



When choosing a search firm to locate your provider consider the following:

Ask	Bruce Henry Associates	Search firm B	Search firm C	Search firm D
If you are serious about locating an associate, is your search firm serious about conducting your search?	We choose to work only with clients serious about locating a provider			
How many years has the firm been placing dentists?	Search since 1991, Dentists since 1995			
Does your search firm understand Dentistry?	Dentistry is our ONLY specialty			
Does the firm headhunt (recruit) potential candidates or just advertise?	Headhunt (recruit) 80% plus advertise 20%			
Does the firm pre-qualify candidates before presenting them to you?	Absolutely! Every potential candidate is interviewed to determine fit			
Does the candidate presented to you know about your practice?	Yes, but first they must meet your criteria			
Does the firm assist you in scheduling interviews?	Yes			
Does the firm prep you and your candidate for every interview?	Yes			
Does the firm debrief you and your candidate after every interview to evaluate progress?	Yes			
Does the firm involve the candidate's family in the interview progress?	Yes			
Does the firm assist your candidate in researching licensure?	Yes			
Does your search firm verify licensure?	Yes			
Does your search firm assist you in putting together an acceptable offer?	Yes			
Does your search firm work with your attorney or accountant in putting together a term sheet and/or contract?	Yes			
Does your search firm locate doctors for associateships, buy-in's, transitions and buy-out situations?	Yes			
Does your search firm assist your candidate resign his/her current position without burning bridges?	Yes			
Does your search firm offer a guarantee on your candidate of choice?	Yes - 3 mos. No-charge replacement & 9 months half price replacement			
Does your search firm commit to you by conducting a personalized search tailored to your practice situation?	Absolutely!			
Does your search firm consult with you throughout the entire process?	Yes			