

July-August-Sept 2022

THE JOURNAL

A publication of the Harbor Dental Society

Volume 29 Issue 3

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IN THIS ISSUE— NEW Harbor Endorsed Services: Sunbit and RecallMax
Aug 10—HIPAA & CyberSecurity Training
Sept 22—Donate to Long Beach Gives to support the HDS Foundation
Sept 22—Live CE Webinar with Dr. Miles Cone
Oct 20—In-Person CE with Dr. Mario E. Abdennour
Nov 10 & Nov 17—Live CE Webinars on OSHA/Infection Control & CDPA
TOP 10 Reasons to Setup an In-house Dental Membership Plan & Sept. 14’
‘live’ How-to-Webinar



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The HDS Journal is published by Harbor Dental Society, a component of the California Dental Association and the American Dental Association. Society The Journal will publish signed articles relating to all phases of dentistry, but assumes no responsibility for opinions expressed by the contributors. The Harbor Dental Society, although formally accepting and publishing reports of various committees and the essays read before or submitted to it, holds itself without responsibility for the opinions, theories or criticisms therein contained, except when otherwise decided by special request. Advertising rates and distribution data are available upon request.

June 14, 2022 ‘live’ Business of Dentistry Webinar was a hit on the timely topic—“How to Control Your Overhead at 60% or Less” with guest speaker Gary Takacs, moderated by Harbor Pres-elect Dr. Mike Smolen. More relevant and free Business of Dentistry courses will be coming your way as a member benefit. Stay tuned!

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THE VISION: THE HARBOR DENTAL SOCIETY IS RECOGNIZED AS THE TRUSTED LEADER, RESPECTED BY ITS MEMBERS, PEERS AND THE PUBLIC FOR SUPPORT, ADVOCACY AND EDUCATION.

THE MISSION OF THE HARBOR DENTAL SOCIETY IS TO PROMOTE EXCELLENCE IN DENTISTRY, SERVE ITS MEMBERS, AND LEAD THE DENTAL COMMUNITY IN ITS RESPONSIBILITY TO THE PUBLIC.



Dear Harbor Members,

As we are enjoying summer, Harbor's programs, leadership development and membership committees have been busy working on putting together some timely educational and fun events catered to your needs that are featured in this issue.

Harbor is passionate about helping you at all stages of your career— whether it means finding an associateship, working for a practice, buying and selling a practice, and running a successful practice. Harbor's board continues to enhance its value proposition to ensure members have an opportunity to get involved, aligning with your professional and personal goals. This is why Harbor member benefits focus on a robust cross-section of future forward relevant touchpoints and solutions—career development, mentorship, and networking opportunities along with new dentist resources, advocacy, volunteer and leadership opportunities at the local, state and national level, full-service dental staffing services along with Harbor's high caliber 24/7 'live' and on-demand continuing education via Viva Learning with hot topic podcasts for dentists, specialists and dental staff in addition to Business of Dentistry programs, free-of-charge, with top business professionals. Harbor is excited to announce new solution-focused practice service solutions, offering value-driven benefits with exclusive time and cost savings to members—Sunbit and RecallMax.

Sunbit offers competitive patient financing with no setup fee for practices and works with patients to assist them with a flexible repayment plan for their case treatment without delay. [Check out the free demo](#) to see if it makes sense to include in your patient finance offerings.

In addition, RecallMax offers at a discount for members a practice management platform to recall patients who didn't complete their case treatment combined with streamlined patient scheduling to help boost practice productivity, profitability and most importantly giving the entire dental team time to focus on patient care. Harbor members receive a [free Practice Health Check](#).

These member benefits are value-driven options that are geared for practice owners who have a lot to balance—staffing, regulations, patient communications, marketing, training, payroll, billing, and so on—all while delivering quality patient care. These services can help tackle some of the major dentistry challenges we face as dentists with streamlined solutions that translate into time and cost efficiencies and savings, boosting productivity, profitability, and most importantly create a positive environment for the entire dental team to spend more time on delivering quality patient care and delivering healthy smiles.

Harbor's board of directors identified a qualified, experienced [dental staffing service solution - DirectDental](#), meeting members' staffing requirements whether it be for full-time, part-time, and/or temp dental staffing with hiring tips and best practices for success. Harbor has its own landing page and discount code. Already some members have started to positively respond to this new service benefit and found dental staff. This is how Harbor continues to deliver real value and actionable opportunities for the success of all members and to positively respond to members needs. Read about Dr. Gary Glasband's staffing challenge and how he was able to get help from [DirectDental quickly and easily](#).

PCIHIPAA and Rectangle Health are additional endorsed vendors that are relevant with the news trending about recent HIPAA violations by medical and dental practices and the importance of being in compliance with HIPAA and Cybersecurity protocols. Harbor has a free hotline for members for these type of questions as well as an upcoming free-of-charge webinar training August 10 on this hot topic—[click here to Register](#). To schedule a free HIPAA assessment—[click here](#).

Are you following up-to-date HIPAA and Cybersecurity protocols?

[Dentist pays settlement for potential HIPAA violation](#)

On July 15, 2022 the Office for Civil Rights (OCR) at the U.S. Department of Health and Human Services (HHS) announced the resolution of eleven investigations in its Health Insurance Portability and Accountability Act (HIPAA) Right of Access Initiative, bringing the total number of these

Continued on page 4

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enforcement actions to thirty-eight since the initiative began. OCR created this initiative to support individuals' right to timely access their health records at a reasonable cost under the HIPAA Privacy Rule.

HIPAA gives people the right to see and get copies of their health information from their healthcare providers and health plans. "It should not take a federal investigation before a HIPAA covered entity provides patients, or their personal representatives, with access to their medical records," said OCR Director Lisa J. Pino. "Health care organizations should take note that there are now 38 enforcement actions in our Right of Access Initiative and understand that OCR is serious about upholding the law and peoples' fundamental right to timely access to their medical records."

Earlier this year, [three dentists paid over \\$140,000](#) in combined HIPAA Privacy Rule settlements or penalties. A summary of the settlement actions according to the [HHS's news release](#): "Between the rising pace of breaches of unsecured protected health information and continued cyber security threats impacting the health care industry, it is critical that covered entities take their HIPAA compliance responsibilities seriously," OCR Director Lisa J. Pino stated in the news release.

The federal HIPAA right of access provision requires dental practices and other HIPAA-covered entities to provide to individuals, within 30 days, access to their protected health information when requested — including the right to inspect or obtain a copy of the information or to direct the entity to transmit a copy of the PHI to a designated person.

California's access-to-records laws are stricter than the federal HIPAA rule. Both HIPAA and state law apply when providing patients with access to their health information. California dental practices and other health care providers must allow a patient to view their information within five days and must provide the patient with a requested copy of their records within 15 calendar days compared to the 30 days required by the federal HIPAA rule. (Learn more in CDA's [Patient Request to Access Records form and Q&A](#). Log in to your CDA account to access.).

PS—I wish to thank all the Harbor members and dental staff who are volunteering their time for the Long Beach mini-clinic on August 13th. This event is at capacity for patient appointments! Way to go!

With Gratitude,
Donna

Donna Marie C. Calima, DMD
Harbor Dental Society President 2021/2022

**LIVE HIPAA & CYBER-SECURITY
TRAINING WEBINAR**

WEDNESDAY, AUGUST 10 (9AM PT)

REGISTER NOW

JEFF BROUDY
CEO, PCIHIPAA

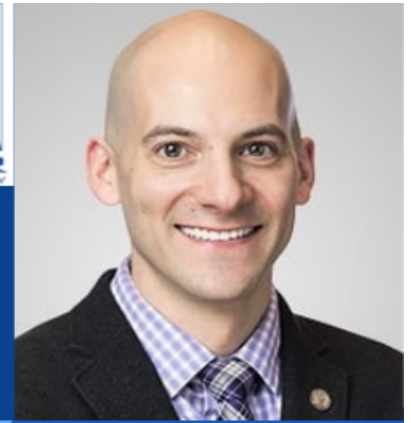
Learning Objectives

- Evolving cyber threats, including ransomware attacks
- 20 Tips to keep your patients, employees and practice safe and secure
- Enforcement trends for HIPAA & OSHA violations
- Complete your 2022 HIPAA Risk Assessment requirement!

'LIVE' CE WEBINAR

MILES CONE, DDS

THURS, SEPT 22, 2022



2pm-7pm PST 5 CEU core

Register Today

CE TOPIC:

- Carte Blanche: Aesthetic and Functional Foundation for the Complete Denture & So Easy, a Prosthodontist Can Do It: The Tips, Tricks, and Techniques from the Daily Life of a Dual Certified Prosthodontist/Dental Tech

- Thank you CE SPONSORS:



Restorative and prosthetic dentistry is in a state of crisis. Social media, corporate advertising, and even the most reputable dental symposiums all place a heavy emphasis on fixed anterior treatments (i.e., cosmetic dentistry). There is a new wave of clinicians and technicians that are well aware of the necessity for education and training of complete denture and are pushing the boundaries of contemporary aesthetics with hyper-real removable prosthetics in a bold effort to rekindle the love affair with the original full arch/mouth rehabilitation.

