

# The GRAPEVINE

2025 4th Quarter



Dr. Tsu Ping Chen and Madeline Hu  
discuss Dental Practice Ownership  
among different generations

A publication of The Fresno Madera Dental Society

# THANK YOU!



Hello there, thank you for being a valued member of the Fresno Madera Dental Society and for taking the time to read our journal. As you flip through the following pages, we hope you find articles that enhance your practice, are informative and enjoyable to read.

Your feedback and contributions are always welcome and encouraged. Whether it's a suggestion for a future article, a piece of news you'd like to share, or simply a story about a memorable moment in your practice, we would love to hear from you. Our journal is a reflection of our collective experiences and expertise, and your voice is an essential part of that.

Thank you once again for your continued support and for being such an integral part of our profession. Together, we are shaping the future of dental care in our community.



Cheers,  
Michelle Galeon, Editor



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Questions or comments about the content of this publication may be directed to:  
Editor: Michelle Galeon DMD, FAGD  
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Your contributions in the form of articles, photos or ideas are greatly appreciated. Please contact the FMDS office with any contributions or suggestions. All articles are subject to editorial review.

# Welcome New Members

## October 2025-December 2025

The following dentists have completed the necessary requirements, paid current dues and have been accepted as Regular Active Members:

**Rafal Cymer DMD**  
2025/2026 CRMC Resident  
Nova Southeastern University, 2022

**Ali Shahcheraghi, DMD**  
2025/2026 CRMC Resident  
California Northstate University, 2025

**Evangelina Garza Armendaraz**  
Universidad De La Salle, 2021

**Ashish Shrestha DDS**  
USC, 2025

**Chase Mathieson, DMD**  
2025/2026 CRMC Resident  
Oregon Health Science University,  
2025

**Dylon Van DDS**  
2025/2026 CRMC Resident  
UOP SF, 2025

**Mersedeh Momeni DDS**  
2025/2026 CRMC Resident  
UCLA School of Dentistry, 2025

**Martha Velez Hernandez DDS**  
USC, 2025

**Jordan Nguyen, DDS**  
UOP SF, 2025

**Vivian Van Ngo DMD**  
AZ AT Still University of Health Sciences  
2024

## Welcome Back!

**Hooman Ahrar DDS**  
**Justin Nassiri DDS**  
**Verne Nelson DMD**

The following dentists have transferred to FMDS as Active Members

**Yejin KIm DDS**  
UCSF School of Dentistry, 2018

We encourage FMDS members to reach out and welcome our new members if they have not done so already. We are excited and happy to have them join us!

# MEMBER

## *Spotlight*

### DR. KYAN SALEHI



My name is Dr. Kyan Salehi, and I am an endodontist practicing in Fresno. I established my office, Cedar Endodontics, in 2021. I truly feel fortunate to be able to work here in Fresno amongst such a passionate and supportive dental community.

## PATH TO DENTISTRY

My story started not too far from Fresno. I was born in Iran but moved to Visalia, at the age of 10 with my mother and siblings. The first few years of our move were the most challenging for all of us. But at the same time, those challenging days were what helped shape and strengthen my character enabling me to tackle life obstacles. My family and I received incredible support from our extended family and community members who became dear friends in the Central Valley. Growing up in

a diverse family of farmers and healthcare professionals, I was exposed to the values of hard work and compassion from an early age. This environment nurtured my desire to help others and cultivated my commitment to education and service.

After completing my high school education, with an interest in sciences, I pursued a bachelor's degree in Psychobiology at UCLA. After graduating from UCLA, I pursued a degree in Biotechnology at Fresno State University. During this time, I also became the care taker for my disabled nephew and got involved with the Central Valley Regional Center (CVRC) and various local group home programs. Not only did this experience further my interest in helping others, but it also taught me the importance of advancing healthcare in the Central Valley.

The most significant influence on my decision to pursue dentistry came from my brother, who was the first in our family to become a dentist (and then an endodontist). His dedication and journey ignited my passion to follow a similar path, highlighting the importance of oral health and patient care. In 2012, I began my formal dental education at Western University of Health Sciences. I was fortunate to attend a dental school with no specialty programs because it exposed me to all aspects of dentistry, especially in the field of endodontics, which I quickly gained interest in. I enjoyed the challenges of endodontics and the gratification of saving a tooth that would otherwise be extracted.

After graduating, I worked as a general dentist for a year, gaining practical experience and a deeper understanding of patient needs and dental care in general. In 2017, I was able to attend the Medical University of South Carolina's endodontic residency program, where I served as chief resident. During my residency, my research focused on utilizing CBCT dynamic guidance in endodontics, further honing my skills in root canal treatment and restorative dentistry and preparing me for a focused career in endodontics. Upon completion of my research and residency, I received a Master of Science in Dentistry along with my endodontic certificate.

## CURRENT PROFESSIONAL STATUS

After completing my residency, I moved to Fresno with my wife to start our lives and build our family in the community that played such an influential role in my upbringing. Entering into the professional field for the first time in our lives, my wife and I valued the support and honesty the community provided in the area, which shaped our path and solidified our decision to grow a family of our own here. In 2021, in the height of COVID, I opened my endodontic office in Fresno, where I still have the privilege of providing quality care to my community and my supportive

colleagues and their patients. In 2022, with the support of my friend from dental school and residency, Dr. Arash Jahanbakhsh, we were able to expand our office and treatment philosophy to Visalia allowing me to have a positive involvement in the community that I grew up in.

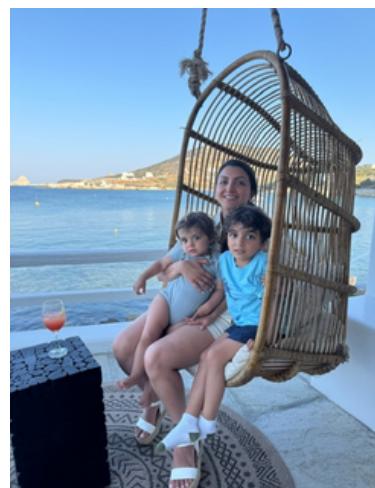
Since becoming an endodontist and opening up my practice, I have had the pleasure of meeting many talented dentists and connecting with them professionally and personally in pursuit of providing the best care to our patients.

I have been dedicated to not only providing exceptional care but also being active in the community. My wife and I have participated in various outreach programs and support initiatives that promote the growth of our community. Being involved in the community is essential for us, and it brings fulfillment to our personal and professional lives.

## PERSONAL INSIGHTS

Outside of work, my hobby has become the time I dedicate to my family. I cherish the time I spend with my wife and our two young children. We love to take advantage of the beautiful natural amenities around Fresno. Some of our favorite outdoor activities in the beautiful Central Valley include kayaking in the San Joaquin River, camping in Huntington Lake, skiing at China Peak, taking our kids sledding at various Snow-parks, and playing games/picnicking at local parks. We have grown to love and enjoy the area we live in.

Hosting friends and family has become an integral joy in our life; it is something that our kids can be involved in with us. We love to BBQ, make wood-fire pizza, and try new recipes (whether they successfully turn out delicious or require urgent need for take-out). We have been blessed to become a part of this growing community, and we hope to continue to grow even more in this area and provide the same opportunities for our kids.



# IN MEMORANDUM

## Dr Thomas Shekoyan



Dr. Thomas (Tom) A. Shekoyan died peacefully at his home in the presence of his family on September 27, 2025, after a lengthy illness. Tom was born in Fresno, California, on November 10, 1942, to parents Elish and Zephyr Shekoyan, and lived his entire life in Fresno except for his undergraduate years at the University of Southern California and dental school years at the University of the Pacific in San Francisco. He graduated from Fresno High School in 1960.

After completing dental school in 1969, Tom returned to Fresno to establish his private dental practice. His first office was located in Fig Garden Village in a professional office building that now is the location of the Elbow Room

restaurant. One of the visitors to his office was novelist and playwright William Saroyan, a life-long friend of his father. When the professional buildings in the Village were torn down, Tom moved for a few years to an office on West Shaw Avenue, and in 1980 to an office building that he and his brother built near St. Agnes Hospital. He continued his private practice at that location until he retired in 2006. His many patients spoke of him with gratitude and affection, often referring to him as very kind and the best dentist they had ever had, even many years after his retirement.

