

# So Cal Dental Quarterly

Volume 10 Issue 01 January—March 2023



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## Staying Connected.....

Water Cooler chat with  
Karly Warner

### "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.



# SC Q MAGAZINE

SO CAL. DENTAL PARTNERS QUARTERLY MAGAZINE

Newsletter Date January-March Volume 10, Issue 1

## FROM THE NEWS ROOM



### SC Q Editors-in Chief

So Cal Dental Partners Editors

Debbie Canu	Dcanu@socaldentalpartners.com
Karly Warner	Karlyw@socaldentalpartners.com
Renee Dobbert	ReneeD@socaldentalpartners.com
Rosie Larrea	RosieL@socaldentalpartners.com

Hi Team,

We have some fun raffles and contests. Participate, IT'S MORE FUN!

Congratulations to last issue's winners of finding the "tooth." All the winners were from corporate! Karly Warner, Renee Dobbert & Rosie Larrea. They each won a \$10 gift card.

The tooth was on page 6 behind Dr. Manshadi. Thanks to everyone that participated!

When you are reading this newsletter be on the look out for the tooth. Once you find the tooth in the magazine, follow the directions below to submit your guess for the tooth location. Everyone who guesses correctly will be entered in a drawing to win a prize! Instead of emailing it to us directly, you will need to submit the answer on our website.

1. Go to [www.socaldentalpartners.com](http://www.socaldentalpartners.com)
2. Click employee portal and log in with your email and password. If your unsure of what your email and password is, contact your manager or email Karly Warner at: [karlyw@socaldentalpartners.com](mailto:karlyw@socaldentalpartners.com)
3. After you log in, you will see a button that says "Tooth Guesses". Click this button.
4. Specify the location of the tooth, and your first and last name, practice name, and press submit.

Here is a sample of what the tooth looks like →

(**note this is a sample**, not the new location)



