



### What's Inside:

- 2** Children's Dental Health Clinic
- 3** Esthetic Periodontal Diagnosis And Treatment
- 4** Written Associate Dentist Agreements: Required Protection For Both Parties
- 7** Create a Crisis Communication Plan
- 8** HDS Family Picnic A Delicious Success
- 10** Avoid the Risk of Employment-Related Litigation

### Don't Miss:

**Tuesday, Sept. 14, 2004**  
**Esthetic Periodontal Diagnosis And Treatment**

**Dr. Edward S. Cohen**

**Tuesday, Dec. 7, 2004**

**Dentistry & Pharmacology:**  
**Managing the Medically Complex -**  
**Practical Guidelines for Oral**  
**Health Providers**

**Dr. Louis G. DePaola**

E-Mail Address:  
[harbor@pacbell.net](mailto:harbor@pacbell.net)

Visit Us At Harbor Dental  
 Society's Website Address:  
[www.harbordentalsociety.org](http://www.harbordentalsociety.org)

### Mission Statement:

"The mission of Harbor Dental Society is to promote excellence in dentistry, serve its members and assist the dental community in its responsibility to the public"


## December C.E., Toys For Tots and Harbor Holiday Party

**J**oin us for a very special program and celebration of the season, while earning continuing education credits. Tuesday, December 7, 2004, Harbor Dental Society will join with Pfizer Inc.'s Consumer Health Care Division to host Dr. Louis G. DePaola on the topic of

### Dentistry & Pharmacology: Managing the Medically Complex - Practical Guidelines for Oral Health Providers

Dr. DePaola is a Professor, Department of Diagnostics Sciences and Pathology, Dental School, University of Maryland, Baltimore. He received his DDS in 1975, completed a Master's Degree in Oral Biology, is a Diplomate of the American Board of Oral Medicine, and has a Certificate in Prosthodontics. Dr. DePaola serves as the Director of the Infectious Disease and Biosafety Program at the Dental School, is a member of the Board of Directors of the Organization for Safety & Asepsis Procedures (OSAP), and is the Director for dental training for the PA - Mid - Atlantic AIDS Education Training Center. He is an international lecturer, is a member of the ADA Council of Scientific Affairs, and a Dental Consultant to the John Hopkins Center for Civilian Biodefense Strategies and the University of Maryland Center for Health and Homeland Security.

Active in research, he has authored and co-authored over 120 journal articles, book chapters, and abstracts, and serves as a consultant to the American Dental Association, the National Institute of Dental and Craniofacial Research, and numerous other professional groups and private industry. Over the past 15 years, he has been awarded over 70 research and service grants, many in the field of antiplaque chemotherapeutic agents, HIV / AIDS, management of medically compromised dental patients, rapid salivary diagnostic testing, dental unit waterlines, and infection control.

Why not make this special evening your office's Holiday Party. Don't forget your unwrapped gift for the Toys For Tot's drive. 



### Free Educational Seminar

## Self-Insurance May Not Be the Best Long-Term Care Solution, Free Seminar Available

**Mary Jo Kaminishi**

**B**ecause of social security, private and public pensions, 401(k) plans, IRAs, savings accounts, mutual funds, annuities, cash value life insurance and home equity, many Californians expect to begin their retirement years with a high level of income. This affluence often leads to a false sense of security.

When people say they intend to self-insure, they typically mean they choose to do nothing regarding their future long-term care. This is a high-risk gamble. The odds are that you will incur some long-term care expenses if you live to 65. Over 50 percent of all Americans will need long-term care in their lifetime (*Americans for LTC Security, 08/99*). Doing nothing isn't the answer.

Allocating your assets is one way to self-insure. You may set your assets aside to be used for your eventual long-term care needs. Paying for your future long-term care out of your disposable income is another way to self-insure. But self-insuring using these methods can quickly deplete the assets and savings you've worked your whole life to accumulate.

*Continued on page three*

## Children's Dental Health Clinic

**D**o you know about one of the "best-kept secrets" in town? The Children's Dental Health Clinic (CDHC) offers quality dental care to children from low-income families in our community. We have a wonderful working relationship with Harbor Dental Society members, as we do not compete with local private dental practice.

Because we are based in a hospital, many medically compromised, uninsured children arrive at our Clinic for oral health-care, and we provide them immediate treatment and consultation. We also have 24-hour on-call pediatric dental residents that handle dental emergencies via the hospital for those families who have no other avenue to receive help due to their economic situation.

The CDHC also provides oral health and hygiene education to disadvantaged and underserved families who may otherwise suffer unnecessarily. We partner with the National Charity League, local cities, school districts and school nurses who help us spread the word about the importance of oral health to the overall well-being of children.


How are we able to provide these services? Basically, the CDHC loses 60¢ out of every dollar for each patient we treat. Up until this year, the generosity of the community along with grants and government reimbursements allowed us to operate on a balanced budget. For the first time in

its history, this year the CDHC will have to cut back on services and possibly turn away patients in need, because we lack the funds necessary to do work that is so vital to our community's health.

Founded in 1932, the Children's Dental Health Clinic's (CDHC) mission is to provide access to quality dental care for the low-income children of our community. Last year, our dentists, hygienists and dental assistants treated over 12,000 patients through 33,000 visits offering each patient quality dental care – often from infancy through high school. CDHC also specializes in serving children with disabilities and/or special needs.

CDHC currently operates from satellite locations in Long Beach, Hawaiian Gardens, Bellflower and Santa Catalina Island.

We also have a Mobile Dental Clinic with two complete operatories, x-ray machines and wheelchair access. It is used for screenings and treatment at school sites. The Mobile is currently parked on the Long Beach Memorial Hospital campus, but needs to be housed in a covered area that has easy ingress/egress. If you know of anyone who can provide such a facility for us, please give us a call.