Shortly after commencing his dental practice, Tom joined the Air National Guard (ANG), beginning his military career with the 144th Medical Squadron as a dental officer at the ANG base in Fresno, and served for 26 years. In recognition of his leadership and expertise, during the last three years of his service, he held the dual positions of Chief of the ANG Assistant to Headquarters, United States Air Force Assistant Surgeon General for Dental Services--with an office in the Pentagon--and Chief of the Air National Guard Dental Corp, with responsibility for all ANG dental units in the US, from Maine to Hawaii, requiring him to travel to inspect the units throughout the US while maintaining his private practice. He retired as a full colonel, one rank below brigadier general. At his retirement ceremony in San Antonio, Texas, Tom was presented with the Legion of Merit, the highest non-combat award given by the US military for meritorious conduct and service.

Tom is survived by his son, Mark Thomas Shekoyan and wife Jaynie, and his grandson, Taran, of Portland, Oregon, his brother James Shekoyan and wife Anna, and his sister Mary Esther Shekoyan, of Fresno, and his nephews Matthew Shekoyan (Roxanna) and Michael Shekoyan (Kate) and their children, of Southern California. The family would like to thank and express appreciation to the many caregivers who provided Tom with care during his illness.

Dr. Thomas Shekoyan will be remembered for his warmth, integrity, wisdom, and deep devotion to his family, community, and country. He will be greatly missed by all who had the privilege of knowing him. In lieu of flowers, donations in Tom's memory may be made to Wounded Warrior Project, P.O. Box 758516, Topeka, Kansas 66675-8516, or to the donor's favorite charity.



# FMDS

## Shred-A-Thon

October 11, 2025



Members of the FMDS took advantage of a beautiful fall day to clear out their closets and garages of boxes to shred and recycle. It was a great morning to catch up with colleagues while enjoying donuts and tacos!

See you again in the Fall of 2027!

# CRM Resident's Welcome Lunch

November 14, 2025



Ten GPR residents were welcomed to the Fresno Madera Dental Society with a welcome lunch from the Mediterranean Grill on November 14. Dr Paul Hsiao was on hand to answer their many questions about life after dental school, how belonging to the tripartite will benefit them in their careers, etc.



# **DENTAL PRACTICE OWNERSHIP IN X, Y, Z GENERATIONS**

**BY TSU PING CHEN, DDS, FICOI, FAGD  
AND MADELINE HU**

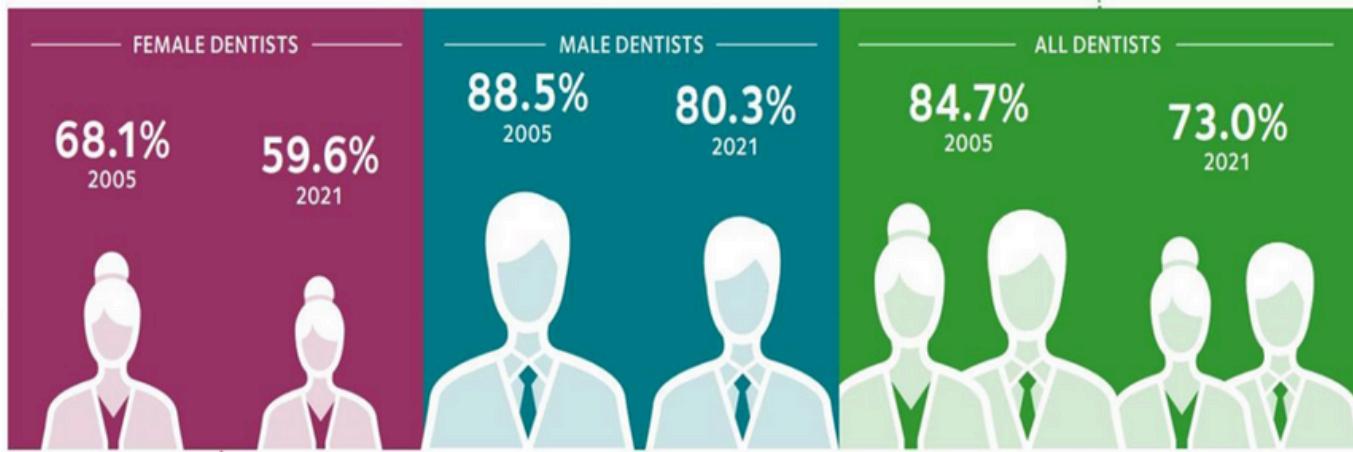
One of the first decisions a dental student faces after graduation is choosing a career path. In the rapidly evolving field of dentistry, the possibilities are extensive—ranging from private practice ownership and specialty training to research, academia, and beyond. While owning a private dental practice has traditionally been the most common route, this trend has been declining among recent generations of dental graduates.

According to the American Dental Association (ADA), private practice ownership has steadily decreased over the past two decades, falling from 84.7% in 2005 to 73.0% in 2021.<sup>1</sup> Female dentists have consistently been less likely than male dentists to own a practice, and the decline in ownership is particularly evident among younger dentists. For example, ownership among dentists aged 30–34 dropped sharply from 55.0% in 2005 to 34.2% in 2021. Meanwhile, the proportion of dental graduates affiliating with Dental Service Organizations (DSOs) has increased significantly, rising from 12% in 2005 to 30% in 2020.<sup>2</sup>

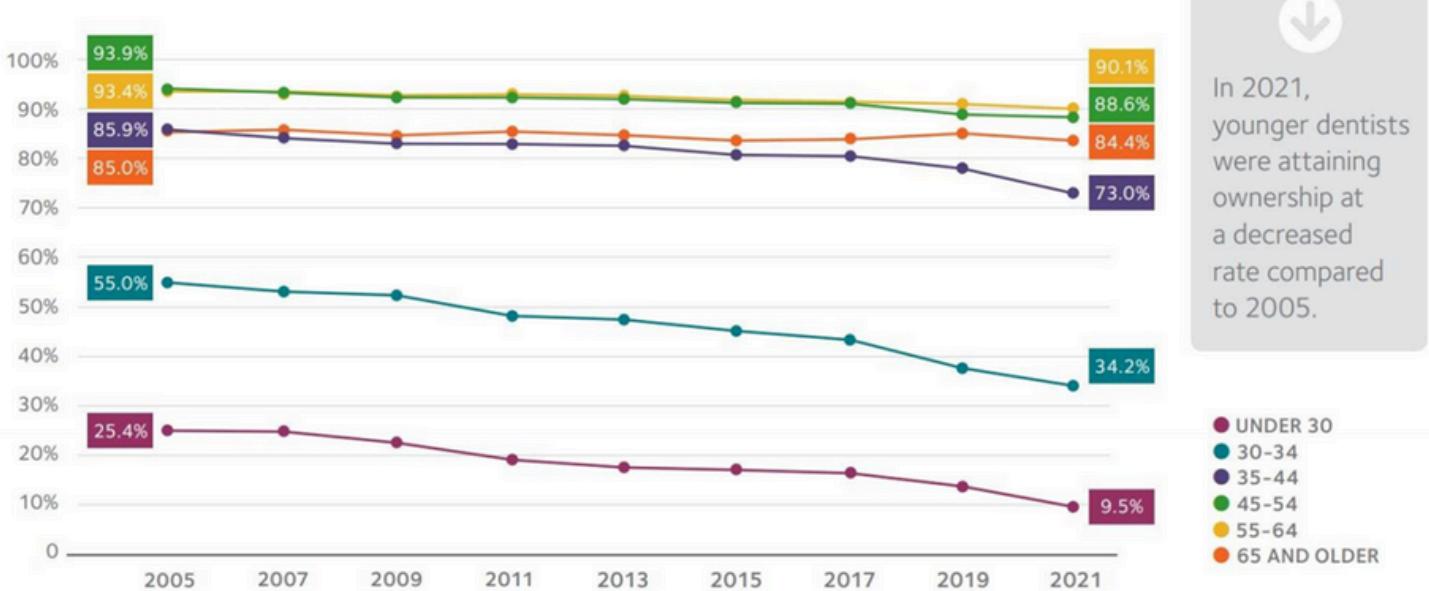


Practice ownership among dentists in private practice has been declining over the years, dropping from **84.7%** in 2005 to **73.0%** in 2021.

