

First Queens County 'World's Fair of Dentistry' Is a Major Two-Day Success, Draws Large Turnout

QCDS held its first annual World's Fair of Dentistry October 12 and 13 at Terrace on the Park. The two-day event was a combination of efforts following up on previously held programs for new dentists and diversity, while also promoting organized dentistry to non-tripartite members.

Thanks to Membership for Program Growth grants from the American Dental Association, QCDS once again created a first-ever component event that will likely become a model for other components to follow, with a veritable who's who attending in a show of support.

The event began at 8 a.m. Saturday morning with a turnout of more than 250 people. After breakfast, QCDS President Dr. Doron Kalman opened the program by greeting attendees and welcoming guests. He then introduced the honored guests, ADA Past-President Dr. Raymond Gist, who was inspiring in his discussion about diversity and new dentists. Fortunately, Dr. Gist attended both days of the event. Many hospital residents also attended the program. QCDS has a rich history of supporting residency programs, and this was another way to involve future leaders.

QCDS Past-President Dr. Michael Burstein introduced the first speaker, Dr. Stephanie Mohan, who said that Dr. Brady Frank had a family emergency and was unable to attend. She began her lecture by discussing simplified and efficient implant placement techniques for the general practitioner, as well as top implantology breakthroughs.

During the breaks, attendees were able to interact with more than 20 vendors who were showing off their newest technologies, including Henry Schein and Patterson demonstrating their CAD/CAM machines, and even making restorations for attendees, including



Drs. Ledner, Anvar, Gist, Kalman, Garrett, Burstein, and Greenberg at the first QCDS World's Fair of Dentistry

crowns and laminates. Attendees were able to see the entire process from start to finish and were impressed by the technology. NYSDA President Dr. Joel Friedman spoke following lunch, discussing issues concerning the dental profession and organized dentistry.

Raffles were held throughout the day with a variety of prizes, including Kindle Fire HDs, Amazon.com gift cards, a curing light donated by Henry Schein, torque wrenches donated by MIS, and several other prizes. After a spectacular buffet luncheon, which included a variety of food and desserts, there was more time available for vendor interaction.

NYSDA President Dr. Joel Friedman addressed the audience following lunch. Tom Orent finished the day's lectures by discussing how to be more efficient with providing clinical advice on how to better utilize time for a better patient experience. Both lectures were well received, with many positive comments by the new dentists. The day concluded with still more raffles.

Sunday began with breakfast being served, and with Second District Trustee Dr. Steven Gounardes hosting a diversity breakfast featuring leaders from the ADA, NYSDA, QCDS, and several other dental organizations. Those in attendance from QCDS included Drs. Doron Kalman, Bijan Anvar, Sudhakar Shetty, Ron Garrett, Prabha Krishnan, Jay Ledner, and Mitchell Greenberg. Also present was ADA's Dr. Raymond Gist; Dr. Mark Feldman, ADA past-president and NYSDA Executive Director; Dr. Mark Bauman, ADA Chair Council on Membership; and representatives from other local components and diverse groups.

The round-table discussion and breakfast lasted for more than two hours and everyone was keen to participate. Discussion was led by Dr. Gounardes, who spoke about ADA initiatives, the ADA Institute for Diversity in Leadership program, and many other topics. Attendees discussed many different issues and strategies on how to better engage diverse and under-represented

—Continued on page 12

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The *Bulletin* is published six times a year, bimonthly. It is the official publication of the Queens County Dental Society. Neither the Society nor the *Bulletin* assumes responsibility for the points of view or opinions of its contributors.

Deadlines for manuscripts is six weeks prior to the date of publication. For example, the deadline for March/April issue is January 10th. All Submissions must be typed as a word document and emailed to QCDSBulletin@gmail.com.

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Subscription is included in the annual membership dues of the Queens County Dental Society. The Subscription rate for non-members is \$30 per year, or \$5 per issue.

The QCDS Board of Trustees meets on the third Tuesday of each month (Except July and August) at QCDS Headquarters. For information about the Society, Call QCDS at (718) 454-8344.

 Publication Member of the American Association of Dental Editors

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From the President



What a Year This Has Been

By Dr. Doron Kalman

It seems like just yesterday that we kicked off the year with our gala installation dinner at Russo's on the Bay, yet here we are, already preparing next year's installation celebration. It's hard for me to believe that my term as your president will soon be over; but at the same time, I look back and cannot believe that we have accomplished so much in just one calendar year. To list just a few of this year's successes:

- I am proud to say that for the first time in four years the Queens County Dental Society had a total net gain in membership in 2013. Although this net gain of members is small, it reverses a trend of losses in 2012 and 2011.