Children's Dental Health Clinic  
2801 Atlantic Avenue  
Long Beach, CA 90806  
Phone: (562) 933-3141  
Fax: (562) 933-2049  
Website: [www.cdhc.org](http://www.cdhc.org) 

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International Manufacturing Group, Inc. makes a contribution to HDS for every case of Lightly Powdered Latex gloves purchased by Harbor Dental Society members.

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# Save the Date!

**Friday**

**February 4, 2005**

**8:00am to 10:00am**

**Van Dyke Theatre**

**Long Beach**

**Memorial Hospital**

**The State of Pediatric Oral  
Health Symposium**

**A prestigious panel of  
Dental and Pediatric  
Professionals will discuss  
current issues in Oral  
Health**

**Sponsored by  
The Children's Dental  
Health Clinic**

**2801 Atlantic Avenue  
Long Beach, CA 90806**

**(562) 933-3141 or**

**(562) 989-8249**

# HDS CONTINUING EDUCATION

Tuesday, November 9, 2004

## "Esthetic Periodontal Diagnosis And Treatment"

Dr. Edward S. Cohen

### About The Program:

Dentistry today has moved from being *'procedure'* orientated to *'patient'* oriented. We now first view the individual teeth in their relationship to the dentofacial and dentogingival complexes and last in their individual requirements.

This lecture focuses on those esthetic factors necessary for achieving an integrated diagnostic and treatment paradigm. A paradigm that will permit restorative dentists to evaluate and treat the esthetic needs of their patients.

### About The Speaker:

Dr. Edward Cohen is a graduate of Tufts University School of Dentistry for both his DDS and Periodontal training. He is Associate Clinical Professor and Surgical Instructor at both Boston University's Department of Graduate Periodontology and Tufts Dental School. He also lectures at Harvard Dental School. A renown speaker, both nationally and internationally, Dr. Cohen also has written extensively, including text books, on Cosmetic and Reconstructive Periodontal Surgery and maintains a full time periodontal practice in Brockton, Massachusetts.

**THIS IS A PROGRAM YOU WON'T WANT TO MISS!**

## Welcome Harbor Dental Society's 2005 Officers

### INSTALLATION OF OUR 90TH PRESIDENT

**BELINDA L. BALAIS, DMD**

### Free Educational Seminar

## Self-Insurance May Not Be the Best Long-Term Care Solution


*Continued from page one*

The question is, will you be wealthy enough to self-insure your long-term care? In 1980, the annual cost of nursing facility care in California was \$15,330. Today, the annual cost is \$58,000 (California Office of State-Wide Health Planning & Development). Even more significant are the projected future costs (California Department of Health Services Cost Data: The Partnership Based on projected increases of 5% per year):

Length Of Care	Today's Cost	In 14 Years	Future Costs In 28 Years
1 Year	\$58,000	\$116,000	\$200,000
3 Years	\$174,000	\$348,000	\$600,000
5 Years	\$290,000	\$580,000	\$1,000,000

As you can see, self-insuring long-term care can be a risky and costly proposition. Most people simply cannot afford to save for their retirement, pay for their children's education and save for their long-term care needs. Even with good investments, you could still run out of money. Insuring your long-term care needs may be the answer.

### Free Educational Seminar

Mary Jo Kaminishi, Insurance Agent for 1201 Financial & Insurance Services, Inc, will be presenting *Long-Term Care Insurance Options: Protecting Your Health, Wealth and Independence* at the Harbor Dental Society office on Wednesday, December 1, 2004 from 6:30 - 8:30 p.m. Light refreshments will be served. Please bring your spouse, neighbors, or any staff that might be interested. To register call Mary Jo at (866) 893-1201 or via e-mail at maryjok@cda.org. 

[www.harbordental.society.com](http://www.harbordental.society.com)

### C.E. PROGRAMS AT A GLANCE:

Tues., Nov. 9, 2004

Tues., Dec. 7, 2004

1:00 - 9:00 p.m.

HDS Members	\$105.00
Staff, Non-dental guests/ spouses	\$40.00
Hygienists	\$60.00
Associate/Retired Members	\$52.50
Late Fee	\$5.00
(after Friday, Nov. 5, 2004 Nov. Prog.)	
(after Friday, Dec. 3, 2004 Dec. Prog.)	

### LOCATION:

The Centre At  
Sycamore Plaza  
5000 Clark Street  
Lakewood

### C.E. MEETING - REGISTRATION

Registration: 12:30 pm  
Afternoon Session: 1-4:45 pm  
Exhibits/Dinner/Prog.: 4:45-9:00 pm

#### Three ways to register:

By mail: Envelope enclosed  
By fax: (562) 426-4550  
By phone: (562) 595-6303

#### Three ways to pay:

By check  
By Visa/MasterCard

### Preview Coming Attraction:

Coming in Jan:

Tuesday, Jan. 11, 2005

### "Integrating Technology into the Dental Practice"

Dr. Lorne Lavine

### Program Prepaid Members Please Note:

Although you have prepaid for the entire year's programs, you still need to register with the HDS office before the meeting. We ask that you please call or fax your reservation by the Friday before the meeting so that we have your name badge and C.E. credits ready for you.

Thank you.

The Journal 3



# Written Associate Dentist Agreements: Required Protection For Both Parties

(Part 3 of a 4-part series)

By Barry H. Josselson, A Professional Law Corporation \*

**D**entists associating with owner-dentists has become more prevalent in recent years than has been the case in the past. The number of dentists graduating from dental school, the greater competition among the profession for a shrinking dental population (especially in California), the increased overhead costs of operating one's practice, the rigor of starting a practice from scratch, and the increasing difficulty of obtaining total institutional financing to purchase dental practices are all reasons for the unbridled growth of associateships. However, as associate dental relationships continue to flourish, so do unfortunate and unnecessary legal disputes related to such associate dental relationships.