Learning Objectives:

- Establish the parameters of complete dentures that are coincident with contemporary fixed prosthetics and how they apply to treatment planning.
- Review many of the current shortcomings that exist with all phases of removable complete dentures prosthetics.
- Develop a case-specific armamentarium based on aesthetic and functional demands for each patient.
- Apply new concepts and techniques to current patient base.

[REGISTER TODAY—click HERE](#)

Refund Policy: No refunds for no shows. Written cancellation must be received 2 days prior to the date

MEMBERSHIP has privileges—
Practice Service Solutions
to meet your needs from
our valued-driven vendors...
Saving you Time and Money!

Boost your productivity, profits,
attract new patients all at once!

- ⇒ Compliance Services
HIPAA/Cybersecurity
- ⇒ Secure Merchant Processing
- ⇒ Dental Staffing: temps, part-time & full time
- ⇒ E-prescribing mobile app made easy
- ⇒ In-house Dental Plans for patients
- ⇒ Social Branding/Online Reputation
- ⇒ Patient Financing for case treatment
- ⇒ Streamlined Patient Scheduler and Tools to efficiently Recall patients



Harbor has created value-driven options of 'live' CE webinars, Business of Dentistry courses and endorsed service solutions that work hand in hand as relevant member benefits to help you save time and money.

Check it out TODAY

<https://linktr.ee/harbordentalsociety>



Harbor Dental Society (HDS) is designated as an Approved PACE Program Provider by the Academy of General Dentistry. The formal continuing education programs of this program provider are accepted by AGD for Fellowship, Mastership and membership maintenance credit. Approval does not imply acceptance by a state or provincial board of dentistry or AGD endorsement. The current term of approval extends from 9/1/2021 to 8/31/2025.

Harbor Dental Society Endorsed Service Vendors



Point your phone to the QR code above



PCIHIPAA™



DirectDental



iPrescribe®
by DrFirst

kleer®



swell

Dental care,
liberated.™



sunbit



RECALLMAX™

Harbor Member Snapshot: Reina Kawazoe, DDS

1. Where did you go to dental school and what made you pick that school? I went to UC San Francisco and had a positive interview experience and I wanted to experience living in Northern California.

2. How did you become interested in dentistry and who encouraged you and/or inspires you? I looked into a lot of other health professions, but I loved the unique way dentistry combines science and art. I was sold on the art component and family and friends were encouraging of really any decision I made...haha I took a while to decide on this career.

3. Do you volunteer in a dental clinic or other organizations – dentistry related or outside of dentistry? I love teaching! And I work with first- and second-year dental students at UCLA in their preclinical lab a half day a week

4. What do you love most about dentistry?

The people. The patients and staff make this worthwhile and I enjoy using my hands every day.

5. If you could choose anyone as a mentor, who would you choose and why? Brené Brown, coaches me into becoming the most effective leader I can be.

6. What advice would you give to someone who wants to enter dentistry?

There are major pros and cons to any profession, remember what drives you and gives you purpose.

7. What's one thing — either industry-related or not — you learned in the last month?

Too many to recall here! I learn so much every single day.

8. What is your favorite hobby? Anything ocean related—swimming, paddling, surfing

9. Where are you currently practicing? I'm currently practicing in San Pedro.





IN-PERSON CE

CE Topic:
Safety and Simplicity
in Root Canal
Instrumentation:
Myths, Metal and
Motion

MARIO E. ABDENNOUR, DDS

**THURSDAY
OCTOBER 20, 2022**

Thank you CE sponsor:



**3pm-9pm 5 CEU Core
at The Centre at Sycamore Plaza**

EDUCATIONAL LEARNING OBJECTIVES—KEY TAKEAWAYS

1. Learn how rotary file design influences instrumentation safety and efficiency.
2. Comprehend the advantages of heat-treated files and how best to use them.
3. Discover the most effective instrument motions available for shaping root canals and their advantages and limitations.
4. Fully understand the need to combine the latest technology with long established, evidence-based endodontic principles.
5. Fully appreciate the benefits of bioceramic obturation and the incorporation of matching posts.

[REGISTER TODAY— click HERE](#)



“Be Honored” - Dentistry’s Progress amidst Choppy 2022

Our nation has been challenged lately by major issues that also impact allies across the world! Some have been protracted over decades yielding conflicts, displacements-losses, widening inequities, climate changes’ in-action and food security problems with harsh microeconomic impacts (debt, gas prices, inflation, market gaps)¹, divisive policy changes mass shootings, and tougher work-life, home, and life in general. Certain changes are worse than others to recover from, e.g., disruptive business practices, re-opening after shutdown or slowdown with reduced productivity and revenue, cyber vulnerabilities and adopting better employee management due to changes in laws.

Recent changes in laws or legislation may pose unforeseen challenges that may take years to smooth out. Yet, we in dentistry have held steady, progressive, and more predictable metrics than most professions: our profession has demonstrated enhanced resilience drawn from bounce-back lessons since the onset of CoVID-19 - pandemic. Perhaps dentistry can be a national or global model for resilience of large and small institutions or communities (tweaking applications to fit different programs or agencies whether public or private).

Meanwhile boomers are jumping back into the game of work, realizing their pension or 401k isn’t enough to enjoy a simple retirement. Escalating cost of living and doing business with a weakening dollar seems counter-productive. Yet, unforeseen record- breaking stock values reflect bullish prosperity for another sector, not the vast majority of society.

What do these changes mean for dental professionals in 2022? Dental practice changes include increasing mandates on practice owners but weakening constraints of employee training and certification (e.g., elimination of practice examination for RDA). Dentists are still challenged with compliance for prescribing controlled substances, OSHA, practice laws and newer compliance issues – sexual harassment, implicit bias, updates on drug trends, personnel, and data security (HIPAA in the age of cyberattacks).

What is our role or responsibility (as a profession and community) to stay vigilant in advancing protection for our communities? Is there danger in being too optimistic? Dentistry has historically weathered storms and landed upright!

As professionals, dentists not only demonstrate resilience and commitment to help surrounding communities, but we can show others “how to weather the storms.”

Let’s share with communities why we do what we do while we continue reciting and applying [The ADA Principles of Ethics and Code of Conduct](#):

“The dental profession holds a special position of trust within society. As a consequence, society affords the profession certain privileges that are not available to members of the public at large. In return, the profession makes a commitment to society that its members will adhere to high ethical standards of conduct.”²

References

1. World Economic Forumâ The Global Risks Report 2022, 17th Ed. Accessed Jul 17, 2022: wef.ch/risks22
2. ADA – American Dental Association. ADA Principles of Ethics and Code of Conduct. Accessed Jul 17, 2022: www.ada.org/about/principles/code-of-ethics



NANCY DEWHIRST, RDH, BS
THURSDAY
NOV. 10, 2022

'live'
CE Webinar:

**OSHA &
Infection
Control**

🕒 6pm-9:15pm
3 CEU core

Meets CA License Renewal & Cal OSHA Requirements

[REGISTER TODAY FOR NOV. 10—click HERE](#)

California Dental Practice Act

'live' CE Webinar
with
Nancy Dewhirst, RDH, BS
Thurs, Nov 17, 2022

6pm-8:15pm
2 CEU core

REGISTER TODAY



[REGISTER TODAY FOR NOV. 17—click HERE](#)

TOP 10 REASONS TO SETUP A DENTAL MEMBERSHIP PLAN

1. Why should I implement a dental membership plan right now?

COVID-19 had a major impact on the dental industry. The number of uninsured adult patients grew from 100 million to 130 million due to job losses and job changes. At the same time, practices nationwide saw patient visits decline 20-25% because of patient fear and distancing and the cost of running a practice increased 5-10% due infection control and PPE.

A Kleer membership plan addresses these issues. Your uninsured patients get the simple and affordable coverage they want, and your practice can experience 2-3X more patient visits and 2X more revenue per patient. Plus, you will build a reliable, recurring revenue stream that boosts practice valuations.

2. How long will it take to implement a dental membership plan?

After you've gone through a live, interactive demo of the Kleer membership platform, we just need an initial investment of about 30-60 minutes of your time for a consultation to design and price your plan and then another 30-60 minutes to train your team on the platform. Once those steps are completed, your custom membership plan is ready for your patients to enroll. It's that simple and fast!

3. How do I build a membership plan?

Kleer's team of experts makes building a membership plan easy! During your consultation you will design care plans based on your practice's treatment preferences, goals, and patient demographics. The care plans can be the same across all dental practices or customized for each individual office if you have more than one office. Kleer has a proprietary **SmartPricing™** to price your plans in a way that balances both patient and practice value. By the end of your consultation, you will have a well-designed and priced membership plan(s) that works for your patients and your practice.