- Our oral cancer screening event at Citi-Field, headed by the efforts of Dr. Stuart Kestner, was a great success.

- Thousands of elementary school children were screened this year through the efforts of our member volunteers and the use of the Colgate "Bright Smiles" Van. This type of outreach is critical to our goal of improving oral health in our community.

- Our first annual World's Fair of Dentistry event at Terrace on the Park was a great success, with hundreds of dentists attending on October 12 and October 13. A total of 14 CE credits were awarded. I would like to extend a special thanks to our QCDS staff, and to the members of our QCDS Education Committee, who spent countless hours planning this event. Specifically, I would like to thank Dr. Bijan Anvar, our president-elect, and QCDS Past Presidents Michael Burstein, Mitchel Greenberg, and Jay Ledner.

- The New York Chapter of the Foundation for a Drug-Free World, founded by Meghan Fialkoff and Dr. Bernard Fialkoff, continued their relentless efforts for a drug-free world

and presented more than 100 free drug education events to New York City school children. More than 30,000 children have pledged to be drug-free in the past six years due to their efforts. I thank them for introducing me and my office staff to this program, and pledge to aid in this very important effort in 2014.

I am so proud to have been a part of these accomplishments, as well as countless others, and I thank each of you for working with me this year in attaining our collective goals. I am so appreciative of each of our members for keeping our organization effective and productive going forward, and for making my job as president an absolute joy. It has been a wonderful year being president and I enjoyed every minute of it.

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...I thank each of you for working with me this year in attaining our collective goals.
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I would like to take this opportunity to thank all of the people, whose dedication to the Society made this year a success, including our Executive Director Mr. Bill Bayer and our Board members. I would also like to thank my officers, including President-Elect Bijan Anvar, Vice-President Sudhakar Shetty, Secretary Ronald Garrett, Treasurer Eric Huang, and Historian Richard Yang. I would also like to congratulate Craig Tischler, our newly elected historian. Finally, I would like to congratulate Dr. Chad Gehani, our ADA trustee-elect and wish him great success in the upcoming year.

My time as the president of the Queens County Dental Society has been invaluable, and I am extremely grateful to have had this experience. I look forward to staying as involved as possible going forward in my capacity as a past president and I look forward to seeing the many great things this organization will accomplish in the future. Every year, outgoing presidents say how honored they are to have served. Having done so, I now understand the feeling better. I urge all of you to serve, as well.



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Members Screen Students at Queens P.S. 160

QCDS dental volunteers accompanied Executive Director William Bayer to a dental screening at P.S. 160, the Walter Francis Bishop School, on Inwood Street in the Jamaica section of Queens in October. This screening continues the QCDS partnership with Colgate's "Bright

Smiles, Bright Futures" campaign. The program offers children in the Queens community dental care, many of whom have not yet had a first visit to a dentist.

Two hundred students from pre-K through the second grade received oral health screenings with a "report card" provided to them to bring to their parents assessing the child's oral care needs. The screenings unfortunately included a number of children in need of immediate care, including abscesses that were evident.

The principal, Tiffany Hicks, expressed her gratitude to QCDS for providing this service to her students and especially in identifying those students in need of urgent dental care.

The success of this program and its continuation is predicated on member dentists willing to volunteer their time in providing this service to children. Thanks to Drs. Cecilia Laroche, Marian Lam, Shazia Akhtar, Arelys Santana and Sejal Shah, who stepped forward to make this event a success. QCDS plans to continue offering this service, with additional schools to be scheduled.



Dr. Liang Visits QCDS Membership Meeting

The QCDS General Membership meeting was fortunate to have a visit from NYSDA President-Elect Dr. John Liang. A general dentist who practices in Utica, Dr. Liang is slated to serve as the association's president in 2014. He previously served as president of the Fifth District Dental Society and has been a member of NYSDA for 27 years. Dr. Liang received his D.M.D. in 1980 from the University of Pittsburgh. His dental career began in 1980 with the United States Air Force. In 1985 Dr. Liang entered private practice in Utica and has been serving this community for many years. Some of the topics he touched upon in his presentation at QCDS were the importance of joining organized dentistry and the tripartite system and the new I-Stop legislation. He also shared his vision for the future of the dental profession.



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Are You a Victim of Bad Investment Advice?

By Lewis J. Altfest, Ph.D., CFP®, CFA, CEO

Most dentists I know are too busy to devote much time to their investment portfolios. Those that do a good job usually follow a disciplined style with low turnover. They use common sense, forsaking emotional appeals for the tangible benefits of stocks or mutual funds. Selections are based on price as well as earnings. However, there are many dentists out there who are "winging it." Their biggest problem is not knowing that they don't have enough facts to form an intelligent investment opinion.

