



October 11, 2021

Re: Arthur | Marshall Letter of Recommendation

To whom it may concern:

It is with much enthusiasm and gratitude that I recommend Arthur | Marshall Recruiting Services to anyone who is in need of hiring doctors. Northcutt Dental is a multi-site, privately owned dental practice with 4 locations along the Alabama Gulf Coast. We have historically had difficulty recruiting dentists to our area and was in need of hiring three associate dentists to join our team. We were reluctant to partner with another recruitment firm after having little to no success with others in the past. Once we were told it was a month-to-month agreement, I was open to hear more. After contacting a dental office in Arkansas from a reference they provided, I was encouraged by their feedback and decided to give them an opportunity to fill our open positions.

We were extremely impressed when our recruiting specialist, Cassidy Armstrong, during his on-site visit and felt that he had the experience, recruiting strategy, and communication style that would set them apart. Within a week, he presented us with an impressive candidate whom we hired with much excitement. Within 6 months, I am happy to report that all three positions have been filled and we look forward to an ongoing partnership with Arthur | Marshall as we continue to grow.

I highly recommend Arthur | Marshall for your recruiting needs.

Sincerely,

Kathryn Hornung  
Director of Human Resources