



March 4, 2022

To Whom It May Concern:

I am so thankful that Arthur Marshall was recommended to me to recruit our new associate general dentist! I want to return that favor and recommend Arthur Marshall's dental recruitment services to you as well. Trust me, they will make your search so much easier and productive!

After struggling for several years to get applicants to even apply to our ads for an associate, through all the avenues I had used in the past, I signed up to use Arthur Marshall's services. I am certainly glad I did!

I am busy with clinical affairs and my office manager is busy with business affairs as I am sure you are, too. Arthur Marshall's TEAM insured that they knew what we were seeking in an associate. They took the time to listen to us, come to our office and meet with me and my TEAM. They completed a practice profile and knew from the get go what we were looking for. When our search needed a course correction, the Arthur Marshall TEAM jumped right on board to make the changes and quickly and efficiently get us back on course.

Arthur Marshall has all the right connections in the job seeking dental marketplace and went to work quickly to match our office with very qualified candidates. We were blessed to have several different types of very qualified candidates presented to us. The recruiter thoroughly screened the candidates and gave us feedback on them prior to us having the opportunity to interview them in person. I cannot imagine the hours of time Arthur Marshall saved me with this screening process alone! By having the different types of candidates to interview, it allowed us to see which candidate was truly a fit for us. We were able to hire a great candidate in such a timely manner that I have to admit I am a bit shocked especially after several years of searching. We are very excited about our new associate and feel like Arthur Marshall helped make sure we had a candidate with skills and personality to match and compliment ours. They even made sure the candidate was looking for a community like ours.

If you are searching for a general dentist or specialist, give Arthur Marshall a call and sign up for their recruitment services. You will not regret it. Please feel free to contact me if you wish to know more about my awesome experience with Arthur Marshall.

Best regards,

A handwritten signature in black ink that reads "Janice Weinman, DDS". The signature is written in a cursive, flowing style.

Janice Weinman, DDS

Personal Cell and email: (210) 232-0032 and jweinmandds@yahoo.com

Janice Weinman, D.D.S.