



September 21, 2009

Re: Letter of Recommendation for The Medicus Firm

Dear Future Client of The Medicus Firm:

I have worked with The Medicus Firm on a professional level since August 2006 and I consider them to be a trusted, competent physician recruiting resource. Our search for a General Surgeon in 2006 was an uphill challenge given several factors. Our General Surgeons varied in manner of employed and solo private practice and, most of all; our facility required strict guidelines for a particular General Surgeon candidate. Given these factors and my Medicus Firm consultant's exemplary follow-through skills, allowed Allegiance Health, to successfully recruit a General Surgeon. In 2008 I returned to the dependable services of The Medicus Firm for Family Practice recruitment. My Medicus Firm consultant provided me with so many outstanding leads I had to ask my Medicus Firm consultant, Mark Lozano to stop sending me CV's. 2009 has brought yet another challenge for Allegiance Health, recruit an Adult Reconstruction Orthopaedic Surgeon. I was asked by my executive team how do we do this to produce rapid results. I did not hesitate and when I responded by saying "That we need contract with The Medicus Firm." Yet again, I was teamed up with Mark Lozano, and within the first two weeks Mark had me two solid leads. Let that speak for itself, in a specialty that is the most difficult to recruit.

A large portion of credit for the continued success in physician recruitment and having a sound business relationship with our physicians needs to be given to The Medicus Firm and their ability to be a strong performer. The Medicus Firm maintains a proficient and professional manner of forwarding candidate concerns to me and then ensuring that those concerns are addressed. The Medicus Firm is always prepared to handle a politically sensitive issue and respond to it with expeditious way of consultative thinking. The Medicus Firm as an entire organization has an excellent knowledge of physician recruiting, along with an extremely competent knowledge of the physician recruiting industry. Courtesy, politeness and appearance rank well above most, and most importantly my Medicus Firm consultant was well received by our medical staff. Overall their performance is commendable.

I hold The Medicus Firm in high regard personally and professionally. I truly believe that The Medicus Firm's Servant-Leadership would be an asset to any health system needing assistance recruiting quality physicians. Simply put, The Medicus Firm delivers results!

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