, TDIC Insurance Solutions, DBIC, DBC and NORDIC into Guidewire, which will take approximately three years; .

Medicare Task Force: Consistent with the direction of the 2018 House of Delegates (house), the board approved the establishment of the Medicare Task Force identifying the task forces scope and composition. The volunteer leadership application for this task force is currently open on [cda.org/leadership](http://cda.org/leadership).

## Working Interview NO NOs



Many employers offer potential candidates the opportunity to work in their office and “show their stuff”. Each working interview candidate **must** be added to your payroll. You can provide them a check at the end of the workday, but in the eyes of the Internal Revenue Service and the Department of Labor, they are each full-fledged employees and you must ensure that you are following appropriate employer obligations. Consider that these obligations include appropriate tax deductions, wage notice requirements, I-9’s, etc. and consider that they’ll be entitled to unemployment benefits as well.

You will need to provide each new candidate a written statement indicating they are being paid for a working interview at a rate of \$\_\_\_\_\_ and the following bare-minimum documents:

- Completed W-4
- Completed [I-9 form](#)
- Provide workers’ compensation brochure
- Provide DE 2515 form
- Provide DE 2511 form
- Completed DE 34 form
- Completed DE 4 form
- Provide sexual harassment information sheet
- Provide Notice to Employee Labor Code section 2810.5 notice
- Verification of exempt/non-exempt status

Potential candidates **must** be paid as an employee while interviewing. Movie tickets, gift certificates, etc. may NOT be given in lieu of hourly pay! Candidates do **not** have the ability to sign away their rights to payment for working in the office; even for a few hours. It could be potentially viewed that you are avoiding your obligations as an employer.

In a similar light, a candidate cannot be considered an independent contractor as they are performing the same functions as other employees in the office, using your equipment, under your direction, during your directed office hours. It would be a misclassification to consider them a contractor.

You are encouraged to consider other avenues when interviewing potential candidates. Unless you have two to three potential candidates that are absolutely ideal and the need for the working interview is unavoidable, ask thorough interview questions, perform background checks, contact personal and professional references and gather as much information during the interview as you can.

## Required poster sets are on the way.

Several state and federal agencies require dental practices to conspicuously display specific health, safety and employee rights information. So, how can you keep your practice ahead of posting requirements? With our easy-to-display poster set.

CDA updates sets regularly to ensure members have the most current postings. **New sets will be available in April 2019**, reflecting regulations and compliance requirements for 2019–20.

Starting in April, CDA will mail one poster set to at no cost to each member who has confirmed practice ownership. Additional sets will be available for purchase. Be sure to [review your cda.org profile](#) now to ensure it reflects your status as a practice owner.

Please note that agencies update posting requirements from time to time. CDA provides downloadable and [printable poster updates](#), as well as a complete list of [Required Postings in a Dental Office](#).

Need a poster set right away? To request a 2017-18 set, email [contactcda@cda.org](mailto:contactcda@cda.org) or call 800.232.7645.



### **Sexual harassment prevention training now required**

(SB 1343 – signed into law Sept. 30)

No later than Jan. 1, 2020, employers who have five or more employees must provide at least two hours of sexual harassment training to all supervisory employees and at least one hour of sexual harassment training to all nonsupervisory employees within six months of hire or promotion. The law also expands sexual harassment training to include temporary or seasonal employees. After Jan. 1, 2020, each employer must provide sexual harassment training and education to each employee once every two years and to seasonal and temporary employees or any employee who is hired to work for less than six months within 30 calendar days after the hire date or within 100 hours worked, whichever occurs first.

The Department of Fair Employment and Housing will develop or obtain two online training courses on the prevention of sexual harassment in the workplace in accordance with the provisions of the law. However, availability of these courses should not preclude employers from complying with the law by the Jan. 1, 2020, deadline. Employers can provide the training sooner through a qualified in-person classroom, an individualized, interactive and computer-based e-learning course or real-time webinar.