4. How will my small team handle this?

The Kleer Success Team will guide you every step of the way from design, to launch, and growth. The onboarding specialists provide platform training to your team and teach you how to promote your plan to patients. Once your plan is launched, our growth specialists will review your plan's performance and provide best practices to grow your membership. In addition to onboarding and growth, our support specialists are always available to answer questions from your team or your patients via phone, email, or chat. Working together, we will make your dental membership plan a major success even with a small team. One example of a successful customer of ours is PNW Dental in Bend, Oregon. They have a team of only four people, yet they enrolled 208 members and generated almost \$100,000 of recurring annual revenue in just 18 months!

5. How can I manage a membership plan?

Kleer's Portal enables the team to see members, renewals, payments, and deposits across by individual practice locations in real time. The portal includes downloadable reports and a helpful dashboard that shows you which practices are performing well, and which practices need additional help if you have more than one location.

6. How will my team(s) manage a membership plan at the office level?

Each practice has access to the Kleer Practice Portal which contains members, renewals, payments, and deposits for their specific office. They can also access a repository of in-office and digital marketing assets, a Help Center of support and training resources, and patient support tools that make it easy to enroll members and update existing accounts.

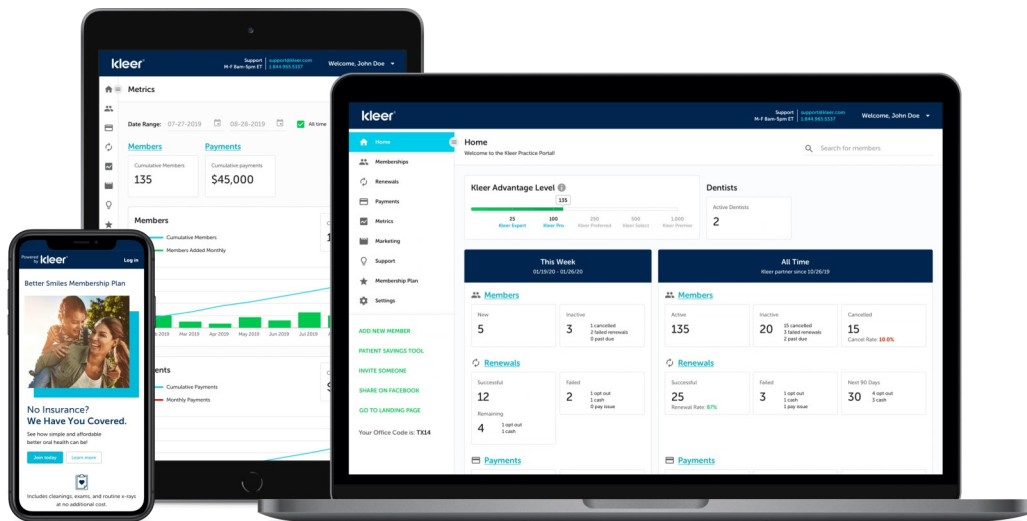
Continued from page 5

7. How much ongoing work do I have to put into managing a membership plan?

The Kleer Practice Portal was designed to make your team's lives easier by streamlining manual, time-consuming processes and providing the information they need to

manage a successful membership plan. The portal automatically tracks and manages upcoming payments, past due payments, and renewals. Your team can easily view each member's information including account details, type of care plan purchased, payments, deposits, membership status, and renewal date. And this information can be edited at any time.

Kleer also provides numerous patient self-service tools. Patients can change their email/ mailing address, opt in or out of notifications and auto-renewal, view their payment history, add family members to their plan, and invite friends to join—all from the Kleer Member Portal. If they have any questions, they can reach out to our Kleer Support Specialists via email, chat, or phone.



8. I don't have time to train my team. Can you help me?

Training new team members can be a big challenge, especially if you have high turnover. To help with this, Kleer provides training resources that will get your team quickly up to speed. We have on demand training videos, tip sheets, and scripts that you can access at any time. If you still have questions you, or anyone else on your team, can reach out to our Kleer Success Team for answers. They are never more than a chat, email, or phone call away.

9. How do I explain a membership plan to patients?

You need to have strong patient communication for your membership plan to be successful. For this reason, Kleer provides free, regularly updated marketing materials you can use to promote your plan to patients. The materials include patient brochures for your front desk, a custom landing page for patients to sign up, website widgets, scripts for the dentists, hygienists, and front office staff, email templates, social media templates, and direct mail templates.

10. Do you have examples of membership plans that are successful?

Smile Starters, a 9-location, 40-dentist, pediatric practice in North Carolina implemented their dental membership plan with Kleer in late 2018. They had a goal to provide affordable, quality dental care and at the same time minimize staff support and cost. In the first 4 months of partnering with Kleer, they enrolled 276 patients in their membership plan, generating \$70,656 of recurring subscription revenue!

About Kleer—[Schedule a free demo today](#)

Be sure to mention you are a Harbor member **when speaking with one of the Kleer experts to receive your member discount when setting up your in-house membership dental plan!**

Kleer's dental membership plan software enables practices to easily design, launch, and manage membership plans. Over 275 group practice locations and 5,000 dentists use Kleer's feature-rich platform, which is designed for scale and practice success. Written by Dave Monahan, CEO of Kleer. Monahan's passion for improving access to dental care led to the founding of Kleer in 2016.

[Kleer | In-House Membership Plans Made Easy](#)



Dental care,
liberated.™

Harbor Dental Society is excited to announce a new endorsed service called **Kleer** to help you as a smart and savvy practice owner have more options to help your patient base grow and your revenue as well. Now is the time to offer subscription-based dental membership plans directly to patients, with no insurance middleman in the way. How?



WEBINAR

Sept 14th, 2022 | 6:30p PST



DEBBIE JONES
Michael Jones, DDS



BRAD JAMES
Kleer

Hear From A Peer

California dental practice leverages Kleer to gain independence

Register now

Sign up for the Sept. 14, 2022 'live' webinar with Debbie Jones

who will give her valuable insights on how it works for her dental team as she sits down with Brad James at Kleer to discuss:

- The importance of improving patient access to care in a way that improves practice production and profit
- Must-have features for managing a high-performing membership plan that requires little administration
- How her dental team leveraged Kleer to disengage from PPO participation and take their practice fee-for-service and hear about her secrets to successful team adoption and patient enrollment. [Register Here](#)

To date, **Kleer** has helped over 4,000 leading independent and group practices across the country offer a better coverage option to their uninsured patients — a coverage option that has helped them maximize the profitability of their uninsured patient base. And their practices have achieved some incredible results.

Get Started Today: Launch your plan for **FREE** with a custom plan design and pricing consult, training, Implementation is free. Harbor members save 10% on Kleer fees.

Be sure to let Kleer know you are a Harbor member as this is an exclusive Harbor member benefit:

Schedule a free Kleer demo by clicking this link <https://go.kleer.com/hds>

Dear Harbor Members,

Harbor Dental Society Foundation is excited to tell you about Long Beach Gives! We have been selected as one of the Long Beach Gives 2022 participants and are gearing up for a week-long online fundraising campaign. Early giving will start on September 15th, culminating to a 24-hour giving day on September 22nd.

We need your support to help us reach our goal of \$6000 and to help spread the word about our online fundraiser. The great news is that Harbor members and their staff, family, friends, and patients can all take part.

Here are a few simple ways to help:
Create a Peer Fundraiser Page with Long Beach Gives (similar to a Facebook Fundraiser page).

Become a Team Leader and use the platform to develop a team of fundraisers through your staff, family, friends, vendors, and patients. Use the link to access and create your own Peer Fundraiser Page (takes under 2 minutes!) [please click here to begin](#).

Join our Social Media Squad by sharing Long Beach Gives posts to help reach potential supporters. This can take less than 5 minutes of your time each week, to “like”, comment, and share on your preferred social media platforms.

Please be sure to “like”, comment, and share the Long Beach Gives 2022 posts on [Harbor Dental Society's Facebook page](#), [HDS Foundation Facebook page](#), and [Harbor Dental Society's Instagram](#).

Make a donation in any amount starting September 15th leading up to the official Long Beach Gives giving day of September 22nd. The donations can be made through the online platform at <https://donate.longbeachgives.org/HDS-Foundation>.

Looking forward to having you join the fun and making a positive difference to supporting access to oral healthcare for the underserved children in our community. Thank you for your continued support of HDS Foundation's mission—To improve the oral health of the local underserved community through volunteer efforts and fundraising.

Let's go HDS Foundation Team!

