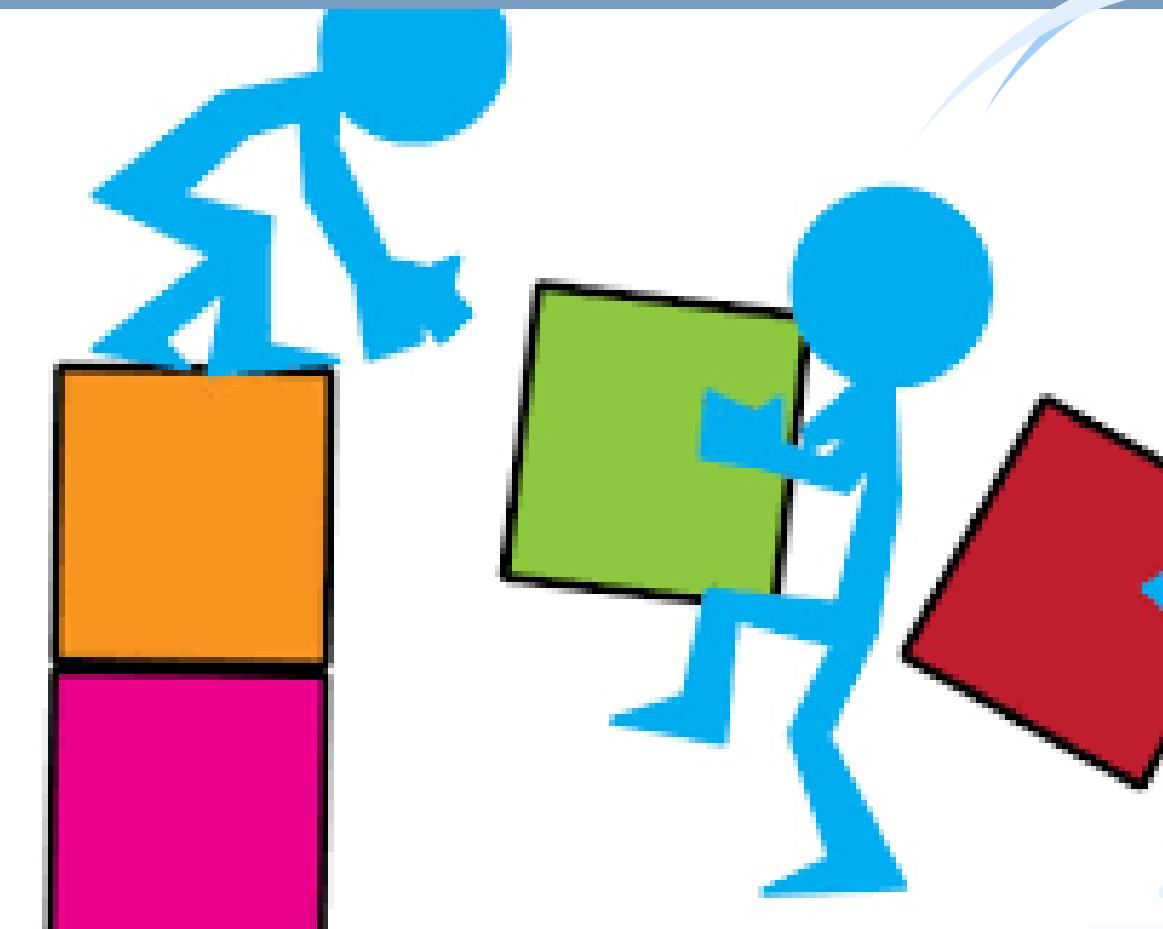


So Cal Dental Quarterly

Volume 3 Issue 02 April—June 2016



In This Issue:

- Letter From the News Room Pg. 1
- Milestones Pg. 2
- Happy Bday Pg. 3-4
- Welcome Aboard Pg. 5
- Read Me Drawing Pg. 6
- 40lk Pg. 7
- Ca Sick Leave Explained Pg. 8
- Partner Spotlight Pg. 9-10
- Periodontics and Your health Pg. 11
- Meet Dr. Kevin Lee Pg. 12
- Red Carpet Day in Indio Pg. 13-14
- Water Cooler Chat Pg. 15-16
- Are you Expecting? Pg. 17
- Special Delivery Pg. 18
- Announcements Pg. 19-20
- Which So Cal Manager are you? Pg. 21-22
- Recipe Pg. 23
- Achievements Pg. 24
- Puzzler Pg. 25
- So Cal Pics Pg. 26

Staying Connected.....

"OUR MISSION STATEMENT"

To serve our patients with unparalleled excellence demonstrated through the passion and integrity of our services;

To serve our Team Members by providing exceptional working environments, competitive benefit packages, and a philosophy of empowerment and personal accountability, that can create the potential for professional growth and fulfillment;

To conduct our activities with sound social and ethical values, to better guide our growth objective to be the dental services company that our competitors strive to emulate.

Water Cooler Chat With
Karen Garza

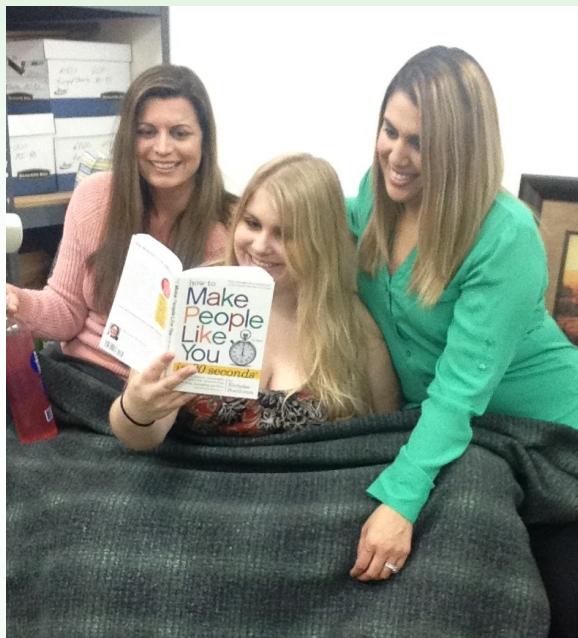


SC Q Magazine

So Cal Dental Partners

Newsletter Date April—May 2016 Volume 3, Issue 2

From The News Room



So Cal Dental Partners Editors

Hi Team,

We would like to welcome Anjaleena Barclay to the corporate office. She is helping us out on Friday's to catch us up on scanning and to finish digitalizing the personnel files.