#### PERCENTAGE OF DENTISTS IN PRIVATE PRACTICES WHO ARE OWNERS, BY GENDER



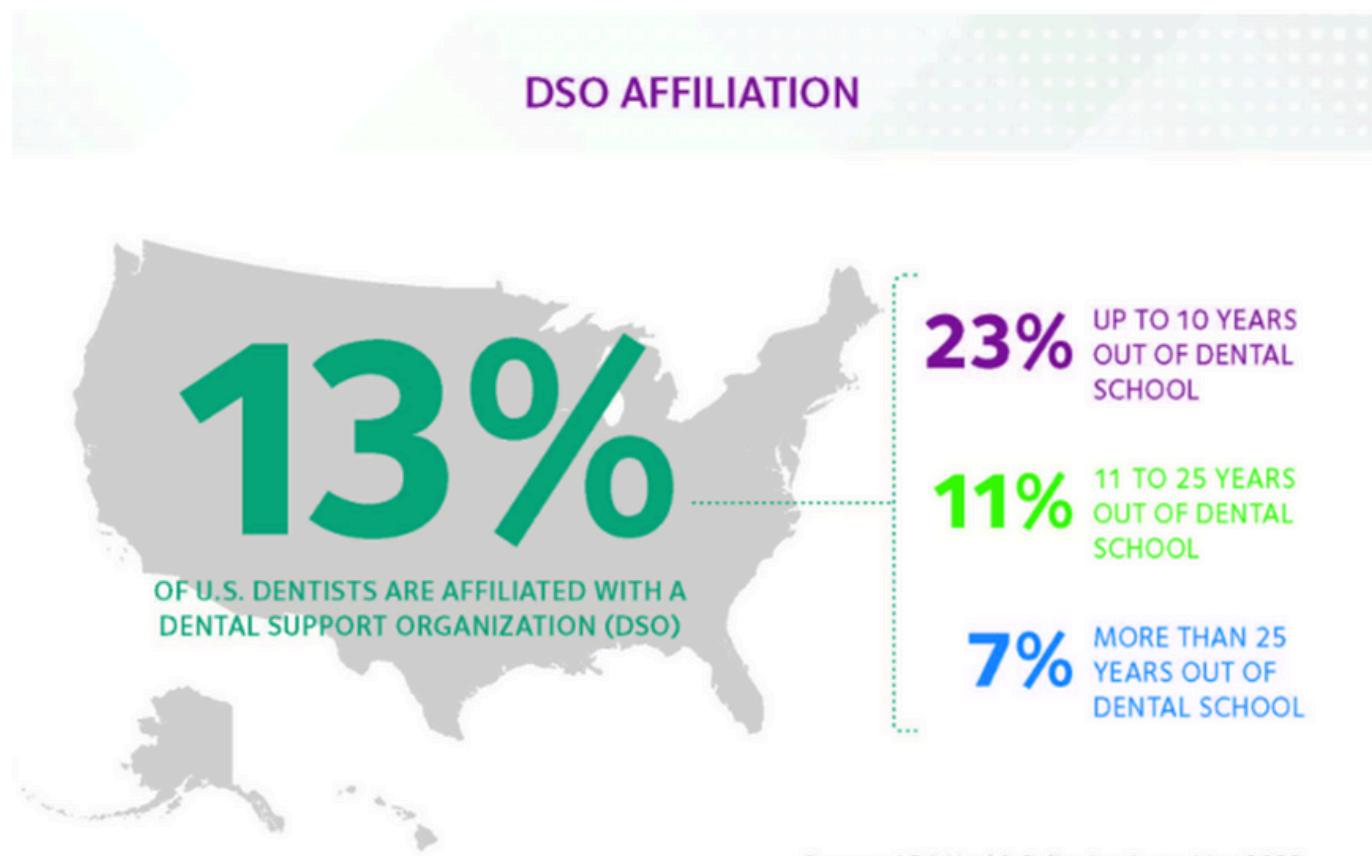
#### PERCENTAGE OF DENTISTS IN PRIVATE PRACTICES WHO ARE OWNERS, BY AGE GROUP



In this paper, we examine practice-ownership trends across four generational groups of dentists: Baby Boomers, Generation X, Generation Y (Millennials), and Generation Z (Digital Natives). Baby Boomers are defined as those born between 1946 and 1964; Generation X includes individuals born between 1965 and 1980; Generation Y includes those born between 1981 and 1996; and Generation Z encompasses those born between 1997 and 2012.

To gather local data, we distributed a survey to dentists in the Fresno Madera Dental Society, with the goal of identifying meaningful trends.<sup>3</sup> We hope that the survey findings will complement national data and offer useful insight to those pursuing practice ownership, joining a DSO, or considering alternative career paths. Additionally, we will explore potential factors contributing to the observed decline in practice ownership among recent graduates.

Autonomy and professional freedom remain the primary reasons dentists choose to own their own practice. In our survey, 69% of respondents identified autonomy as their top motivator, while only 10% cited the potential for higher income. Our findings also show that 58% of respondents acquired a practice within five years of graduating from dental school, and 21% did so within six to ten years. These results align with ADA data published in 2023 regarding DSO affiliation: after approximately ten years with a DSO, about half of affiliated dentists leave to pursue other career paths. (See DSO affiliation chart below.)



So, what are all the obstacles and factors prohibiting practice ownerships in younger generations? Or what are the incentives for not being a practice ownership in younger generations these days?

## **STUDENT DEBT**

One of the harshest realities facing new dental graduates is the overwhelming challenge of financing a future in dentistry. According to the American Student Dental Association, the average student debt for Baby Boomer and Gen X dental graduates in 1996 was approximately \$173,000 in today's dollars.<sup>3</sup> By 2024, that number had nearly doubled to \$312,000, illustrating the steep rise in educational costs experienced by Gen Y. With many new dentists carrying increasingly substantial debt, the prospect of opening a private practice becomes daunting, as it requires taking on even more financial burden.

The cost of opening a dental office has also continued to climb. A 2022 report from Dentistry IQ on rising costs in dentistry found that about one in four dentists experienced a 20% increase in supply costs. Additionally, 47% reported a 1–10% rise in lab fees, 44% observed a 1–10% increase in staff wages, and one in four saw a decrease in insurance reimbursements.<sup>4</sup>

Decreasing insurance reimbursement has been especially challenging for Gen Y and Gen Z dentists. In 2019, Delta Dental announced it would no longer allow practices to participate in Premier-only plans. As a result, when younger dentists purchase practices from Baby Boomers, they must account for the fact that a portion of the previous owner's collections will no longer be attainable. The higher reimbursement rates enjoyed under grandfathered contracts disappear once the practice changes ownership.

For graduates already burdened with significant student loans, these rising operational costs make opening a practice immediately after dental school increasingly unrealistic. Consequently, many new dentists are turning toward alternative employment options—such as associate positions or DSO affiliations—to avoid accumulating further debt.

# STUDENT DEBT BY THE NUMBERS

Average dental school graduate debt in 2024:

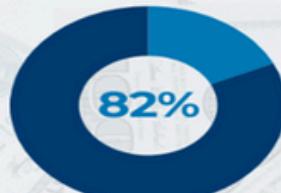
**\$312,700**

**\$84,247**

Average dental school graduate  
debt in 1996

**\$173,038**

2025 equivalent  
(adjusted for inflation)



% of dental students  
that take out loans  
for dental school.



% of dental students  
that take out Grad  
PLUS loans.



Source: ADEA Survey of Dental School Seniors 2024, ADEA Education Research Series | Issue X | Month Year

## INCOME POTENTIAL

In our survey, 16% of respondents pursued the ownership pathway in hopes of achieving higher income potential. However, is this still true today?

According to an online resource, the income gap between owner dentists and those working in other career paths has been narrowing. In 1990, Baby Boomer dentists who owned solo practices earned an average of \$78,000 (\$192,000 today), compared to \$40,000 (\$99,000 today) earned by Baby Boomer dentists working as non-owners.

By the 2000s, this gap had become smaller. In 2006, Gen X owner dentists earned an average of \$150,000 (\$240,000 today), while non-owner dentists earned \$120,000 (\$192,000 today). In 2018, the annual income of Gen Y owner dentists was \$158,000 (\$203,000 today).

Across these three generations, the income gap has steadily declined. As the overhead costs of running a dental office continue to rise, the net cash flow for non-practice-owner dentists may now exceed that of owners. This shift in financial return is likely a significant factor influencing many new dental graduates to forgo practice ownership.