To donate directly online to the HDS Foundation Fund—[click here](#) **Contributions By Check** may be mailed to Long Beach Community Foundation, 400 Oceangate, Suite 800, Long Beach, CA 90802. Please make check payable to **Long Beach Community Foundation** and write **Harbor Dental Society Foundation Fund** in the memo section of your check.





2022 HDS Foundation Board of Trustees

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Veronica Greene, DDS, MPH – Trustee

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Steven Schroeder, CPA – Advisory Trustee

[DONATE TODAY—click here](#)

Save the Date:

The HDS Foundation has been accepted to be a non-profit participant in Long Beach Gives 2022.



Join your colleagues as all donations are greatly appreciated!



**Thank you members
for your generous 2021/22 donations!**

Marie V. Abad

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Ravi Smith Norman

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Erin Wegter

Harbor salutes

HDS congratulates the following members who celebrated a membership anniversary during the months of April, May and June. Our thanks and appreciation for their valued contribution to our profession through their membership. Thank You!

July 2022

20 Years
Gabriel Mizraji

10 Years

Arelvis Narvaez-Moore

1 Year

Jun Park
Kimberly Wiley

August 2022

25 Years
Christopher Groat

1 Year

Graciela Ignacio
Hannah Toukalti

September 2022

30 Years
Lawrence Ota

15 years

Scott Fishman
Emerenciana Gabriel
Jonathan Lo

5 Years

Baharen Rabii
Sueng Kim

1 Year

Anthony Atalla
Sina Bacol



\$64.9M awarded to health care providers, including 35 dentists, to help increase Medi-Cal access to quality care

CalHealthCares announced July 5 that \$64.9 million in student loan repayment awards were presented to 35 dentists and 217 other health care providers who are committed to expanding access to care for Medi-Cal communities. These loan repayments are part of the fourth cycle of CalHealthCares repayment awards.

CalHealthCares administers loan repayment on educational debt for California physicians and dentists who provide care to Medi-Cal patients, which represent one-third of Californians and half of the state's children.

Eligible dentists can apply for a loan repayment up to \$300,000 in exchange for a five-year service obligation or a Practice Support Grant up to \$300,000 in exchange for a ten-year service obligation.

CalHealthCares commits \$340 million voter-approved, state tobacco tax revenues from Proposition 56 (2016) to support and incentivize physicians and dentists to increase participation in the Medi-Cal program. In April 2019, the California Department of Health Care Services (DHCS) launched CalHealthCares, and DHCS has contracted with PHC to administer the statewide program.

The next application cycle will open in January 2023.

On Sept. 22, CalHealthCares will host an informational webinar for providers to learn more about the next application cycle.

Learn more of the details at [CalHealthCares.org](https://www.calhealthcares.org).

Questions? Email CalHealthCares@phcdocs.org or call [\(916\) 551-2579](tel:9165512579).

All materials are subject to change per cycle. Please email CalHealthCares@phcdocs.org with the subject "subscribe" to receive news and informational emails.

Recruiting update 2022—Connecting

Welcome and congrats to our new members!

June 2022

PAPADOPOULOS, CHRISTIAN, DDS

No Practice Information

H. Ostrow School of Dentistry of USC 2022

MENENDEZ-RODRIGUEZ, ADRIAN, DDS

No Practice Information

H. Ostrow School of Dentistry of USC 2022

CHANG CHEIN, KENNETH, DDS

No Practice Information

UCSF School of Dentistry 2022



COOTES, JACQUELINE, DDS

No Practice Information

H. Ostrow School of Dentistry of USC 2022

July 2022

ROHAM, ARASH, DDS

No Practice Information

University of Minnesota 2022

August 2022

STANDLEY, INNA, DDS

No Practice Information

UCLA School of Dentistry 2022

KIM, SARA, DDS

821 W Rosecrans Ave.

Compton, CA 90222-3821

Rutgers The State Univ of New Jersey 2022



Get Connected Today!

Check out [Harbor's Mentorship Program](#) to connect Mentors with Mentees on the website, or email the HDS office to make new connections.

Share our posts with your social media followers to grow our connected community!

Harbor's culture offers a variety of opportunities to build and growth relationships, professional development, learning and growth through encouragement, mentoring, and training in a safe, positive and soundly governed environment.

Now is the time to get involved and make a positive impact.

If you are interested in being a volunteer, please reach out to the HDS office, 562.595.6303 or email:

Kristin@HarborDentalSociety.org.





Why RecallMax?

The **RecallMax™ Practice Health Check** analyzes your data to show:

- How many patients are truly active (and inactive) in your charts
- How many of those patients are due or late for hygiene & recall needs
- Diagnosed treatment that has not been accepted or scheduled
- And how much revenue every patient represents.

Harbor members receive discount pricing:

\$50 dollars off RecallMax monthly rate of \$395 for Pro and \$495 for Platinum.

Discounted rates for members:

Pro = Affiliate rate of \$345 and Platinum = Affiliate rate of \$445

Harbor members receive a free Practice Health Check

Schedule a free Health Check and lets see what revenue opportunities your practice currently has by clicking the link above.

IMPORTANT Mention the referral code to get the **member discount**.

Code: RMHDS22.

Key Features

No Contracts. Free Training. Unlimited Upgrades. Unlimited Support.



On-screen,
Fully Integrated



Organizes &
Simplifies Key Tasks



Auto Recall
Patient Find & Sort



Custom
Recall Reminders



Appointment
Reminders



Reputation
Management



Patient
Announcements



Collection
Reminders



Cancellation
Recovery



KPI-driven
Dashboards



Dismissal
Assist



Built-in
Call Scripts



Latest Patient-preferred
Communications



Birthday
Messaging



Patient
Surveys



Treatment
Plan Capture



New Patient
Booking Assist



New Patient
Welcome Email



The Smile Now, Pay-over-time Solution

Over 85% of patients who apply are approved to get their dental care today and pay-over-time.



We help you treat more patients—easier.

With Sunbit, overcome price as a concern. Offering Sunbit technology is fast, fair, and transparent.



Boost Approvals

Over 85% approved



Increase Production

30-second application process



Elevate Satisfaction

No late fees or application fees

“With a 151% increase in patient approval rates and nearly \$1 million in incremental sales in the first 8 months, this is the best financing tool we’ve seen come to the market.”



Dr. David Ting
Founder
BDG Dental Group

“With Sunbit, our patient approval rate is nothing short of amazing. Because 92% of our patients were approved, our group generated \$104,000 in incremental production in the first month! We are using Sunbit 20X more than our prior solution.”

Jennifer Dossett
Director of Operations
Dossett Dental



Patient program details:

- Loans from \$50 to \$20,000.*
- Rates from 0% to 35.99% APR.*
- True no-interest 6- and 12-month plans for well-qualified customers. 18- to 72-month plans available with interest.*
- Down payment required.
- No hard credit check to apply (account openings and payment activity reported to a major credit bureau).
- No late fees or application fees.
- Get paid right away.

Learn More

For more information visit dental.sunbit.com/harbordental

*Subject to approval based on creditworthiness. Only the most creditworthy applicants qualify for the lowest rates, largest loan amounts, and longest terms. Rates, terms, or amounts are lower in CO, HI, MA, MD, MA, ME, and NY due to legal requirements. Not available in CT, VT, WV, or WY. Loans are made by Transportation Alliance Bank, Inc., dba TAB Bank, which determines qualifications for and terms of credit.



Harbor Dental Society Endorsed Vendor
Patient Financing for Case Acceptance

Why Sunbit over other financing services?

Key facts:

- Sunbit approves 85% of customers and 100% of patients with a 500+ FICO score
- Same day treatment available with no chargebacks for merchants
- Sunbit works with patients to assist them with a flexible repayment plan
- Sunbit does not charge late fees
- Offices using Sunbit have seen up to **25X increase** in financing revenue

[Start today with a Free Demo—click here](#)

Questions? Please contact Harbor’s Sunbit Representative:

Brenin Booko and let her know you are a Harbor member!

brenin.booko@sunbit.com | c: 269-718-8679

A Harbor Member Sunbit Customer Experience



“Sunbit is a great financing solution to help my patients move forward with dental treatments, creating happy, satisfied patients. The high patient approval rate with the lightning speed, simple application process makes it a no-brainer offering. I can help patients from all backgrounds get their dental care without delay. This is an amazing Harbor member benefit!” – **Aarti Shah, DDS, Harbor Past President and current At-Large Director**

2022 CPR Recertification Classes



Harbor Members and your Dental Team!

Harbor recommends signing up with Heart to Heart if you are in need of renewing your license.

Please contact Cindy Griswold at Heart to Heart CPR to schedule a course with her and Jack at 714-891-5620.

Questions?

Call the Harbor Office, 562.595.6303 or email: Janet@HarborDentalSociety.org



Harbor Dental Society June 1, 2022 **In-Person New Dentists Happy Hour with Mentors at the 908 restaurant in Long Beach** organized by Amir Kazim, DDS Harbor's New Dentist and Mentorship Chair and Phil Melnick, DMD Harbor's Membership



we can help



Harbor's Classified and Job Listings Dental Job Seekers and Job Providers

View or upload your resumes on [Harbor's website](#) and submit your resume to Harbor's office.