In our law firm's dental health care practice we have discovered that the most successful dentists (either as associates or owners) recognize the need to have written associate agreements because of the protections afforded to each dentist as a party to the agreement.

Parts 1 and 2 of this four-part article have previously outlined four (4) reasons to have written associate agreements with your colleague. Parts 3 and 4 will now identify twelve (12) points to be addressed in every properly drafted associate dentist agreement.

## Twelve Critical Issues to be Addressed in Every Associate Dentist Contract.

The following list sets forth those points which should be addressed in any properly drafted associate dentist agreement. Some concerns may be more important to you than others (for example, the dentist's status as independent contractor or employee, ownership of patients' records, covenant not to compete by the departing

associate, confidentiality and trade secret status of certain practice assets, and the associate's right to buy in to the practice). The dentists' addressing each of these issues in their agreement will help prevent later disputes because of these points previously having been resolved between the parties.

1. *Status of Associate Dentist.* The owner's treating the associate as an employee or an independent contractor has divergent consequences. Current California case law and recent Internal Revenue Service rulings have made it increasingly difficult to characterize associate dentists as independent contractors rather than as employees. However, great familiarity with the present status of the law in this area and proper documentation of the criteria needed to establish an independent contractor relationship can cause the owner to be successful in establishing a legitimate independent contractor relationship with the associate. While an in depth review of independent contractors and employees is beyond the scope of this article, the right to control and direct the individual who performs the services not only as to the result to be accomplished but also as to the details and means by which that result is accomplished is an indication of an employee relationship.

2. *Schedule and Location of Services.* The agreement should explicitly state the number of days per week of work, the hours that the dental office is open, and the associate's responsibilities, if any, for weekday and weekend emergency coverage. If the owner has multiple offices, the agreement should also indicate if the associate has any responsibility to be available to render dental services at the satellite office locations as well.

*Continued on page five*

# The Dentist's Legal Counsel

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- Dental Board Defense
- Restrictive Covenants
- Employee / Ind. Contractor Agreements
- Management Service Organizations (MSOs)

**BARRY H. JOSSELSO**  
A Professional Law Corporation



- Instructor, U.C.L.A. School of Dentistry G.P. R. Program
  - Lecturer, U.S.C. & Loma Linda Schools of Dentistry
  - Contributing Editor, Consultant; Dental Economics, CDA Journal
  - Nationally renowned author, speaker
- Barry Josselson, Esq.

1100 Executive Tower  
1100 Town and Country Road, Suite 810 Orange, California 92668

16830 Ventura Blvd., Suite 345  
Encino, California 91436

Toll free: **800.300.3525**  
Fax: 800.546.2443 Email: [bhjlaw@earthlink.net](mailto:bhjlaw@earthlink.net)

# Written Associate Dentist Agreements

Continued from page four

3. Malpractice Insurance. The agreement should explicitly state the obligation by both dentists to maintain malpractice insurance, the limits of such coverage, and any unusual or special provisions (for example, coverage for nitrous oxide).

4. Duties by Owner and Associate. The agreement should specify the associate's duties with regard to the rendering of dental services as well as the associate's duty, if any, to become involved in administration and management concerns. The owner's duties should be clearly set forth including, but not limited to, any promises of patient distribution and providing hygienists, chairside assistants or business office staff to perform billing and collection services.

5. Compensation to Associate. The agreement should carefully define the method by which the associate is to be paid. For example, as previously discussed in part one of this article, there are numerous variations of compensation including a flat per day salary, a percentage of the associate's daily gross production, or a percentage of the associate's monthly collections. The frequency with which the associate shall be paid must be stated as well as any financial responsibility by the associate for laboratory fees or defective dentistry. Any bonus provisions as well as the means by which such bonus is to be computed should also be clearly drafted.

6. Business Related Expenses. The agreement should detail what business related expenses are the sole responsibility of the associate and which expenses are to be paid for or reimbursed to the associate by the owner. Professional license fees and association membership fees, automobile expenses, entertainment and promotion expenses, continuing education expenses, malpractice insurance, health, disability income and life insurance are expenses which should be addressed in this agreement.

7. Patients' Charts and Records. Many health care professionals have the incorrect perception that they can "own" patients' charts and records. The dentist is solely a custodian of the information acquired by the dentist during the course of the dentist-patient relationship and, therefore, has no ownership of such information. The agreement should clearly state, however, that all patient information is confidential and may not be used by the associate for any purpose inconsistent with or in breach of any of the provisions of the agreement. (See part 4's discussion of confidentiality and trade secrets.)

**Next issue:** Part 4 of this 4-part article will identify the remaining significant legal issues such as covenants not to compete, an associate's right to buy in, the parties' mutual indemnifications, and recovery of attorneys' fees if you have to sue the other party to protect yourself.

\* Mr. Josselson advises more than 1200 dentists regarding their dental legal and business matters. His law offices are located in the cities of Walnut Creek, Sacramento, and Orange, CA. Mr. Josselson currently serves as an instructor in the UCLA School of Dentistry Graduate Practice Residency program. He currently also guest lectures at UC San Francisco, USC and Loma Linda Schools of Dentistry. He can be reached at 800-300-3525 or via e-mail at [bjlaw@winstarmail.com](mailto:bjlaw@winstarmail.com).

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## SOS DONATIONS

TOTAL: \$83,670

Dan Nakamura  
In memory of Hal Neibling

# Harbor Salutes

HDS congratulates the following members who celebrated a membership anniversary during the months of November and December. Our thanks for their contribution to our profession through their membership.