Dentists are not alone. Psychologists have found that people believe that they have more knowledge than they do. As Richard Thaler, a behavioral finance professor at the University of Chicago, has joked, poll a room full of people about their driving habits and 80 percent on average believe they are above average drivers- a physical impossibility. Give people a questionnaire asking them to guess at an estimated range for certain facts. Instruct them to make the range reasonable, but wide enough so that they will be wrong only 10 percent of the time. Give them ten questions. For example, what was Martin Luther King's age at death? People commonly get not one wrong, but often as many as six, even though they set the parameters. The moral is that people overestimate their capabilities and those of non-professionals around them. (King died at age 39).

Here are some common problems:

■ "My friend gave me two stocks to buy. He has made a bundle in the market."

There is often no logic to the purchase of this stock. Do you really know this person made a bundle or is it his selective recall? If all the people who said they pulled their money out of the market a few months before the 2008 crash actually did, the decline would have happened a few months earlier. If you take the bait, make sure it isn't up 200 percent already. One good story I heard in this vain was the client who had a hot tip who wanted me to buy GM or, upon his reflection, was it MG?

■ "I don't have to worry, I have my money in an index fund."

You would be surprised how many people believe that because they own one index fund, usually one based on the S & P 500, they have below market risk. Others think index funds are investments that outperform the market. Surprisingly, some people even believe that index funds have some government guarantee, sort of like FDIC insurance. Index funds can't outperform the market over the longer term or have below average market risk, if they are the market. Large growth stock out-performance has skewed the S&P 500 figures recently. If I'm correct that small and mid-cap stocks will outperform large ones over the next cycle, then any sustained movement upward in the S&P 500 Index is likely to under-perform the overall stock market. In any event, there is no substitute for a well-diversified portfolio.

■ Closely aligned with bad advice is imperfect judgment.

"I don't have to watch my portfolio. I just buy quality growth stocks and hold them." As the old Gershwin tune goes "it ain't necessarily so." Two of the "one decision" blue chip buy and hold stocks with recent woes, Apple and J.C. Penny have shown that all stocks must be watched.

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...there are
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■ "We have entered a new era for our economy. Fundamentals and price considerations don't count. Analysis and comparisons of value is for old fogies. Buy the stocks that are moving." In effect a purely momentum strategy can reduce stocks to the same playing field as baseball cards. Buy what's popular. While such a strategy can work for a time, stocks should be looked at as businesses, which throw off cash and dividends. Thus, there is only one long-term way to value stocks: based on earnings. Otherwise you may find yourself holding the equivalent of pieces of cardboard without even a Mickey Mantle souvenir in the pack.

■ Are you unduly influenced by the media? I had a client who worked for one of the

business networks. It felt like he was calling me almost every day with news du jour and a daily shift in opinion on the market. TV networks and magazine articles need to be provocative and "newsworthy" otherwise you wouldn't watch or read about money. It is best to recognize that day-to-day events almost always mean nothing. The media does an excellent job of educating, just don't get carried away with their short-term pronouncements. The death of bonds, stocks and emerging markets have and will continue to be proclaimed. If history is any evidence, that broad proclamation of death is often a time to buy.

Diversity Portfolios

If more than one of these items fit, or you can think of other mistakes you have made that you shouldn't have, devote more time to establishing a diversified portfolio and put items in a longer-term perspective or hire someone who can do that for you.

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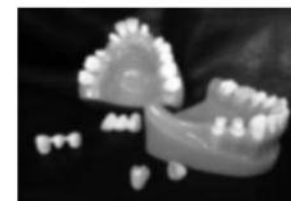
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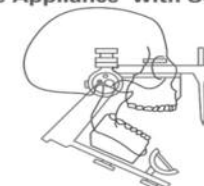
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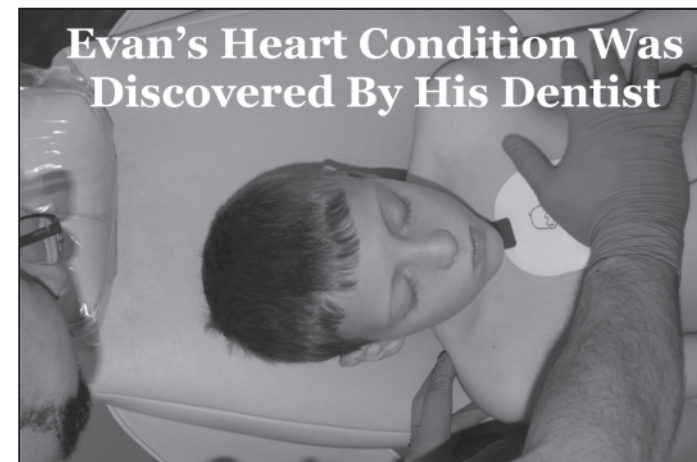
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First Queens County 'World's Fair of Dentistry' Is a Major Two-Day Success, Draws Large Turnout

