

Only one executive search firm
guarantees qualified recruits
or refunds your retainer.

The Murphey Group, Inc. Difference

- money back guarantee
- reference check all recruits
- interview with spouse

What sets The Murphey Group, Inc. apart from other search firms?

Guaranteed Results in Writing

We guarantee to present a minimum of three (3) qualified recruits within one hundred twenty (120) days that meet or exceed your criteria or the entire retainer is refunded to you.

Recruiting vs. Running Ads

From the start of your search, we actively reach out to potential recruits, introduce and sell the uniqueness of your opportunity, and ultimately determine if they can accomplish your desired results.

Fill Rate

Our fill rate over the past 35 years on retained searches is 99%.

Principal Managed Process

A Principal of our firm will conduct your entire search. This includes initial recruitment calls, all follow up calls, all reference checks, and all calls to family members.

Exclusivity

Recruits are offered to you exclusively until a hire/no hire decision is made.

Reference Checks

We conduct reference checks with former employers on all recruits.



Qualifying Family Members

Lengthy phone conversations with family members reduces the risk of turndowns, especially when relocation is involved.

Replacement Guarantee

The Murphey Group, Inc. offers a twelve (12) month replacement guarantee on all searches.

**We do not recruit from
our Clients.**

Recruiting Specialties

- Physician Executives: Chief Medical Officers, Chief Quality Officers, Vice Presidents of Medical Affairs, Medical Directors
- Hospital Executives
- Hospice & Home Health Executives
- Long Term Care Executives
- Disease Management Executives
- Sales and Marketing Executives

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Only one executive search firm
has a 99% fill rate.

The **Murphey** Group Inc

Innovation.

Many years ago I was the architect for a very unique business model that was and is today the most innovative program ever to evolve in the search industry. The Murphey Group, Inc. provides real value to clients by delivering solutions. We take a proactive approach by identifying superior performance which enables us to deliver your desired results. *The Murphey Group, Inc. guarantees results in writing* on all retained searches or the client receives a full refund. Over 60 years of experience recruiting healthcare executives nationwide with a retained search fill rate of 99% validates our success. Compare that to the industry norm fill rate for retained search of 70-75%. Receive the benefits of retained search but not the risks.

—Jim Murphey, President/CEO

The Murphey Group, Inc Guarantee

We guarantee to present recruits that the client determines are on target, within 120 days, or the client receives a full refund of the up front retainer.

Jim Murphey President, CEO

Jim Murphey is a successful recruiter of 35 years, including 15 years as Executive Vice President for a national search firm. In 1988, he founded The Murphey Group, Inc. to realize his vision of providing the highest quality executive search services by recruiting exceptional talent. Jim earned an Industrial Management degree from the University of Richmond School of Business in Richmond, VA.

Chris Murphey Vice President

Chris Murphey has 11 years experience in the executive search industry. He has conducted numerous searches for Chief Medical Officers, Vice Presidents of Medical Affairs, and Medical Directors for top positions with Hospitals, Medical Centers, Health Maintenance Organizations, Managed Care Organizations, Physician Hospital Organizations, Community Health Centers, and Hospice/Palliative Care Organizations across the United States. Chris earned his Bachelor of Business Administration degree in 1996 from James Madison University in Harrisonburg, VA.

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