Employers should update their discrimination, harassment and retaliation prevention policy to reflect the new training requirements.

The new sexual harassment training requirement was covered in more detail in the January issue of the CDA *Update*

## Harassment prevention training for CDA members



As of Jan. 1, 2019, the California Department of Fair Employment and Housing (DFEH) has updated its workplace discrimination and harassment notice. The notice reflects that employers with five or more employees must now provide training to all employees regarding the prevention of sexual harassment. All training must be completed by Jan. 1, 2020. The purpose of this training is to set forth a common understanding about what is and what is not acceptable in the workplace and to outline what to do if you are victim of harassment in the workplace. Two specific types of courses will be offered at CDA Presents in Anaheim:

### For nonsupervisory positions (1-hour course):

Thursday, May 16, 2019 10-11 a.m.

Saturday, May 18, 2019 10-11 a.m.

Room: Hilton - TBD

Audience: entire dental team

C.E. units: Core – 1.0

Event #: 018/036

Fee: \$20

Learning Outcomes:

1. Understand what is considered sexual harassment.
2. Learn how to report sexual harassment.
3. Learn about external reporting options.

### For supervisor positions (2-hour course):

Thursday, May 16, 2019 3-5 p.m.

Saturday, May 18, 2019 7:30-9:30 a.m.

Room: Hilton - TBD

Audience: entire dental team

C.E. units: Core – 2.0

Event #: 019/035

Fee: \$30

Learning Outcomes:

1. Understand what is considered sexual harassment and employer responsibilities.
2. Learn what a supervisor's responsibility is if sexual harassment is reported and confidentiality limitations occur during the complaint process.
3. Learn to develop, foster and encourage a set of values in supervisory employees in prevention and effectively responding to incidents of sexual harassment.



## **Quick overview of CDA's Dental Benefit Plan Handbook**

### **CDA Practice Support recently revised the Dental Benefit Plan Handbook.**

**Revised 11-20-2018**



Much the way that a full breakdown of benefits gives the office and patient a comprehensive look into policy benefits, limitations and exclusions, the Dental Benefit Plan Handbook provides a full breakdown of the dental benefits marketplace for practice owners and their staff. The handbook's 11 chapters cover industry standards, unique policy differences, laws and ethics.

Here's a summary of what's covered in each chapter:

Chapter 1, "Understanding Dental Benefit Plan Coverage," helps an office maximize its patients' dental plan benefits. Both dental practice staff and the patient should understand the type of services covered by the patient's plan including, specifically, the plan's limitations and exclusions. This chapter educates staff on the many types of dental coverage and the differences between dental and medical coverage in order to aid you in explaining dental coverage to patients.

Chapter 2, "Understanding Dental Benefit Plan Contracts and Fees," defines the types of plans to consider for the practice and explains contract analysis, how to establish fees and much more.

Chapter 3, "Verification and Explanation of Dental Benefit Coverage," explains the process of verifying dental benefit coverage with a patient's plan. Providing patients with an explanation of coverage is a critical first step in building a trusting relationship with them.

Chapter 4, "Understanding Coordination of Benefits," explains the California law pertaining to coordination of benefits.

Chapter 5, "Working with Patients and Their Plans." In this chapter, we tell you how to help patients understand the relationship between the practice and a dental benefit plan. Whether or not the provider participates with the patient's plan, every provider faces the question: "Do you accept my insurance?" Every practice should be prepared to not only answer this question but guide the patient through the steps of verifying eligibility and explaining how the practice works with dental benefit plans.

Chapter 6, "Completing and Filing the Claim Form," describes how to correctly complete the claim form.

Chapter 7, "Billing Medical Plans." In this chapter, we help you determine the correct CPT code and ICD-10 codes when billing medical plans.

See next page

Chapter 8, "Explanation of Benefits," shows you how to read the statement sent from the dental plan following the processing of a dental claim.

