



# Search Difficulty Calculator

Type	# per class	x yrs out	=	% male % female	=	*ethnicity x %	=	**x your state %	=	x .33 available	=	- must haves	= total potential
General	(4688-1173) 3515			53 47									
Endodontist	168			85 15									
OMS	196			97 3									
Orthodontist	278			88 12									
Pediatric Dentist	215			72 28									
Periodontist	167			85 15									
Prosthodontist	129			85 15									

## \* Ethnicity %

African American	6.6 %
Asian	20.3%
Hispanic	6.0%
White	62.9%
Other	4.2%

NOTE: Bruce Henry Associates, Inc. operates within federal and state equal employment opportunity guidelines. BHA does not discriminate on the basis of age, sex, race, religion, national origin, sexual preference, marital status, or physical handicap. BHA fully subscribes to the ethical practices of the Association of Executive Recruiting Consultants.

\*\* For State Provider  
Distribution see Reverse

## Distribution of Dental Providers by State\*

United States	174,430	
California	26,692	15.3%
New York	14,498	8.3%
Texas	10,559	6.1%
Florida	9,072	5.2%
Illinois	7,958	4.6%
Pennsylvania	7,789	4.5%
New Jersey	7,045	4.0%
Michigan	6,039	3.5%
Ohio	5,981	3.4%
Massachusetts	5,143	2.9%
Virginia	4,395	2.5%
Washington	4,255	2.4%
Maryland	4,169	2.4%
Georgia	4,024	2.3%
North Carolina	3,903	2.2%
Minnesota	3,069	1.8%
Wisconsin	3,055	1.8%
Tennessee	3,027	1.7%
Colorado	2,980	1.7%
Arizona	2,976	1.7%
Indiana	2,939	1.7%
Missouri	2,722	1.6%
Connecticut	2,653	1.5%
Kentucky	2,325	1.3%
Louisiana	2,040	1.2%
Alabama	1,971	1.1%
South Carolina	1,949	1.1%
Oregon	1,768	1.0%
Oklahoma	1,728	1.0%
Utah	1,573	0.9%
Iowa	1,546	0.9%
Kansas	1,360	0.8%
Mississippi	1,159	0.7%
Nevada	1,123	0.6%
Arkansas	1,120	0.6%
Nebraska	1,114	0.6%
Hawaii	997	0.6%
West Virginia	844	0.5%
New Mexico	832	0.5%
Idaho	824	0.5%
New Hampshire	795	0.5%
Maine	629	0.4%
Dist. Of Columbia	575	0.3%
Rhode Island	557	0.3%
Montana	513	0.3%
Alaska	490	0.3%
Delaware	377	0.2%
Vermont	348	0.2%
South Dakota	345	0.2%
North Dakota	319	0.2%
Wyoming	266	0.2%

\* Source: ADA, Dental Data, year of data 2005

## Client Search Criteria Worksheet

### MUST HAVES

A *Must Have* is a quality or characteristic a candidate must have in order to be considered for your opportunity.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.

### WOULD BE NICE

Although not a disqualifier a *Would be Nice* is what we will be looking for during your search engagement.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.

Call today for a **FREE** no obligation evaluation of your specific search needs:

**954.763.5966 x 11**