## November

### 50 Years

Ebenezer Bush

### 25 Years

Danny Horii

### 20 Years

Samuel Berro

### 10 Years

Cappie Baker  
Peter Spennato

### 5 Years

Eric Kardovich  
Edward J. Lin  
Delwin McCarthy

### 1 Year

Michael Bernardo  
Patrick Garrett (Dual member OCDS)  
Louis Lin

## December

### 45 Years

Merle Anderson

### 1 Year

Margaret Almajano  
Ted G. Chan  
Steve Chu  
Lenny N. Dayrit  
Sharif Elbayoumy  
Seyoung Kim  
Phuong B. Lam  
Thanh H. Ngo  
Rebecca I. Pena  
Maisun Saaed  
Harveen D. Singh  
Jessamine Sunglao  
Ronald Tawa  
John J. Velasquez



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[www.1201services.com](http://www.1201services.com)

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**WANTED: HYGIENIST OR DOCTOR** interested in working and managing Hygiene center in multi-doctor office in Torrance. Must be a self starter, hardworking, leader-type, with excellent communication, organizational and managerial skills. Full time position offered with salary, vacation, benefits, bonus and excellent work environment. If you are a friendly, family oriented individual, please fax your resume to (310) 377-5020

**FOR SALE:** Yoshida Panoura—10 (with/Ceph. \$5,000) (Estimated installation \$500). Air Techniques AT2000 Film Processor \$2,000.00 (includes replenisher) Call Dr. Chris Larsen (714) 897-3543

**FOR SALE:** "New" Lares 557 Turbo plus Highspeed Handpiece: Push-button chuck, Fiberoptic 4 hole, with "Quick Disconnect" swivel adapter and one-step conditioner kit. . . cost \$688.00 Asking \$550. Call (562) 597-3629

**OFFICE FOR LEASE:** Prime San Pedro location with a view of the Harbor. Directly across from San Pedro Peninsula Hospital. Owner will contribute a generous build out allowance. Please call Eileen at 949 794-5071 for additional information.

**LAB TECH** interested in exploring possibility of setting up an independent Laboratory in Doctor's office. Please call Dr. Russo at (562) 421-8858.

**FIRE-RESISTANT FILE CABINET-** Legal, Putty, 17 ¼ x 30 ½ x 52 ¼. 4 drawers – Save! (562) 867-1215 (24/7)

**OFFICE FOR LEASE:** Prime San Pedro location with a view of the Harbor. Directly across from San Pedro Peninsula Hospital. Owner will contribute a generous build out allowance. Please call Eileen at (949) 794-5071.

**#4649 - BACK ON MARKET-** Small Practice in San Pedro Area. Located in professional building, low rent. Call PPS, INC., (714) 832-0230 or [ppsincnet@aol.com](mailto:ppsincnet@aol.com).

**#4937 – Small G.P. in South Bay** area near PCH. Insurance and cash practice. 1,300 sq. ft. 3 Ops, 2 equipped. Seller leaving private practice. Call PPS, Inc., (714) 832-0230 or [ppsincnet@aol.com](mailto:ppsincnet@aol.com).

**FOR SALE:** Dentex 9000 X-ray Processor; Rinn X-ray Duplicator; Kodak Darkroom Light; Macro 5 SLR Polaroid Camera. Price very negotiable. Call (714) 232-9561.

**FRONT OFFICE:** Assistant-FT, Dependable, Self-motivated, good communication skill, CDT4 codes, typing/computer. La Mirada. Fax resume to (714) 562-0248.

**RDA AND OFFICE MANAGER NEEDED FOR DENTAL OFFICE IN** Hawaiian Gardens. Spanish speaking a plus. Please call (714) 403-9315 or fax resume to (562) 402-7587.

**LOOKING FOR** working Dentsply Prophy Jet. Please contact Craig Takeshita at (562) 924-7769

**GENERAL DENTIST** looking for a part time, two day a month position in greater Harbor/Long Beach area, who has 30 years general practice experience. Call Michael Sherman, DDS at (310) 541-3686.

**NEW, NEVER USED, TYCOM QUANTEC-E ENDODONTIC SYSTEM,** including console, motor, foot pedal, power cord and 18:11 contra-angle: \$900 or best offer. Please call: (310) 539-9307

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**LA MIRADA: HYGIENIST NEEDED, BI-LINGUAL** (Spanish/English) a must. Fax resume to (562) 777-1198.

**FOR SALE:** Danseream Chair - \$250, Whaledent 7HB Amalgamator \$100, Dry Heat Sterilizer and more \$100. . . . Contact Jeff Yamane at (310)326-5499.

**SPORTFISHING ENTHUSIASTS WANTED:** Come to Sitka, Alaska for a "Sportfishing Adventure of a Lifetime". We offer worry free sport-fishing packages. Quality gear, personalized service. Satisfaction guaranteed. We cater to Dental Professional. Call NOW for more information: Denny's Guide Service 888-847-3659.

**GENERAL DENTIST LOOKING TO BUY** an established general dental practice. Please call (310) 994-5336.

**FOR SALE:** PlanMeca ProStyle Dental Unit. Tubings for 2 Kavo high speeds; 1 electric (Bien Electric) and integrated curing light. Assistant Side: 2 suction, Air/H2O syringe, cuspidor, etc. Cost (6

### NEW APPLICANTS:

**Any Member of the Harbor Dental Society having knowledge relative to qualifications for membership of the applicants, please contact the membership chairman.**

#### BERRY, DOROTHEA J., DDS

3755 E. 11th Street #202  
Long Beach, CA 90804  
(562) 483-2944  
UCSF 2004  
Long Beach VA Hospital –  
GPR currently

#### CAPARAS, MARIA JOELY C., DMD

Transfer from SGVDS  
11828 Artesia Ave.  
Artesia, CA 90701  
(562) 860-1805  
University of the Philippines 1993