Chapter 9, "Managing Payment Problems," looks at claim denials and ways to reduce or avoid denials.

Chapter 10, "Understanding the Claim Appeal Process," covers the California legal mandate requiring every dental plan to have a formal procedure that providers can use to challenge adverse payment practices or specific payment decisions. This chapter walks you through the proper steps in appealing a claim.

Chapter 11, "Understanding Dental Benefit Plan Audits." In this chapter, we explain the audit authority of dental plans to conduct quality assessment audits of their contracted dental offices. We answer common questions like, "What will the auditor look for?", "Can auditors access patient records?" and "What if the assessment finds deficiencies?"

Access all chapters in the [Dental Benefit Plan Handbook](#).



***Navigating the ever-changing dental benefit marketplace can be a full-time job. CDA member dentists may already know that dental benefit assistance is available to them through CDA Practice Support. However, dentists may find it hard to break away from dentistry to reach out for assistance. Conveniently, dental office staff are welcome to ask Practice Support questions on dentists' behalf.***

***There are a number of ways dentists and their staff can connect with Practice Support with their dental benefit questions and concerns.***

✦ ***Call 800.232.7645.***

***Submit a question online via [Ask an Expert](#).***

***Attend a presentation on dental benefits at The Spot at [CDA Presents](#). (Watch for announcements about the lineup for the spring 2019 convention in Anaheim.)***

***Read the page-2 monthly column on dental benefits in the [CDA Update](#).***

✦ ***Attend or request a dental benefits presentation at your local component.***

***Read the [Tip of the Week](#) for periodic dental benefits-related tips.***

***View or download a dental benefits resource online in CDA Practice Support's [resource library](#).***

***Most of all, members should know that when they or their staff are facing a dental benefits challenge, CDA Practice Support is available and ready to help.***

## ADA in the News

### ADA FDI World Dental Congress To Feature Over 300 Continuing Education Courses.

The [ADA News](#) (2/26) reports that registration is open for the ADA FDI World Dental Congress, which will feature “over 300 continuing education courses that are truly the star of this joint meeting.” The article notes that “participants can plan their course schedules using the Course Planner site linked from [ADA.org/meeting](#), then proceed to the ADA FDI 2019 registration site to enroll in the courses. All courses require pre-registration, even free courses.”

The ADA FDI World Dental Conference will be held Sept. 4-8 in San Francisco, CA

Register at [ADA.org/meeting](#).

The Fall CDA Presents will return in 2020

## Researchers Create New Filling Material, Adhesive.

[Oregon Health & Science University](#) (3/4, White) states that researchers with the OHSU School of Dentistry in Oregon “have created a filling material that’s two times more resistant to breakage than standard fillings, according to a [study](#) published by the journal Scientific Reports.” The article states that “the new filling uses the additive thiourethane, which is also in protective coatings for cars and decks.” In another [study](#) published in the journal Dental Materials, the team “developed an adhesive that’s 30 percent stronger after six months in use than adhesives that are currently used to keep fillings in place.” Combined, the new composite and adhesive are “designed to make longer-lasting dental restorations.”

*Need to renew your BLS/CPR Certificate?  
The Fresno Madera Dental Society can help.*

*Saturday May 11, 2019 8:00 AM-12:00 PM  
Saturday August 24, 2019 8:00 AM-12:00 PM  
Saturday November 23, 2019 8:00 AM-12:00 PM*

*Members & staff welcome.*

*\$65.00*

*Non-Member dentists \$75.00*

*Limited class size-Register early*

*371 E Bullard Ste 120*

*Fresno, CA 93710*

*Call to register*

*559 438-7284*

***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.***

***559 438-7287 fax or email to [fmds@fmds.com](mailto:fmds@fmds.com)***

***In addition to posting a classified ad on the FMDS website  
and Grapevine Bulletin Newsletter, CDA also has a classified  
section where you can post jobs, dental equipment, practice  
sales, etc.***



## Strong year for TDSC with more dental supply savings to come in 2019

Reprinted with permission from California Dental Association

### Savings will reach association members in 47 states

CDA members racked up \$2 million in total savings on dental supplies in 2018 through [tdsc.com](http://tdsc.com), the shopping site for CDA's newest subsidiary, The Dentists Supply Company.