As many of you already have noticed, we have made a bunch of positive changes in an effort to get more streamlined and organized. We have revamped the corporate website, updated and clarified the employee manual, and we are in the process of changing our 401k plan to hopefully a plan that provides better growth from it's funds. You will be getting several notices in the near future to explain all the 401k plan investment changes.

While reminiscing the first quarter, the biggest questions we have received from team members is regarding the CA Sick Leave. So many notices went out last year along with a notice in the newsletter and still many of our team members are confused. So please read page 8 of this newsletter for more clarification and also you can utilize the internet by typing in "ca sick leave" in google keyword search.

Finally, this newsletter is for you to get caught up on what is happening around the company so without your feedback, contributions and openness, it fails.

Congratulations to last issues winners of finding the "tooth": Amanda Barquet & Humberto Briceno. Each received a \$10 starbucks gift card. Since no one else found the tooth they were our automatic winners. The location was on page 15 on the top right corner mixed with the pills.

Also, don't forget to enter the "read me" drawing for a chance to win a gift card. Details are on page 6.

Email this issues tooth location to Denise and you will be put into a raffle by April 30th, 2016. The first 3 names drawn will be the winners (note this is a sample not the new location)

SC Q Editors-in Chief

Debbie Canu

dcanu@socaldentalpartners.com

Ashley Johnston

ashleyj@socaldentalpartners.com

Denise Rodriguez

deniseg@socaldentalpartners.com



Corporate

So Cal Dental Partners Corporate
27 Spectrum Pointe Dr. Ste. 308
Lake Forest, CA 92630
www.socaldentalpartners.com
Tel: 949.600.7046
Fax: 949.600.9899

Alicia Orthodontic & Pediatric Dental Specialties
24481 Alicia Parkway #B-3
Mission Viejo, CA 92691
www.aliciaopds.com
Tel: 949.586.9800
Fax: 949-586-7659

Orange County

Sea Country Dental
32341 Golden Lantern, Ste B
Laguna Niguel, CA 92677
www.seacountrydental.net
Tel: 949.496.7910
Fax: 949.496.3778

Rancho Niguel Dental
30140 Town Center Drive
Laguna Niguel, CA 92677
www.ranchonigueldental.com
Tel: 949.249.4180
Fax: 949.249.4185

South Coast Dental Specialties
30190 Town Center Drive, Ste. A & B
Laguna Niguel, CA 92677
www.scdentalspecialties.com
Tel: 949.363.2540
Fax: 949.363.3352

SC Dental Care
22972 Moulton Parkway #106
Laguna Hills, CA 92653
www.scdeentalcare.com
Tel: 949.770.3010
Fax: 949.837.5410

Mission Dental Implant Center
26800 Crown Valley Pkwy, Ste 425
Mission Viejo, CA 92691
www.missionimplantcenter.com
Tel: 949.364.2935
Fax: 949.364.2870

Inland Empire

Inland Dental Center- Highland
6982 Boulder Ave
Highland, CA 92346
www.idchighland.com
Tel: 909.861.2121 (GP)
Tel: 909.863.7998 (Ortho/Pedo)
Backline: 909.863.5696

Inland Dental Center- San Bernardino
362 East Vanderbilt Way
San Bernardino, CA 92408
www.idcsanbernardino.com
Tel: 909.384.1111
Fax: 909.381.2981
Arrowhead Dental Specialties
Same address as IDC- San Bernardino
Tel: 909.381.3131
Fax: 909.384.9931

IDC- Heritage Court
44100 D. Jefferson Street #404
Indio, CA 92201
www.idcheritaecourt.com
Tel: 760.772.0214 (General)
Fax: 760.772.0583
Tel: 760.772.0725 (Specialty)

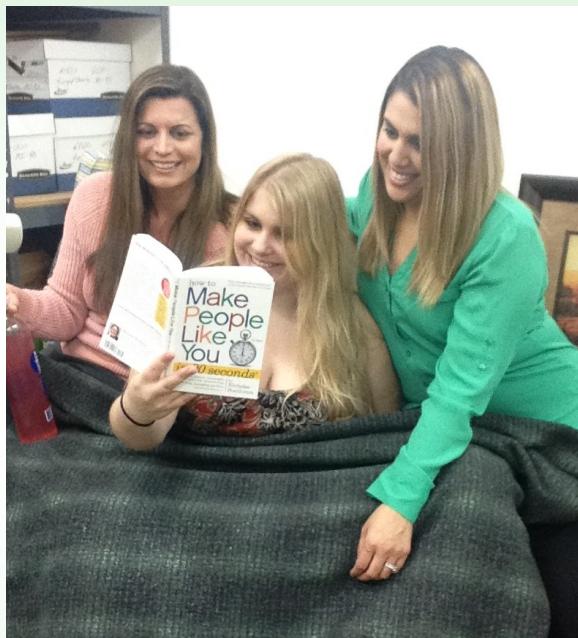
For additional information or feedback on SCQ
magazine, please contact us via email:
dcanu@socaldentalpartners.com
deniseq@socaldentalpartners.com
Ashleyj@socaldentalpartners.com

SC Q Magazine

So Cal Dental Partners

Newsletter Date April—May 2016 Volume 3, Issue 2

From The News Room



So Cal Dental Partners Editors

Hi Team,

We would like to welcome Anjaleena Barclay to the corporate office. She is helping us out on Friday's to catch us up on scanning and to finish digitalizing the personnel files.

As many of you already have noticed, we have made a bunch of positive changes in an effort to get more streamlined and organized. We have revamped the corporate website, updated and clarified the employee manual, and we are in the process of changing our 401k plan to hopefully a plan that provides better growth from it's funds. You will be getting several notices in the near future to explain all the 401k plan investment changes.

While reminiscing the first quarter, the biggest questions we have received from team members is regarding the CA Sick Leave. So many notices went out last year along with a notice in the newsletter and still many of our team members are confused. So please read page 8 of this newsletter for more clarification and also you can utilize the internet by typing in "ca sick leave" in google keyword search.