This is a free Harbor Member Benefit. Practice owners seeking dental staff may post jobs online: Harbor Dental Society Jobs site via [Classifieds](#)

**Are you buying or selling a practice?
Are you looking for an associate or seeing an associate position?**

Harbor is here to help you through every stage of your professional career! Your information will be confidential as a member benefit to best serve you.

Please contact Kristin Avina at Kristin@HarborDentalSociety.org



Introducing: PCIHIPAA's Compliance Hotline

As the endorsed compliance partner of Harbor Dental Society, PCIHIPAA is excited to offer this to Harbor Dental Society members on a complimentary basis.

Have questions about HIPAA, OSHA, PCI, COVID-19 or anything compliance related, give us a call.

(424) 389-4748

Monday - Friday
7am - 5pm PT

Thank You Feb, March, April, Sept, Oct 2022 CE Sponsors



[Latest ADA HPI Poll Results: Most Dentists Are Giving Their Teams Pay Raises](#)

While dentists' confidence in economic recovery is decreasing, the majority have offered pay raises for their dental hygienists and dental assistants in the last year. These findings are from the latest wave of HPI's Economic Outlook and Emerging Issues in Dentistry poll conducted June 14-19, 2022. This month's poll also asked participants about employee benefits, in addition to the poll's recurring core questions.

Highlights from the poll include:

- **Recruitment Needs:** Dental team recruitment needs have not eased up. Roughly four in ten dentists had recently or were currently recruiting dental assistants and dental hygienists in June. Recruiting dental hygienists continues to be the most challenging for dentists.
- **Pay Raises:** Most dentists – roughly 8 out of 10 – have issued raises for their dental hygienists and dental assistants within the past year. Recent wage increases have most commonly been in the 4-6% range.
- **Employee Benefits:** The most common benefits dentists are offering their employees are dental benefits, paid vacation, paid holidays and retirement savings. Fewer than half of dentists provide health insurance for their employees. One in five offers paid leave.
- **Economic Confidence:** Dentists' confidence in economic recovery continues to drop. Only 16% of dentists had confidence in the U.S. recovery in June, down from 34% in January.
- *Core questions of the HPI poll are also available in a new, interactive state dashboard. [Filter by month, state, dental practice size and dentist demographics.](#)*



Latest Updates from CDA

[CDA-sponsored bill informs patients, protects provider-patient relationship in telehealth](#)

When using telehealth services, patients must be adequately informed about their health plan coverage limitations and options so they can make informed choices about the care they receive, including how “triage appointments” could affect their ability to receive the future in-person dental treatment they need. Legislation signed into law last year increased protections in telehealth, but dental benefit plans were excluded from the bill’s provisions. CDA is sponsoring legislation to remove the dental exemption from last year’s bill.

Advocacy efforts making a difference for Dentistry

The California 2022-23 state budget signed by Gov. Gavin Newsom includes significant gains for dentistry and oral health with major investments in health care workforce development; \$50 million to build and expand facilities and infrastructure to provide care for dental patients with special health care needs; and \$10 million for grants to develop dental student clinical rotations.

Legislative issues and bills that affect dentists, dental practices and patients have made significant progress in the recent legislative session, Here are some of the key achievements: [major issues & priorities summary](#)

[Paid Family Leave Grant Application](#)

Online application is open; eligible businesses may receive up to \$2,000 per employee on leave. Deadline May 31, 2024. Check if your dental practice qualifies with FAQs.



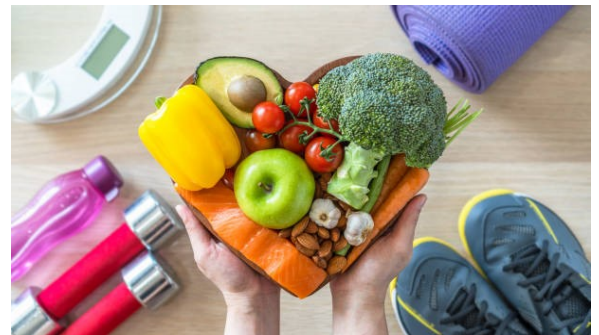
[Enjoy fitness on your terms with free ClassPass digital library access](#)

Committing to one gym is hard — so don’t. With your ClassPass membership from the American Dental Association, you can visit

thousands of gyms, fitness classes, and access digital

workouts; all from one app. ClassPass offers fitness classes with more flexibility than any single gym membership. Through an endorsement with ADA Member Advantage, ADA members can:

- Get free, access to over 20,000 hours of on-demand workouts including strength, cardio, meditation and more.
- Save 15% on credits for in-person classes at top studios and gyms across the country, as well as wellness experiences including massages, facials and manicures.
- To get started, visit ADA.org/ClassPass and sign up using company code **ADA2021**.



Harbor Member Snapshot: Sheryar Aslam, DDS

1. Where did you go to dental school and what made you pick that school?

I received my doctor of dental surgery degree (DDS) from New York University College of Dentistry.

I chose the University of Connecticut to complete my residency in Periodontics. The reason I selected UCONN is for its long history of notable educators in Periodontology and its strong clinical program.

2. Where are you currently practicing?

I currently own and practice at Seal Beach Dental Implants and Periodontics, in beautiful Seal Beach.



3. What do you love most about dentistry?

I love being able to perform procedures that make a difference in patients' every day lives, whether it being saving teeth or replacing them.

Dentistry is a wonderful profession and it also allows me to have evenings and weekends free to spend with my wife and young children.

4. What advice would you give to someone who wants to enter dentistry?
Spend time in a dental office observing a dentist you admire. The students I have seen get admitted to dental school are passionate, ask a lot of questions and have a strong work ethic.

5. What is your favorite hobby?

My favorite hobby these days is golf. I never thought I would become a golfer but I can say in the last year I am officially addicted!

Sheryar Aslam DDS
Seal Beach Dental Implants
2999 Westminster Ave, Suite 108
Seal Beach, CA 90740
(562) 431-9739
www.sealbeachdentalimplants.com

VOLUNTEER

Make a Difference



Harbor is looking for dynamic volunteer leaders like YOU to serve on committees and take on at-large director roles on the board.. The required time commitment has been streamlined and meetings are held virtually to save time and make it easy and convenient to participate and

make a difference along with being a rewarding experience at a professional and personal level.

The success of our society is the result of our members' dynamic efforts, dedication and devotion. We have a strong track record to successfully recruit and motivate volunteers and many of them have gone on to become great leaders in the community and at the CDA and ADA levels as well—including Dr. John Blake who is the executive director of the Children's Dental Health Clinic in Long Beach who will be CDA president in 2023 and Dr. Max Martinez who currently serves on the CDA board of directors and balances his successful solo practice in Paramount. These extraordinary members have learned and experienced the rewards of contributing, leading and serving others.

The key to Harbor Dental Society's continued success as a nonprofit professional organization truly depends on our skilled volunteers and leaders. In addition to encouraging new volunteers and leaders, it is important to recognize and appreciate the past and current volunteers. Thank you for all your diligent and selfless service.

Our members are the pillars of our organization. Your membership dues and participation support all of our core activities offering you service solutions at a member discount to serve your needs as a practicing dentist, 24/7 free continuing education, business of dentistry webinars, community outreach initiatives to serve the public and access to oral healthcare treatment, relevant advocacy campaigns with our legislators on key issues impacting organized dentistry and the access to oral healthcare for the public as well as peer-to-peer mentoring and social and business networking.



Our society exists for our members and because of our members. I am proud to say that our well governed leadership and membership along with our experienced executive director and administrative staff are among the most active and dedicated professionals around.

I would like to take this time to express my sincere appreciation to all the members for all your loyalty, participation and contribution to our society. Each one of you is a vital part of our society. Without you, Harbor Dental Society would not have such a rich history.

Not sure what you want to volunteer for, just fill out the form and we will help match your leadership skills with a volunteer role. For questions, please contact Harbor's office at 562-595-6303

Please fill out the [Volunteer Form here](#).

THANK YOU Annual Exhibitors

California Practice Sales
First Citizens Bank
Garfield Refining Co
Jack Fogelson Practice Sales
PCIHIPAA
Rectangle Health
Wells Fargo



THANK YOU Endorsed Service Vendors



PCIHIPAA™



DirectDental



iPrescribe™
by DrFirst

kleer®



swell

Dental care,
liberated.™



sunbit



RECALLMAX™

Get Social with Harbor Dental Society



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FOLLOW **HARBOR** ON TWITTER



CONNECT WITH **HARBOR** ON LINKEDIN
and INSTAGRAM



Instagram

Get Social
with **Harbor**

- ✓ Like
- ✓ Comment
- ✓ Share

www.HarborDentalSociety.org

Digitization and consumerism have transformed healthcare in recent years. Add staffing shortages to the mix and many practices are struggling to meet patient expectations and deliver a positive experience. All sectors are dealing with the “great resignation”, and it’s hitting healthcare hard. Job openings in March were up nearly 50% year over year, according to the latest data from the Bureau of Labor Statistics. The need for more healthcare workers comes at a time when the sector is responding to consumer-centric patient demand and increased competition from consumer businesses.