#### CASSIDY, ERIN M., DDS

No practice at this time  
UCSF 2004  
Long Beach VA Hospital –  
GPR currently

#### DAAS, TALAL, DMD

1821 N. Long Beach Blvd.  
Compton, CA 90229  
(310) 639-4262  
University of the East,  
Philippines 1999

#### FADAVI, FARNAZ, DMD

13001 Seal Beach Blvd. #310  
Seal Beach, CA 90740  
(562) 431-1920  
Boston University, MA 1999  
Boston University, MA – Endo 2002

#### GARCIA, URSULA V., DDS

Transfer from SFVDS  
15027 Mulberry Drive  
Whittier, CA 90604  
(562) 906-8868  
Loma Linda 2003

#### PHAN, BINH T., DDS

9426 Somerset Blvd.  
Bellflower, CA 90706  
(562) 925-3985  
UCLA 2004

#### QUIZON, NICOLAS L., DDS

247 W. Carson Street  
Carson, CA 90745  
(310) 835-9000  
Centro Escolar University,  
Philippines 1983

#### WONG, JASON G., DDS

No practice at this time  
UCLA 2003  
Long Beach VA Hospital- GPR 2004

### NEW MEMBERS:

**The following applicants have fulfilled requirements for membership:**

#### HUANG, BRIAN C., DDS

15300 S. Western Ave.  
Gardena, CA 90249  
(310) 327-1430  
USC 2003  
UCLA –GPR 2004

#### NGUYEN, BRANDON T., DMD

1360 E. Anaheim Street #109  
Long Beach, CA 90815  
Boston University, MA 2000

#### NGUYEN, HENRY M., DMD

Orthodontist  
923 West Carson Street  
Torrance, CA 90502  
(310) 533-1300  
Tufts Dental School, MA 2002  
Tufts Dental School, MA – Ortho 2004

#### PARKHILL, IRENE S., DDS

No practice at this time  
University of Washington 2004  
VA Long Beach – GPR 2005

#### PLANELLS, ANA M., DDS

Orthodontist/Pediatric Dentist  
3320 Los Coyotes Diagonal # 200  
Long Beach, CA 90808  
(562) 377-1375  
UCLA 2001  
UCLA – Ortho/Pedo 2004

#### TANAKA, DAIJU, DDS

1840 W. 186th Street #203  
Torrance, CA 90504  
(310) 329-9233  
UCLA 2003  
VA Sepulveda – GPR 2004

#### WONG, JASON G., DDS

No practice at this time  
UCLA 2003  
Long Beach VA Hospital- GPR 2004

#### ZANDERS, CHARLES, III, DDS

441 E. Carson Street #N  
Carson, CA 90745  
(310) 835-4085  
Meharry Medical College, TN 1983  
MLK, Jr./Drew Medical Center, Intern  
1984

## PDA Online Database of Approved Drug Products



The Food and Drug Administration has launched a web site aimed at giving consumers and health care professionals quicker access to information on FDA-approved drug products including prescriptions, some over-the-counter and discontinued drugs. Drugs@FDA is a searchable database on drug approvals and is accessible on the FDA web site at [www.fda.gov/](http://www.fda.gov/)

“Better information for consumers and health care practitioners is one of this agency’s top priorities,” reported FDA commissioner Mark B. McClellan, M.D., Ph.D. “Consumers, health care professionals and product developers will now be able to locate the complete profile of a product with just a few easy clicks.” Eventually, the FDA plans to increase access to information on drug recalls, warnings and shortages.

*Reprinted courtesy of the Philadelphia County Dental Society. ▲*



# Create a Crisis Communication Plan

Mary M. Byers, CAE

**D**o you have a crisis communication plan prepared for your office? If the unthinkable were to happen—whether you become debilitated or something happens to your office due to natural disaster—is there a plan in place so that your staff and/or family can respond quickly and efficiently?

A crisis communication plan does not have to be long and complicated. It does need to map out who's in charge in the case of an emergency and what they should do. It should also be distributed to every member of your staff so there are no questions regarding who has temporary authority. Here's what needs to be covered in the plan:

## What constitutes an emergency?

If you are unable to perform your duties as the leader of your practice for any reason, it's an emergency. When this occurs, either you, a family member or a significant other would notify staff accordingly so that the crisis communication plan can go into effect.

## Who takes over in your absence?

Designate your spouse, another family member, a trusted friend or a dental colleague to be in charge when you can't be. The more familiar the individual is with your practice, the better.

## Who should be notified?

Obviously, if you're not able to practice and a substitute cannot be found, patients scheduled for treatment in the days following the emergency must be notified. Your crisis communication plan should outline how many days practice will be suspended in such a case. Remember, your practice loses value each day it is closed; consequently, you want to get things back to "normal" as soon as possible. It's important that the person in charge in your absence doesn't overreact, but also important that they are realistic about how quickly patients will be seen again.

## Research *locum tenens* options now—before you need emergency coverage.

*Locum tenens* is a Latin term meaning one holding a place. It also refers to the use of qualified professional personnel to substitute for colleagues who are absent from their practices, either for planned absences such as vacation or maternity leave, or unplanned absences resulting from death, disability or military service. Professional service firms exist to provide *locum tenens*

coverage for your office. In addition, many dentists are part of a group of fellow practitioners who have agreed to cover for one another in the event of emergency. In either case, it's a good idea to make emergency coverage plans now, when you're able. In your crisis plan, be sure to include the names and phone numbers of the dentists or service firms who should be contacted in case of emergency. That way, scheduling in your office can continue with little or no interruption.