Finally, this newsletter is for you to get caught up on what is happening around the company so without your feedback, contributions and openness, it fails.

Congratulations to last issues winners of finding the "tooth": Amanda Barquet & Humberto Briceno. Each received a \$10 starbucks gift card. Since no one else found the tooth they were our automatic winners. The location was on page 15 on the top right corner mixed with the pills.

Also, don't forget to enter the "read me" drawing for a chance to win a gift card. Details are on page 6.

Email this issues tooth location to Denise and you will be put into a raffle by April 30th, 2016. The first 3 names drawn will be the winners (note this is a sample not the new location)

SC Q Editors-in Chief

Debbie Canu

dcanu@socaldentalpartners.com

Ashley Johnston

ashleyj@socaldentalpartners.com

Denise Rodriguez

deniseg@socaldentalpartners.com





MILESTONES

So Cal Dental Partners recognizes that you have a choice where you spend your time. We are proud to recognize the following employees this quarter who will celebrate their milestone anniversaries.

5 Years

Carla Sabo—Inland Dental Center

Donna Williams—Heritage Court

Helen Perez—Rancho Niguel

10 Years

Romalaina Mincey—Inland Dental Center

Karen Garza—Inland Dental Center

15 Years

Danny Oliveros—SC Dental



April

Deborah Lassiter

Elizabeth Shaw

Steve Krieger

Tina Becerra

Angelina Robitaille

Lisa Mukanos

Yessenia Ramirez Herrera

Mindy Silva

Dr. David Park

Dr. Erik Sahl

Dr. Trent Westernoff

May

Johnny Coria

Dr. Rodney Boyd

Kimberly Eddy

Jenny Dales

Caroline Boyd

Kristyn Bennett

Christelle Chavez

Kimberly Swanson

Susan Monahan

Ana Robledo

Ann Puga

Dr. Ivan Marks

Dr. Karson Kupiec

Dr. Tabassom Abulhosseini

June

Michelle Orozco Reyes

Priscilla Williams

Breanna Young

Kim Vu

Luann Perez

Lauren Avila

Laura MacDougal

Andrew Vela

Humberto Briceno

Rachelle Roark

Kelsie Gilbert

Vivien Hjort

Dr. Grace Sanchez

Dr. Paul Murray

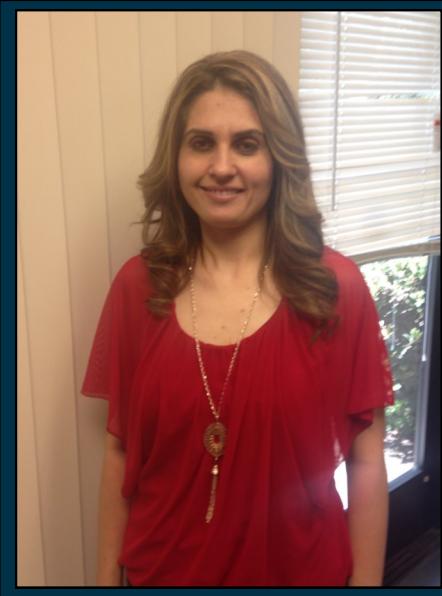
Lunch at Ichibiri's Japanese Steakhouse and Sushi to celebrate Sea Country Dental's Dr. Hugh Murray and Dr. Shirin Moshrefi's birthdays. When asked to make a wish before blowing out his candle, Dr. Murray said, "I wish I was Dr. Mo's age!" (left)

Also celebrating their birthdays in March were Dr. Anthony Boyd and Dr. Robert Vaca from Inland Dental Center (bottom)

Happy Birthday!



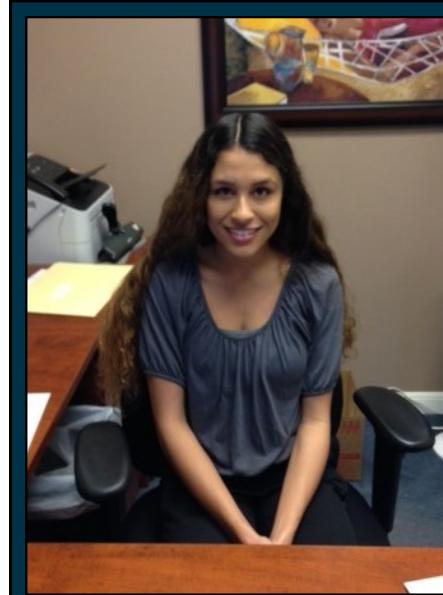
Welcome ➤ OUR NEW TEAM MEMBERS



Wazma Taheri
Alicia Ortho & Pedo
Orthodontic Assistant

Luz Montoya
IDC Highland
Dental Assistant

Jacalyn Goodhope
Inland Dental Center
Periodontic Assistant



Johnny Coria
SC Dental Care
Front Office

Anjaleena Barclay
Corporate
Front Office

Jennifer Osborn
Inland Dental Center
Oral Surgeon Assistant

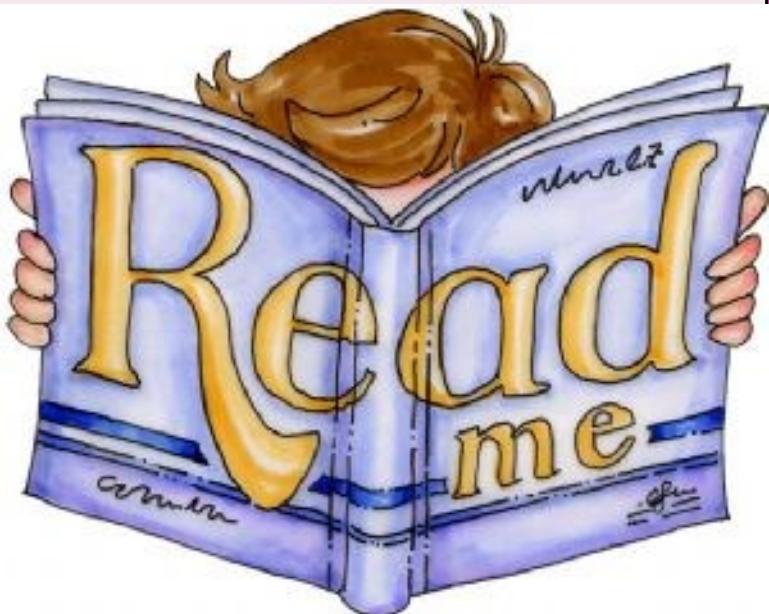


Congratulations to last quarter's winner of the Read Me Drawing, Maria Gutierrez of Mission Dental Implant Center! Her favorite thing about the newsletter is the Welcome Aboard Page, she likes that she has "met a couple of the new employees and it just shows how we matter and how as a new employee we are part of a team."