Practices are looking for ways to reduce repetitive work and allow staff to focus on what they do best. Reportedly, physicians spend more than four hours a day on electronic health records, and, according to McKinsey, administrative spending accounts for roughly \$1 trillion of the \$4 trillion spent on healthcare each year.

At Rectangle Health, we help providers create the best possible experience for their patients and reduce administrative burden with proven results. We commissioned a study by Hobson & Company to quantify the advantages of our flagship solution, Practice Management Bridge®.

Among the findings was that the average healthcare organization would recover the cost of Practice Management Bridge in 4.9 months and ultimately generate a return on investment of 165%. Let’s take a look at how the platform unlocks operational efficiency and saves on administrative costs.

Billing management

Digital transformations are happening in many sectors, including healthcare. This has become so important to patients that 35% of bridge millennials and younger patients are willing to switch providers to access better digital management tools, according to a study by PYMNTS and Rectangle Health. Even as practices adopt these tools, many have multiple, disconnected systems, which add further stress on an overburdened staff. Developed for full interoperability without the need to invest in a new PMS or EHR, Practice Management Bridge seamlessly interfaces with other systems. The multifunctional SaaS solution provides optimization tools like Card on File, pre-authorization forms, recurring payments, online payments, and text-to-pay links.

This has created new efficiencies to relieve some of the stress on administrative staff. Our clients reported the potential for a 20% reduction in time spent managing billing as a result of implementing Practice Management Bridge.

Payment collection, posting, and reconciliation

Capturing payment at the point of service is a challenge for many providers and often is the biggest benefit our clients find when they implement Practice Management Bridge. Getting paid faster, improving cash flows, and increasing revenue are high-priority goals for any practice and these financial objectives become easier using the platform.

Clients reported the potential for a 30% decrease in time spent collecting and posting payments after implementing Practice Management Bridge and the potential for a 25% reduction in time spent on payment reconciliation. According to one director of revenue cycle, “We no longer spend hours searching for payments that were mis-posted, incorrect, or not even posted. The batch report is easy to read and pulling info is simple.”

Processing manual refunds and mailing checks

Administrators are often burdened by the time-consuming process of producing and mailing paper refund checks. By digitizing this process, the staff saves time, and the patient is refunded faster without having to take the action of cashing a check.

Practice Management Bridge enables staff to search for, void, and refund transactions, email a receipt, and return patients' payments in only a few clicks. This easy process has made a huge impact with clients, who report the potential for an overwhelming 90% reduction in time spent processing manual refunds and mailing checks.

"Before, refunds were manual passing through a few hands for the approval to get a check issued. Now it's three seconds without requiring paperwork or approval," said one revenue cycle systems manager that implemented Practice Management Bridge.

With the benefits of an easy-to-use healthcare software solution, the time, money, and effort traditionally spent performing manual tasks like chasing patient payments can be reinvested into the delivery of high-quality care. Healthcare practices and organizations can leverage automation for improved workflows and increased revenue streams at the office, helping to retain valued employees.

By making every day a little easier at the practice, technology platforms allow office workers to feel more empowered to support the provider, build the business, and meet patient expectations. The multitude of digital tools makes Practice Management Bridge a must-have solution for providers looking to create efficiency for administrative staff and modernize operations for an improved patient experience.

Rectangle Health is a leader in providing digital payment options and other tools that every modern healthcare partner needs. For nearly 30 years we have offered innovative solutions to streamline payment services in a wide variety of healthcare industries. Our industry-leading Practice Management Bridge[®] platform reduces friction and creates a seamless payment experience with any existing practice management system.

Learn more about all the available solutions to meet the ever-evolving needs of your patients by contacting Joel Shuster, Partner Development Manager, Rectangle Health email jshuster@rectanglehealth.com Tel. 561-341-9690 or [fill out form for more details](#).

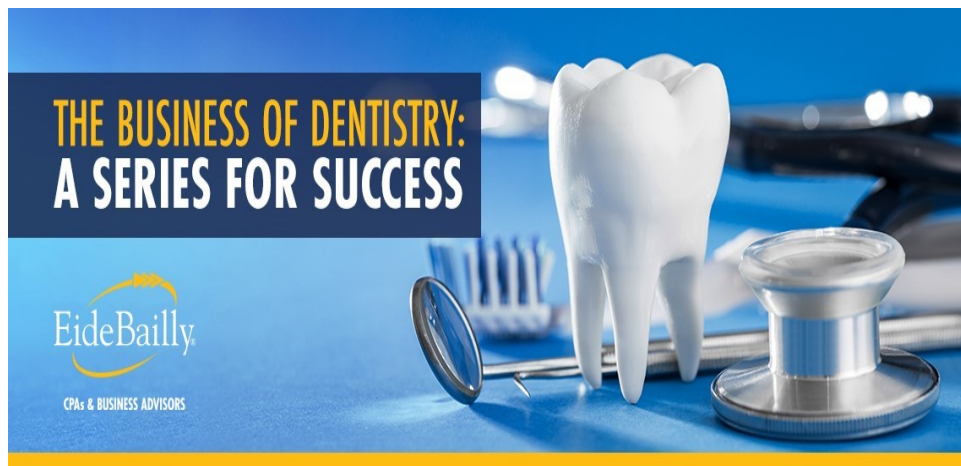
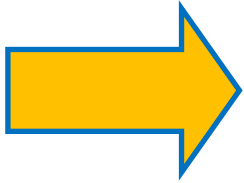
Resources

- 1 (2022, May 3). Table 1. Job openings levels and rates by industry and region, seasonally adjusted. U.S. Bureau of Labor Statistics. Retrieved from <https://www.bls.gov/news.release/jolts.t01.htm#:~:text=Health%20care%20and,2%2C027>
2. Payerchin, R. (2022, April 21). Physicians spend 4.5 hours a day on electronic health records. Medical Economics. Retrieved from <https://www.medicaleconomics.com/view/physicians-spend-4-5-hours-a-day-on-electronic-health-records>
3. Sahni, N; Mishra, P; Carrus, B; Cutler, D. (2021, October 20). Administrative simplification: How to save a quarter-trillion dollars in US healthcare. McKinsey & Company. Retrieved from <https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/administrative-simplification-how-to-save-a-quarter-trillion-dollars-in-us-healthcare#:~:text=Of%20the%20nearly%20%244%20trillion%20spent%20on%20healthcare%20annually%20in%20the%20United%20States%2C%20administrative%20spending%20is%20about%20one%2Dquarter%20of%20the%20total%3B%20delivery%20of%20care%20is%20about%20three%2Dquarters>. (2021, July). Connected Healthcare: What Consumers Want From Their Healthcare Customer Experiences. PYMNTS.com. Retrieved from <https://www.pymnts.com/study/connected-healthcare-experiences-digital-in-person-medical-visits/>

Business of Dentistry Webinars to make your life easier — Free of Charge Resource for Members

Whether you are a new dentist or experienced one, [The Business of Dentistry Series](#) offered free-of-charge to members, provides useful information and resources on best practices to help maximize practice efficiencies, financial planning and tax strategies, develop case acceptance, and profitability with PROVEN strategies, delivering immediate and positive results.

Be sure to check out the [recordings](#) covering practice transitions, marketing, managing loan debt, tax preparation, and expanding the hygiene department.



The Business of Dentistry Series Recordings

Exclusive Harbor Dental Society member benefit

Check out the [new channel on the Business of Dentistry YouTube page](#) where all of these session recordings can be found to watch anytime, anywhere.

- Year-End Tax Planning Post Election and Research and Development Income Tax Credit
- From Desperation to Inspiration: Total Practice Makeover
- Business Advice for New Dentists and New Practice Owners
- Legal Aspects of Dental Practice Transitions in 2021
- Marketing Your Dental Practice: Making Every Marketing Investment Count
- How Dentists Can Receive Money from the (ERTC) and Receive Full PPP Loan Forgiveness
- Navigation the Dental Transition Minefield
- Tips to Motivate Your Dental Team
- Financial Planning 101
- Uncover the Hidden Potential in Your Hygiene Team

You can find the FREE video recordings [here](#).