.....Happy searching! -Debbie



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## EMPLOYEE MILESTONES

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

5 Year: \*Tami Rizzo (Alicia Dental) \*Casey Stewart (Alicia Dental) \*Karly Warner (Corporate)

10 Year: \*Yessenia Ramirez-Herrera (Heritage Court)

15 Year: \*Lina Som (SC Dental)



# Inland Dental Center

## San Bernardino

### Outstanding Employees



## SEPTEMBER



**MARLENA  
SALDANA**

## OCTOBER



**CARLOS  
FELIX**

## NOVEMBER



**SHEILA  
MAYO**



**Charito 18 yr anniversary  
with Inland Dental Center-SB**



**Maria 28th anniversary  
with Inland Dental Center-SB**

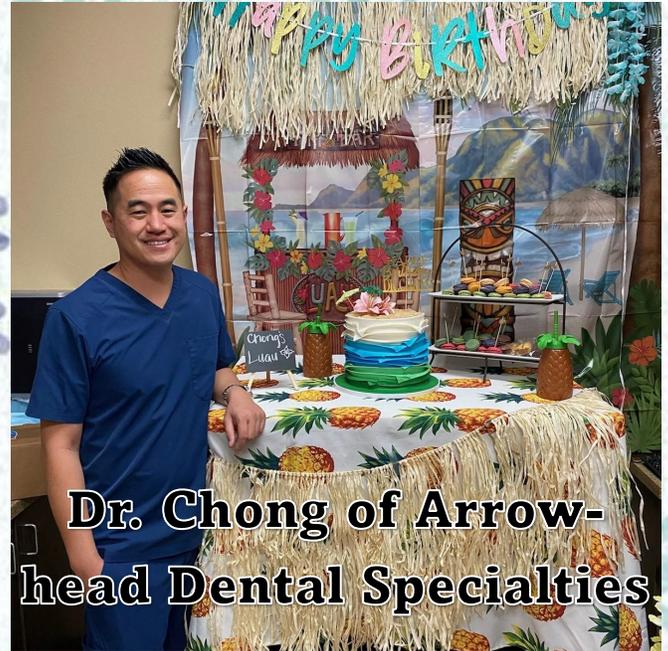


**Inland Dental Specialties celebrating a  
great month of July**

# HAPPY BIRTHDAY!



**Charito of Inland  
Dental Center**



**Dr. Chong of Arrow-  
head Dental Specialties**



**Dr. Kao of Highland**



**Heidi of Inland Dental  
Center**

# HAPPY BIRTHDAY!



**Morgan of Highland**



**Regina of Highland**



**Sarah of Highland**

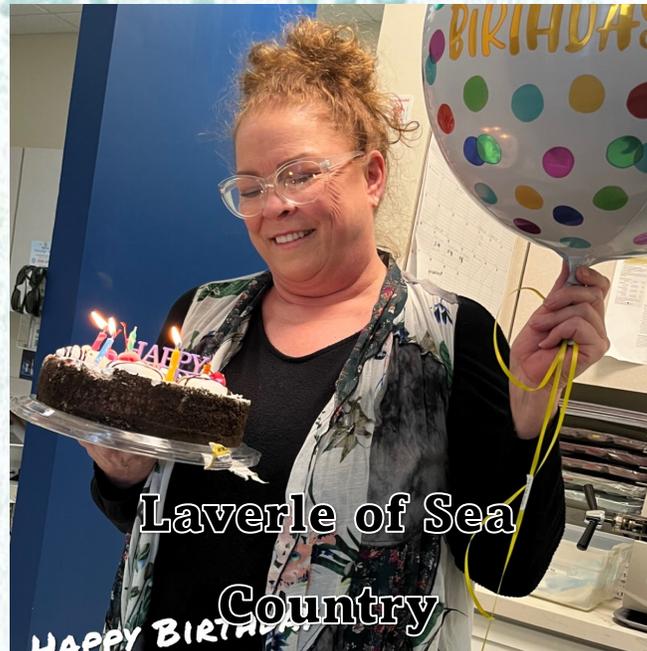


**Candy of Rancho**

# HAPPY BIRTHDAY!



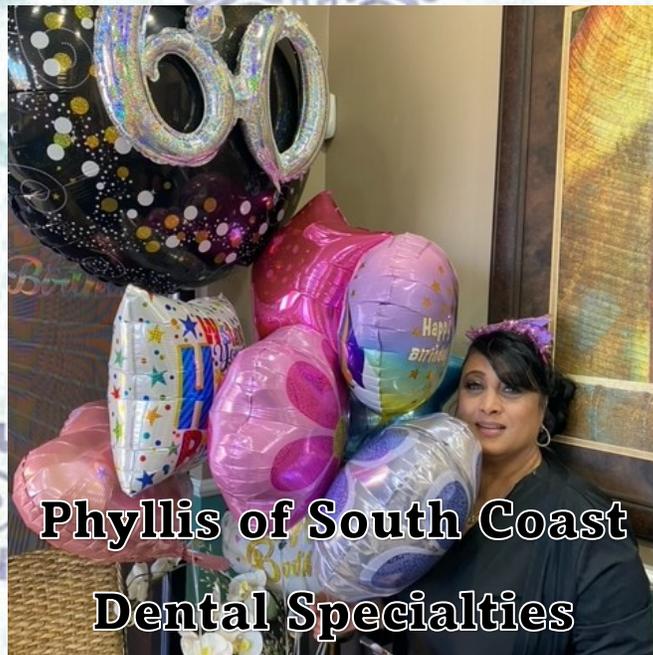
**Connie of Sea  
Country**



**Laverle of Sea  
Country**



**Lucy of  
Highland**



**Phyllis of South Coast  
Dental Specialties**

# HAPPY BIRTHDAY

## January

ROBYN ATKINS  
EVELYN CASILLAS  
MONICA DUBOIS  
CARLOS FELIX  
HOLLY HARRIS  
LILIANA JONES  
CORI KEMPTON  
JESSICA LAU  
MARLENE MARTINEZ  
LEONEL PEREZ  
SOPHIA ROMO  
MARLENA SALDANA  
ELMA TILEI  
DR. GARY MAR  
DR. ANGELA HSIAO  
DR. CALVIN MCLEMORE