Thanks for your feedback Maria!

Magazine Read Me Drawing

This quarter for our drawing we will be doing a contest based on who reads the magazine. We love feedback on the magazine and participation from our team. To enter the contest please email Ashley (ashleyj@socaldentalpartners.com) what your favorite thing about the magazine was this quarter. Please make the subject line "My Favorite Thing About SQ". All participants will be entered into a drawing and eligible to win a gift card.





Are you investing in your 401k?

What is a 401k?

Many employers sponsor a retirement savings plan for their employees. Under these plans, also commonly known as defined contribution plans, you can save money toward your retirement on a tax-deferred basis – that is, you don't pay federal or state income taxes on your savings or their investment earnings until you withdraw the money at retirement.

Most people's taxable income – and therefore, their tax rate – is lower at retirement than during employment, so they end up paying considerably less in taxes on their savings.

How does a 401k Plan Work?

With a regular 401(k) plan, money is deducted from your paycheck before taxes are withdrawn, which lowers your taxable income, and therefore, lowers your taxes.

401(k) vs. Stocks

Why would you be better off contributing to a 401(k) plan than you would be, say, investing in stocks on your own? After all, with your own investments at least you're not penalized when you sell them.

There are several advantages to a 401(k) over your own investments. Of course, that doesn't mean you shouldn't do both. It is always a smart move to diversify (or spread out) your overall financial investments. The primary advantages to a 401(k) are that **the money is contributed before it is taxed**. Therefore, your taxable wages are lower.

For example, a person in the 15% tax bracket earning \$1,000 each payday would normally have \$150 withheld from his or her paycheck for taxes. But if that person makes a \$100 contribution to a 401(k) plan every payday, then his or her taxable income is reduced by that amount, to \$900. As a result, his or her tax withholding would be just \$135. Any amount you contribute in excess of your plan's limits does not qualify for tax deductions.

401(k) Rules for Borrowers

Borrowing from your 401(k) plan may seem like a great way to get your hands on some easy money, but it could do more harm than good. Before you convince yourself that borrowing is the best way to address your current financial priorities, make sure you understand the 401(k) rules and the risks that may apply to you.

The Match is Back!

Yes, That's Your Nest Egg:

So Cal Dental Partners has reinstated the 1% employer match. This means that up to 1% of your gross wages will be matched in your 401k but not to exceed your contribution. The only catch is that you must enroll by July 15, 2016 (not our rules, IRS requirement). **NO LATE ENROLLEES WILL BE ACCEPTED.** **Note that the match may evolve or change during the year while we are revamping the plan.

Eligibility Requirements:

Must be 21 years of age.

Complete 12 months of service

Completed minimum of 1000 hours

Enrollment can take place thereafter during open enrollment only

Interested in signing up for 401k?

Q: Are you interested in saving for your future and reducing your taxable income?

Go To :

- ◆ www.socaldentalpartners.com and login
- ◆ Click on Employee Homepage
- ◆ Click on Download Forms
- ◆ On the Top of the page there is a whole section called *American Funds*, there you will find an application, brochures, and a Fact Sheet.
- ◆ Complete the application and courier to the Corporate Office

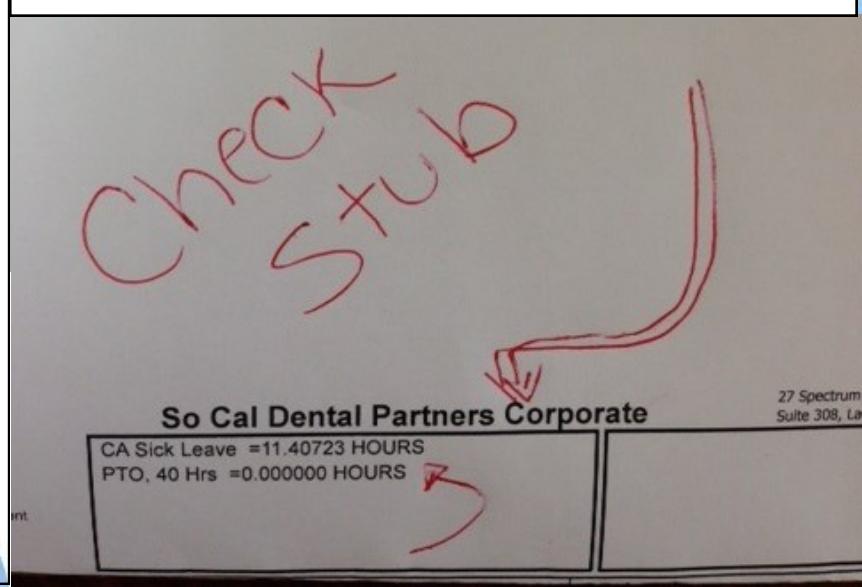
FEELING UNDER THE WEATHER?

FACTS:

- ◊ You will accrue 1 hour for every 30 hours you work
- ◊ You can only take a maximum of 24 hours per year
- ◊ Unused hours can carry over to the next year but the CAP is 48 hours
- ◊ If you terminate employment, accrued hours are NOT paid out
- ◊ You must wait 90 days to use any accrued hours if you are a new team member
- ◊ You must use a minimum of 2 hours at a time and not to exceed accrued hours. Must be used for sickness not vacation
- ◊ Hygienist (1 day = 8 hours worked)
- ◊ To use CA Sick Leave, complete an absence form and mark the CA Sick Leave Box; return to your manager for payroll processing ASAP



Did you know that even if you are in your waiting period for PTO or you are a part-time team member, that you may have paid sick time available to you? If you fall into the above categories, your paycheck stub already displays your accrued hours. See sample below. If you are accruing PTO, you will not see CA Sick Leave hours on your check stub nor are you accruing CA Sick hours. The PTO benefit from So Cal Dental Partners is greater than the CA Sick leave benefit, therefore you are receiving the greater of the two. For full time team members embarking on their first anniversary, once regular PTO begins to accrue, CA Sick hours will stop accruing.