## How much do General Dentists make?

### Owners vs Employed

Year	Owners		
	Nonsolo	Solo	Employed
2020	\$199K	\$140K	\$120K
2019	\$221K	\$173K	\$139K
2018	\$200K	\$158K	\$150K
2017	\$225K	\$175K	\$120K
2016	\$215K	\$156K	\$145K
2015	\$200K	\$150K	\$121K
2014	\$200K	\$150K	\$130K
2013	\$220K	\$150K	\$120K
2012	\$208K	\$150K	\$100K
2011	\$220K	\$156K	\$120K
2010	\$200K	\$170K	\$110K
2009	\$197K	\$165K	\$110K
2008	\$200K	\$160K	\$115K
2007	\$200K	\$175K	\$110K
2006	\$183K	\$150K	\$120K
2005	\$200K	\$160K	\$100K
2004	\$180K	\$150K	\$100K
2003	\$175K	\$150K	\$100K
2002	\$173K	\$150K	\$88K
2001	\$200K	\$130K	\$94K
2000	\$161K	\$129K	\$76K
1990	\$90K	\$78K	\$40K

raw data: A.D.A.

## **SUCCESS OF PRACTICE OWNERSHIP**

In our survey sent to the Fresno Madera Dental Society, the majority of local dentists identified human resource management and communication as the most important aspects of running a dental practice (77%). This is a striking contrast to the 9% who considered clinical skills to be the primary determinant of practice success.

While student debt is a major deterrent for new graduates pursuing practice ownership, another challenge is that leadership and management are not taught in dental school. The lack of education in business operations and human resource management is widespread among new graduates.

According to an ADA online resource, new dental graduates often struggle with navigating differing opinions from patients and coworkers, as well as managing non-clinical responsibilities such as marketing and insurance billing.

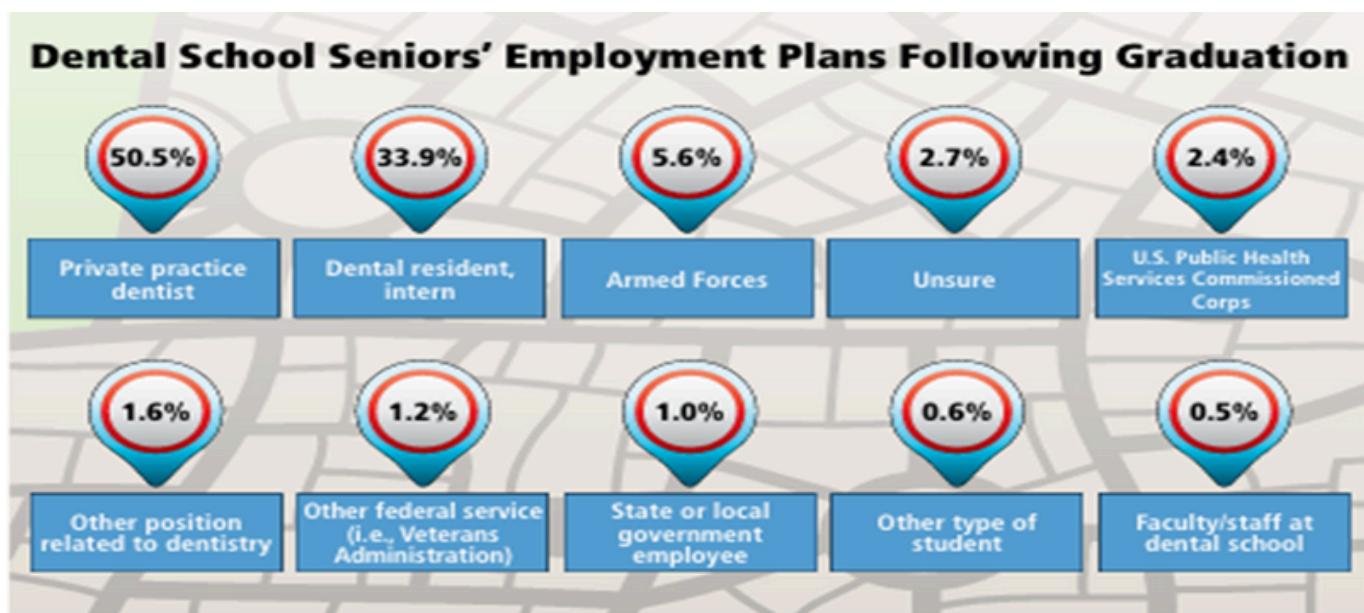
For some, joining a DSO offers a temporary solution. As the ADA notes, “DSOs concentrate on providing the business and other nonclinical support needs of dental practices.” DSOs can help alleviate the non-clinical burdens of running an office by handling many of the aspects not covered in dental school. However, many dentists report feeling restricted in DSOs due to limited scheduling flexibility and contractual constraints.

There is a growing trend of Gen Y dental graduates gravitating toward DSOs because they allow them to avoid the non-clinical responsibilities of running a practice. While this makes DSOs appealing initially, it can ultimately delay the development of essential business skills needed for future ownership. According to an ADA publication from 2023, dentists tend to leave DSOs over time. Of the 13% of U.S. dentists affiliated with a DSO, only 7% remain after 25 years, once they have gained sufficient non-clinical experience.

# INCREASING NUMBER OF NEW GRADUATES AND INCREASING CAREER OPTIONS

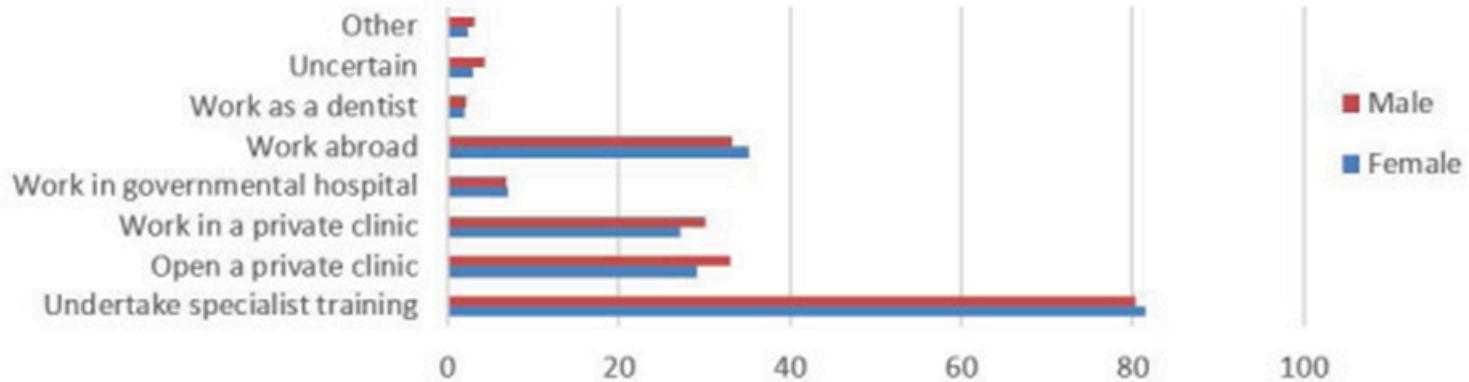
According to Trends in U.S. Dental Schools by the ADA, there has been a net gain of 30 new dental schools since 1950, bringing the total number to 72. These new schools provide students with expanded opportunities to pursue their interests, such as specialties, research, and academic careers. With greater exposure to emerging technologies in dentistry, younger generations may be more inclined to explore diverse career paths, resulting in fewer new graduates choosing the traditional private practice route compared with older generations.

This trend is already evident among Gen Y dental graduates. According to the AGD Impact publication titled *Life After Dental School*, nearly half of the dental graduating class of 2013 chose not to enter private practice and instead pursued alternative career options (see charts below).