## February

DANIELLE ESTRADA  
EVA HERNANDEZ  
JP LEMANN  
PATRICIA MADUENA  
ALEJANDRA MAGANA  
DR. DONALD IMAN  
DR. PETER LE

## March

FARIDEH AGHAJAN  
JOE ALEJO  
DOLORES CRUZ  
JENNIFER GALLO  
GINA GONZALES  
NURCIN HANSEN  
ANA PAREA-ADAMS  
ALYSSA RIOS  
TAMI RIZZO  
CARISSA ROBITAILLE  
JUNGIM ROMERO  
LINDA SOTO  
MARIA TRIMBLE  
CELESTE VALERIO  
BRIANA WILLHIDE  
DONNA WILLIAMS  
DR. ANDY BOYD  
DR. SHIRIN MOSHREFI  
DR. TOM SHINMOTO  
DR. TORY SILVESTRIN  
DR. ANDREW NAJEM  
DR. BRIAN EVANS

# Welcome



*Diana Aldana—Heritage Court  
Business Office*



*Dr. Del Campo—Sea Country  
Dentist*



*Meri Jo Hunter —Heritage Court  
Business Office*



*Xochitl Mercado—Heritage Court  
Business Office*

*Welcome to our team, we are excited to have you!*

# Welcome



*Cherisha Lovejoy—Inland Dental Center  
Business Office*



*Alyssa Ortega—Heritage Court  
Ortho Business Office*



*Angel Rodriguez—Heritage Court  
Business Office*



*Britney Kathee—Alicia Dentistry  
Ortho Clinical Office*

*Welcome to our team, we are excited to have you!*

# Welcome



*Angelina Perea—Highland  
Clinical Office*



*Mayra Macias—Alicia Ortho & Pedro  
Pedro Clinical Office*



*Lourdes Barrueto—South Coast Dental Specialties  
Clinical Office*



*Janelly Vargas—Highland  
Clinical Office*

Welcome Back Lourdes & Janelly

# WHAT OUR PATIENTS ARE

## SAYING



**Wild Thoughts**

Local Guide · 13 reviews

★★★★★ 14 hours ago

Very nice staff! My daughter loved the room and of course the tv lol. Definitely giving 5 stars

**Tina Crump**

12 reviews

★★★★★ 10 minutes ago

Everyone is very friendly and caring, made me feel very comfortable. Dr. Magallanes is very patient and professional. You guys rock!

DR. TABBY,  
I WANTED TO WRITE AND THANK YOU FOR THE FILLINGS YOU GAVE ME FOR BIRTHDAY. 😊 THAT WAS VERY GENEROUS OF YOU. I ALSO WANT TO THANK YOU FOR FIXING MY TEETH OVER THE LAST FEW YEARS. THEY LOOK AND FEEL GREAT! I HOPE YOU ARE WELL AND I WILL SEE SOON! (I THINK I HAVE A CLEANING SOON) - BRYAN DONOHU



**Trevor Luepton**

10 reviews · 2 photos

★★★★★ 28 minutes ago

I thoroughly enjoy this office, the staff, and dentists. Very professional, courteous, and family oriented.

★★★★★ 2 hours ago

My root canal experience was very positive. Dr. Silvestrin and Patty(i) were kind and patient. My appointment was kept right on schedule and the procedure and any follow up were thoroughly explained. I had a moment of panic (just my own slight anxiety) and I was given a break and a moment to breath and collect myself before finishing. I recommend this office.



## For EPO Members

Don't add expense to injury with a trip to the ER.

Go to an urgent care center for non-emergencies, for care without the high expenses of emergency room services.



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Your local Cigna contracted urgent care center (UCC) offers much of the same basic medical services as your doctor's office, often with extended hours. Staffed with licensed physicians, they are usually equipped to handle x-rays, stiches, sprains, and infections. They accept walk-in appointments, and typically have shorter wait times than the emergency room.