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groups. Everyone agreed that inclusion was very important, as is personal outreach. Dr. Anvar, QCDS president-elect, spoke about his experience as an ADA Institute Alumni, telling everyone of the positive and helpful role the Institute played and continues to play in his life. Dr. Anvar encouraged the other leaders to find prospective candidates to apply to the program and to maintain a personal contact with members. He also recommended that members should try to bring one non-member dentist to component membership meetings to introduce them to organized dentistry and to show them the value of membership.

Meanwhile, a host of activity was occurring in the main room where attendees, speakers, and vendors were all interacting. The entire room was abuzz with activity during the breaks and the speakers were well received. "This was an amazing conference," said one doctor. "I am so glad we came," said another doctor who said she had brought two of her staff with her. Attendees also spent quality time with vendors, learning about their new products, watching crowns get milled on CAD/CAM machines, getting samples and advice, and receiving special deals from their suppliers. One vendor said: "I made more here than at the Greater New York! Sign me up for next year."

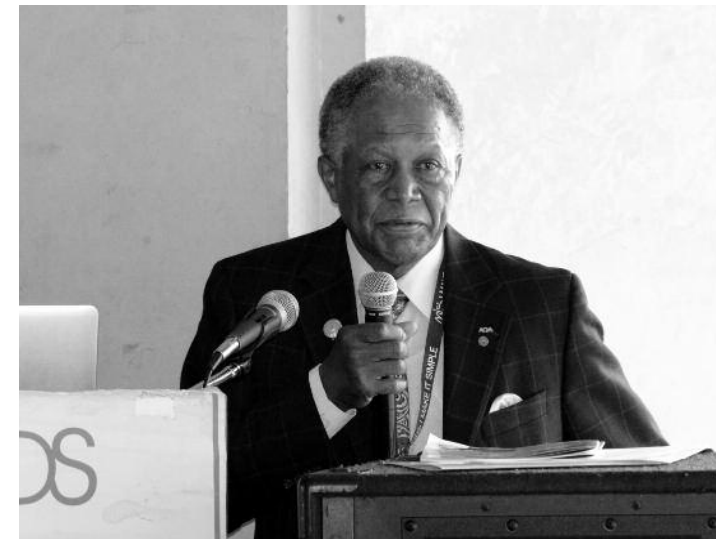
Dr. Maria Maranga, NYSDA chair for membership/communication, spoke to the audience briefly. The lecture began with Jennifer Kirschenbaum, Esq. discussing the new I-STOP legislation, bringing everyone up to speed with current regulations. As has been noted in articles in the QCDS Bulletin, I-

STOP is a topic that affects every dentist, and QCDS felt it was important to inform non-member dentists of the regulations, and show them that this information was made available to members through articles, as well as the NYSDA website for several months.

A wonderful presentation for the June 2014 Missions of Mercy (MOM) event was given by Dr. Sati Khalsa, encouraging all dentists to volunteer for this monumental event. The video showed how MOM works, and how it changes lives. Several dentists in attendance commented that they have been involved in MOM events in other states, and how remarkable it is.

The next lecture, by Benjamin Tuinei, informed members of strategies that would be useful in making their office more efficient and ultimately making their practice more successful. Actual codes and strategies were discussed. Lisa Weber, RDH, presented a slide presentation on oral cancer, implantology and the newest fluoride varnishes combining coding aspects with actual treatment and treatment planning strategies. Robert Rosenfeld Esq. spoke about laws and regulations governing the profession as well as how processes practitioners can implement to avoid malpractice lawsuits. The final speaker, Dr. Daniel Chow, demonstrated a number of various implant procedures with a Powerpoint presentation. The day ended with more raffles and vendor giveaways.

QCDS thanks everyone involved in making the event a success. Special thanks are extended to QCDS President, Dr. Doron Kalman and his staff for their efforts, as well as to Drs. Bijan Anvar, Michael Burstein, Mitchell Greenberg, Jay Ledner and QCDS Executive Director William Bayer.



Dr. Raymond Gist



Drs. Maranga and Krishnan



Drs. Ledner, Greenberg, Maranga, Kalman, and Anvar



Drs. Feldman, Gist, Gounardes, and Friedman



Drs. Kalman and Friedman



Conference attendees received the latest information from exhibitors

CRESO Corner: Registering A Dental Office

By Martin Schnee

The process for registering a new dental office or renewing a current permit has changed as of September 30, 2013.