## Designate a staff leader.

Who's your right hand in the office? This individual should be identified as the "staff leader" in your absence. In case of emergency, this individual would work closely with any substitute dentists that participate in keeping your practice running. The leader's job is to answer questions, make on the job decisions that a spouse or family member may not have the knowledge to make, and to supervise other staff members as necessary.

## Continue a staff presence in the office.

Even if you can't practice and don't have a temporary dentist to cover for you, it's important that the phones in your office continue to be answered. Designate one person to be in charge of this aspect of covering your practice and identify how long this individual should continue to do this in your absence.

## Be sure someone besides you or your family has a key to the office and/or the necessary computer passwords.

This sounds basic, but if your office can't be accessed in your absence, all of the above planning is for naught. And if staff can get into the office, but can't get into your computer records, it will be tough to keep things running smoothly. If you don't want staff to have access to your financial records on a regular basis, leave instructions as to where the passwords can be found in case of emergency.

## Relax.

You may never need to use your crisis communications plan. But, if you've taken the time to complete the above steps, you can relax and know that your office will function and your patients will receive care in your absence, leaving you time to get back on your feet.

*Reprinted courtesy of the Chicago Dental Society Review, July/August 2004. ▲*

# CLASSIFIED

years old) \$26,000. Price very negotiable. Call (949) 631-2490 or [ftcurry@pacbell.net](mailto:ftcurry@pacbell.net).

**DENTAL OFFICE** available for lease. Prime Bixby Knolls (Long Beach) location on Atlantic Avenue in the heart of the redevelopment. Three operatories, large lab with central island. Reception, Business and Private office with separate exit. Please call Dr. John Faris, (562) 424-8666, M thru Th., for additional information.

**FOR LEASE:** Prime location dental building, Valley View St. where the 405 and 22 fwy meet. 1200 sq. ft. @ \$1.25 sq. ft. % leasehold paid as bonus. Call Gary @ (714) 799-1569.

**FRONT OFFICE:** Monday thru Thursday, 7:30 am to 4:30 pm. computer experience (Computer Age), East Long Beach. Fax resume to 562-497-2551 or call Drs. Bonnie Bateman and Gerald Ganz 562-425-1196.

**FOR SALE:** PlanMeca ProStyle Dental Unit. Tubings for 2 Kavo High Speeds; 1 electric (Bien Electric) and integrated curing light. Assistant side: 2 suction, Air/H2O syringe, cuspidor, etc. Cost (6 years old) \$26,000. Price very negotiable. Call (949) 631-2490 or [ftcurry@pacbell.net](mailto:ftcurry@pacbell.net).

**CARSON AREA:** for sale: lease hold improvement only, 3 chairs plus deliveries, 1 x-ray machine, new compressor. Near busy intersection. For more information, please call (310) 834-5525.

**DENTAL ASSISTANT:** Fun, professional South-Bay Orthodontic office seeks friendly, well organized, self motivated person. Willing to train. Full/Part time. FAX resume to (310) 831-9828.

**POSITION WANTED:** Personable, nice appearing, very experienced — reconstruction and pediatric license. Part time or fill-in. Call (949) 454-2345.

**CARSON AREA:** For Sale - Lease hold improvements only, 3 chairs plus deliveries, 1 X-Ray, new compressor. Near busy intersection. For more info call (310) 834-5525.

**CONDO RENTAL:** Jackson Hole, Cozy Teton Peeks. Rates that will NOT break 8X Tippet! 2 bedroom, 2 bath, Jacuzzi Tub — Sauna. E-mail [cozytetonpeekls@yahoo.com](mailto:cozytetonpeekls@yahoo.com), or telephone: (307) 733-6015 or fax (307) 734-1312.

**FRONT OFFICE** with back office experience. General office, 32 hours weekly (1) All requirements for front office or (2) three to four years experience in front office. Dependable, self-motivated, good communication skills. Contact Dr. Kenneth Lee, Long Beach (562) 494-5060.

**EXPERIENCED U.S. GRADUATE** looking to buy an established general practice. Please call (310) 994-5336.

**FOR SALE:** Denmat Virtuoso Xenon Power Arc Curing Light. Like new. \$2,000, OBO. Call (310) 326-4691.

**DENTIST WITH 10 YEARS EXPERIENCE** is looking to buy practice with real estate on flexible terms. Call (310) 641-2220.

**HIGHLY EXPERIENCED,** semi-retired dentist looking for part time general dentistry in San Pedro/South Bay area, one or two days a week. Call (310) 519-0643.

**DENTAL ASSISTING PROGRAM:** Are you looking for qualified Dental Assistants to work in your office? Southeast ROP (Regional Occupational Program) offers placement of students to do internship in your dental office at NO COST TO YOU! For more information contact: Denise Alimentario, Dental Assisting Instructor, (562) 860-1927, Ext: 442.

**ORTHODONTIST** needed part time/full time in the Seal Beach — Long Beach area. For more information, please call Dr. Maged Nessim at (562) 594-4885.

**PEDO:** Well established family practice with a nice location in San Pedro. A non-HMO practice which includes Orthodontist, Periodontist two general dentists and an already established Pedo practice ready to welcome a personal team player. Good supportive staff and modern equipment. High income. Call: Dr. Peter Spennato (office) 310-832-5559 or pager: (310) 353-0402.

**MANHATTAN BEACH OFFICE FOR SPECIALIST:** New and beautiful, Tuscan style building with second story office for lease. 1062 sq. ft. Great location and terrific parking. Call (310) 489-8658 or (310) 977-8464.

**ALWAYS LOOKING FOR USED ORTHODONTIC DENTAL EQUIPMENT:** Please contact Lorrae Byrne at the Assistance League of Long Beach, (562) 985-1165. (Your donation may be tax deductible to the Assistance League as a non-profit agency.)

(Classifieds are available to our members at \$5.00 per add. Call or fax your ad to the Society at (562) 595-6303 or (562) 426-4550 (fax).