The \$2 million savings milestone reached in September demonstrates the tremendous member interest in TDSC and doubled the \$1 million savings milestone that members reached in May.

On the heels of that savings milestone came two major announcements.

In November, [TDSC announced](http://tdsc.com) it will roll out access to its shopping site to tripartite members in nine Western states: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Washington and Utah. The expansion not only benefits CDA members who already shop the site as more shoppers means more leverage to negotiate pricing, but it also strengthens the value proposition for organized dentistry by allowing members in more states to benefit from 20 percent average savings compared to MSRP on supplies from authorized vendors.

Additionally, TDSC formed a new strategic alliance with Association Gloves & Supplies, an affiliate of the Michigan

Dental Association. This alliance brings together two groups that were started with the same mission — to provide members consistent, competitive pricing on dental supplies.

CDA's colleagues in other states are "eager to save money on dental supplies through a trusted source that has the interests of dentists and patients at heart," said Walt Weber, DDS, TDSC Board of Directors chair, while Natasha Lee, DDS, CDA president, said she has saved the amount of her CDA membership "many, many times over."

In addition to significant savings, CDA members who shopped [tdsc.com](http://tdsc.com) in 2018 benefited from site enhancements made to improve their online experience. The site's search capabilities were greatly enhanced, allowing for search by manufacturer and supplier part numbers, and higher-quality images along with expanded product details made it easier for shoppers to find the products they need. Site enhancements were prioritized based on input and feedback from early shoppers.

Looking toward 2019, TDSC will focus on continued site enhancements and strategic catalog expansion based on shopper needs and growth, all designed to provide maximum benefit to members.

"Put simply, more shoppers equal more savings — and more opportunity to invest those savings into your practice and patients," Dr. Weber said.

TDSC will roll out its shopping site to state dental association members in 47 states in a phased strategy. Building on the Western U.S. expansion announced in November, [tdsc.com](http://tdsc.com) savings will be extended in spring 2019 to state dental association members in an additional 12 states. In summer 2019, expansion will reach association members in 26 more states.

TDSC encourages CDA members who have not yet shopped the site to request a free price comparison on dental supplies. [Visit \[tdsc.com/pricecompare\]\(http://tdsc.com/pricecompare\)](http://tdsc.com/pricecompare).



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## Be the reason someone smiles!



### Upcoming CDA Cares Clinics

#### Solano

Solano County Fairgrounds

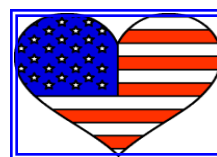
March 8 & 9, 2019

#### San Bernadino

National Orange Show

Events Center

September 27-28, 2019



### Veterans' Smile Day 2019

Please contact Merriam  
at the FMDS 559 438-7284



### Volunteer Opportunities

#### Holy Cross Dental

559 442-4108



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

#### Tzu Chi Medical Foundation

559 481-1498



ADA American Dental Association®



**\*\*Volunteers Needed\*\***

We are looking for interested members to be involved in the following committees:

CE/Program Committee

Community Health

Editorial

Ethics

Information Technology

Legislative

Please contact Merriam at the FMDS business office for full job descriptions

559 438-7284

fmds@fmds.com

## Associate Wanted

**Dentist Wanted**

We are looking for a personable dentist to provide excellent dental care with compassion and skill, one to two days a week-possibly more. If you would like a rewarding position with excellent compensation, email your resume to tai.hartman@healthysmiles.us or text to 559 259-8457

