1. Do network associates have to be people the recruiter has engaged in high risk behavior with?
   No. If recruiters identify people within their networks that they have engaged in risk behavior with, the coach can help to assess whether those people are appropriate as candidates for the HIV testing program. What is most important is that the recruiter has reason to believe that a network associate has engaged in high risk behavior and does not know their HIV status.

2. Do all recruiters have to be people who have disclosed that they engage in high risk behavior?
   No. The important thing is that the recruiter is a member of one or more networks in which there are high risk people who might benefit from an HIV test.

3. Are there any populations that the SNS does not work for?
   There is no solid evidence to say one way or the other. There is, however, some anecdotal information that SNS is difficult to implement in populations in which there is a cultural norm that discourages friends from talking with friends about risk behavior and HIV. SNS would also be difficult to implement with high risk persons who are social isolates. For instance, a man who engages in sex with anonymous men he meets at public park may be a social isolate and therefore may not be a member of a high risk network.

4. Does CDC fund agencies to use the SNS?
   The CDC is not currently funding any agency to specifically use SNS as a method to recruit high risk people for HIV testing. The CDC does fund agencies to conduct HIV testing and allows multiple methods, including SNS, for recruitment. The emphasis is on testing high risk persons and identifying new positives.

5. Why should an agency use a social networks strategy for testing?
   There is some evidence that SNS may be an effective way of recruiting high risk people for testing. It may be especially effective in reaching those who cannot routinely be found in outreach venues.
6. Should an agency replace other recruitment strategies with SNS?

SNS can be a stand-alone recruitment method or can be used in combination with other methods, such as outreach. It should be noted, however, that SNS requires staff time and possibly a budget for incentives.

7. Is it best to offer an incentive for each network associate a recruiter brings in or to require a recruiter bring in several network associates before they receive an incentive?

Experience has shown that individual recruiters may deliver a range in number of network associates from one to over 20. The best approach is to allow each recruiter to work with whatever number of network associates he/she is willing to. One is acceptable. If there is an incentive-based program, there should be one incentive for each network associate.

8. What do you do if you are working with recruiters who have a pattern of bringing in network associates who do not disclose any risk or already know that they are HIV positive?

This may happen when a recruiter is motivated primarily by incentives and, as a result, tries to bring in as many network associates as possible. One way of responding to this scenario is to set a quota for each recruiter. For instance, you can tell a recruiter that he/she can bring in up to three network associates. If, after interviewing the three network associates, you discover that they do not disclose risk or already know that they are HIV positive, you can offer the agreed upon incentives to the recruiter, thank them for participating in the program, and “release” them. If, on the other hand, you find that the network associates disclose risk and do not know their HIV status, you can go back to the recruiter and “renew the contract.”

9. What staff is needed to use SNS on an ongoing basis?

The answer to this question depends on the scale of the SNS program and whether it is a stand-alone program or is being combined with other recruitment strategies. At minimum, each agency using SNS should have at least two staff trained in use of the strategy. For a sustainable SNS program, we recommend that at least 20 hours per week be budgeted for activities related to the SNS program.

10. Can SNS only be used with testing?

Although this training is limited to use of SNS for recruiting for testing, it can potentially be used for almost any intervention. A starting point might be to consider each person who participates in an intervention or public health strategy as a potential recruiter. The strength of this approach is that the recruiter has experience with the intervention or public health strategy and can personally endorse it.