Source: American Dental Education Association, ADEA Survey of Dental School Seniors, 2013 Graduating Class

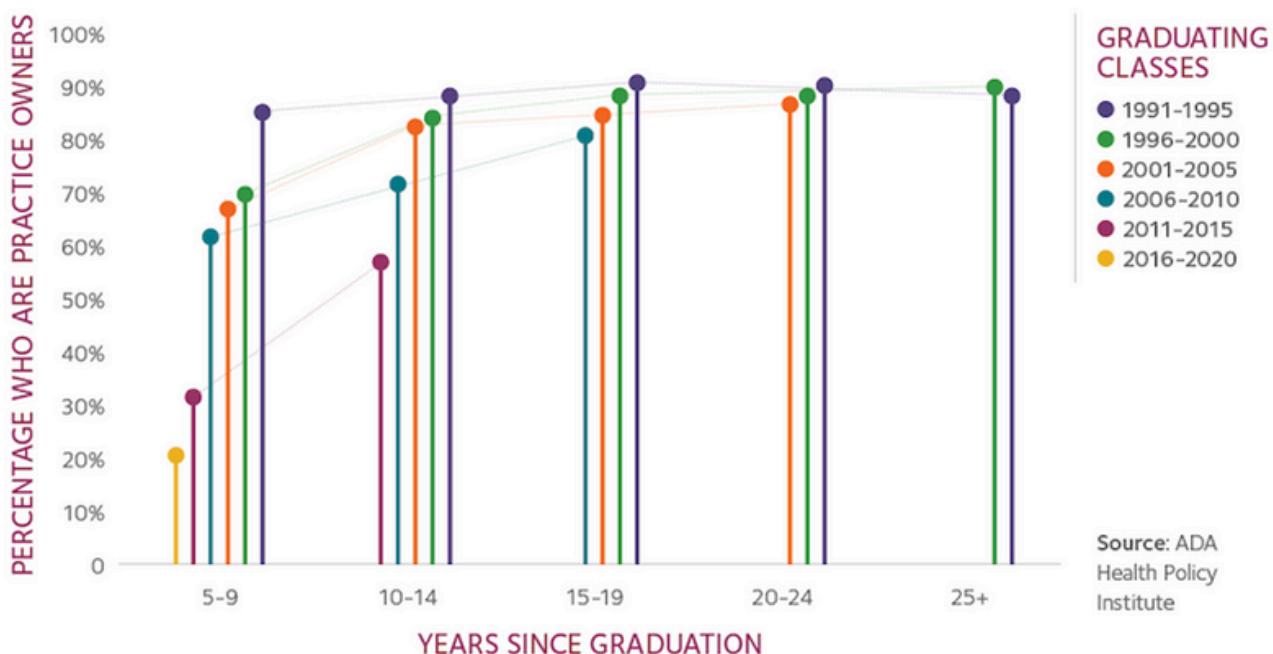
Both male and female Gen Y graduates increasingly pursue specialist training. Many also choose to work abroad, join community clinics, or practice in government hospitals. With advances in technology and the growth in the number of dental schools, more career options are available to new graduates today than were available to Baby Boomer or Gen X dentists. These expanded opportunities allow new grads to explore different interests and career paths, which contributes to the decline in the number who choose to open their own general dental practices.



However, the decreasing trend of new dental graduates opening their own practices does not necessarily mean there will be fewer private dental offices in the long run. According to ADA News published in June 2025, titled “Younger Dentists Still Become Practice Owners, Just Later in Careers,” this trend appears to diminish once dentists reach 15–19 years out of dental school. At that point, the likelihood of owning a practice is similar across generations. For example, 81% of dentists who graduated between 2006–2010 became practice owners, compared with 89% of those who graduated between 1991–1995.

This indicates that younger dentists still want to—and ultimately do—become practice owners, but they tend to do so later in their careers. Therefore, the trend of new graduates delaying practice ownership does not suggest that the United States will have fewer private dental practices in the future. Instead, it reflects a shift in timing, signaling a long-term trend toward dentists entering ownership at an older average age.

## HPI PRACTICE OWNERSHIP UPDATE



Overall, private practice ownership among the Gen Y and Gen Z generations is decreasing, driven primarily by student debt, challenges in business management, and expanding career opportunities within dentistry. While more dental graduates are pursuing alternative paths, this does not necessarily rule out eventual private practice ownership. Instead, it reflects a shift in priorities and long-term career planning.

The trend toward delayed ownership aligns with a growing number of professionals exploring diverse career models and redefining what success looks like in dentistry. Ultimately, regardless of the path we choose, finding happiness, meaning, and the work that aligns with our strengths will provide the greatest return in life.

References can be provided upon request

*We're always looking for  
your good news*



Got married recently?  
Had a baby? Twins?  
Happily retired?  
Your child just graduated from dental school?

You received another Master's degree?  
Vacation pictures?  
Mission trip?  
Let us know!

# PACING FOR PREVENTION

## 5K



Join the San Joaquin Valley Dental Hygienists' Association (SJVDHA) for our annual Pacing for Prevention 5k! Together, we'll take steps toward raising awareness and supporting groundbreaking research dedicated to the prevention, early detection, and treatment of head, neck, and oral cancers. Bring your walking shoes, your friends, and your passion for making a difference!



**April 25, 2026**  
**Tesoro Viejo**  
**4150 Town Center Boulevard**  
**Madera, CA US 93636**  
Check In: 8am - 9am  
Race: 9am

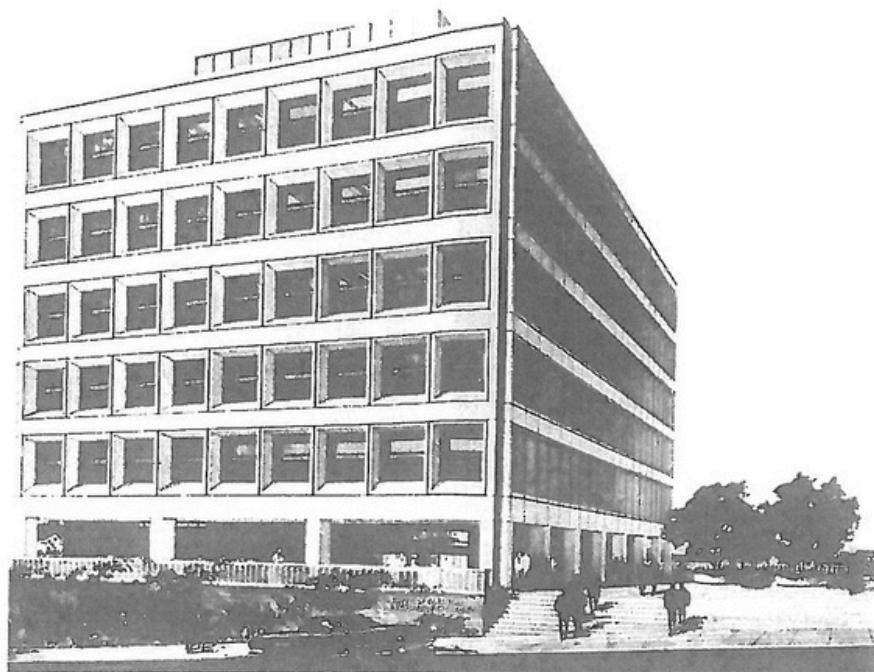
Know an Oral Cancer Survivor? Have them email [svj.cdha@gmail.com](mailto:svj.cdha@gmail.com) with their name and information to get a FREE registrtaion for themselves.

Scan the QR code or register at:

<https://runsignup.com/Race/CA/Madera/SJVDHAWalkForPrevention>

# A Blast From The Past

## Showcasing Past FMDS Articles



College of Physicians and Surgeons School of Dentistry

### NEW CALIFORNIA DENTAL BUILDING

Above is the architects drawing of California's newest dental education building. It will house the College of Physicians and Surgeons School of Dentistry. This school is now part of the University of Pacific. Ground breaking was held, January 21, 1965 at the building site. The School will be constructed at Webster and Sacramento Streets in San Francisco. The building will house its first students in the Fall of 1966.

There are a few interesting facets concerning this new building which will contain one of the oldest dental schools of the state. Probably the most noteworthy achievements involve the financings. The total cost of the building will be approximately \$8.5 million. \$4.3 million will be provided by the government funds. In 1964 the President signed Health Professions Educational Assistance Act which allots matching funds for the construction of new professional schools. P & S will be the first in California Institution to make use of this government money.

Also unique is that 1 million dollars was donated by approximately  $\frac{1}{2}$  of the 18,000 living alumni of the school. This percentage participation is phenomenal when you compare it to the average 12% of participating alumni that other higher institutions of education have experienced. The average gifts has been over \$1,000 per alumni.

The building will have a capacity for 416 students (the present enrollment is 225). The building will contain 212,000 sq. ft. spread over  $6\frac{1}{2}$  floors. In addition to this there will be  $2\frac{1}{2}$  floors of underground offstreet parking.



# Help is one call away.

## The CDA Well-Being Program

If someone you know or love may have an alcohol or chemical dependency problem, contact a support person near you for 24-hour confidential assistance.

