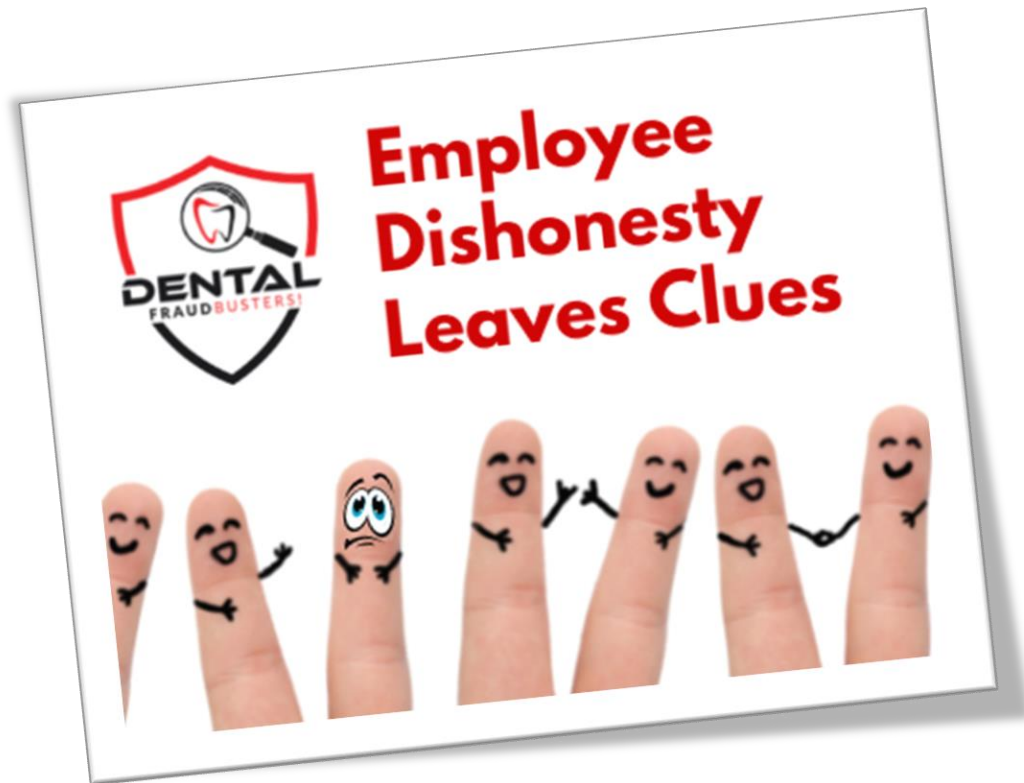


Speaker Packet



Presenter

William Hiltz BSc MBA CET

CEO, Hiltz & Associates

Creator of Dental FraudBusters!

Dentistry's most popular "anti-embezzlement" website.



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Hello, and thank you for requesting my speaker packet.

My name is Bill Hiltz, and my company (**Hiltz and Associates**) provides specialized fraud prevention, fraud investigation, digital forensics and litigation support services to dentists, practice owners and their attorneys.

My interest in dental embezzlement steered the way for me to create **Dental FraudBusters** - "*Dentistry's most popular anti-embezzlement website*". You can visit it here: www.dentalfraudbusters.com

My standard presentation is titled **Employee Dishonesty Leaves Clues** and is intended for study clubs and smaller organizations. Please check this link for the most up-to-date course online:
<https://www.dentalfraudbusters.com/dishonesty-leaves-clues/>

If you have any questions, please do not hesitate to contact me for assistance.

Sincerely,

William Hiltz BSc MBA CET
CEO, Hiltz and Associates



LAST UPDATED: June 14, 2022

Employee Dishonesty Leaves Clues

COURSE OUTLINE

You probably have heard the statistics, and they are not good.

The American Dental Association reported in their 2018 Survey on [Employee Theft in the Dental Practice](#) that:

- 49% of dentists reported being embezzled
- 46% reported being embezzled **more than once.**

Since 2004, I have conducted hundreds of fraud examinations and forensic audits for dentists and that experience tells me that the incidence of embezzlement is much higher due to under-reporting.