# HDS Family Picnic A Delicious Success

Over 120 HDS members, their families, friends, and two non members joined in the fun at the College Estates Park in Long Beach on Sunday, September 26 for a picnic barbeque and ice cream sundae picnic. The event, a frequent favorite of many of our members, also included a membership recruitment effort. Members were encouraged to invite non members of the Association to join in the fun, and, as a result, we welcomed two potential new members at the event.

While our clown for the day, 'Tommy Salami', kept the little ones busy with relays, balloon characters, face painting, Piñatas, and moon bounce rides, members enjoyed renewing old friendships and making new ones. The beautiful fall weather enhanced the all-you-could eat barbeque and ice cream sundae bar. (One of the most popular stops for the children was the chocolate syrup, whipped cream and sprinkles portion of the ice cream bar...some coming back for

thirds and fourths!)

A highlight of the afternoon was the 'All you can eat' Watermelon contest. The contest was divided into two age groups for the children...The judges agreed that all who entered the contest were winners! It was amazing to all who watched how much those little ones could consume of that juicy fruit.

A big thank you our fantastic Picnic Planning Committee ably co-chaired by Drs. Tim Silegy and Belinda Balais, with hard working committee members Drs. Ravi Smith, Simona Arcan and Larry Hall.

Our hats are off to our generous sponsors who help make for a wonderful day: Ravi Smith for the Moon Bounce, Russ Chang, Ting Wey Yen, Simona Arcan, Mike Marshall, Ron Kaminishi and Dave Hochwald for the clown entertainment and face painting.

And Tim Silegy for the all the great barbeque fixins' and for cooking all of it! ▲



## Letter to the Editor

### To the HDS Picnic Committee:

I would like to commend and thank you for a wonderful picnic for the membership and our families. Dr Tim Silegy is a great cook and Dr. Balinda Balais is a wonderful su chef. Eva Silegy and Dr. Simona Arcan did a great job on the watermelon contest. We also enjoyed the surprise birthday cake for our president, Dr. Larry Hall. The piñata contest for the younger and older children was a lot of fun... Some of the 'swings' on the little ones aimed at the pinatas tell me we are going to have some great golfers in a few years!

The committee out-did itself by making this event one of the best social gatherings for Harbor Dental Society members. We hope this will be an annual event. With all the fun activities, clown, face painting, ice cream sundaes and game prizes, we and our children had a wonderful time."

Thanks again,

Dr Russell Chang and Dr. Stephanie Dodson





## Harbor Hails Life Members

**A**t our October 12th, 2004 continuing education program, President Larry Hall recognized and congratulated Harbor members, Drs. Michael Barme, Donald Brown, Michael Cahan, Howard Igasaki, Alan Rosenberg and Joel Scheiner, who recently attained Life Membership status in the Harbor Dental Society, California and American Associations. Life membership status is awarded to those members who achieve 30 consecutive or 35 non-consecutive years of membership in organized dentistry and reached the young age of 65!



Shown receiving their life membership pins are (left to right) Drs. Michael Barme, Michael Cahan, Alan Rosenberg and Joel Scheiner.

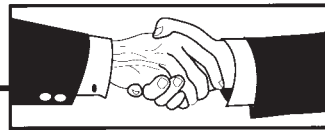


Life member, Dr. Donald Brown, smiling for the camera with Harbor member John Hom. ▲

## Welcome New Members



**W**elcoming new members at the HDS new member orientation meeting is Ethics Chair Dr. Ron Antimarino with new members (back row l to r): Irene Parkill, Brian Huang, Daiju Tanaka, Henry Nguyen, Ana Planells (front row l to r): Erin Cassidy, Simona Arcan and Ravi Smith. ▲



## Thomas & Fees

### Practice Sales

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**LA JOLLA** – Private General Practice in great professional bldg. - 6 operatories in 1925 sq. ft. - grosses over \$800,000 on 3½ days/week - Seller retiring but will stay part-time if Buyer desires - Top of the line practice - very modern

**NORTH LOS ANGELES COUNTY** – Endodontic practice in professional building for sale - 3 + 1 operatories in 1200 sq. ft. - grosses over \$500,000 with overhead less than 40% - Seller retiring

**WESTMINSTER** – General dental practice for sale in free-standing bldg. - Practice and Building for sale - building valued at \$750,000 - practice grosses over \$470,000 on 4 days/week

**SOUTH ORANGE COUNTY** – Private **Pediatric Practice** in professional building with over 20 years goodwill - grosses over \$1.7 million. Seller retiring but would stay on as a consultant - Very modern in super location

**LONG BEACH** – Oral Surgery Practice and Building for sale - Over 35 years goodwill - 6 operatories in 2500 sq. ft. - grosses over \$1.2 million with low overhead - Seller willing to stay - Bldg. appraised at \$335,000

**BLYTHE** – General dental practice for sale - 4 completely equipped operatories - grosses over \$600,000/year on 3½ days/wk with 1 week off/month - Very low overhead - unbelievable bargain

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## Keeping in touch...

**D**r. Kelly Shaw (G.P. Seal Beach) writes “*After practicing in Seal Beach many years, I’m moving to Kona on the Big Island of Hawaii. To all specialist and dentists who have helped me over the years, a big THANK YOU! I’ll miss the great organization of Harbor Dental Society. Aloha, Kelly*”



**C**ongratulations to Harbor members, Drs. **Michael Bernardo** and wife **Ann Vutikullird-Bernardo** (G.P.’s Cerritos) on the birth of their first child, a baby girl. Little miss Annabelle Josephine Bernardo arrived on August 26, 2004. Best wishes to the Bernardo family.

