



Integrity... Service... Committment...

Why Peak?

Peak Performers, Inc.(Peak) is the market leader in providing high quality management and personnel solutions to the profession of dentistry. Peak has a complete range of services for your dental practice. Just as your accountant and attorney provide support for your dental practice, Peak will support your office with customized management and personnel solutions.

Our Team

Our consultants are a unique combination of business and clinical professionals, mixing real world clinical experience with leading edge business principles. Some of the finest doctors and staff have been Provisional Team Membersó during their career. Many of our Provisional Team Memberó doctors have owned their own practice and are experienced in maintaining a well run dental office.

The Best Bank of Personnel

That's a pretty strong claim, but we know, because of our very thorough screening procedures and the quality of our in-office professionals, only the best applicants are chosen to become Provisional Team Membersó. Applicants are screened, evaluated for skill and interviewed in-depth for personality traits. Their licenses are verified and they are given an orientation in becoming a Provisional Team Memberó.

More importantly, it is mandatory that each clinical applicant be Hepatitis B vaccinated, radiology certified, CPR certified and OSHA instructed. Additionally, all applicants are thoroughly reference checked before they are sent on their first assignment. Our selection procedures are the finest in the industry!

Customer Service

Being a member of the American Staffing Association (ASA) as well as the Better Business Bureau is only a small indication of our commitment to total customer satisfaction. Recently, we were awarded the IGold Star from the Better Business Bureau signifying excellence in customer service. We feel so strongly about our service, we guarantee your total satisfaction!

Temporary Staffing

Whether your need is short term or long term, Peak provides Provisional Team Membersó in the following positions to keep your practice running smoothly:

General Dentists	Specialists (Orthodontist, Periodontist, etc.)
Dental Hygienists	Assistants (General and Specialty)
Office Administrators	Office Support

Employer of Record

We take the stress and liability out of personnel management. All of our rates are hourly so you never have to share production. Your rate includes all payment of wages, taxes, benefits, workers compensation, malpractice and liability insurance, as well as management of all our employees performance and wages.

Practice Profile

This profile significantly raises our success ratio for finding qualified candidates for your assignments and is the foundation for providing our Provisional Team Membersó an extensive orientation to your office. Your personal office profile takes approximately 30-45 minutes to complete and is done at no charge. Once the profile is completed all that is necessary is a phone call or fax to our office to initiate a staffing request from Peak Performers.

Timely Response

We believe that our service is our reputation. Accordingly, upon placing your request our staff of trained professionals will provide an immediate disposition to your need. We then maintain regular contact with you to meet your ongoing needs.

Catastrophic Assurance

Should a catastrophe occur, our experience and Locum Tenens services greatly reduce the anxiety and costs to the practice, doctor and family. We have worked with many practices that have had to deal with these serious situations. What impact would it have on your practice, your financial goals and your family if you were not able to work? Contact us about our Catastrophic Assurance Planó for your practice.

Recruiting and Career Services

We represent highly skilled and qualified hiring candidates for all positions in dentistry. Since 1991, Peak Performers has matched dental professionals to employment opportunities which fit their backgrounds, talents and career aspirations. With our vast knowledge of the profession, experience and access to state-of-the-art technologies, we are uniquely qualified to deliver exceptional placement and career consulting services.

Many dental professionals avoid job searches through the want ads or the internet listings. These individuals are committed to allowing Peak Performers to represent the finest opportunities to them. Some may evaluate as many as ten positions within a three-year period before making a career step! No amount of advertising money will attract these individuals. Let Peak be your dental talent agent.

Associateships

Our Associate services include identifying the best personality and skill set for your environment, recruiting and screening candidates to match your profile and assist you in the interview process. We then consult with you and negotiate the optimum schedule and compensation arrangement. License verification and a full background search are conducted and provided in writing. Finally, we provide a written job offer, noncompete and associate agreements for the protection of your practice.

Practice Transition Services

Buying or selling a dental practice is often one of the most stressful times in a dentist's career. Peak works to minimize that stress and worry for both parties. For sellers, we will do a complete practice evaluation including setting a fair market value, negotiation of terms as well as access to accounting and legal professionals. All potential buyers are carefully screened and matched to the buyer's criteria.

For buyers, we ensure open financial disclosure and a fair market value. Peak will assist in negotiation of terms, analyze the staff, develop specific personnel policies and assist with financing. After the sale, we include ongoing practice mentoring reducing anxiety related to owning a practice.

Practice Management Coaching Services

In the current environment that dentists work in, their skills at running a business are as important as their clinical abilities. Peak leverages the best human and technological resources to help dental practices improve financial performance and business operations.

Peak regularly assists doctors at all stages of practice. We are your objective third party in providing valuable information for your most pressing concerns. We act as a conduit of information and best practices from thousands of successful dental offices. Most importantly, we are your catalyst for change.

Our coaching services are billed hourly with no large retainers. Each project is customized to the specific needs of the client rather than a one size fits all binder. This provides you with a cost effective method to tap our resources for a short specific need or for long term practice building.

Is Your Practice Healthy?

If your practice is experiencing any of these symptoms:

Income Going Down?	Low Productivity?
Overhead Creeping Up?	Staff Turnover?
Patient Attrition?	Hiring Challenges?
Morale Suffering?	Lack of New Patients?
Feeling Frustrated?	Feeling Out of Control?

Call us for a complimentary practice exam.

Other Services

Employee Policies and Manual	Fee Analysis
Overhead Analysis	Staff Compensation Analysis
Practice Valuation	Bonus Plans
Adding a Specialist	Hygiene Productivity
Marketing Plans	Team Building Series
Continuing Education	CPR
Speaker Services	Pre-Viewó Services
Personnel System	Unemployment Consulting

"You and your team have been great to work with. . . It is always a pleasure to meet people who treat their customers with respect and strive to pay attention to the smallest detail in order to get things done properly".
Diego Velasquez, DDS, MSD - Seven Lakes Periodontics

"I would like to personally thank you for the (Associate recruiting) services that your company has provided to Kalamazoo County".
Dale R. Hein, Deputy Director, Kalamazoo County Government

"Your availability and professional support with our questions is invaluable. I continue to look forward to working with you to incorporate new and innovative ideas to help grow a more successful practice."
Irene Lazarchuk, DDS

Just want you to know that your Personnel Forms have been a tremendous asset in our office. I highly recommend them to any office administrator looking for a complete package for their personnel files".
Patricia Rohloff, Office Administrator

Take a Deeper Look.

"Peak is a great service to myself and my employees - a truly win/win. Thank you for your help as a "partner" in my practice. I thoroughly recommend your services".
Mitch Milan, DDS - Birmingham Center for Cosmetic Dentistry

"We have enjoyed our relationship with Peak Performers over the past (ten) years and we have benefited greatly from their expertise and experience. We can strongly recommend their services".
Ronald J. Paler, DDS and David Wheeler, DDS

"I strongly believe that the benefits available through Peak Performers are invaluable to dentists operating their practices as small businesses".
Paul Darmon, DDS

"Simply stated, We use Peak because they provide us the very best people".
Neil Thomas, DDS - Concord Dental

"Working with Peak Performers has allowed our practice to grow in smooth transition. With Peak, we determined the practice goals, identified and tracked critical numbers, and developed and instituted a marketing plan with prioritized strategies."
Robert Rybicki, DDS, MS - Novi Endodontics

Value... Experience... 888.477.PEAK www.peakdental.com

