

We help practice
owners hire
new dentists!



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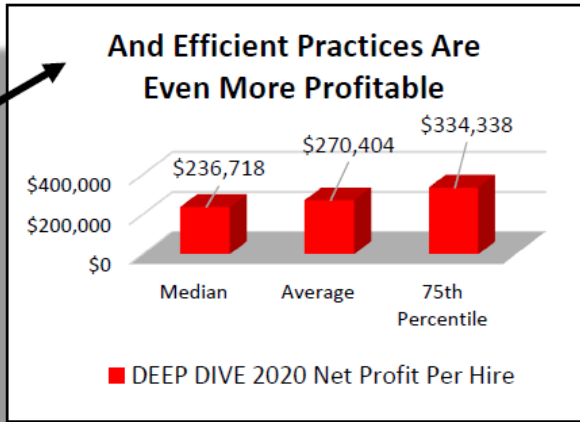
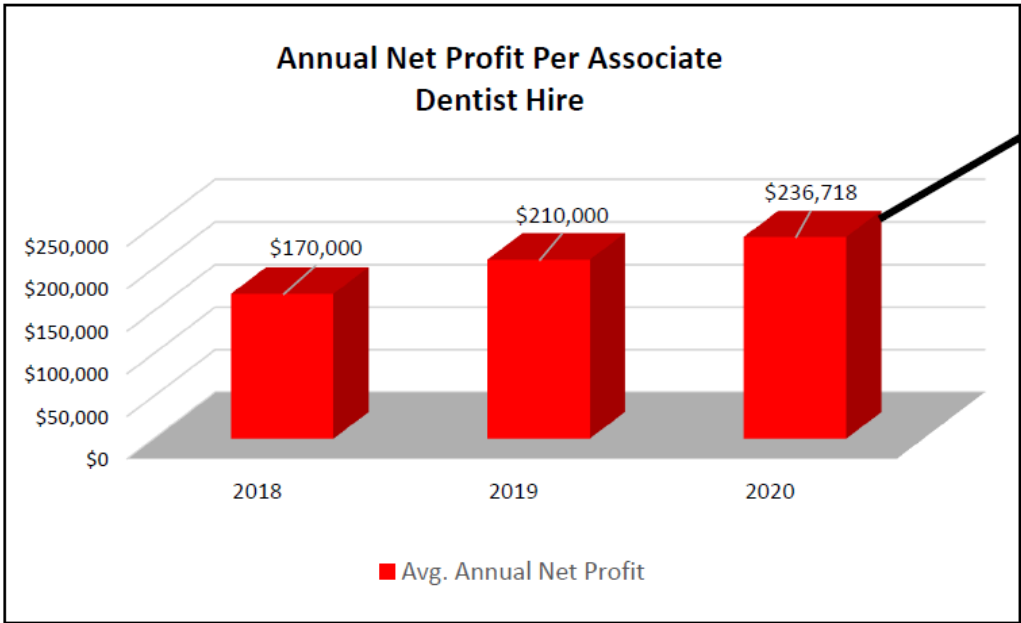
This brochure answers many of the common questions practice-owners have about bringing in another associate or partner:

- What sort of return on investment should I expect?
- How much do I have to offer in compensation?
- Why is it so hard to hire a dentist?
- What are the options for securing my own associate or partner?

*Please note- the information presented in this brochure has been researched from public surveys, dental associations, and government sources to the greatest extent possible, but some figures have necessarily been arrived at through extrapolation, anecdotal experience, and/or comparisons. It is best to review this information with an Arthur Marshall representative to help add context and clarity.



Return-On-Investment



Today, more than ever, dental practice-owners are applying the adage that their first dollar saved should go right back into their business. Investing in hiring the right dental associate allows practice owners to:

- Secure and diversify their most important revenue source
- Plan for retirement, protecting staff and legacy
- Open new locations, expanding market share and staffing with individuals they can trust

Average Annual Net Profit Per Dentist Hire in 2020 - \$236,718

Average Cost to Hire General Dentist Through Arthur Marshall - \$26,500

Cost of hire is typically recouped in about five weeks of production.