**C**ongratulations to three Harbor members for their contributions to the October 2004 issue of the **JOURNAL OF THE CALIFORNIA DENTAL ASSOCIATION**: **Dr. Tim Silegy** (Oral Maxillofacial Surgery – Long Beach) for serving as a contributing editor to the CDA Journal and for his article on “Management of Traumatic Facial Injuries,” **Dr. Ronald M. Kaminishi** (Oral Maxillofacial Surgery – Bellflower) for his article on “New Considerations in the Treatment of Compromised Third Molars” and **Dr. Simona Arcan** (Oral Maxillofacial Surgery, M.D. – Bellflower) for her article on “Overview of Facial Cosmetic Surgery.” ▲

## Avoid the Risk of Employment-Related Litigation

**Jeff Gordon**  
CDA

**D**octors who have employees may need insurance to protect themselves and their practices from employee claims of sexual harassment, wrongful termination or civil rights violations. Whether the claim is baseless or not, mounting a legal defense may financially overwhelm and even bankrupt a practice. Employers can protect themselves from employment-related litigation by purchasing employment practices liability insurance (EPLI) coverage.

EPLI coverage pays for defense costs, settlements and civil damages the insured may incur, and is legally obligated to pay, as a result of an actual or alleged wrongful employment act claimed by an insured’s employee or applicant for employment. The coverage applies only to events occurring and reported after the insured’s employment practice liability retroactive date and during the policy period, or within 60 days of the policy termination date.

1201 Financial & Insurance Services, Inc. (1201), offers California Dental Association (CDA)-sponsored Professional & Business Liability Insurance underwritten by The Dentists Insurance Company (TDIC) with EPLI as an optional coverage.

For more information, contact Mary Jo Kaminishi, 1201 Insurance Agent, at (866) 893-1201 or [maryjok@cda.org](mailto:maryjok@cda.org). ▲

## Effective Bargaining Phrases

**G**enerally speaking, any purchase more than \$300 is up for negotiation, whether it’s a piece of furniture, a new appliance, or some other big-ticket item. Most sales people are reluctant to admit that there is any room for haggling, but here are some catch phrases that will soon get them telling a different story:

- Are you running any special sales or offering rebates?
- Is this your best price?
- If I pay the listed price, will you throw in delivery and installation?
- I can afford this amount, but not a penny more -can you roll the taxes into the final sales price?
- I’ve set aside only so much money for this purchase — can you work with me here?
- I’m willing to buy this today for cash if you agree to my price.
- You won’t regret giving me a good deal because I’ll tell all of my friends and family about your store.

If none of these tactics work, it helps to have a friend or spouse along who will suggest that you leave to go check out what the competition has to offer.

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# Understanding & Managing the Interaction between Sleep & Pain

**D**entists are front-line managers of temporary sleep disturbances associated with pain, write researchers in the July/August Journal of the Canadian Dental Association.

Pain disrupts numerous aspects of physical and psychological life, including sleep, and dental problems are often sources of chronic pain that can alter sleep, according to the article.

When dentists ask patients about pain relief, patients are invited to compare what they currently feel with feelings that prompted a prior visit. The researchers say a person's memory of chronic pain is known to increase the intensity of current pain, which can complicate a dentist's understanding of the signs and symptoms of pain.

The researchers offer clinical guidelines for assessing and treating sleep problems in patients with chronic pain.

## 1. Evaluations for primary sleep disorder.

Before any pharmacological approaches are considered, it's important to get a complete history of the patient's sleep habits to determine if there is a primary sleep disorder such as apnea, sleep bruxism or insomnia.

## 2. Sleep hygiene and behavioral and cognitive strategies.

If a primary sleep disorder is not suspected, the patient's sleep hygiene is then reviewed. This should include questions about the sleep environment, whether the patient has a regular daily schedule and lifestyle issue such as caffeine intake, smoking, alcohol consumption or intense exercise late in the evening.

## 3. Pharmacological interventions.

If poor sleep persists, the dentist, in consultation with a physician, may consider pharmacotherapy.

According to the article, pain is reported by about 15 percent of the general population and by over 50 percent of older people. With aging, pain perception either remains relatively constant or decreases, the researchers say. They note that even though older patients use more medications, in general older people are better able to cope with the effect of pain on their quality of life than middle-aged adults.

*Reprinted courtesy of the Philadelphia County Dental Society.* ▲

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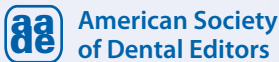
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# Take Note!

## November 2004

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5 Board of Directors Leadership Conf.	6 HDS Delegate Caucus
7 Board of Directors Leadership Conf.	8 HDS Caucus	9 C.E. Meeting	10	11	12	13
14	15	16 Peer Review Committee	17	18	19 CDA House of Delegates	20 CDA House of Delegates
21 CDA House of Delegates	22	23	24	25 Thanksgiving Holiday	26 Thanksgiving Holiday	27
28	29	30				
5-7 HDS Board of Directors Leadership Conference			16 Peer Review Committee Meeting			
6 HDS Delegate Caucus (to CDA House of Delegates)			19-21 CDA House of Delegates			
9 "Esthetic Periodontal Diagnosis and Treatment" / Edward S. Cohen, DMD			25-26 Thanksgiving Holiday			

## December 2004

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 Long Term Care Seminar	2	3	4
5	6	7 C.E. Meeting	8 CPR Class	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
1 Long Term Care Seminar		8 CPR Class				
7 "Dentistry & Pharmacology" / Dr. Lewis G. De Paola						

## January 2005

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4 Board of Directors Meeting	5	6	7	8
9	10	11 C.E. Meeting	12	13	14	15
16	17	18	19	20	21	22
23/30	24/31	25	26	27	28	29
4 HDS Board of Directors Meeting						
11 "Integrating Technology into the Dental Practice" / Lorne Lavine, DDS						