**If you feel you are experiencing an emergency, call 911 immediately or go to the nearest ER**

With lower copayment costs than ER visits, UCCs offer you quality care at lower out of pocket costs for non emergency conditions.

In addition to the quality care, UCCs offer much shorter wait times. While the average wait time at a California ER is 4 hours and 34 minutes, your wait at UCC is usually less than an hour.

# How to Be an Educated Health Care Consumer

With health care costs on the rise, it's more important than ever to take responsibility for your medical care choices. Asking questions and researching your options are good ways to start taking control of how much you spend on health care. Use the strategies below to take control of your health and be an educated health care consumer.

## Consider your plan options

Making careful health care decisions is vital for keeping your health care costs down. You can control your out-of-pocket costs by carefully reviewing your health insurance plan options and choosing the one that best fits your needs.

## Ask your doctor

Having a conversation with your physician can help you better understand how their care and recommendations affect your health and your plan costs. Ask questions such as:



How much will my treatment cost?



Can I be treated another way that is equally effective but less costly?



What are the risks?



What are the side effects?

## Make careful decisions about your prescriptions

Many people think there is a significant difference between generic and brand-name prescription drugs. However, generic drugs have the same active ingredients, strength, dosage form and route of administration as brand-name drugs.



## Choose in-network providers when possible

Seeing providers within your insurance plan's network is typically much less expensive than seeking out-of-network care. When you choose a plan, make sure you have access to doctors and hospitals you'll want to visit when you need care.



## Seek outpatient care

Outpatient care is often a less expensive alternative to inpatient care, and it does not necessarily sacrifice the quality of care. If you need to have surgery, ask your doctor if laboratory tests can be done in a clinic rather than in a hospital.



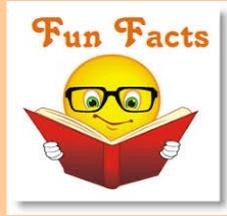
## Review your bills

Errors can occur in medical billing codes and in coverage, so taking a few minutes to read through the bill could save you money by catching potentially costly mistakes.



In general, being an educated health care consumer means taking the time to learn about your insurance and medical care options, choosing the plan and treatments that are best for you, and reviewing medical bills to ensure the charges are correct. If you need assistance reach out to the team at BeaconPath. They are here to help. ☎ 949-649-0248 ✉ [customerservice@beaconpath.com](mailto:customerservice@beaconpath.com)

# Fun Facts with Karly Warner



**What did you want to be when you were a child?**

I wanted to be a singer. I used to sing for anyone and everyone and loved being on stage as a kid.

**If you could choose to do anything for the day, what would it be?** Spend time with the people I love letting the day take us wherever. Those are my favorite days starting out getting something to eat and then deciding to do all sorts of random activities for the rest of the day.



**What is your favorite game or sport to watch & play?** I'm not a huge sports fan, but I love watching hockey. As for what I like to play... bowling, pool, and mini golf are some of my favorites.

**What song would you sing at Karaoke night?** My go to is Jolene by Dolly Parton



**If you were a super hero, what powers would you have?**

I would want to have the ability to communicate with any living being in their language

**What is your favorite holiday?**

**Why?** Thanksgiving. It's a cozy time to spend with family and enjoy lots of food!

**Do you love or hate rollercoasters?**

I love rollercoasters! The freefall drops are my favorite because they still scare me a little bit.

**What is the most unusual thing you have ever eaten?**

Probably dinuguan, which is a pork blood stew, it was really good though!

**What is the charity you are passionate about?**

Anything animal conservation or rescue related.





# Water Cooler Chat with Karly Warner

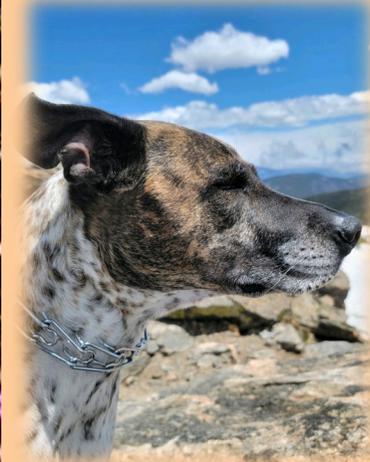
In January, Karly Warner, at the corporate office will be celebrating 5 years with So Cal Dental Partners!

