

THE CLIENT:**COOK CHILDREN'S HEALTH CARE SYSTEM, DALLAS TX**

Cook Children's Health Care System is a not-for-profit, nationally recognized pediatric health care organization comprised of eight entities - a Medical Center, Physician Network, Home Health company, Northeast Hospital, Pediatric Surgery Center, Health Plan, Health Services Inc., and Health Foundation. Cook Children's is one of the country's leading integrated pediatric health care systems.

The challenge to Southerland Partners: find a Chief Financial Officer that understands how to work within a children's hospital system.

Rick Merrill, President and Chief Executive Officer, further explained the characteristics of the person needed to fill the CFO position. He explained:

"Working at a children's hospital requires a person who is called. It is beyond a commitment - an intangible that brings you back to work every day. Families in our system have children with significant diseases and complications. Our CFO must understand government reimbursement, regulations and rules while ensuring we have adequate resources available to meet the financial circumstances of our families."

Merrill had worked with Southerland previously in other searches:

"I have known Keith for a number of years so I did not hesitate to contact him for this search. He understood that I needed someone who was a numbers person with a heart for working with children and their families."

The search went well. Merrill commented:

"The process was methodical, thoughtful and deliberate. I never felt like we were behind, and the lines of communication were always good. Keith and I touched base often."

The results were on target, according to Merrill:

"Finding top notch talent for a top position in a tight market was not easy. Southerland Partners did a tremendous job, and I would not hesitate to contact them again."

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