Take it even further! With top-quality practice management and financial planning, highly efficient practices profit even more with outstanding hires!





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Dental Compensation Figures

Specialty	# in Practice	Source of Info	# Rec Grads	# Current Practitioner Transitions	# Jobs Available	Average Compensation	Average Associate Compensation	Average Owner Compensation	Average Owner Billings	Average Owner Expenses
Dentistry	195000	AMI	6609	7265	26325	204710	152910	219570	742490	429440
Oral Surgery	9000	AMI	350	333	1215	447670	260000	\$445,072	1406150	685630
Endodontics	4341	Kaiser	143	160	586	354080	200000	450000	854170	439210
Orthodontics	9000	ADA	297	333	1615	341280	180000	450000	1110730	666910
Pediatric Dentistry	6500	ADA	450	240	878	290160	160000	350000	894710	439050
Periodontics	4387	Kaiser	144	162	592	326150	215000	366022	1026490	582460
Prosthodontics	3500	ADA	115	129	473	285000	180000	350000	885000	425000
Hygienists *	150,000	ADHA	5083	5590	20250	77090	77090	NA	NA	NA
See ADA Specialty Demographics in Updated ADA Financial Statistics for More Info	* This specialty is changing fast. Some additional info- 98% are female. Average compensation is on the rise quickly following Covid. Many hygienists are being paid upwards of \$100k.		3.3%	0	13.5%; I got dental jobs available from career-explorer, saying US needs 26,400 more dentists than it has					



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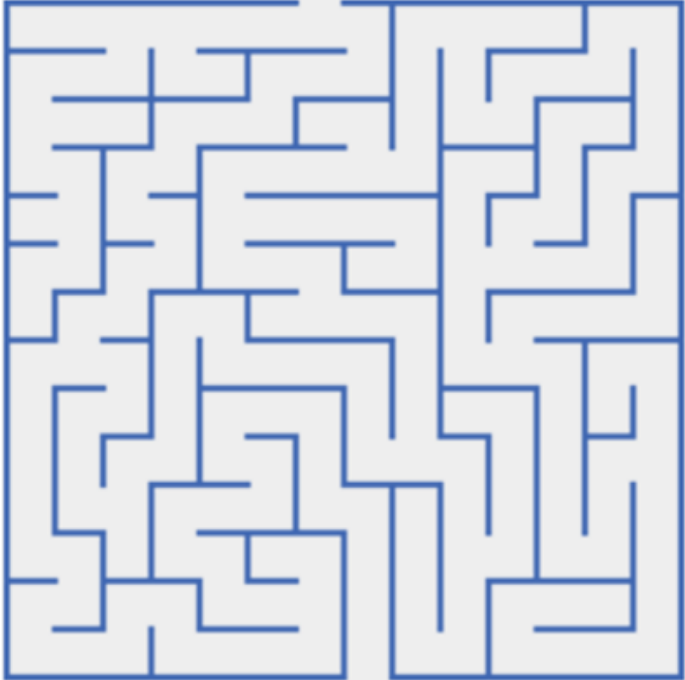
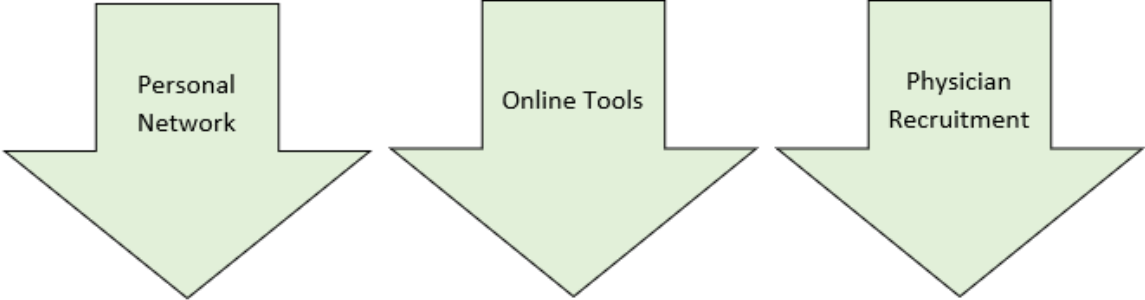
Why Is Hiring A Dentist So Difficult?