NEW MEMBER BENEFIT: DENTAL STAFFING SERVICES
TEMPS, PART-TIME, FULL TIME



DirectDental



Step 1: Visit this exclusive link to setup an account <https://directdental.com/harbor>

Step 2: Choose **'Employer: Build Your Dream Team'**

Step 3: To get 15% off the Essential Plan, Create your practice and at checkout click "Add Promotion Code" and type in **HARBOR15** (for staffing plans call or email to receive your \$50 discount)

Harbor Members receive a 15% discount on monthly, quarterly, annual plans.

First 7 days FREE to use

Call or email to get your complimentary staffing consultation!

Email: holti@directdental.com DirectDental: Tel.(619) 295-1002



Dashboard Jobs ▾ Browse Profiles Temps Settings ▾

Active Sign Out



Harbor Dental Society has partnered with DirectDental to help you with your hiring needs!

Find permanent and temporary hires with your monthly membership. Harbor Dental Society Members get **15% off!**

Use Code Harbor15 at Checkout

[Learn More](#)

Overcoming the Dental Staffing Challenge—A Member Experience



Like many practice owners my way of doing business has permanently changed since the Covid pandemic of 2020. I like many others, I experienced staffing changes and the need to hire some new full time replacement staff. This process is just not as simple as it used to be. Many of my colleagues from across the state have shared with me that they would define the situation as a crisis.

I advertised my job opening on many of the major job boards, crossed my fingers and hoped for the best. After nearly a month I received a very small number of “qualified” applicants and many applicants with zero experience who were seeking starting salaries at the absolute top of the pay scale. Worse yet when a qualified person would respond; many times, they would not show up for an applicant interview. Or they would be hired prior to me being able to initiate an onboarding process.

Both out of frustration and desperation I chose to try [DirectDental.com](https://www.directdental.com), an interactive dental jobs board. I found this service through a recommendation from the Harbor Dental Society. Almost immediately I received a workable number of qualified applicants to interview. However, in this competitive market, good applicants disappear quickly.

Since I was looking for a particular skill set for my relatively Hi-Tech practice; I chose a higher tier level of service. I personally worked with Direct Dental founder Holli Perez. She has an extensive dental background and understands different practices. She was able to pre-interview applicants and find a group who were a perfect fit. I was able to get the first interview with some applicants. With their assistance, I found and hired the perfect back-office assistant. DirectDental.com can help you in finding chairside assistants, front office administrative personnel and full and part time dental hygienists.

The cost of a basic subscription, or even the higher levels of services are very fairly priced. It is hard to put a dollar amount on job head hunting service. You get what you pay for in this area. When I went with the absolute cheapest route, it was fraught with anxiety and frustration.

I am grateful for my experience working with Direct Dental and I would highly recommend them.

Gary Glasband, DDS

Board Component Representative



One-Stop-Hire
Saving you time
and money!

With the dental staffing shortage, now is the time to **GET IN THE RACE**
Dental Job Seekers and Job Providers
 View or upload your resumes on [Harbor's website](#)
 and submit your resume to Harbor's office.



This is a **free Harbor Member Benefit**.
 Email resumes and inquiries to: Janet@Harbordentalsociety.org

Practice owners seeking dental staff may post jobs online:
[Harbor Dental Society Jobs site via member login](#)

[Cerritos College](#)

[Concord](#)

[Cypress College](#)

Take your new Harbor Member Benefit for a spin— Harbor Members receive a 15% discount on monthly, quarterly, annual plans with **DirectDental**.
 First 7 days FREE to use
 Call or email to get your complimentary staffing consultation!
 Email: hollie@directdental.com **DirectDental:** Tel.(619) 295-1002



Dental Assistant Training Curriculum, just for CDA members

Access affordable, easy-to-implement resources to support in-office training

Build a dental team that fits your practice's needs with CDA's new Dental Assistant Training Curriculum.

The curriculum is designed to provide dentists with a quicker and more efficient way to train inexperienced team members. It can be easily implemented in the dental office and blends on-the-job training with online learning.

In 12 weeks, trainees can develop the skills needed to become a dental assistant, even if they have no prior dental experience.

The training curriculum builds the DA skills needed to work chairside and includes:

- Interactive activities based on real scenarios that occur in the dental office.
- Quizzes and exams throughout each lesson to test the trainee's understanding.
- A comprehensive dental glossary so trainees can learn new terms and easily follow along.
- A course calendar to keep track of course events and assignment due dates.

To support members' staffing needs, the online curriculum is offered at a nominal cost.

Additionally, members have access to more staffing resources and support:

- **The Dental Assistant Training Roadmap:** A downloadable set of in-office recruiting, hiring, onboarding and training materials developed just for CDA members.
- **The Smile Crew of California Bootcamp:** A hands-on training program that teaches participants the necessary skills to become a dental assistant.

See how CDA can help you build your practice team.
Learn more at www.cda.org/DAttraining





HARBOR
DENTAL SOCIETY

Flagship for oral healthcare excellence



The Harbor Dental Society Mentorship Program has been established to assist dentists of all levels of experience to fill in the “gaps” of knowledge that inevitably arise.

More recent graduates can benefit from the clinical and business expertise (often not taught in pre-doctoral dental programs), from their more experienced colleagues.

Seasoned members may wish to learn about the practical application of the latest scientific and technical developments in a “one-on-one” situation.

Both mentors and mentees can enjoy the benefits of a personal, collegial relationship, not often available through traditional means of education. Harbor invites members from all levels of experience to become a volunteer leader and be a part of the mentorship program.

Please check it out [Mentor Form here](#). Please fill out the [Mentee Form here](#).

Harbor by the numbers: 715 total members

Membership Retention Rate: 95%

Harbor Market Share: 71%

Please continue to visit [Harbor's Facebook page](#) and [website](#) as updates, key resources, and events are added regularly.

We are here to help you every step of the way and hope you will get involved as a volunteer leader, attend Harbor events, and take advantage of the robust benefits.

Thank you for being a valued member!



Exclusively for Members of Harbor Dental Society

Online CE



FREE ONLINE CE exclusively for MEMBERS **Harbor Learning Platform - Viva Online**

Harbor has extended the Online CE Benefit to your ADHP Staff

[Become an ADHP Component member for the nominal annual fee of \\$50](#)

Active Harbor members have access as an exclusive membership benefit. Earn both Live and Non-Live CE. (Only 50% of your CEU can be non-live / on demand, and remember interactive virtual meetings that you watch live count as live CE.)

Top Reasons to Login today:

- **Earn live interactive CEU**
- **On-demand CE**
- **Dental Podcasts**
- **Clinical, Practice Management Courses**
- **Learn from the comfort of your home**
- **World class speakers and clinicians**
- **Approved ADA CERP Provider**
- **Seats for 'live' webinars are limited**
- **Courses are geared for general dentists, specialists and auxiliary staff.**
- **Available 24/7**



FREE
ONLINE CONTINUING
EDUCATION
just got easier...

**Questions? Call the Harbor office at 562.595.6303
or send an email to janet@harbordentalsociety.org**

Login to take [Harbor's online CE 'live' and on demand courses](#)

Carefree childhoods
are meant for
everyone.

FOOD FREEDOM

CONFERENCE 2022



[Food Allergy Symptoms, Information, and Types](#)

Did you know that 1 in 13 children in the U.S. (or approximately 32 million Americans) is diagnosed with a food allergy?

And while not all conditions are severe or life threatening, a food allergy reaction sends someone to the emergency room every three minutes.

That's a staggering statistic, and one of the reasons the Southern California Food Allergy Institute is a cutting-edge clinical care and research center that is committed to revolutionizing food allergy treatment.

Share these public resources with your patients and parents.

REMINDER - MANDATED



unpaid volunteers, and independent contractors must be included toward the minimum count of five employees. Training must occur within six months of hire to a non-managerial position or promotion to a managerial position (including hiring) as applicable.

The Department of Fair Employment and Housing provides **free online training courses** on preventing sexual harassment and abusive conduct in the workplace that satisfy California's legal training requirements pursuant to Gov't Code 12950.1.

[Click here to take either the two-hour supervisory or one-hour training](#) and then click "Continue" at the bottom of the page.

For additional information:

If you are an employee: [Employee FAQ](#)

If you are an employer: [Employer FAQ](#)

SEXUAL HARASSMENT TRAINING

Employers with at least five employees must provide at least two hours of sexual harassment prevention training to all managerial/supervisory employees and at least one hour of sexual harassment prevention training to all non-managerial employees every two years.

Both part-time and full-time employees must be trained. Full-time, part-time, temporary employees, unpaid interns,

Harbor Member Benefit—e-prescribing mobile app



- Compliancy begins Jan 1, 2022 in California for both controlled and noncontrolled substances with very few exceptions. Paper prescriptions will no longer be allowed by state law.
- Harbor Dental Society is excited to be rolling out a value-driven member benefit by DrFirst with [the launch of iPrescribe](#), a standalone E-prescriptions mobile app solution to meet your practice needs to be compliant with the new CA state law.
- iPrescribe can be used for new prescriptions and renewals and for electronic prescribing for controlled substances (EPCS). **The mobile app is fully HIPAA-compliant** to keep patients' protected health information secure, provides safety alerts for potential drug interactions and allergies, and allows real-time access to patient medication history and copay information.