Fun Facts with Dr. Al Manesh



Where is your favorite place to vacation with your family?

We had a lot of fun in New York and Boston, but I also really enjoyed going with my family to Hawaii.

If you could visit any place in the world and money and time were no object, where would you go?

France, Italy and Switzerland. I really enjoy architecture so I would definitely want to visit all the architectural museums. After that I would go to Japan, Singapore, & China.

What motivates you to work hard?

The satisfaction of accomplishment. I enjoy knowing that I really helped someone and treated them.

What is your favorite sport to watch?

I really enjoy watching my sons play basketball.

What kind of things make you laugh?

I enjoy comedy. Any good type of satire will make me laugh.

Would you rather win the lottery or work at the perfect job ?

I think I'm going to pick winning the lottery. It just sounds so nice to win the lottery.

What is a pet peeve of yours?

When things are not done the way I want them done or when I do not get the results I want, that really irritates me.

What is your proudest accomplishment?

On a personal level it would be my children. On a professional level, it was starting MDIC with the partners.

Okay let me ask you one last question, if you had the choice between washing the dishes, mowing the lawn, or vacuuming the house, which would you pick?

Well none of it is fun, but I would rather wash the dishes if I had to pick one.

A Conversation with Dr. Al Manesh



Dr. Al Manesh has been with the company since 2002 when he started as a part-time associate Periodontist at South Coast Dental Specialties. With a growing dental practice, a strong interest in expanding, and having a place where he could bring in new state of the art technology, Dr. Manesh decided that he wanted to branch out into his own location and in 2007 he did just that! Together with the partners, Mission Dental Implant Center opened its doors.

As a young boy growing up in Iran, he was the youngest out of his four siblings. His parents, who have now been married for over 50 years, still live in Iran and visit him often. As a child, Dr. Manesh went to visit the dentist, and became extremely inquisitive about what the dentist was doing, why he was doing it, and he even asked him about how he became a dentist. His passion for dentistry began in that moment and he has never imagined another career being more perfect for him. At the age of 17, he moved to California along with his older brother.

He completed his undergraduate degree at Cal Poly Pomona and then moved to Portland, Oregon where he received his degree in dentistry at Oregon Health Sciences University. Upon graduation Dr. Manesh moved to Brooklyn, New York where he completed his general practice residency at Lutheran Medical Center. After a year he moved to New Orleans where he enrolled in Louisiana State University's periodontal postgraduate program. While in Louisiana, Dr. Manesh experienced a wonderful new found love for Cajun food and the relaxed culture. After graduating and working in New Orleans for a short period of time, Dr. Manesh returned home to California and became an associate at South Coast Dental Specialties.

Dr. Manesh has been married to his wife Nazila, who he met and married in Iran, for 17 years. They have three children, two boys and one girl. Their names are Kion (10), Ryan (8), and Fana (12). The boys are involved in basketball and football and his daughter enjoys golf and dance. He has even coached his sons basketball team. As a family they enjoy vacationing in Hawaii, skiing, rock climbing, and camping.

When asked what he loves most about this company he said, "from day one, the partners and I opened Mission Dental Implant Center with the same goal, and with their support I always aim to provide our patients with the best standard of care while using the most advanced resources."

How Periodontal Treatment Reduces

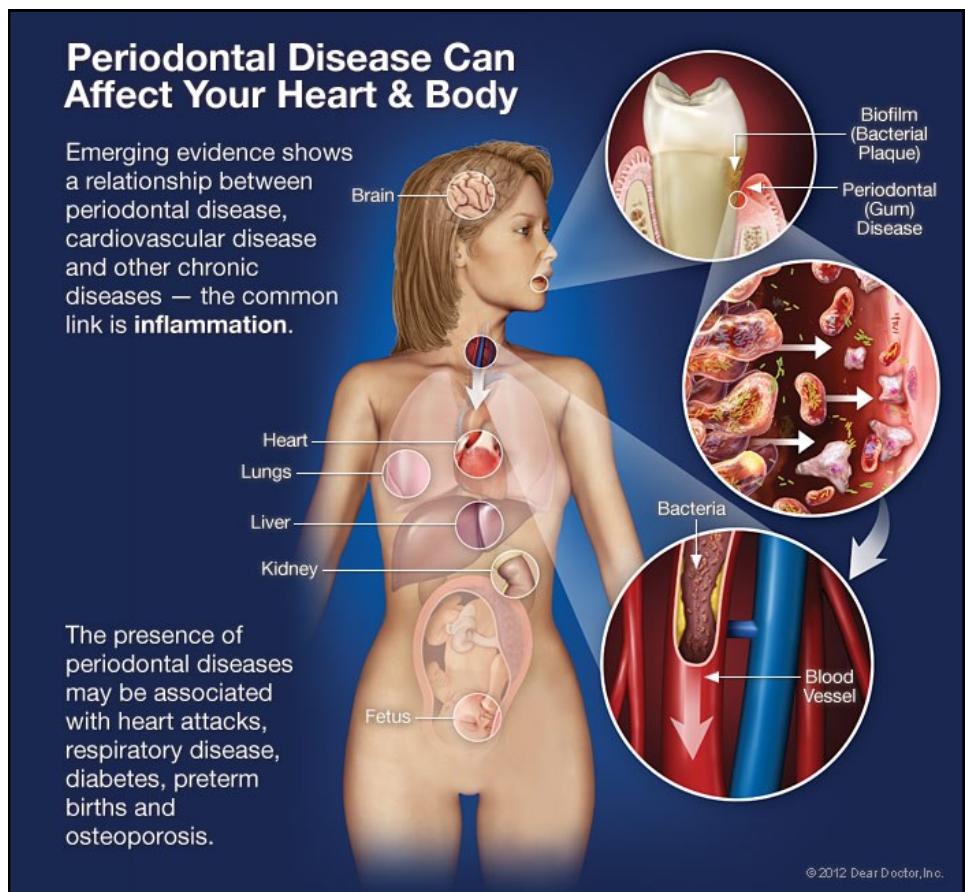
Healthcare Costs



Periodontal treatment may lower overall healthcare costs for those recently diagnosed with Type 2 diabetes, according to an article published on the American Dental Association website. Health economists have found that those with Type 2 diabetes that received periodontal treatment had on average a \$1,799 reduction in their total healthcare costs over the course of two years. However, for those who immediately initiated medication to manage their diabetes, there were no savings costs associated with periodontal treatment. This study is important because it's imperative for people to know how much your dental health affects your overall health and how maintaining that health can help you reduce your healthcare costs overall, just like you would by exercising or eating healthy. A major goal in the U.S. right now is to educate people about how important dental health really is.