The Office of Radiological Health and the New York City DCA no longer accept mail-in applications. Filings must be done online or in person with New York's Department of Consumer Affairs. There are some kinks in the system as of this writing, which will hopefully be worked out. The web page is <www.nyc.gov/healthpermits>. Look for Radiological Equipment (x-rays) and follow the prompts for "new permit" or "renew permit." Familiarize yourself with the Prerequisites and Process steps prior to completing your application. Make sure to get a PIN number if you don't have one already—and don't lose it. All mailed DCA renewal applications will have a PIN number assigned to it.

There appears to be new information that the DCA is requesting such as a New York State Tax ID number (your EIN number). Questions relating to home addresses, proof of residency, proof of incorporation, and LLC has been asked. Also needed is proof of Disability Insurance and Worker's Compensation. If the system is not working for you, call 212-487-4060 for assistance. You also have the option of going to their office in Manhattan at 42 Broadway. This may be your best option for the next few months. If you plan to send the papers with an employer, you will need to fill out a form which grants them permission to act on your behalf. Note that every

new dental permit must have a name of a dentist on it even if the dentist is not an owner. If that dentist leaves the practice, a new registration will be required. Many think that their five-year inspection permit will automatically be renewed. These are two separate items. You must already have a current permit, which is on a two-year cycle, before you get an inspection.

You are still required to have a CRESO inspection prior to filing for a new permit. Permits should be posted at the reception desk in full view.

For assistance in applying for new x-ray registration call (347) 396-7975 to obtain a PIN number. For technical help getting a permit call (212) 436-0264.

If you have questions concerning this topic, contact the author at 718-986-4996 or by e-mail at <Scientist004@aol.com> or visit the website <NYCRESO.com>.

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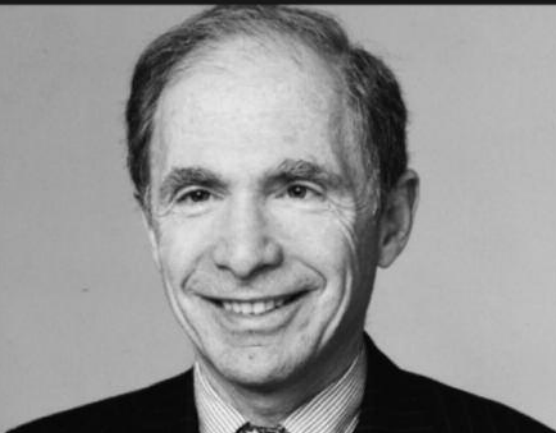
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Leasing 101: The Factors to Consider

By Dr. Eric J. Ploumis

Whether you own or rent, the success of your practice depends to a large degree upon the real estate choices you make. A poor real estate decision can hamper practice growth; a wise choice can pay big dividends. This article explores what goes into a favorable office lease, some of the pitfalls that a lease can contain, and the benefits of buying or leasing your office space.

Buying vs. Renting

Whether it is a condominium, a cooperative apartment, a converted residential property, or a freestanding building, many dental professionals prefer to be the masters of their own real estate destiny. The large expense of creating a “self-contained hospital” known as the dental office makes many of us want to own our own real estate and not have to answer to a landlord. Some of the advantages that come with buying and owning your own office include:

- getting exactly what you want,
 - controlling what you get,
 - tax benefits such as depreciation and the ability to “run things through,”
 - mortgage interest deductions,
 - setting your own rent,
 - possible appreciation of the building,
 - having the ability to sublet and assign without landlord’s onerous terms and conditions, and
 - ease of transitioning your practice.
- But owning your own office real estate also has a number of disadvantages including:
- a large initial cash outlay
 - greater investment risk,
 - putting you in the real estate business,
 - lengthy depreciation and recapture issues,
 - making you a property manager,
 - dealing with management and maintenance issues,
 - possible loss of value, and
 - possibility of outgrowing your space.

As much as we as dentists like to own our own space, being a tenant rather than an owner has a number of significant advantages including:

- allowing you to do what you do best: dentistry,
- a smaller initial cash outlay (no down payment),
- freeing up cash for other uses, including paying down existing debt,
- permitting you the flexibility to move if your practice outgrows the space, and
- rent is fully deductible as paid.

The disadvantages of being a tenant include:

- you have a landlord,
- your costs always go up,
- you don’t control your real-estate destiny,
- you build no equity in your space, and
- your lease may not be renewed.

So what is best, buying or leasing? Leasing is better for the recent graduate who is just starting to build a practice and has to invest any spare cash in building a practice or getting a family home. Leasing is better for someone who doesn’t want to be bothered managing a property or who isn’t handy. Buying is better once you have a financial cushion and are looking for the next investment. Buying is better when your practice has grown to the point where you know how much space you really need to thrive.