Get Started Today: Member Dentists will be entitled to use iPrescribe free for 1 year so long as you register to use iPrescribe prior to April 1, 2022. After the first year, the monthly fee is \$10 per month.

- **IMPORTANT:** Harbor Members should identify themselves as a Harbor member by entering the referral code **HDS** during the iPrescribe registration process.

ATTENTION: Once you have completed the registration, please provide who has registered with first and last name along with city and zip and email to: Janet@HarborDentalSociety.org to ensure you receive the discount pricing.

iPrescribe Registration Steps:

1. Download iPrescribe via the Apple AppStore or Google Play.
2. After download, tap "Sign Up" on the log in screen.
3. Follow the prompts to identity-proof with IDme. You will need your driver's license.
4. Be sure to write down your user name and password.
5. Congrats! You are now ready to send e-prescriptions for non-controlled drugs.

EPCS Upgrade:

1. Tap the menu button in the top left and tap "EPSC Upgrade"
2. Follow the prompts to conduct additional security checks and validate your mailing address.
3. You will receive an email in Dec. 2021 notifying you when you are able to complete the EPSC Upgrade process

Representatives are available 24/7 to resolve any concerns or questions. 1-866-263-6512

[DOWNLOAD iPrescribe HERE](#) for FREE

Helpful Resources:

For iPrescribe online help and support visit: [DrFirst Help Center online.](#)

[Why DrFirst - iPrescribe Mobile Electronic Prescription App?](#)

In a fast-paced world, you need value-driven tools that align with your needs as a dentist. That's why DrFirst delivers this app to securely electronically prescribe, communicate, and collaborate from anywhere, with anyone, at any time, 24/7



New Harbor Dental Society Member Benefit HIPAA Compliance Services by PCIHIPAA

COMPLIANCE SERVICE DELIVERING REAL VALUE

Great News to Share!

Harbor Dental Society is proud to introduce and endorse PCIHIPAA as its preferred compliance service vendor - PCIHIPAA, located in Santa Monica, CA, PCIHIPAA has an A+ Rating and Accreditation with the Better Business Bureau and has been vetted by Harbor's Board of Directors to deliver you a **new value-driven member benefit to fit your needs.**

It's quick and easy to get started.

Visit: <http://pcihipaa.com/harbor> to complete your assessment, a \$1200 value, at no charge.

Now is the time to complete the free HIPAA Risk Assessment to learn common vulnerabilities facing our industry. I took this assessment recently and it was of great help and value, **saving me time, stress, and risk.**

- Donna Calima, DMD, HDS President

If you have any additional questions, please call PCIHIPAA at **(800) 588-0254** and let them know you are a Harbor member.



PCIHIPAA™

WHAT'S PROTECTING YOU?

Relieve Your Burden

Get Your  OfficeSafe™

OfficeSafe³⁶⁰ All-In-One HIPAA, OSHA, and PCI Compliance Solution designed to work better together.

-  POLICIES & PROCEDURES
-  CE TRAINING
-  FINANCIAL PROTECTION
-  24/7 COMPLIANCE CONCIERGE

GET STARTED

Compliance Risk Assessment* (\$1,200 value) Includes:

- Customized report
- Quick-fix checklist
- 2 free CE Credits



Harbor Member Benefit—Online Reviews, Social Branding



Swell helps prospective patients find your business through online reviews, converts website visitors, and turns customer interactions into revenue.

swell +

Get more Patients. Keep more Patients. Spend less time doing it.

Use Swell to collect instant patient feedback and online reviews on sites that matter – like Google, Facebook, HealthGrades and more. Swell is teaming up with Harbor Dental Society and affiliates to give you a special offer. **Get 30 days free, \$199 for a month to month contract or \$179/month annual agreement billed monthly.**

[Get Started Now](#)

Get a 20 Minute Demo

First name

Last name

Email*

Patients want the best.

Meet those expectations. That's the power of the Swell + Harbor Dental Society Partnership.

Benefits of Swell:

- ◆ Engage with anyone, anywhere, anytime - Make your online reputation shine.
- ◆ Leverage your online reputation and turn it into practice growth.
- ◆ Access simple tools to attract and keep more new patients.

Get Started Today: Harbor members get the 1st month free—extended to the rest of 2021 along with discount pricing—\$199 per month to month (regularly \$249 per month or \$179 per month with annual plan).

Schedule a free demo:

<https://www.swellcx.com/partners/harbor-dental-society>

Inside glance into Harbor's Volunteer activities & events...

Harbor Dental Society is your trusted flagship that continuously strives to deliver cogent education programs, relevant dental products, supported by customized services and solutions, to enhance your dental practice for business growth and foster stronger community relations and outreach **to drive oral healthcare excellence.**



Board of Directors at HDS Leadership Conference

A Mission Focus with Objectives, Strategies, Tactics, and an Action Plan to meet Goals on Membership, Leadership, Organizational and Financial Excellence, Advocacy, and Community Outreach.

Key Achievements from Committee Volunteerism:

- **Online CE for Free** for HDS members
- **Powerhouse CE Programs** as 'live' Webinars
- **Business of Dentistry courses** addressing the Business Side of Dentistry
- **Successful advocacy campaigns** to bring public awareness about oral health care issues!
- **THE JOURNAL** a Digital publication
- A **responsive Website** with key resources for members, dental professionals, the public, and the community
- **Fundraising** to give back to the community

Harbor Dental Society Continuing Education Programs

Dynamic Clinical and Practice Management CE Programs presented by Powerhouse Speakers!



Team Harbor at CDA Cares

Each CDA Cares clinic provides dental services at no charge to 2,000 individuals in just two days. We rely on hundreds of volunteers to make it happen.



Harbor Dental Society Leaders at CDA Leg Day in Sacramento advocating on important oral care issues on behalf of members and the public's interests.



Now is the time to VOLUNTEER!

Gain new friendships with colleagues and see how your achievements can make a positive impact.

It's Easy, Fun and REWARDING!

CONTACT HARBOR 562.595.6303

www.HarborDentalSociety.org



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4010 Watson Plaza Drive
Suite 210
Lakewood, CA 90712

QR code to Signup



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JAN 26 Advanced Concepts in Restorative Direct & Indirect Dentistry 5PM-7PM core-2 CEU
Lou Graham, DDS



FEB 23 AI in Practice: Artificial Intelligence, Real Dentistry 6pm-8pm core-2 CEU
Kyle Stanley, DDS
CE sponsor: Pearl



MAR 23 CBCT Common Findings – DENTOALVEOLAR
6pm-8pm core-2 CEU
Barrett Andreason, DDS



APR 13 OSHA & Infection Control 6pm-9:15pm core 3 CEU
APR 20 CDPA 6pm-8:15pm core 2 CEU
Nancy Dewhirst, RDH, BS



JUN 22 Game Changers: Transformative Innovations in Dentistry 6pm-8pm core-2 CEU
Sam Shamardi, DMD



AUG 31 Posterior Composites: From the Pulp to the Occlusal Surface 6pm-9pm 3 CEU
Richard G. Stevenson, III, DDS, FAGD, FACD, ABOD



SEP 21 RAVING PATIENTS: Get Credible, Get Visible, Get More New Patients 6pm-8pm 2 CEU
Len Tau, DMD



OCT 19 Increasing Profits through The Circle of Focus 6pm-8pm 2 CEU
Anissa Holmes, DMD



NOV 2 CE Webinar moved into Nov 9th
NOV 9 OSHA, Infection Control & CDPA 4:30pm-9:30pm core 5 CEU
Nancy Dewhirst, RDH, BS



IN-PERSON DEC 14 Bonded Anterior Ceramic Restorations: From Design to Delivery w/Holiday Installation 4:30pm-9:30pm core 2 CEU
Mehrdad Razaghy, DDS CE sponsor GC America



Wed, Feb 1, 2023 Business of Dentistry 'live' Webinar
Gary Takacs: 5 Tips to Make 2023 Your Best Year Yet!

Wed, MAR 8, 2023 Business of Dentistry 'live' Webinar
Naren Arulrajah: The Role of Done-For-You Marketing

'Live' CE Webinars with Powerhouse Speakers & Hot Topics



Endorsed valued-driven services for Harbor members

Classifieds Job board-free to Harbor members!

24/7 ONLINE CE & Podcasts - free to Harbor members!

Volunteer Leadership & Mentorship Opportunities

Find-a-Dentist for Patient Referrals

Advocacy CDA House & Leg Day

Practice Transitions Practice Support Resources & Publications

Business of Dentistry & Finance Series - free to Harbor members!

HDS Foundation and community outreach events