Call: tai.hartman@healthysmiles.us

Email: [559 259-8457](tel:5592598457)

**Associate Dentist Needed in Madera**

Our beautiful and modern dental office is currently looking for an associate dentist. Our practice is well established and has experienced steady growth in recalls and new patients for more than 4 years. If you are dentist who is driven, has a positive attitude, and is looking for a career opportunity with an independent dental practice, please consider working with us. We are a family-owned dental practice in Madera, CA. We are currently looking for an associate who has a minimum of 2 years of experience or more who can: Perform standard restorative, endodontic, and prosthodontic treatments. Educate patients on good oral health. Complete comprehensive exams and diagnose dental conditions. Assess treatment planning options and discuss with patient.

For more information, please send your CV to [nshojaie@gmail.com](mailto:nshojaie@gmail.com) today!

Salary: \$70.00 to \$110.00/hour

## Associate Wanted

**Now is the Time to Join the****Dentists at Golden Valley Smiles**

You will have opportunities to work with a team of experienced professionals. If you're ready to take your career to the next level and gain valuable experience, apply today!

**Overview:** You've invested the time to become a great dentist, now let us help you take your career further with more opportunity, a fantastic team and excellent clinical leadership. In working with our practice, you will have the ability to provide your patients the care they deserve. In addition, you'll enjoy the opportunity to earn excellent income and have great work-life balance without the worries of running a practice.

**The Opportunity:** You became a dentist to provide excellent patient care and have a career that will serve you for a lifetime. With us, you will have a balanced lifestyle, fantastic income opportunities, and you will work for an office that cares about their people, their patients and their community. Add on excellent benefits, including malpractice insurance, medical, dental, and vision insurance and much more and you'll feel well taken care of throughout your career.

**Apply Today:** Apply now or contact a recruiter anytime. We'd love to chat, get to know you and share more about us.

Golden Valley Smiles is an equal opportunity employer and does not discriminate against any employee or applicant for employment based on race, color, religion, national origin, age, gender, sex, ancestry, citizenship, mental or physical disability, genetic information, sexual orientation, veteran status or military status.

Call: 916 520-3325

Email: [daphi@imageorthodontics.com](mailto:daphi@imageorthodontics.com)

## Associate Wanted

**Associate Dentist**

Elite Dental, a private, general and cosmetic dental practice of Dr. Mann in Fresno, Ca is seeking an Associate Dentist. State of the art dental office with Adec dental equipment. Please send your resume via email to:hkm213@nyu.edu



**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)

**Dental Office for  
Sale or Lease**

**One of a Kind Dental Office**

**One of a kind office designed by The Jim Pride Group in the early 1980s.**

the First & Bullard Center. The office is 3250 sq. ft and has 9 operatories. They are located around the perimeter of the office with patients looking into gardens with trees, plants. Jim Pride was the head of the UOP Dental School Clinic in the mid 1970s. With his involvement in the clinic he envisioned the ideal operatory space, both for ergonomics and minimum wasted floor space. It was designed for right and left handed dentists...I am left handed.

Dr Pride, a well known architect, and an interior decorator teamed up to design unique new dental suites. There were no offices like this in the Central Valley at the time. After visiting offices in San Jose & Roseville, Drs Moss, Schapansky and I decided to build an office with similar attributes.

We built our building and office at 6099 N First St in and a redwood covered wall. The treatment area has a very open concept and patients are not isolated. The office (suite 104) is designed to accommodate 2 or more dentists. The office can easily handle 2 to 3 dentists working in the usual 8-12 & 1-5 schedule. Groups of 4...or even 5 can utilize the space using a "modified" schedule. I would welcome discussing this concept.

The total building size is 5000 sq. ft with an adjacent office of 1850 sq. ft. Almost all of the office has been upgraded over the years...some items (carpet) more than once. Currently there are 6 doctor treatment rooms with 3 hygiene rooms. Any of the hygiene rooms could become a treatment room. All room dividers with sinks and work counter remain. All rooms are plumbed for nitrous oxide.