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Lease Issues to Consider

Negotiating a lease for a dental office in the New York metro area can often be a grueling exercise. If you don’t have the knowledge or the stomach to do so, you are better off sticking to what you do best and letting an experienced lease negotiator handle your leasing issues. Even if the landlord has the upper hand, there are always things you can negotiate, and negotiate you should. The old adage “if you don’t ask, you won’t get” is never more true than with leases. A lease is never a balanced document—it is always about what is best for the landlord. As a tenant, you should

not expect a favorable lease, just one that is less unfavorable to you.

Most tenants focus on the rent and the term of the lease, but there are a number of essential provisions in a lease that may seem innocuous but can become extremely important. While too numerous to mention in an article of this scope, there are a number of terms you definitely would like to see in your lease as well as several you never want to have included. Among those “must haves” you, as a tenant, need are:

- right to sublease or assign your space to another dentist or a purchaser of your practice,
- right to assign your lease to an entity (PC, PLLC) if you should form one in the future,
- where landlord’s consent is required, it should not be unreasonably withheld, conditioned, or delayed,
- a limited personal guaranty (known as a “good-guy” clause) or, even better, no personal guaranty,
- a right of first refusal or even better, an option to purchase,
- a right to review landlord’s costs if taxes and common area maintenance charges are being passed through to you as the tenant,
- a period of free rent and/or a landlord contribution during the construction phase, and
- ability to terminate the lease in the event of your death or disability.

Some of the things you don’t want to see in your lease include:

- landlord’s right to recapture your space,
- relocation clause,

- commission to landlord upon the sale of your practice,
- termination clause upon sale of building,
- landlord’s ability to withhold consent in its sole discretion,
- personal guaranty,
- costly holdover fees,
- “time is of the essence” clauses,
- very short periods to cure a breach,
- tenant pays landlord’s costs in the event of a dispute (should be reciprocal), and
- need to return space to original condition when you vacate.

When you are presented with a lease, negotiate hard. Landlords are used to it and it is part of the process. Get local “comps” so you know what the rent should be in your area. Speak to other tenants in the building. Leave yourself enough time for the negotiation process. It can be lengthy and tedious. You don’t want to be bumping up against the expirations of your current lease while you are still negotiating with the landlord. Leave at least a year for negotiations, even longer if you are contemplating a build-out. Otherwise, the landlord will have the upper hand. Above all, read the lease carefully and make sure you chose an advisor well-versed in lease interpretation and negotiation. Too often dentists are heard to say: “I didn’t know my lease was negotiable,” or “I had my cousin, a divorce attorney, look over the lease.” Too much is at stake to cut corners.

Once you sign your lease, put a copy in a safe place. Even better, scan a copy into your computer. There will be times that you will want to refer back to your lease and will need ready access to it. You don’t want to have to go to the landlord and ask for a copy—it will tip the landlord off that you are intending to contest or negotiate something. Put a copy of your original security deposit check with your lease so that when you vacate you will know just what is on account. If you have any options, make sure you mark them clearly right on the front of the lease or even better, put multiple reminders in your smart phone well in advance of the date you need to exercise the option. If you miss a deadline to notify your landlord of your desire to renew under your option, the balance of power shifts back to the landlord. If you have the dreaded “time is of the essence” clause in your lease the landlord can strictly construe that deadline. Miss it by a day and you have waived that valuable right.

For an older practitioner who is contemplating a transition in the near future, make sure you have the absolute right to assign to a buyer and be certain you have at least five to seven years available to your buyer. Otherwise, the buyer will not be able to get bank financing. Even if your landlord is the one-in-a-million great guy, don’t count on him being the same person when it comes time to renegotiate or assign your lease. Never lose sight of the fact that this is a business deal and landlords, unlike dentists, aren’t in the habit of giving things away for free. And even if the landlord is consistently a great guy, he may sell the building to someone who is not. The new landlord will scrutinize your lease for any provision that will help boost revenue, especially if the new landlord’s basis is high. You can’t use the defense, “the previous landlord told me he would never enforce that provision.” If it is in the lease it can be enforced. When it comes time to sell your practice, be sure you don’t assign your lease until your practice is

sold. If you sign the lease-assignment documents before the practice sale is concluded you can be kicked out of your space even if your potential buyer doesn’t go through with the practice purchase.

A lease can be a tedious and confusing document to review. Often, the dentist/tenant is too busy or too uninterested to review the pages of legal jargon. But a lease, particularly a commercial lease, is a legally-binding document that can and will be strictly enforced by a landlord. Unlike in a lease for an apartment or a house, where housing court often gives the tenant the benefit of the doubt, you will be expected to strictly comply with the terms of the lease. The excuse, “I didn’t understand what I was signing” will not fly with a judge or arbitrator. No one likes to spend money on lawyers, but your office lease can have far-reaching consequences on both your practice and your finances. Be sure to approach your lease with the same professional diligence you do your practice.

