

Deborah Barigian, Owner  
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Tiburon, CA 94920

(415) 339-0575  
MDPstaffing@icloud.com



## Probation to Direct Hire Terms *Motivated Dental Professionals*

Dentist name: \_\_\_\_\_ Date: \_\_\_\_\_

Dentist's signature: \_\_\_\_\_ Date: \_\_\_\_\_

Temporary assignee's Name: \_\_\_\_\_ License: \_\_\_\_\_ Expiration: \_\_\_\_\_

### PHASE 1.

#### Probation to Direct Hire

Assignee's work dates: Starting \_\_\_\_\_, MDP Probation begins. MDP probation is based on days per week for 6 weeks. \_\_\_\_\_ working days are required to complete and satisfy MDP's mandatory probation. You will be charged MDP probation fees of \$82.00 per day regardless of hours worked during the 6-week probation period. If the probation is terminated early, you will only be charged for actual days \_\_\_\_\_ has worked. This is required and NON-NEGOTIABLE. NO REFUNDS.

During probation, \_\_\_\_\_(name) will be working as a MDP temporary. MDPstaffing charges for probation will be at \$82/day for \_\_\_\_\_ days = \$\_\_\_\_\_.

During 6-week probation MDP will email you 3 evaluations to complete and return to MDPstaffing@icloud.com.

Days \_\_\_\_\_(name) would be working each week as follows:

- Monday  Tuesday  Wednesday  Thursday  Friday  Saturday

Any additional days worked must be called in to MDP. Additional charges apply.

#### PHASE 1. Probation days

MDP fee = \$82.00/day:

- 1 day/week = 6 days probation
- 2 days/week = 12 days probation
- 3 days/week = 18 days probation
- 4 days/week = 24 days probation
- 5 days/week = 30 days probation

**PHASE 2.  
Complete Direct Hire**

In addition to the \$82/day fees in Phase 1, upon completion of MDP probation of \_\_\_\_\_ working days, **you will be charged the direct hire fee below per number of weekly days to be**

**worked.** If both parties are in agreement, MDP Direct Hire Fee is due and payable.

\$ \_\_\_\_\_ for \_\_\_\_\_ days a week.

**Phase 2. Direct Hire Fees**

Applies to:

**DDS & RDH**

1 day a week = \$1,800.00  
2 days a week = \$3,600.00  
3 days a week = \$5,400.00  
4 days a week = \$7,200.00  
5 days a week = \$9,000.00

**RDAEF, RDA, CDA, DA  
and Front Office**

1 day a week = \$1,500.00  
2 days a week = \$1,800.00  
3 days a week = \$2,100.00  
4 days a week = \$2,400.00  
5 days a week = \$2,700.00

MDP has no guarantees of longevity nor do we give refunds.

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## Evaluation Form

Dentist: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_

This form is for the Dentist to complete and is meant to help evaluate the job performance of the MDP Referred Assignee. Please print out form, rate the assignee, and email back to [MDPstaffing@icloud.com](mailto:MDPstaffing@icloud.com).

Assignee's Position: Front Desk  Chair-side Asst.  Hygienist  Dentist   
 Status: Temporary  Probation  Direct Hire

P - Poor, F - Fair, G - Good, E- Excellent, N/A - Not Applicable

Please mark appropriate response to each category.

Additional space is for comments you would like to elaborate on.

### General for Back Office Staff

Arrives on time	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Appearance	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Team player	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Ability to handle pressure	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Communicates effectively	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Complies with OSHA and CDA requirements	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Stays on schedule	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Follows directions	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Patient rapport	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Process digital x-rays	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Assists other staff when time permits	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Liked by staff	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Open to suggestions	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Meets office production goals	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
SRP Patients	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Educates patients on their hygiene	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Perio charting	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Laser certification	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Proper documentation	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
EF Duties	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A
Injections	<input type="radio"/> E	<input type="radio"/> G	<input type="radio"/> F	<input type="radio"/> P	<input type="radio"/> N/A

**General Office**

- Good phone rapport  E  G  F  P  N/A
- Accurate appointment scheduling  E  G  F  P  N/A
- Skilled in computer software  E  G  F  P  N/A
- Punctual and good attendance  E  G  F  P  N/A
- Generates ins. Forms  E  G  F  P  N/A
- Proper documentation of treatment plans  E  G  F  P  N/A
- Collects patient responsibility  E  G  F  P  N/A
- Implements recalls  E  G  F  P  N/A
- Accurate filing of charts  E  G  F  P  N/A
- Generates reports for dentist  E  G  F  P  N/A
- Keeps waiting room neat  E  G  F  P  N/A
- Greets patients warmly and politely  E  G  F  P  N/A

Using the rest of this Evaluation Form, please feel free to list skills assignee accomplished well and those that need improvement, as well as any other comments you might have. Thank you.

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Please let us know how your overall experience was working with MDstaffing.

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Evaluation on \_\_\_\_\_ during her MDP \_\_\_\_ days Probation to Direct Hire.

Referrals we send to an office always have to go through MDP.

Do you now wish to hire the assignee directly?

YES \_\_\_\_\_

NO \_\_\_\_\_ If No, reason \_\_\_\_\_

Dentist Signature \_\_\_\_\_ Date \_\_\_\_\_ MDP \_\_\_\_\_