Source: <http://www.ada.org/en/publications/ada-news/2016-archive/january/study-examines-effect-of-periodontal-treatment-on-health-care-costs>

Periodontal treatment may lower overall healthcare costs for those recently diagnosed with Type 2 diabetes, according to an article published on the American Dental Association website. Health economists have found that those with Type 2 diabetes that received periodontal treatment had on average a \$1,799 reduction in their total healthcare costs over the



Meet Dr. Kevin Lee, our new Periodontist at Inland Dental Center

We are proud to welcome our new Periodontist at Inland Dental Center-San Bernardino, Dr. Kevin K. Lee. Dr. Lee attended the University of California Los Angeles (UCLA) undergraduate program as a psychobiology major and afterward attended University of Southern California (USC) for his degree in dentistry. After obtaining his DDS, he decided to study for 3 more years at USC for specialization in periodontics and dental implants. Shortly before completing his residency, he became a Board Certified Periodontist and obtained the title of Diplomate of the American Board of Periodontology. After working and living for several years in Los Angeles,



he decided to open his own practice in Rancho Santa Margarita and permanently moved to Orange County with his wife, 3 year old son, and 1 year old daughter, and joined the Orange County community. Now Dr. Lee has roots in Los Angeles, Orange County and San Bernardino!

Work and family keep Dr. Lee busy, but when he does get free time, he enjoys playing poker and golf. If he gets a chance to watch sports, he is watching the LA Lakers. When asked what Dr. Lee loves about being a periodontist, he said, "I love being a periodontist because it allows me to work as a team with other dental professionals."

Dr. Lee is a member of the American Board of Periodontology, American Academy of Periodontology, American Dental Association, California Dental Association, Orange County Dental Society and the Los Angeles Dental Society and now he is a member of the So Cal Dental Partners Society. Welcome to the team!



Red Carpet Day in Indio!

The pedo department at IDC Heritage Court had a red carpet day! They bought a dress up box, created a back drop, dressed up the kids and their parents, took their picture, and gave them the pictures on a popsicle stick! Monica said it was, "easy, fun and [is] sure parents and kids will be talking about this...hopefully at soccer games, PTA, etc!"



Red Carpet Day in Indio!



Would you rather...



Would you rather go forward or back in time?

I would like to go back in time, to see how my parents met. I would like to see how my dad wooed my mom.

Would you rather have no internet or no cell phone?

No internet, because I like to text.

Would you rather have no one show up to your wedding or funeral?

Funeral, for two reasons. One because I do not want a wedding and secondly because I want my funeral to be at a bar and I would be mad if they didn't show up to a bar.

Would you rather be invisible or be able to read minds?

Read minds, because I would like to see what people really think about me.

Would you rather go way back in time and meet your ancestors or go way into the future and meet your great grandchildren?

I would definitely want to meet my grandchildren.

Would you rather know the date of your death or the cause of your death?

I would rather know the date, so that I could live life to the fullest and spend the most time with my family before the inevitable.

Would you rather be surfing the ocean or surfing the internet?

I do not surf, but I would definitely rather be by the beach than on the internet.

Would you rather have more time or more money?

More money so that I could do more with my time.

Would you rather have a rewind button in your life or a pause button in your life?

Pause, to slow down and enjoy life.

Would you rather be able to talk with all animals or be able to speak in all foreign languages?

Talk with all animals, because I absolutely love animals especially dogs.

Would you rather live without music or TV?

TV, because I do not really watch that much tv. I need music when I'm driving.

Would you rather lose all of your old memories or never be able to make new ones?

I rather loose all my old memories so that I can make new ones with my daughter.





Water Cooler Chat with Karen Garza



As a company that promotes a family atmosphere, it is our pleasure to announce that Karen Garza in our Inland Dental Center San Bernardino office will be celebrating her 10 year anniversary with the company this May. Referred by her sister Kristine to file charts, Karen has worked in several different positions over her 10 year span. Most recently, Karen was promoted to Specialty Coordinator last November. Her new job as a specialty coordinator is something that has brought on a very exciting change and challenge in her career. She now enjoys working closely with doctors whom she has always known but never got to work with directly.

Karen has lived in San Bernardino her whole life, along with her family whom she is extremely close with. She is the youngest of three sisters. She lives with her older sister Kristine, who also currently works at the Inland Dental Center office in San Bernardino, and her middle sister Kimberly. She says that her sisters are her best friends and that she loves being with them. She is also very close with her parents, Robert & Diane, who have been married for 38 years. Karen has a great deal of love and admiration for both her parents, and to this day she spends several days out of the week visiting with both of them. In fact, her and her dad have breakfast together several times a month and she often meets him for an early morning coffee run at Starbucks before they each go off to work.

One of Karen's favorite things to do with her time off is going down to San Clemente with her family on the weekends. They enjoy going to the beach and walking on the pier. One of her favorite restaurants, Fisherman's Warf, also happens to be located in San Clemente. They do this several times a year and this year they will have a new member joining them on their family trips, as Karen is expecting her first child, a baby girl to arrive on July 18th. Karen has already picked Nora Grace as the adorable name she will be giving to her little girl. In the meantime, she is trying to stay as healthy as possible for her baby. Although she is not experiencing very many cravings, one thing she is enjoying is anything cold - especially fruit smoothies.