Most experts agree that at least 60% of dentists are embezzled during their career and 50% of those, more than once.

Frankly, we need do better.

IN THIS COURSE I WILL SHARE SECRETS FROM DECADES OF EXPERIENCE.



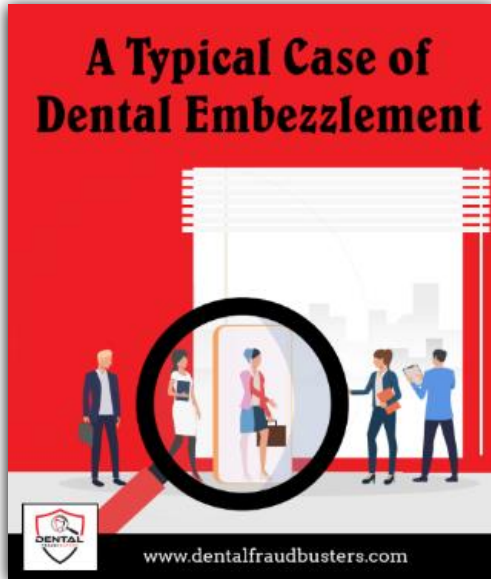
5-Minute Dental
FraudBusters

- **Hiltz's Axiom** – how much can an embezzler steal and go unnoticed?
- Easy to do **"5-Minute Dental FraudBusters"**
- What are the most common embezzlement schemes?
- **Lewin's Equation** – what this equation means, and why it is an important tool to identify dishonest behaviors.
- How to understand and diagnose embezzlement **Red Flags**
- plus much more!

PART 1 (APPROX. 30 MINS)

A TYPICAL CASE OF DENTAL EMBEZZLEMENT

“While every embezzlement case is unique to the practice and victim; the majority of dental embezzlement cases are strikingly alike in important ways.”- Bill Hiltz



Participants will be taken on a guided tour of “a typical case of dental embezzlement.

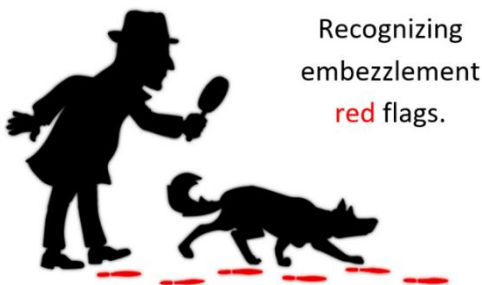
Drawing upon his experience and case files, Bill will describe the **most common embezzlement schemes**; how they were perpetrated and more importantly, **the warning signs that were missed**.

The typical dental embezzler is a first time offenders who usually has worked at the practice for few years until they have earned the trust of their employer and become familiar with the way things work. **Many are surprised when they discover how easy it is to steal from the practice.**

Participants will learn why some schemes can go undetected for years and result in staggering losses.

PART 2 (APPROX. 20 MINS)

THE WARNING SIGNS OF EMPLOYEE DISHONESTY



Employees who steal from their employer often display behavioral traits associated with their fraudulent conduct. (i.e.: “red flags”)

A red flag is a warning sign that something may be wrong and intended to identify an issue that needs to be looked at.

DID YOU KNOW: In 92% of embezzlement cases the dishonest employee exhibited at least one behavioral red flag, and in 57% of cases multiple red flags were present.

Recognizing and understanding red flags will help practice owners dramatically improve their chances of detecting fraud early and minimizing their loss.

Participants will be provided with a Dental Embezzlement “Red-Flag Self Assessment”, and a checklist of important things they should and should not do when confronted with the possibility of employee dishonesty.

PART 3 (OPTIONAL: 30 TO 45 MINS)

HOW TO ELIMINATE 80% OF DENTAL EMBEZZLEMENT



Every embezzlement begins with broken trust.

In this section, I will show practice owners can reduce the risk of being embezzled by 80% or more by doing 10 simple things.

Pareto’s Principle applied to Embezzlement:

The Pareto Principle, named after economist Vilfredo Pareto specifies that **80% of consequences** come from **20% of the causes**, asserting an unequal relationship between inputs and outputs.