Practice-Owners Look to Secure New Associates/Partners
for a Variety of Reasons



- Staffing a newly acquired practice
- Transitioning a practice at retirement
- Replacing a colleague
- Taking advantage of an opportunity to grow
- Increasing/diversifying revenue streams
- Freeing up their time

Three Ways Through the Maze

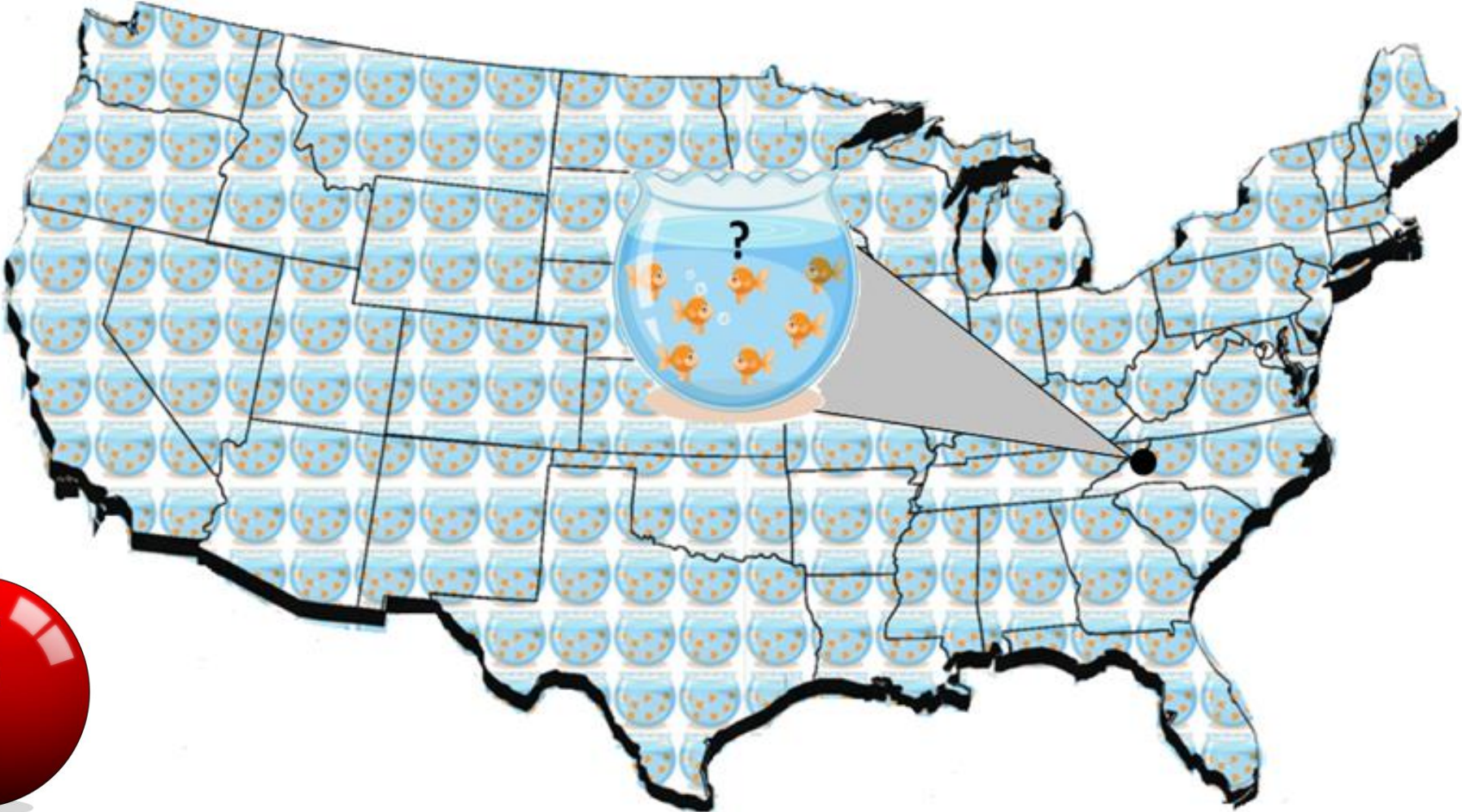


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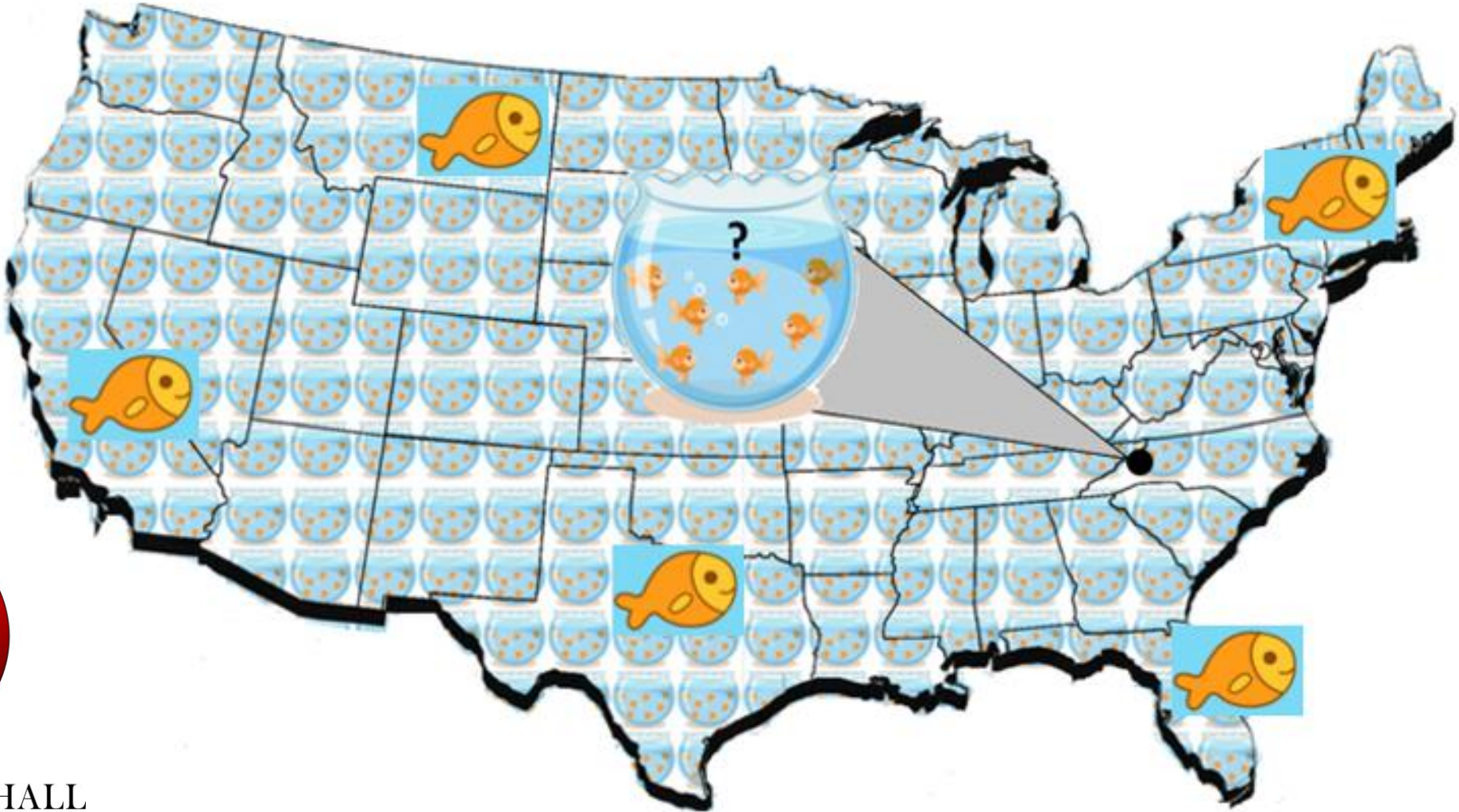


