

The client: Peoria Surgical Group in Peoria, Illinois established in 1852, consisting of 9 general surgeons. The need: an administrator of General Surgery. The challenge to Marshall Koll & Associates: find the right person that would fit into the group and have the right skills.

*Dr. Tom Rossi is the president of Peoria Surgical Group. Marshall Koll had placed a candidate in the position within the last year. The administrator left due to some external pressures, and Marshall Koll was back on the job search again.*

**“The first person Neill found for us was a good match. There were no problems with his performance. When we found out he was leaving, we contacted Neill and he honored his commitment to find us a replacement.”**

*Marshall Koll knew how to find the right candidates:*

**“All of the candidates that Neill presented were equally qualified. He had a sixth sense of the type of person that would best fit our practice. He knew the personalities of all the doctors, which made our search go much smoother.”**

*There are always challenges, Rossi continues:*

**“Our group is not just a mom and pop operation. We have a long established practice and work to maintain our expertise. Many in our practice also teach in addition to practicing medicine. We needed someone who could step in and fill this role. Neill understood our style and was receptive to our needs.”**

*Would we use Marshall Koll in the future? Without hesitation, Rossi says:*

**“Our search was professional and well organized. The communication with Neill was frequent. We would be very happy to work with Marshall Koll in the future.”**

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