Karly grew up in Orange County with her mom, Wendy, and sister, Elke, but she would visit her dad, Doug, and brother, Sam, often in Colorado where they lived. She now lives in Denver at the base of the mountains with her dog, Beyla, and two cats: Hunter & Benny.



When she's not working she loves to hang out with friends, go to karaoke, try new restaurants, and doing anything crafty. Recently she's been painting and tried oil paints for the first time which she's

really enjoying. She and Beyla like to take walks and hikes in the mountains and play in the snow during the winter.



She loves Colorado, but misses seeing everyone she works with. Her favorite thing about working with So Cal Dental Partners is the love and kindness within the company. It feels like one big family! Congrats Karly!



## 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. Therefore, So Cal Dental Partners does NOT permit plan borrowing.

Next enrollment Jan  
2023

### Yes, That's Your Nest Egg:

Don't forget that So Cal Dental Partners has a generous employer match for full time employees. This means that 10% of your contribution will be matched in your 401k but not to exceed your contribution. Late enrollees accepted if you are already eligible. **\*\*Note** that the match may evolve or change while we are revamping the plan. Currently we match 10% of your contribution.

### Eligibility Requirements:

Must be 18 years of age.

Complete 12 months of service

Completed minimum of 1000 hours each year

Enrollment can take place thereafter during open enrollment only. January and July

**\*Once enrolled you may only make 1 deferral contribution change per quarter but you may cancel anytime.**

## Interested in signing up

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

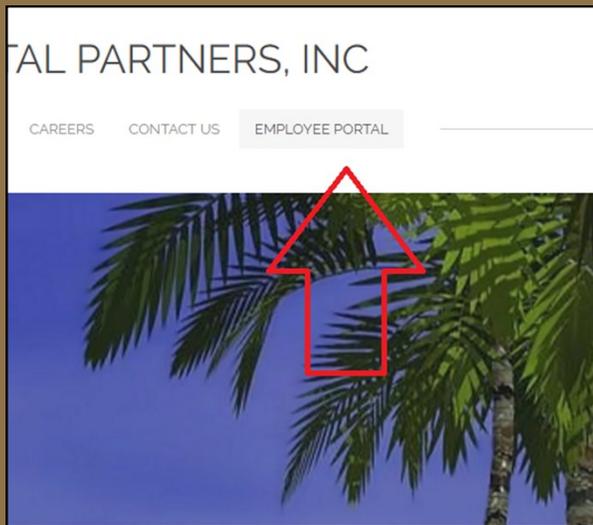
Go To :

- ◆ [www.socaldentalpartners.com](http://www.socaldentalpartners.com) and login
- ◆ Click on Employee Portal
- ◆ Insert your email and employee password
- ◆ Click Employee forms, then click 401k forms/info
- ◆ Complete the application and courier to the Corporate Office
- ◆ **\*\*\*New Hires are auto enrolled at 5% deferral once eligible\*\*\***

# ACCESS OUR WEBSITE

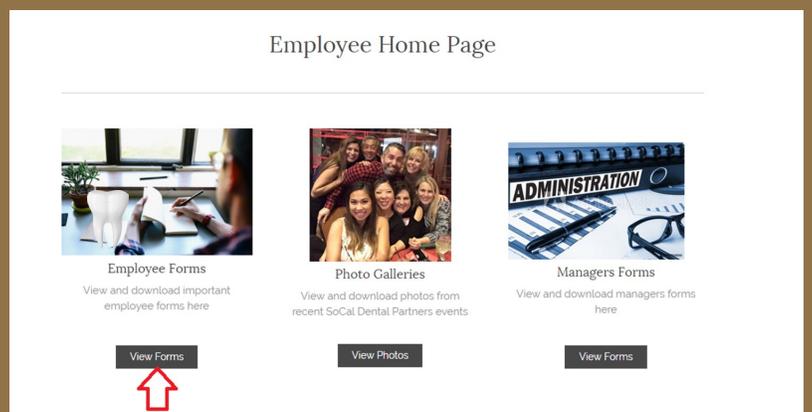
Please take this opportunity to explore the Corporate website and all the important information that is available to you. Keep in mind that when looking for employee forms, benefit information, and company policies, the website should be the first place you visit. Below is a tutorial on how to access the website.