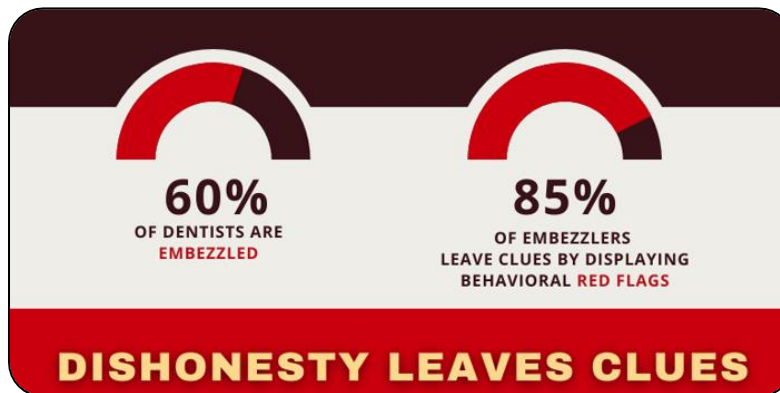
Some examples are:

- 20% of criminals commit 80% of crimes
- 80% of all traffic accidents are caused by 20% of drivers
- 20% of students have grades 80% or higher
- 80% of a company's total sales come from 20% of its products

Applying Pareto's principle to embezzlement

80% of dental embezzlement is perpetrated using 20% of common schemes

Accordingly, doing things to restrict, eliminate or block these common schemes will dramatically reduce your risk of embezzlement.



PRESENTATION FORMAT

- Seminar Title:** EMPLOYEE DISHONESTY LEAVES CLUES
(or alternate title)
- Delivery:** Webinar or In-Person
- Length:** 1 hr (webinar)
2-3 hrs (in person)
- Virtual Presentation:** 10 to 50 attendees optimal
More than 100 attendees, please contact the Presenter for Details.
- In Person Presentation:** Contact the Presenter for in-person delivery options.

PRESENTER



William Hiltz is the CEO of **Hiltz and Associates** and the creator of **Dental FraudBusters!**

Bill is a pioneer in the forensic investigation of frauds committed against dentists and has a proven track record uncovering theft in dental offices and resolving complex business matters.

Bill has investigated and resolved countless frauds committed against dentists and provides expert witness and litigation support services for dentists involved in business and other disputes.

Bill earned his BSc and MBA degrees from Dalhousie University and holds professional designations in applied information and engineering technologies.

Learn More:

- | | | |
|--|-----------------|---|
| Bill's Biography | (short version) | Hiltz and Associates - About Bill |
| | (long version) | LinkedIn - William Hiltz |
| Hiltz and Associates (Company Website) | | https://www.hiltzandassociates.com |
| Dental FraudBusters (Blog) | | https://www.dentalfraudbusters.com |
| Watch Explainer Video: | | https://youtu.be/nMWNL3CS2I8 |

DISCLOSURE AND REMARKS

The Presenter has a financial interest in the subject material and provides related services to dentists and practice owners.

The Presenter confirms that the presentation does not contain “salesy material” and will not be employed to self-promote the Presenter’s services.

HONORARIUM

An honorarium for online delivery is generally not required however, subject to your group size and other factors, the Presenter may request a small fee to cover its costs.

For in-person presentations, the Presenter will accept the group’s normal and customary honorarium provided to its speakers.

CONDITIONS

1. The Presentation can be delivered as a “live” webinar or “in-person” presentation.
2. Attendance is restricted to dentists and their spouses only unless an exception is approved by the Presenter.
3. No audio or video recording devices of any kind are to be used during the Presentation without the prior written consent of the Presenter.
4. The Presenter reserves the right to mention the Presentation in the Presenter’s newsletter and website.

REGISTRATION AND COURSE MATERIALS

1. The Presenter can provide a unique URL for registration.
2. The Presenter can provide attendees with all course related materials.

HOST REQUIREMENTS

The Presenter will ask the Host to:

1. Promote the Presentation to its members, in advance and again shortly before the event.
2. Provide suitable audio and video equipment, if required.
3. Designate a person to introduce the Presenter.



YES!

**Preventing
embezzlement
can be this
comfortable.**

TAKE A SEAT