### **Central California Well-Being Committee**

916.947.5676 (cell)

### **Fresno-Madera Dental Society**

559.438.7284

### **California Dental Association**

800.232.7645



## Did you know?

*The CDA has resources to help members with cybersecurity, and they're here to help members keep their practices, systems, data and finances safe.*

*Ignoring cybersecurity can lead to HIPAA violations, ransomware attacks, loss of access to patient records and other costly problems.*

*CDA's analysts recommend taking a proactive approach to cyber safety. Start by checking for these five common security gaps:*

- 1. Using weak passwords or the same password across applications.*
- 2. Ignoring software updates, creating vulnerability to breaches and malware.*
- 3. Postponing regular backups or having all backups on-site.*
- 4. Falling for unexpected requests and manipulative phishing scams.*
- 5. Failing to train staff on preventing and responding to cyber incidents*

*If these gaps are setting off alarm bells, sign into your account at [cda.org](http://cda.org) learn how to fix these common missteps.*

*Once signed in, you can also use our Cybersecurity Toolkit for ways to reduce everyday risks:*

- The importance of multi-factor authentication*
- The role of front office staff in cybersecurity*
- The safest ways to share passwords*

*Plus, explore more resources to help you comply with HIPAA and privacy laws.*



# UPDATED LABOR LAWS



**Required workplace postings: New notices are released throughout the year. Dentists are encouraged to periodically check for poster updates at [cda.org](http://cda.org)**

CDA mailed in April one required 2025-26 workplace poster set to each member who confirmed in advance their practice-owner status. State regulatory offices have released several notices since the poster set printing date. Practice owners should print and display the following posters next to the poster set.

- Health care worker minimum wage supplement (Department of Labor, updated July 2025)
- Safety and Health Protection on the Job (Cal/OSHA, updated July 2025)
- Survivors of violence: Right to leave and accommodations (Civil Rights Department, updated May 2025)

California's health care worker minimum wage does not generally apply to dentists, but employers must display the poster regardless.

More new posters will likely be released before CDA produces and distributes the next poster set in spring of 2027. CDA will notify members about the changes, but practice owners are encouraged to periodically check for poster set updates.

# CDA HOUSE OF DELEGATES

BY: MERRIAM OSMONDSON



## WHAT IS THE HOUSE OF DELEGATES?

The CDA House of Delegates (HOD) is the policy-setting body of CDA, representing all members of the association. The HOD meets annually to set strategic direction on matters of dental policy and practice, act on recommended bylaws changes, elect officers of the association, and establish membership dues.

## FMDS AND THE HOUSE OF DELEGATES

FMDS was honored to participate in this year's CDA House of Delegates. This annual assembly brings together leaders from across California to shape dental policy, elect officers, establish membership dues, and define the future of our profession.

We would like to express our sincere gratitude to our FMDS delegates: Drs. Shannon Barnhart, Paul Hsiao, Laine Janzen, and Alex Nahigian, along with our alternates, Drs. Paul Ayson, Abhi Thakkar, and Jacob Weissich. Your commitment to advancing the field of dentistry throughout the state is greatly appreciated.

## GET INVOLVED

# Future of Dentistry Workgroup



CDA is convening the Future of Dentistry workgroup to address dental plan challenges, practice and business models, technology and AI, workforce readiness, medical-dental integration and the burden of student loan debt among other issues.

Dental insurance reform will be the workgroup's priority focus with the intent to reexamine the dental insurance landscape through research, host listening sessions and speak with subject matter experts to identify a plan design that meets the needs of patients, is sustainable for dentists and viable for employers/purchasers.

Learn more and complete the interest form on [CDA.org](http://CDA.org).

# What Does the ADA's Seal of Acceptance Really Mean?



A product with the ADA Seal of Acceptance means it has been rigorously tested and proven to be safe and effective. The first ADA Seal was awarded in 1931, and there are now more than 400 over-the-counter dental products in 21 categories that carry it.



# ADA HOUSE OF DELEGATES



**BY DR PAUL AYSON**

OCTOBER 2025 • WASHINGTON DC

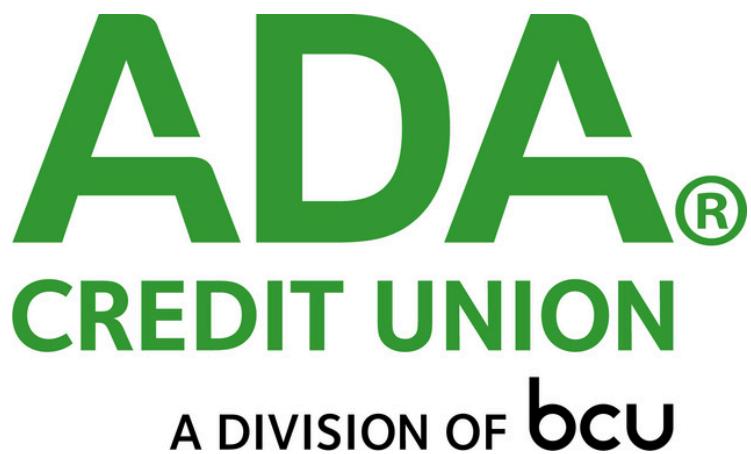


In October, Dr. Paul Ayson traveled to Washington, D.C. to take part in the American Dental Association House of Delegates, serving alongside Dr. Abhi Thakkar and Dr. Mohita Sharma as delegates for the 13th District. The House engaged in thoughtful discussions on policy, advocacy, and issues facing dentists nationwide. It was a productive week that highlighted both the challenges ahead and the strong commitment of leaders working on behalf of the profession.



# ADA launches ADA Credit Union

## Financial resource is in partnership with BCU



The American Dental Association announced the launch of ADA Credit Union — a new financial resource created in collaboration with BCU, an award-winning, member-owned credit union.

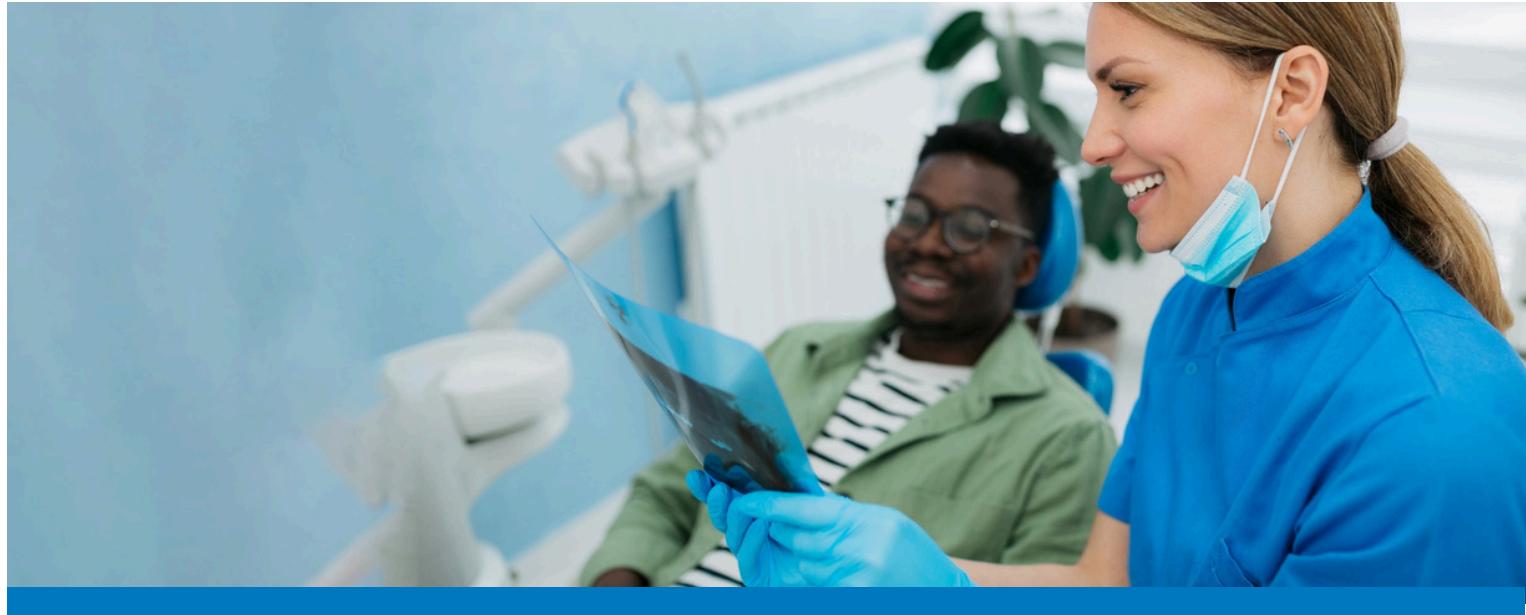
ADACU offers financial services, including checking and savings accounts, certificates of deposit, auto loans and personalized financial coaching — all designed with the unique needs of the dental community in mind.

