



ARTESIAN VALLEY
H E A L T H S Y S T E M

April 10, 2018

To Whom It May Concern,

Artesian Valley Health System and I are happy to provide this letter of recommendation for the great work The Medicus Firm has delivered for our facility. Our community has a significant need for two Family Medicine with Obstetrics providers, so much so that we are willing to forgo the OB aspect of practice just to acquire a Family Medicine provider. Knowing this would be quite challenging, we chose to evaluate a few recruitment firms to partner with.

After our due diligence, we narrowed down our options to two firms that would come present to our board, allowing us to make a group decision based on multiple factors. When Michael Messier presented to our board, he did a great job in showing the value they provide. He presented progress reports via our personal online portal, which we had never seen before, in addition to client satisfaction standards and scores that are unmatched in their industry. Michael was able to show what sets The Medicus Firm apart from the other firms we vetted. Here at AVHS, we felt it very important for the firm to demonstrate that they wouldn't just quit on us, as that seems to happen too often. To date, they haven't quit, and more importantly have consulted us right in to a position of power and option.

The recruiter assigned to our search was Jeremy Geer. During his on-site profile, he demonstrated great poise and knowledge when consulting us on how to position our opportunity to stand out in the market. Oddly enough, the ties between our small community in Kansas and Jeremy became very evident. Being a small rural community, we recognized that our competition isn't just rural Kansas, rather, it's all rural communities across the country.

Jeremy took the time to present himself to the board as well, a wise choice considering we were missing the mark with compensation and benefits. After significant deliberation and feedback, and based on the evaluation of Jeremy, AVHS was able to agree upon a much stronger overall offering to position us well in the market. This was no small feat, considering we haven't recruited a physician who stayed in over 10 years.

We are approximately 4 months into the search, we have had 6 candidates submitted and several forthcoming on-site interviews to be scheduled in the coming weeks. While it is still early, we're very confident we have found the long-term trusted partner that is essential to our recruiting success.

AVHS and I would like to offer our highest recommendation to The Medicus Firm. Anyone who needs a trusted, transparent, and consultative partner for provider recruitment, this is the "go to" firm for you! If you have any questions about our experience, I warmly welcome that you to reach out to me as I'm happy to share with you our experience.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephen Stewart". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Stephen Stewart

Chief Executive Officer

sstewart@avhealthsystem.com

785-543-7208