Email: [wmgrabe@aol.com](mailto:wmgrabe@aol.com)

**Milburn Medical**

The Milburn Medical building has space available for the correct Dental consortium. We are inviting a Family Dental office to serve a rapidly growing residential community and to compliment a variety of medical and dental subspecialties.

This new medical/dental corridor is exploding with the construction of the Veteran's Expressway and the development of United Health Centers regional headquarters.

The northwest medical area is home to Saint Agnes Wellness Center, Valley Children's and Camilla L. Marquez. M.D.

7055 N. Milburn

4400 sq. ft., beautifully appointed interiors.

84 Parking Stalls On-Site

Second floor cityscape and river bluff views.

Property is located on the West Herndon Avenue corridor, one of Fresno's busiest corridors.

- Excellent Medical & Professional Office Space
- Located on Signalized Intersection
- Nearby access to Highway 99 on/off ramps
- Near Savemart, CVS, Starbucks, Wells

Fargo, Northwest Medical Group, Saint Agnes, Valley Children's, restaurants and many other amenities

- High Traffic Counts

**Milburn Medical Professionals**

Saint Agnes Urgent Northwest

Valley Children's Clinic

Camilla L. Marquez, M.D.

Heart, Artery, and Vein Center of Fresno

Rebound Physical Therapy

Advance Foot Care

Sleep Lab Center

CVS Pharmacy

Pharmkee

Email: [drschiff@urologyassociates.net](mailto:drschiff@urologyassociates.net)

Call: 559-696-4091



**Front Office****Front Office Insurance Biller**

**Seeking** an enthusiastic, take charge team member to join a growing team orientated dental family in Fresno, CA. Must possess great people skills, be able to multi task, have knowledge on Eaglesoft Software and most importantly know how to have fun and take care. We are interested in a cross trained individual who can assist and/or handle practice administrator responsibilities. Someone who can accomplish both will be nicely compensated. We look forward to having a wonderful person join our dental team!

**Dental Office Receptionist**

practiceGeneral Dentistry looking for a front office receptionist that is friendly, detail oriented, punctual and organized. Good communication skills are required. This position will focus on scheduling productively, phones, posting/collecting payments. Some dental office experience is required. This is a part time position, 3 days to start. More days will be added as the office grows. Salary based on experience. Benefits include medical insurance, uniform allowance, paid holidays

Email:  
[info@beacondentalgp.com](mailto:info@beacondentalgp.com)

**Front Office****Full-time Receptionist/Hygiene Coordinator**

Immediate Opening – Full-time Receptionist/Hygiene Coordinator (privately owned office is looking for an exceptional full-time Receptionist/Hygiene Coordinator to join our team! The qualified individual has a patient first attitude, who is positive, friendly and possess an outgoing personality to work in a contemporary digital dental office. The Receptionist/Hygiene Coordinator should possess integrity, intelligence, team player, and experience. This individual also has excellent communication skills, is detail oriented, self-motivated, multi-tasking skills and productive. Duties will include hygiene scheduling and special projects. Must have 2-3 years front office experience in a dental office. We are a fast paced practice and looking for the BEST staff to provide exceptional service for our patients. Bi-lingual in Spanish is a plus but we are open to all applicants. Knowledge of Dentrix is a plus but we are willing to train the right individual. Company Description: Fresno Dental Professionals is about valuing our employees and providing the best patient care by giving the very best of ourselves. We treat and see our patients as potential friends and see our staff as business partners. We have exceptional staff that are smart and kind who desire to help our patients about dental care.