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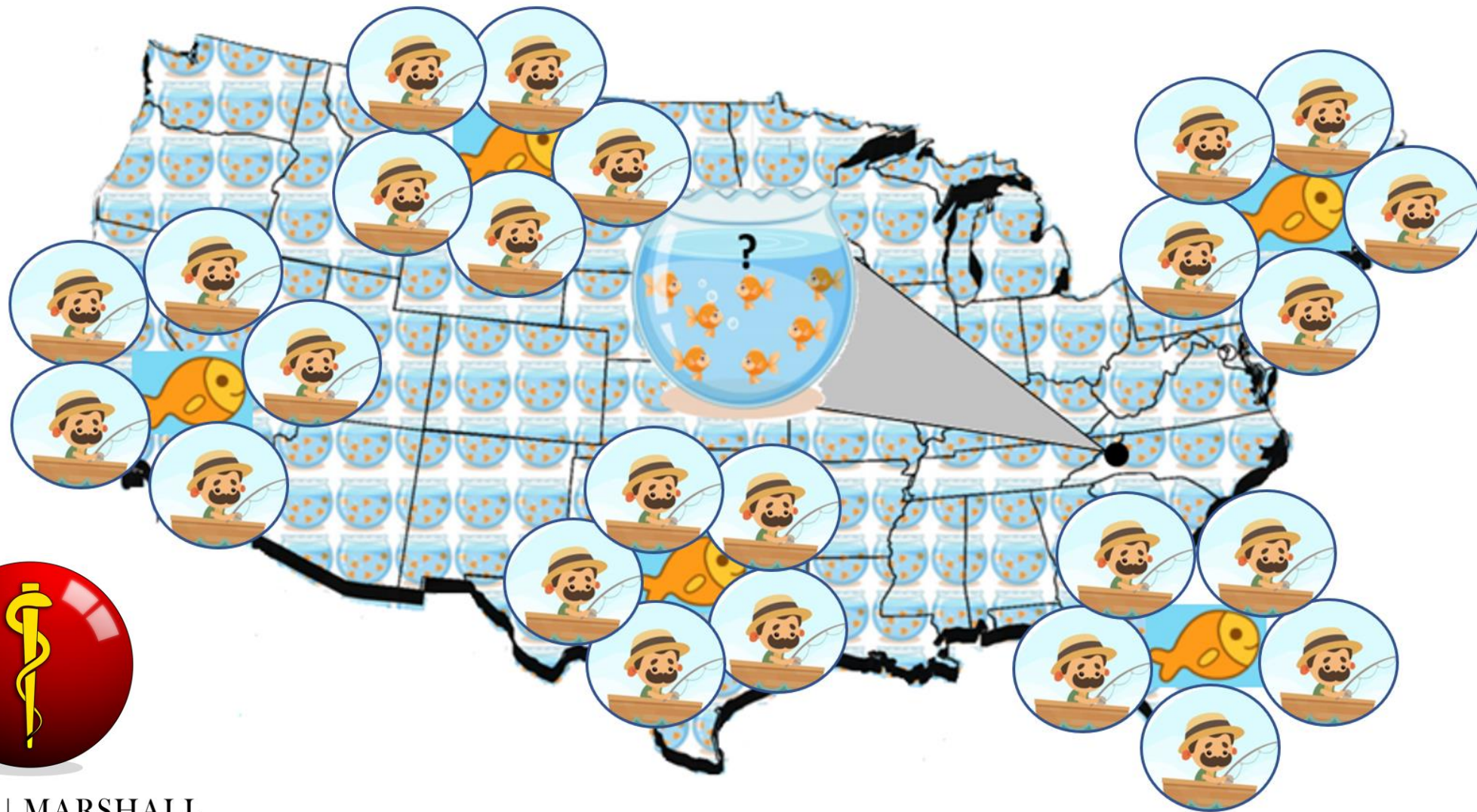
You've Spoken to Colleagues and Connections in Your Network, But What Now?



Job Boards Can Be an Option...



But, There's a Lot of Competition.



Enter Dental Recruitment :)