“This initiative marks a major step forward in supporting the financial well-being of ADA member dentists, their teams, dental students, ADA staff, and their extended families,” said ADA President Brett Kessler, D.D.S. “Just as the ADA is member-driven, so too is ADA CU — a credit union built by and for our community.”

To further support dental students and early-career professionals, ADA CU is launching the DentaFlex Personal Line of Credit. This flexible bridge loan is tailored for third- and fourth-year dental students and those in residency programs, offering interest-only payments to ease the burden of expenses like board exams, application fees, unexpected emergencies and rising living costs.

“We’re honored to partner with the ADA,” said BCU President and CEO Mike Valentine. “Our not-for-profit model and long history of creating extraordinary banking experiences for large organizations make us uniquely suited to deliver lasting value to the dental community.”

ADA CU officially launched on Oct. 23 at SmileCon in Washington, D.C. To learn more or join, visit [ADAcu.org](http://ADAcu.org).



# Banking, payment and financial planning solutions for dentists

At U.S. Bank, we understand your distinct needs and know the decisions you make as a practice owner can also have a large impact on your personal finances. Together, we'll help you maximize the potential of both.

## Relationship-driven approach

Equipped with a broad suite of capabilities, our team of healthcare bankers will provide you with tailored solutions, helping you run your practice while managing your personal financial needs.

## Healthcare expertise and financial strength

We are dedicated to seeing you and your practice thrive. U.S. Bank has a track record of strength and stability spanning more than 160 years and has been named one of the World's Most Ethical Companies by the Ethisphere Institute.

## CONTACT ME TODAY

**Anna Tadevosyan**

anna.tadevosyan@usbank.com  
559-321-3234

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## Industry-leading solutions and digital tools

Our tools and technology are designed to address your personal and professional needs. They include:

- Payment solutions integrated with your practice management system to provide secure and convenient money movement
- Credit and lending options for operating expenses, equipment leasing and financing, acquiring or buying into a practice, or refinancing your personal mortgage
- Commercial real estate loans for purchases, refinancing and ground-up construction
- Personal and business banking services
- Financial planning strategies to help you create, grow and protect your personal and professional wealth



Investment products and services are:

**NOT A DEPOSIT • NOT FDIC INSURED • MAY LOSE VALUE • NOT BANK GUARANTEED • NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY**



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# American College of Dentists



**The mission of the American College of Dentists is to advance excellence, ethics, professionalism, and leadership in dentistry.**



**Congratulations to FMDS members Dr Paul Ayson and Dr Michelle Galeon who were inducted as Fellows into the American College of Dentists (ACD) at the ACD 2025 annual meeting in Washington DC on October 24, 2025**

The ACD is an honorary organization for dentists that recognizes those who demonstrate exceptional service and leadership. Fellowship is an invitation-only honor, and only 3% of US dentists are Fellows.

# Smart Year-End Tax Strategies

By Michael Bassim  
CPA, CVA, MS Taxation



As we approach the end of 2025, now is the perfect time to take a fresh look at your finances and make strategic moves that can lower your tax bill before December 31. A few proactive steps today can mean thousands in savings and a smoother start to 2026.

At Only for Dentists, we help practice owners use year-end planning and Practice Gauge insights to make confident, data-driven decisions—so you keep more of what you earn and position your practice for growth.

**01.**

## TIME YOUR INCOME AND EXPENSES WISELY

If you expect to be in the same or a lower tax bracket next year, consider deferring income and accelerating deductions this year.

- Delay insurance billings until January
- Prepay expenses such as rent, supplies, or insurance
- Run your final payroll and prepay any PTE tax balance before year-end

If you expect a higher income next year, reverse the approach to help balance your taxable income across both years.

## MAXIMIZE DEDUCTIONS AND SMART INVESTMENTS

Section 179 and bonus depreciation can make new equipment purchases—such as digital X-rays, scanners, or chairs—a win for both efficiency and tax savings. Other deductions worth reviewing include:

- Home office and vehicle reimbursements
- The Augusta Rule (rent your home to your practice for up to 14 days tax-free)
- Health Savings Account (HSA) contributions

**02.**

03.

## USE RETIREMENT AND FAMILY COMPENSATION STRATEGIES

Retirement contributions remain one of the best tax deferral tools available. Maximize your 401(k), SEP, or Solo 401(k) before year-end, and explore defined benefit plans if you have strong cash flow. If your children help in the business, you can pay them reasonable wages—shifting income into a lower tax bracket—and even fund a Roth IRA in their name for long-term, tax-free growth

## REAL ESTATE AND ADVANCED STRATEGIES

For practice owners with real estate, consider options like cost segregation studies or 1031 exchanges to defer capital gains and improve cash flow. If you lease space to your own practice, review self-rental elections that can align income with deductions.

04.

05.

## LET YOUR DATA GUIDE THE DECISIONS

With Practice Gauge, you can track cash on hand, overhead, and profitability in real time—making it easier to decide whether to buy equipment, fund retirement, or prepay expenses before the year ends.



Bassim Michael, CPA, CVA, MST, is the founder and CEO of Michael & Company, CPA, and creator of Only for Dentists, a nationally recognized platform for dental-specific accounting, tax planning, and advisory services. Since 1997, he has specialized exclusively in helping dentists improve profitability, reduce taxes, and understand the business side of their practices. Bassim also developed Practice Gauge™, a financial analytics tool used by dentists and advisors across the country. A frequent speaker and published expert, his insights have been featured in The Wall Street Journal, Dow Jones Newswire, The Fiscal Times, and DrBicuspid.com.

Phone: 559-436-8907 Ext 203  
Website: [www.onlyfordentists.com](http://www.onlyfordentists.com)  
Email: [bmichael@bmichaelcpa.com](mailto:bmichael@bmichaelcpa.com)

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# Become a Dental Assistant

AT FRESNO  
CITY COLLEGE

Dental Assistants work as team members along with dentists and dental hygienists and perform a variety of patient care, front office, and laboratory duties. Assistants prepare patients for treatment and examinations and assure supplies, dental records, and instruments are ready for use by the dentists. Assistants also prepare patients for x-rays, take x-rays, process films, sterilize and disinfect instruments and equipment, take impressions, and instruct patients in post-treatment care.

## Degrees

- Dental Assisting Clinician - Certificate of Achievement

## Act Now

- Apply to Fresno City College
- Enroll in available Dental Assisting classes (no pre-requisite coursework or application required)

## Courses and Information

The Dental Assisting curriculum or pathway is designed to prepare students to successfully work as members of a dental team. Courses include infection control, dental radiology, medical emergencies, dental practice management, and a clinical internship. After 9-units of coursework, students will earn a Certificate of Achievement in Dental Assisting-Clinician.

- DA-1 Practice Management - 2 units
- DA-2 Infection Control - 2 units
- DA-3 Dental Radiology - 3 units
- DA-3A Clinical Dental Radiology -1 unit
- DA-19 Work Experience - 1 unit (54 hours paid or unpaid work experience)

Most classes are scheduled in a hybrid format with some online coursework and face-to-face classes scheduled evenings and weekends to support working adults.

Note: Classes can be taken in any order. A CPR certificate (BLS for Health Care providers) and current vaccinations will be required for the Dental Assistant Program. Information will be available from your instructor

# WANT TO GET INVOLVED?



We're looking for members who want to make a difference in organized dentistry and their community. We encourage all members who wish to serve in local leadership to contact FMDS and forward your CV to [fmds@fmds.com](mailto:fmds@fmds.com)

Merriam Osmondson  
559-438-7284  
[fmds@fmds.com](mailto:fmds@fmds.com)

Learn more about member benefits at  
[www.cda.org/membership/membership-benefits](http://www.cda.org/membership/membership-benefits)



Don't hesitate to ask.

When you need an advocate for your physical, mental or emotional health, turn to CDA Foundation's Wellness Program.

Offering confidential assistance around the clock, the Wellness Program exists to support dental professionals and their families.

Whether your challenge is substance dependence, anxiety, depression, mental illness or physical illness, we have volunteer members ready to offer compassion, assistance finding treatment and guidance for your support network.

Call or text for 24/7 confidential assistance in Central California: **916-947-5676**

For more info, visit: [cda.org/wellness](http://cda.org/wellness)

# Classified Ads

## Practice for Sale

### **Practice for Sale. Located near Fashion Fair.**

3 operatories, CBCT X-ray Machine, Booked one month in advance. Highly motivated to sell practice due to retirement. No agents are involved.