Benefits Monthly bonuses, vacation, sick/well pay, 401K, profit sharing, paid uniforms, and

Email: [dds@smilefresno.com](mailto:dds@smilefresno.com)

**Front Office****Front Office Insurance Coordinator**

Periodontal Practice seeks expert front office insurance coordinator. Experience required. Excellent salary opportunity with 3 to 4 day work week. Qualified applicants can email resume to: [contact@pmichaelides.com](mailto:contact@pmichaelides.com) or FAX to 559 226-9450

Fax 559 226-9450  
[Emailcontact@pmichaelides.com](mailto:Emailcontact@pmichaelides.com)

**RDA/DA Wanted****Full Time Hygiene Team RDA**

Do you love hygiene? Is your ideal job assisting the hygiene department? Do you want to enjoy your career in a fun environment where you can thrive? We have an immediate opening for an OUTSTANDING RDA to the Hygiene department. Are you looking for an amazing opportunity to serve in our growing and fast paced general, family dental office? Skills/Characteristics: able to multi-task, prioritize and anticipate patients' and doctor's needs as well as high attention to detail and follow through. Self-motivated, able to communicate well, surpass daily/monthly hygiene goals, and able to fulfill daily responsibilities. Exceptional patient/customer service skills, wise, team player, with a positive attitude, joyful, person of integrity, high level of engagement, committed to continuous learning and an internal desire to be the best. Dentrrix, ZOOM, digital charting, digital photography and records required. 3 years minimum chair-side experience preferred.

**WDG CORE VALUES:**

**PATIENTS** – put patients first, be a “yes” office, and treat others the way we want to be treated  
**EXCELLENCE** – positive and professional ladies and gentleman who serve with integrity and personal excellence at all times  
**IMPROVEMENT** – work smarter not harder, always striving to be the best dental office in the central valley while continually and intentionally improving efficiencies

**UNITY** – working together/unified for the common goals and purpose of WDG

**STEWARDSHIP** – careful and faithful management of resources (time, talents, & community service)

Compensation: Wage plus incentive, vacation and sick accrual as well as medical, dental, vision, and 401 (k) benefits. 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

Fax 559 314-6753

**RDA/DA Wanted****Full-Time RDA**

We are seeking an OUTSTANDING Full-Time RDA to join our growing, positive, and fast-paced general, family dental office. Endo and oral surgery experience would be a plus. Skills/Characteristic: able to multi-task, prioritize and anticipate patients' and doctor's needs as well as high attention to detail and follow through. Self-motivated, able to communicate well and get things done. Exceptional patient/customer service skills, mature, wise, team player, with a positive attitude, joyful, person of integrity, high level of engagement, committed to continuous learning, and desires to be the best. Dentrrix, ZOOM!, Itero & Cerec experience preferred. Five years minimum chair-side experience, digital charting and digital records experience required.

**WDG CORE VALUES:**

**PATIENTS** – put patients first, be a “yes” office, and treat others the way we want to be treated

**EXCELLENCE** – positive and professional ladies and gentleman who serve with integrity and personal excellence at all times  
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**UNITY** – working together/unified for the common goals and purpose of WDG

**STEWARDSHIP** – careful and faithful management of resources (time, talents, & community service)

Compensation: Hourly wage plus monthly incentive, vacation and sick accrual as well as medical, dental, vision and 401(k) matching benefits. 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) or call 559.434.1088 and ask to speak with Erin.

**RDA/DA Wanted****RDA Position**

State of the art dental office looking for a full-time dental assistant to work in an amazing family practice. We prefer candidate to have current RDA license with a minimum of 3 years work experience. Candidates must be energetic, punctual, work well with others, and have the ability to multi-task. We are a private practice that accepts PPO dental plans and we are committed to providing the best care to our patients. CEREC and Invisalign experience is a plus.

Please Email resume:

[milburndental@gmail.com](mailto:milburndental@gmail.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 Wanted**

**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)**



**MEDICAL & DENTAL SUPPLY**

**Located in Clovis, CA**

**559 294-8646**

**Look no further than**

**Elite Medical & Dental Supply**

**for every dental and lab supply that you need. With over 27 years**

Need to renew your BLS/CPR Certificate?  
The Fresno Madera Dental Society can help.

