

April 13th, 2012

To Whom It May Concern,

I am writing on behalf of The Medicus Firm. SSM is a 5 hospital network in the Greater St. Louis area with recruitment needs at both the hospital level as well as within a 250+ physician organization. While we have a strong recruitment department and are lucky to be in a major metro area, the challenges of recruitment both based on volume and difficulty of search caused us to consider engaging outside assistance.

After a careful review of multiple firms, we chose to engage The Medius Firm. Their unique structure was attractive to our in house team and our leadership. We considered the following when reviewing firms:

- Reputation
- Financial structure of the contract
 - Looking for hidden costs
 - Cost per hire
 - Cost to opt out of contract
 - Cost for direct mail – additional sourcing
- Opportunity to screen our potential “recruiter”
- Schmooze factor – were we discussing substantive issues or getting a lot of talk about white papers and reputation

Having been in recruitment myself for over 25 years, I have heard and seen it all and I felt very confident that The Medicus Firm was coming from a place of integrity while soliciting our business. Financially, their model made the most sense for the multiple searches we needed and frankly, so did their single search model.

Upon engaging them I was impressed by their ability to provide us with an exceptional marketing program and information about the specialties that we did not already have available. Their knowledge of what is going on the marketplace has proved to be an invaluable asset as we move into the recruitment of specialties that have proven difficult for us in the past.

Through this strong partnership, we have signed an excellent neurologist for one of our most difficult positions to fill. We have hired a Primary Care physician as well. Additionally, we are in the process of evaluating and scheduling interviews from an exceptional slate of candidates in Internal Medicine and Urology.

Our assigned recruiter has been an exceptional partner. The candidate screens provided are detailed and accurate. We have not had any surprises during interviews which resulted in wasted energy or dollars. . Mark also provides very

detailed reports each month of the specific activity with each search which has been very helpful for us to review with our leadership. He does a great job of screening candidates, and we know that if we receive information on a candidate that we will probably pursue that physician. This saves us time and energy, and I really appreciate his work ethic and attention to detail.

We are very pleased with the results, and we see The Medicus Firm as a firm that will become a long term partner with SSM Healthcare. I would highly recommend them for any physician recruiting need. I feel they work as an extension of our in house team, and I am glad we made the decision to engage their services.

Sincerely,

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