Dr. Eric J. Ploumis is an attorney, orthodontist, and an associate clinical professor of orthodontics at New York University. He limits his legal practice to business and transactional issues related to dentistry, including practice transitions, partnership and employment agreements, office leases and the defense of allegations of professional misconduct. He can be reached at <www.DentalPracticeLawyers.com>.

This article first appeared in the Ninth District Dental Society newsletter, reprinted with permission.

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Ensuring That Your Estate Planning Is Up-To-Date

By Michael Markhoff, Esq.

As part of a comprehensive estate planning update, you should consult with your property and casualty agent and financial advisor to review your coverage. For asset protection reasons, you should consider increasing your umbrella insurance coverage to at least \$5 million in order to protect you from lawsuits resulting from accidents on your property, as well as automobile accidents.

In the life insurance area, your financial advisor should review your policies to determine if they are performing according to the investment assumptions that existed at the time you purchased the policies. Very often life insurance policies are purchased on the presumption that the premiums would “vanish” after ten or fifteen years, but once that magical date has arrived, the insurance company sends a notice that a cash infusion is needed to keep the policies in force because returns earned by the insurance company were less than originally projected.

On the other hand, some policies accumulate large

amounts of cash surrender value that are not needed. In this case, the death benefit may be increased while the premium is decreased or kept constant. Also, as we learned in 2008, the ratings for some insurance companies have been lowered, leaving many people questioning whether their death benefit will be there when they die. Now is the time to review your coverages with your advisor before it is too late.

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...consider leaving
your inheritance
in the form of
“generation-skipping
trusts”...
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Everyone Expects to Inherit

This is the single most discussed topic with clients. For individuals with married children or grandchildren, their second largest anxiety (after estate taxes) is the fact that their assets might not pass to their grandchildren without proper planning. The fact pattern that concerns most parents is as follows: Mother and Father die and leave their assets to Daughter. Some 30 years later,

Daughter dies and leaves her assets (which include the inheritance from Mother and Father) to her Husband. Husband remarries Paris Hilton a month after Wife’s funeral (without a prenuptial agreement) and dies immediately thereafter. Husband leaves his assets (including his inheritance from Wife which includes the assets of his in-laws, Mother and Father) to Paris Hilton. You can hear Mother and Father spinning in their graves over the fact that the grandchildren have been disinherited.

To avoid this scenario, you should consider leaving your inheritance in the form of “generation-skipping trusts” for your children. These trusts provide income to the children and distributions of principal with the consent of another trustee. When the child dies, the trust will be distributed to grandchildren.

The advantage of the generation-skipping trust is that the parents are, in effect, “dictating from the grave” where their assets will pass. It is as if the parents are preparing a will for the children since the parents are setting the terms of the inheritance. The result is that the children cannot control who will ultimately inherit those funds after they die. As a side benefit, the advantage of the trust is that since the child does not have control of the assets (the trustee has the control), creditors cannot attach the trust principal. Regardless of the size of your estate, if you are concerned with how your children will dispose of your assets after they die, this technique will ease this fear.

Michael Markhoff, Esq., is a partner at the White Plains, New York law firm of Danziger & Markhoff LLP. This firm is a business and tax-oriented law firm that has been representing dental practice owners in the New York metropolitan area for 50 years. Mr. Markhoff can be reached at 914-948-1556 or at mmarkhoff@dmlawyers.com.

Come and Join Us!

If you haven't been to QCDS lately, you are missing a lot! Monthly membership meetings are held on the first Tuesday of the month and offer members 2 C.E. credits, dinner, and wine. Speakers are insightful and there is usually time for plenty of questions and answers.

Offered from September to June, this is a great member benefit that everyone should take advantage of. It is also a great way to meet your QCDS president and other elected leaders. Meet old friends, make new ones, stay informed about the latest information involving your profession and give your input. Check the QCDS website calendar or the QCDS Facebook page for upcoming events.

We look forward to seeing you!



Dear Colleague:

We need your help. In Albany, the state’s Capital, we are fighting to protect your practice, your patients and your future, as we have always done. But, while dentistry has many friends among the policy makers in Albany, we also have foes, and they are formidable – insurance companies, trial lawyers, hostile government bureaucracies, just to name a few. These entities pose threats as real as they are dangerous, and we, as concerned doctors, must be both vigilant and aggressive in defending our professional prerogatives.