4747 N. First St Ste 129 Fresno, CA

Contact Dr Gregory Stephens [dentaladmission@att.net](mailto:dentaladmission@att.net)

## Office Space for Rent

### **Turn Key Office for Rent**

12/12/2024

A great opportunity for a dentist who has patients and wants a great location in the Palm and Bullard area.

1330 Sq Ft

3 operatories

One indoor restroom

All equipment included

Rent: \$2600 per month plus NNN Approx \$400 per month

Total rent including NNN is approx \$3000 per month

PG&E not included, but water and garbage are included

Available Immediately

Contact:

Dennis Shamlan DDS

559 284-6286

[drdshamlan@gmail.com](mailto:drdshamlan@gmail.com)

## Dental Office for Lease

Located within the well-established Coventry Square office park in Fresno, this 3152 square foot suite is fully built out for dental use and ready for immediate occupancy. The thoughtfully designed layout includes eight operatories, a private office, welcoming reception and waiting areas, a dedicated lab, a lounge/conference room, and three restrooms-offering a seamless flow for both patient care and daily operations. Positioned in a highly accessible area just off Highway 41 near Herndon Ave, the space provides ample daily surface parking and excellent visibility within a professional office community. Ideal for general dentists or dental specialists, this turnkey suite delivers a prime opportunity to launch or expand your practice in one of Fresno's most active office submarkets. Contact: Cameron Graham 559 400-0830 [cameron.graham@svn.com](mailto:cameron.graham@svn.com)

**Your ad  
could be  
here!**

**Free for our  
members**



**MEDICAL & DENTAL SUPPLY**

# Classified Ads

## Employment Opportunities

## Employment Opportunities

### Front Office Staff

Experienced with QuickBooks and Open Dental Software. Receptionist skill set including scheduling. Three years minimum experience  
DrSteve0400@yahoo.com

### RDA or RDAEF Needed

Two year's minimum experience, X-ray certification required, temporary crown fabrication, current BLS/CPR certificate.  
Monday through Thursday, 8 hour days  
DrSteve0400@yahoo.com

### Associatehip Opportunity

Position available 3-4 day work week. Solo Practice established 1974. Salary based on % of adjusted production. Benefits provided. Excellent staff. Newer office with UTD technology  
Contact: Manuel Chavez DDS  
chavez.manuel@comcast.net

### Part-Time RDH

We are looking for a Registered Dental Hygienist for Monday and Tuesday. Average of 8 patients per day. 8 to 5. General Dentist-PPO only. Valid California license. Punctual and professional. Good computer skills. Excellent communication and people skills. Attention to detail. Well organized and reliable  
Salary negotiable according to experience. Dental insurance and 401K. Please forward resume to  
dv@crystaldentalfresnofresno.com

### Part-Time Associate General Dentist

Two days per week

About us: Join our patient focused dental practice in Fresno. We are a friendly, family-oriented team committed to providing exceptional, compassionate care for our patients. Our office culture values teamwork, and a healthy work-life balance for our doctors and staff.

The Opportunity: We are seeking a highly skilled and motivated Part-Time Associate General Dentist to join our team. Key Responsibilities:

- Examine, diagnose and treat patient's dental conditions, including root canals, extractions and implants.
- Develop comprehensive treatment plans and effectively communicate them to patients.

Qualifications:

- DDS or DMD degree from an accredited dental school
- Valid, active and unrestricted state dental license in California
- Current BLS/CPR certification
- Proven experience as a practicing dentist
- Excellent clinical and communication skills, with a pleasant chair-side manner.
- Ability to work effectively in a team environment.

Compensation & Benefits:

- Daily per-diem
- Opportunities for continuing education (CE) and professional development
- Flexible scheduling to support work-life balance
- Supportive and friendly work environment with modern facilities

How to apply: If you are passionate about providing high quality dental care and want to be part of a great team, we encourage you to apply today.

Please send your resume to 1comesmilewithus1@gmail.com

We look forward to meeting you



**Your Ultimate Shop for Dental Supplies**

**Call your local supplier!  
Located in Clovis, CA  
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Elite Medical & Dental Supply is a family-owned and operated business supplying excellent dental and lab supplies for over 27 years.

We offer FREE local same-day delivery service!  
Contact us today for a FREE estimate!



**559 475-3932**

Free electronic recycling in Clovis and Fresno

# Marketing Opportunities



**FMDS MEMBER SPECIAL**

# **FREE**

**FMDS WEBSITE AD (60 DAYS)  
NEWSLETTER AD (1 ISSUE)**

*\$100 for non-members*

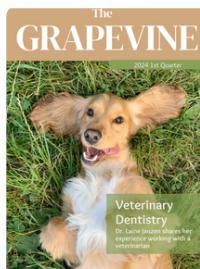
Email or fax your ad to [fmds@fmds.com](mailto:fmds@fmds.com) or  
559-438-7287

Advertising is subject to approval of the Fresno Madera Dental Society

# Marketing Opportunities

The Fresno Madera Dental Society offers a variety of opportunities providing vendors/sponsors marketing visibility to our members. Exhibitor space is limited at our meetings and is on a first come, first served basis. Payment must be received in advance of the meeting/publish date.

## GRAPEVINE NEWSLETTER (QUARTERLY)



	1 issue	4 issues (Paid in full)
Business card 3.5" x 2"	\$ 50	\$180
1/4 page 5" x 2"	\$100	\$360
1/2 page 5" x 3.75"	\$150	\$540
Full page 5" x 8"	\$250	\$900

## CENTRAL CA DENTAL CONFERENCE

Bronze      \$375

Silver      \$750

Gold      \$1000

Platinum      \$1500

Listed fees are per conference

- All categories include 8 foot covered table and 2 chairs, lunch for one rep, (\$50 for each additional rep) morning introductions
- Silver, Gold, and Platinum categories would have placement on advertising flyers, 1/4 page ad in one issue of the FMDS Grapevine quarterly newsletter, company logo for one quarter on FMDS website with link to your company's website\*

## EXCLUSIVE GENERAL MEETING SPONSORSHIP (ONE SPONSOR PER MEETING)

**\$1500**

- Sponsorship acknowledgement in all promotional materials
- 8 foot covered table and chair provided
- Meal for two representatives
- 1/2 page ad in the FMDS Grapevine quarterly newsletter
- Company logo displayed for one quarter on the FMDS website with link to your company's website

Advertising is subject to approval of the Fresno Madera Dental Society

# 2026 BLS/CPR class calendar

Saturday January 24, 2026

Saturday April 18, 2026

Saturday July 18, 2026

Saturday October 17, 2026



**Time** 8:30 am

**Location** 371 E Bullard Ste 120  
Fresno, CA 93710

**Price** \$80.00  
Members, non-members and staff

All necessary materials are provided  
Call 559 438-7284 to register or register on [fmds.com](http://fmds.com)

# FMDS 2026

## Calendar of Events



### January 22

Staff Night, FCC Hygiene Table  
Clinics, FMDS Board Installation  
Team Building and Leadership  
Hotel Piccadilly  
with Cindy Hartwell  
2 CEs

### January 28

Harassment Prevention Training for  
Employers/Manager/Employees  
Michael Rossiter  
Live Webinar  
2 CEs for Employers/Managers  
1 CE for Employees

### February 03

Live Webinar  
Responsibilities & Requirements for  
Prescribing Controlled Substances  
Live Webinar  
2 CEs

### February 20

Winter CCDC  
OSHA, Infection Control, CA Dental  
Practice Act & HIPAA  
Kory Benson  
Clovis Veteran's Memorial Bldg  
8:30 am-3:30 pm  
6 CEs

### February 25

CA Employment Law &  
Cybersecurity Best Practices  
Michael Rossiter  
Live Webinar  
1.5 CEs

### April 25

Pacing for Prevention 5K  
Tesoro Viejo  
8:00 check-in/9:00 Race  
Please see page 19 for details

### June 10

Workplace Violence Prevention Training  
Live Webinar  
6:00 pm-7:30 PM  
1.5 CEs

### August 21st & 22nd

Bay Area Dental Expo  
Details TBA1

### October 2

Fall CCDC  
Dr Todd Snyder  
Clovis Veteran's Memorial Bldg  
8:30 am-3:30 pm  
6 CEs

Stay tuned - there's more to come!