



February 23, 2010

To whom it may concern:

I have had a working relationship with Steve Look and Medicus Firm for two years and have been involved in searches for five different specialties. I could not be more pleased with the assistance Steve and his firm has provided. The recruitment process with Medicus helps us to attract quality candidates and place them within our community. The key to the process is the diligent up-front effort to make sure we define the opportunities correctly, prepare our physician partners with realistic expectations and market data, and execute with timely response and feedback at all points. Steve has been a true partner in this regard and serves as an extension of our office. To our physicians, Steve is part of our staff, just as it should be.

Sincerely,

James VanDeVelde  
Director, Business Development and Outreach  
Community Regional Medical Center  
Fresno, California