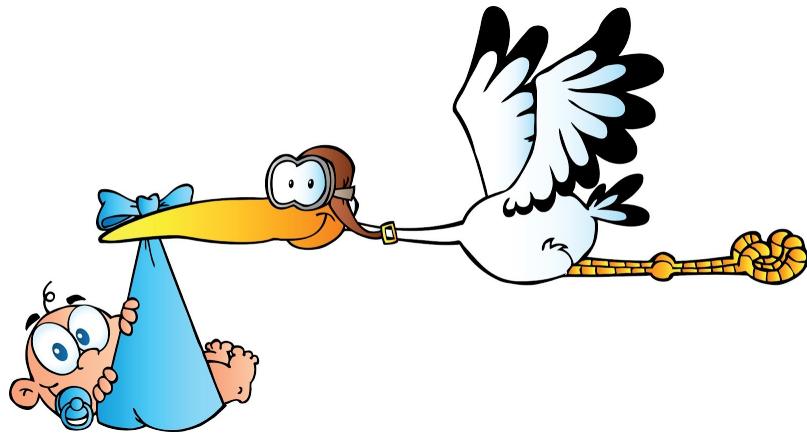


I asked Karen who she would consider to be hero and her response was her sister, Kristine. She says that "seeing how hard my sister Kristine works and watching her raise her daughter London is something that I aspire to be. I hope to be that kind of mom with my daughter." When asked what she loves most about her job, Karen says "I think of everyone as a family! It is just such a great atmosphere to work in."



ARE YOU PREGNANT?

LET US HELP YOU!



First and foremost it is important for you to know that we are here to help you. When the time comes to have your baby, we want you to feel knowledgeable so that you can focus on your baby! Below are a list of questions and answers to help you get through the process.

1. Who should I notify first?

We suggest that you always keep your manager in the loop at all times. However, it is important to *contact the corporate office directly*. Please do not rely on your managers to do this. We need to speak with you directly.

2. When should I notify the corporate office?

The corporate office would like to know as soon as you inform your manager. In the event that any health concerns come up during your pregnancy, this gives us adequate time to get all your paperwork to you so that you can prepare for your time off.

3. How do I contact the corporate office?

The corporate office is open Monday through Friday from 8 AM–5 PM. The number you can reach us at is (949) 600-7046. You can also email Denise at: deniseg@socaldentalpartners.com.

4. What kind of information will you need from me?

The corporate office will ask you about your expected due date and follow up with you before the date to find out when you plan to go out on maternity leave. This gives enough time to send out all the paperwork and informational pamphlets to you so that you have time to read through everything.

5. What if there is an emergency and I can't return unexpectedly?

This is another reason why it's important to let the corporate office know you are pregnant as soon as possible. We understand that this happens and want to help make this experience less stressful. First, call your manager. Second, call or email the corporate office.

Special Delivery...

Aisha Aviles welcomed
baby Joshua, born
November 20, 2015
Congratulations!



Marina Gambino
welcomed baby
Daniela, born
December 21, 2015
Congratulations!

Announcements

Congratulations
to Lauren
Avila! She was
married to the
love of her life,
Daniel, on
September 4,
2015



Jenna Freeman
from SC Dental
Care got engaged
to her fiancé Jack
on Christmas Eve
2015.
Congratulations!



Sharon Bailon's new ride "Sangria"



Veronica Villa's new Car!

Which So Cal Dental Manager Are You?

1. What do you do when faced with a difficult situation?

- A. Use facts and data to come to my result
- B. Try to think of a unique way to avoid or solve the problem
- C. Use my charm to get myself out of it
- D. Carefully take my time to analyze all parts of the situation
- E. Make sure the outcome goes my way no matter what

2. What is your greatest strength?

- A. My ability to think logically
- B. Using innovative systems to exceed expectations
- C. Getting along with everyone and relieving tense situations
- D. Producing quality work and my attention to detail
- E. Getting the job done with no distractions

3. What is your greatest weakness?

- A. Feeling like I need to control my environment
- B. Coming across as cool or blunt
- C. Time management
- D. Lack of flexibility
- E. Failing to look at other perspectives

4. What do you think is the best judge of character?

- A. The person's ability to think logically
- B. Their ideas and professional accomplishments
- C. The way those who know them treat them
- D. How well they hold up to social and professional standards
- E. How quickly they accomplish tasks

5. Which of the following do you fear the most?

- A. Ridicule
- B. Lack of influence
- C. Loss of social acceptance
- D. Antagonism
- E. Being a pushover

6. What trait do you admire most in a person?

- A. Correctness
- B. Unique accomplishments
- C. Popularity
- D. Stability
- E. Independence

Which So Cal Dental Manager Are You?



Mostly A's: You're like Sandra & Gina!

You have high critical thinking abilities which helps you when it comes to planning and accuracy. You prefer to work in a peaceful environment and stick to rules and standards. Your ability to think logically helps you.

Mostly B's: You're like Debbie, Humberto, & Barbara!

You thrive on coming up with progressive ideas for accomplishing tasks and have a strong drive for perfection. Daily decisions come to you quickly but you prefer to spend more time on the long term ones. You thrive under independence.



Mostly C's: You're like Sharon & Gracie!

You're often described as the life of the party! You have an excellent network of contacts and develop friendships easily. You are optimistic and love to socialize. When it comes to praise, you're the person to go to!

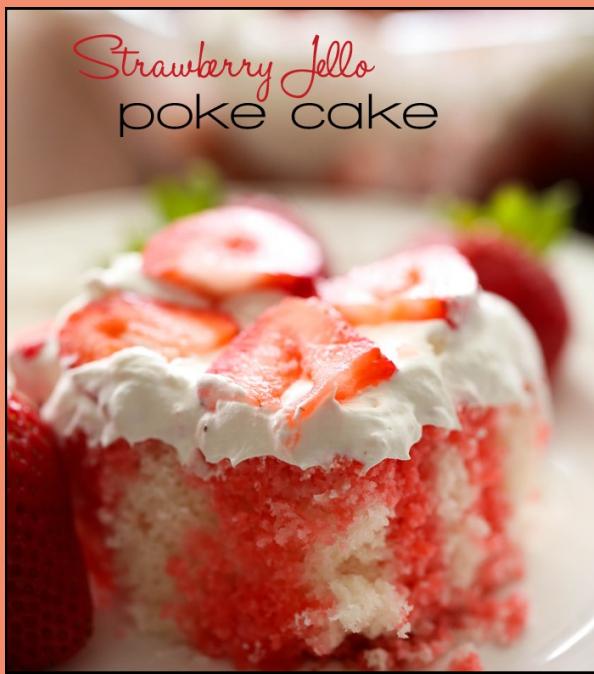
Mostly D's: You're like Dee!