This year we defeated a proposal to reduce reimbursement to dentists providing services under Medicaid. Even if you don’t participate in the program, this victory is important. In other states, when dentists can’t afford to treat the poor, mid-level providers have been brought in to the detriment of practicing dentists and patients alike. If you do participate in Medicaid, then our efforts relate directly to your ability to make a living. In addition, and perhaps of more significance, the inclusion of adult dental services in Medicaid was made statutory, making it an “Essential Health Benefit” thereby assuring the inclusion of adult dental services in Medicaid when Medicaid is moved into New York’s Health Benefit Exchange.

But with every “victory”, there arise more challenges. Already this legislative session, there have been eleven bills introduced which have some bearing on professional liability. Some we support, most we oppose – but those are supported by a strong Trial Lawyer’s lobby. In addition, bills relating to expanded hygiene, mid-level provider and denturology are on the table. We are also supporting legislation to allow qualified dentists the opportunity to provide a broader array of facial cosmetic procedures for their patients who desire them – legislation opposed by our medical colleagues. So you can see, our profession cannot stand still and you cannot afford to be apathetic.

Effective political action takes effort and it takes money. The New York State Dental Association will make the effort, but it relies on EDPAC for the resources necessary to give it a powerful voice. Your contribution to the EDPAC Capitol Club is critical to ensuring that organized dentistry’s efforts are effective and that our political strength is maintained.

Use the enclosed pledge form to send your Honor Roll (\$250) or Capitol Club (\$100) contribution today. Or, you can contribute online at www.empiredentalpac.com. Join the team and wear your Capitol Club pin with pride – for it represents your commitment to the cause and serves as a reminder to your colleagues to also do their duty for their profession.

Thank you in advance for your generosity. If you have any questions, please give one of us a call.

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Online Payroll: What's Stopping You?

Don't let these myths prevent you from enhancing your business.

You wouldn't use 20th-century technology and methods to treat your patients, so don't let your office's financial operations be governed by 20th-century payroll methods. Amid all of your other tasks, it's tempting to stick with what feels tried and true. But paperwork may be eating up more of your staff's precious time than you or even they realize. That's an expense that comes straight off your bottom line.

Online payroll is a fast, easy-to-use and cost-effective solution. Worried your employees will resist? A 2012 study by the American Payroll Association revealed 76 percent of employees would rather view their pay stubs electronically than on paper. Another 15 percent said they would be open to the idea, and just nine percent would resist it. One of the advantages employees cited in being paid electronically is the convenience of not having to cash checks ("Getting Paid in America" 2012. American Payroll Association).

If you're still resisting, take a look at these myths that may be holding you back, and learn the truth about online payroll.

- We're too busy. We can't afford the setup time.

Assuming you already use online banking for your practice, adding online payroll services is a snap. Depending on the number of employees you have, what time of year you start and the system you're switching from, you may be up and running in as little as an hour. After that, the time saving never stops. Considering the demands on the time of everyone in your practice, the question isn't, "Do we have time for this?" It's, "Do we have time not to?" If you're not already

banking online, bring your financial management fully up to date by taking care of both at once.

- We should wait until the end of the fiscal year.

You may sign up for online payroll any time of the year; there's no need to wait. If you've already paid wages to employees during that year, taking some time to enter year-to-date information into the new system will help make sure your calculations for withholding and tax payments are accurate. Always consult with your tax advisor to make sure your payroll deductions are accurate. If you currently use an outside payroll service, though, be sure to check for any termination requirements in the contract.

- Online payroll won't be as secure.

Though paper may feel more solid, a 2013 study by the Association of Financial Professionals found 61 percent of organizations experienced actual or attempted fraud in 2012, and among those affected, 87 percent reported paper checks were the target ("2013 AFP Payments Fraud and Control Survey"). National Federation of Independent Business identifies direct deposit as one of its seven suggested ways to prevent payroll fraud ("7 Steps to Preventing Payroll Fraud," by the

National Federation of Independent Business). With online payroll, information is securely entered, transmitted and stored. And, by encouraging your staff to choose direct deposit, you can eliminate the single most vulnerable link in the payment chain: the paper check.

For additional banking products and services provided by PNC Bank, contact Randall Therrien at phone (212) 390-0578 or e-mail <randall.therrien@pnc.com> or visit <www.pnc.com/hcpprofessionals>.

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Dec 6 7:00 -9:00 p.m.

Topic: "Reviving Your Practice and Spirit in Dentistry"

Speaker: Joy Hillis, CSP

Location: 174-11 Horace Harding Expressway, Fresh Meadows

Video Study Club Returns

Dr. Gulum will be resuming the VSC with programs on November 8 and December 6 at 10:00 a.m. See website www.qcgs.org for full program details.

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