**Step 1: Go to  
socaldentalpartners.com**



**Step 2: Click on employee portal on the navigation bar at the top of the web page. Your login information is your email, and your password is your last name and clock in code. Your manager will also have this information.**

**Step 3: Click view forms under employee forms to view the employee manual, benefit forms, and other employee forms.**





*Congratulations to  
Frankie and her new  
hubby of Inland  
Dental Center-  
SB*





Welcome  
to our wedding

JONATAN & JESSICA  
06-11-2022

Congratulations to

Jon from SC

Dental and his new

wife, Jessica, on their

wedding this past

summer.

# FEELING UNDER THE WEATHER?

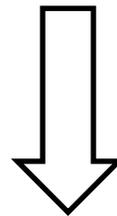
## FACTS:

- ◇ 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.

## CHECK STUB



So Cal Dental Partners Corporate		Suite 308, La
CA Sick Leave =11.40723 HOURS	PTO, 40 Hrs =0.000000 HOURS	

# LEARN CPR

*Save a Life*



CPR & BACK OFFICE TRAINING AT OUR SEA COUNTRY AND INLAND DENTAL-SB OFFICES





CHRISTIAN @ RANCHO DOING THE HOT CHIP TEST 5



Dr. Conover retirement lunch @ iDS



Nurcin @ SC completed Ironman Sacramento!  
2.4 Mile Swim, 112 Bike, 26 Mile Run



Sea Country getting ready  
For XMAS

# SEA COUNTRY DENTAL END OF SUMMER POTLUCK

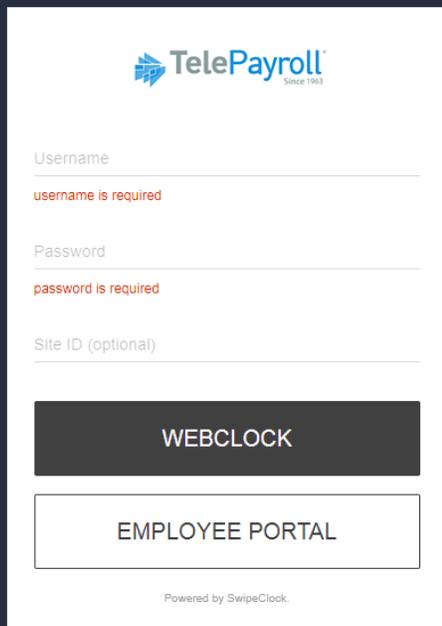


# WORKING AT MORE THAN ONE LOCATION OR DEPARTMENT?

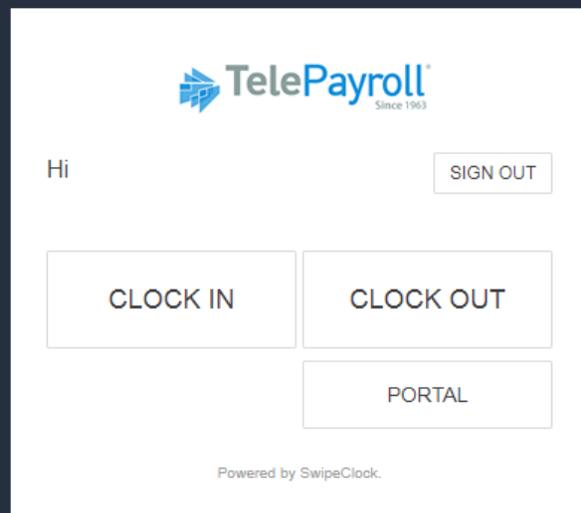
PLEASE FOLLOW THE INSTRUCTIONS BELOW TO MAKE SURE WE PAY YOU PROPERLY!