You are a systematic and precise thinker with great accuracy and attention to detail! You like clearly defined expectations and excel at meeting those expectations. Stable environments are preferred. Your conscientiousness is valuable to you in any professional and personal situations.



Mostly E's: You're like Monica!

You're all about getting the job done. You have high self confidence and actively seek opportunities that test and develop your abilities to accomplish results. You tend to go for difficult tasks and prove your abilities. Overall you are determined and persistent in all facets of life.



Strawberry Jello
poke cake

Strawberry Jello Poke Cake

Ingredients

- 1 box white cake mix & ingredients it calls for
- 1 cup boiling water
- 1 (3 oz) packet Strawberry jello
- 1 cup cold water

Topping

- 8 oz Cool Whip
- 1/4 cup powdered sugar
- 1/4 teaspoon almond extract
- Sliced strawberries

1. Bake cake according to box directions in a 9 x 13 pan.
2. When cake is done, let cool for about 15 minutes.
3. While cake is cooling, boil water in a medium sauce pan over medium heat on stove top.
4. Add jello packet to boiling water and stir until jello is completely dissolved, then stir in cold water.
5. Using a fork, poke holes into cake. Pour jello evenly over the top of cake.
6. Cover cake and place in fridge for 3 hours.
7. Combine cool whip, powdered sugar, and almond extract in a medium bowl and stir to combine. Spread evenly over the top of cake. Arrange sliced strawberries over the whipped topping as desired.
8. Store covered in fridge for at least one hour and until ready to serve.

Source: <http://www.chef-in-training.com/2014/06/strawberry-jello-poke-cake/>

ACHIEVEMENTS



Congratulations to Lauren Avila who was promoted to back office supervisor at Inland Dental Center this February.

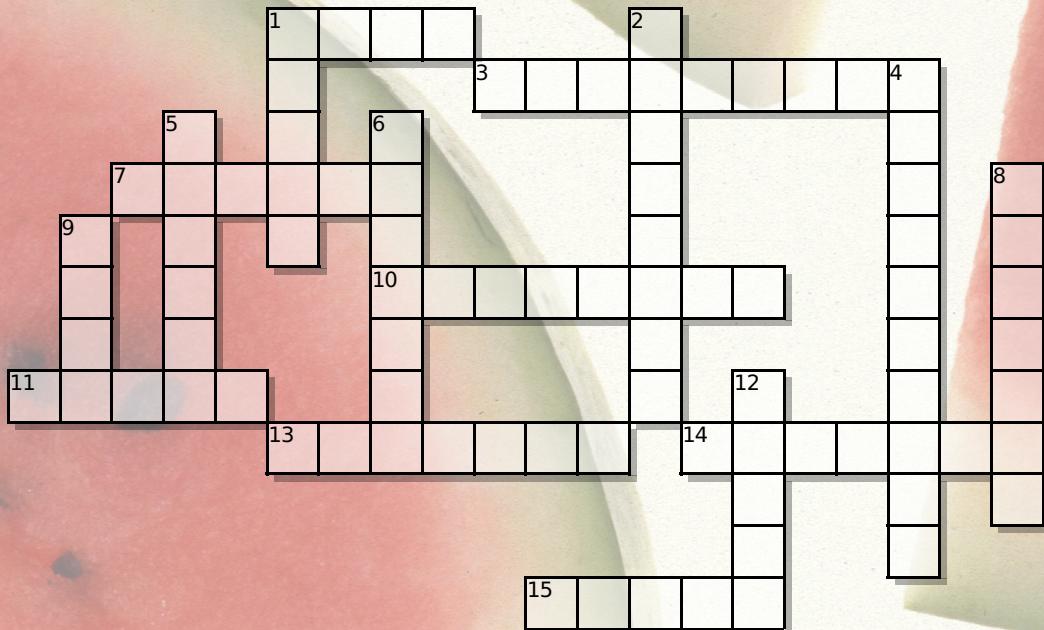
Great Job!

Congratulations to our beautiful Angela Manzaneda Toro of Sea Country Dental who was voted Miss Latina 2015



SQ MAG PUZZLER

VOL. 3 Issue 2 Answers at www.socaldentalpartners.com



ACROSS

- 1 DR. MANESH'S OLDEST SON'S FIRST NAME
- 3 WHERE DOES KAREN GARZA MEET HER DAD IN THE MORNING BEFORE WORK?
- 7 WHAT IS DR. MANESH'S WIFE'S FIRST NAME?
- 10 NAME OF THE RESTAURANT SEA COUNTRY DENTAL CELEBRATED DR. MURRAY & MOSHREFI'S BDAY
- 11 FIRST NAME OF THE ONLY TEAM MEMBER TO CELEBRATE HIS/HER 15 YEAR ANNIVERSARY THIS QUARTER
- 13 KAREN GARZA'S FAVORITE TYPE OF FOOD
- 14 WHAT DOES SHARON CALL HER NEW CAR?
- 15 FIRST NAME OF NEW TEAM MEMBER AT ALICIA ORTHO & PEDO OFFICE

DOWN

- 1 WHAT IS THE FIRST NAME OF OUR NEW PERIODONTIST AT INLAND DENTAL CENTER?
- 2 WHAT IS THE FIRST NAME OF ONE OF KAREN GARZA'S OLDER SISTERS? (Hint, she works at IDC too)
- 4 FLAVOR OF THE JELLO POKE CAKE
- 5 FIRST NAME OF TEAM MEMBER WHO RECENTLY GOT PROMOTED AND MARRIED
- 6 FIRST NAME OF MARINA GAMBINO'S NEW BABY GIRL
- 8 LAST NAME OF TEAM MEMBER WHO GOT ENGAGED IN DECEMBER
- 9 FIRST NAME OF A TEAM MEMBER TO CELEBRATE THEIR BDAY IN APRIL AND WAS FEATURED IN THE LAST QUARTERS 'WATER COOLER CHAT'
- 12 FIRST NAME OF THE TEAM MEMBER THAT WON THE READ ME DRAWING LAST MONTH

So are the days of our So Cal lives...

*More Ichibiri pics
with Sea Country
Dental*