Saturday May 11, 2019 8:00 AM-12:00 PM  
Saturday August 24, 2019 8:00 AM-12:00 PM  
Saturday November 23, 2019 8:00 AM-12:00 PM

Members & staff welcome.  
\$65.00 Members & staff  
\$75.00 Non-Members  
Limited class size-Register early  
371 E Bullard Ste 120  
Fresno, CA 93710  
Call to register  
559 438-7284

**We need your feedback on the FMDS website!**

Please check it out at [fmds.com](http://fmds.com)  
What would you like to see in YOUR website?  
Suggestions welcomed.

## **Records and Documents Retention Guidelines:**

### **Employee Documents**

### **Retention Period**

Continuing education certificates	3 complete license renewal periods
Employee earnings records	Indefinitely
Employee handbooks	Indefinitely
Employee exposure and medical records	Duration of employment plus 30 years
Employee Eligibility (I-9 form)	The later of: 3 years from date of hire or 1 year after termination
Group insurance plans	Active employees (until plan is amended or terminated); retirees (indefinitely or until 6 years after death of last eligible participant)
Job applications, resumes, interview notes	2 years for applicants and 4 years from termination for hired individuals
Job descriptions	3 years after superseded
Payroll	4 years after termination
Pension documents and supporting employee data	Indefinitely
Personnel records	4 years after termination
Wage assignments, attachments, garnishments	3 years after payment or settlement

### **Patient Documents**

### **Retention Period**

EOBs	7 years
Patient payment records	3 years after full payment
Patient (active) treatment records	Indefinitely
Patient (inactive) treatment records	Adult patients-10 years from the date patient last seen.  Minor patients-7 years from the patient's last treatment or 1 year past the patient's 18th birthday (age 19), whichever is longer

## **Records and Documents Retention Guidelines:**

### **Compliance Documents**

### **Retention Period**

Sterilizer monitoring results	12 month
Hazardous waste treatment/disposal/recycling records	5 years
Medical waste treatment/disposal records	3 years
HIPAA related policies, procedures, and documentation of training	6 years
Controlled substances purchase records/inventory log/ dispensing log	3 years
Employee Cal/OSHA training records	3 years
Injury and Illness Program	3 years
<ul style="list-style-type: none"> <li>Records of regular inspections</li> </ul>	Employers with less than 10 employees need only maintain inspection records until the hazard is corrected, and may maintain a log of instructions in lieu of separate training records
<ul style="list-style-type: none"> <li>Training records</li> </ul>	
Exposure Control Program	
<ul style="list-style-type: none"> <li>Training records</li> </ul>	3 years
<ul style="list-style-type: none"> <li>Sharps Injury Log</li> </ul>	5 years
<ul style="list-style-type: none"> <li>Housekeeping schedule</li> </ul>	No Mandated retention period; recommend 1
years	



## Upcoming Events

### 2019 Meeting Schedule

Tuesday March 19, 2019

General Meeting-

**The Triple Whammy: Change, Communication and Conflict**

Steve Swafford

Tornino's

2 CEUs

Tuesday April 9, 2019

General Meeting

**Grow Your Practice & Lower Your Taxes**

Bassim Michael, CPA

Tornino's

Tuesday May 7, 2018

General Meeting

**2019 Labor Law Update**

Jennifer Connely

Tornino's

**Dentist & spouse only**

2 CEUs

Tuesday June 18, 2019

General Meeting

**Where Saving Dollars Makes Sense: Fine Tuning the Supply Side of Your Practice**

Tornino's

2 CEUs

Friday September 20, 2019

CCDC

Clovis Veteran's Memorial Building

Topic TBA

6 CEUs

Tuesday October 15, 2019

General Meeting

**Green Dentistry: THC & Teeth**

Barry Taylor DMD

Tornino's

2 CEUs