When you get to this screen enter your username and password. Then click 'web clock'. The second screen prompts you to clock in.

## Employee Login



The Employee Login screen features the TelePayroll logo at the top. It contains three input fields: 'Username' with a red error message 'username is required', 'Password' with a red error message 'password is required', and 'Site ID (optional)'. Below the fields are two buttons: a dark grey 'WEBCLOCK' button and a white 'EMPLOYEE PORTAL' button. At the bottom, it says 'Powered by SwipeClock.'



The Employee Dashboard screen features the TelePayroll logo at the top. It displays 'Hi' and a 'SIGN OUT' button. Below are three buttons: 'CLOCK IN', 'CLOCK OUT', and 'PORTAL'. At the bottom, it says 'Powered by SwipeClock.'

On the last screen enter the department number Or Office Name/Dept. and press 'finish punch'

More Examples: PLEASE USE ALL CAPS

SEA COUNTRY, HCT GENERAL, INLAND ORTHO, HIGHLAND PEDO, IDS ENDO

If in same office but different Department (You have the codes):

Examples:

10 (dental Assistant) 11 (Perio Assistant) 12 (Endo Assistant)

## More information needed:

ENTER DEPT XX (Optional)

FINISH PUNCH

CANCEL PUNCH



### **Corporate Office**

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

### **Orange County**

Sea Country Dental  
32341 Golden Lantern, Suite C  
Laguna Niguel, CA 92677  
[www.seacountrydental.net](http://www.seacountrydental.net)  
Tel: 949.496.7910  
Fax: 949.496.3778

Rancho Niguel Dental Group  
30140 Town Center Drive  
Laguna Niguel, CA 92677  
[www.ranchoniqueldental.com](http://www.ranchoniqueldental.com)  
Tel: 949.249.4180  
Fax: 949.249.4185

South Coast Dental Specialties  
30190 Town Center Drive, Suites A & B  
Laguna Niguel, CA 92677  
[www.scdentalspecialties.com](http://www.scdentalspecialties.com)  
Tel: 949.363.2540  
Fax: 949.363.3352

SC Dental Care  
22972 Moulton Parkway #106  
Laguna Hills, CA 92653  
[www.scdentalcare.com](http://www.scdentalcare.com)  
Tel: 949.770.3010  
Fax: 949.837.5410

Alicia Dentistry  
24481 Alicia Parkway #B-3  
Mission Viejo, CA 92691  
[www.aliciaopds.com](http://www.aliciaopds.com)  
Tel: 949.586.9800  
Fax: 949-586-7659

### **Inland Empire**

Inland Dental Center- Highland  
6982 Boulder Ave  
Highland, CA 92346  
[www.idchighland.com](http://www.idchighland.com)  
Tel: 909.862.2121 (GP)  
Tel: 909.863.7998 (Ortho/Pediatrics)  
Fax: 909.907-7961

Inland Dental Center- San Bernardino  
362 East Vanderbilt Way  
San Bernardino, CA 92408  
[www.idcsanbernardino.com](http://www.idcsanbernardino.com)  
Tel: 909.384.1111  
Fax: 909.381.2981  
Arrowhead Dental Specialties  
Same address as IDC- San Bernardino  
[www.idcsanbernardino.com/arrowhead-specialties](http://www.idcsanbernardino.com/arrowhead-specialties)  
Tel: 909.381.3131  
Fax: 909.384.9931

Inland Dental Center- Heritage Court  
44100 Jefferson Street #D404  
Indio, CA 92201  
[www.idcheritagecourt.com](http://www.idcheritagecourt.com)  
Tel: 760.772.0214 (General/Ortho/Pedo)  
Fax: 760.772.0583

Inland Dental Specialties  
44100 Jefferson Street, #E506  
Indio, CA 92201  
[www.idspecialties.net](http://www.idspecialties.net)  
Tel: 760.772.0725 (Endo, Perio, O/S,)  
Fax: 760.610.7973

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[RosieL@socaldentalpartners.com](mailto:RosieL@socaldentalpartners.com)