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To Whom It May Concern:

Baylor Scott & White Medical Center retained The Medicus Firm to provide consultative guidance on recruiting two OBGYN physicians for our Brenham, Texas hospital. We are extremely pleased with the transparency and consultative approach The Medicus Firm provided throughout our partnership.

The Baylor Scott & White Health system is the largest not-for-profit healthcare system in Texas and includes 48 hospitals, more than 800 patient care sites, more than 7,800 active physicians, over 47,000 employees and the Scott & White Health Plan. Because of our size, it was most important to our system to retain a firm that understood the internal dynamics at play and the need for multiple layers of communication throughout project.

The Medicus Firm prioritized the importance of our search, beginning with an in-depth presentation and analysis of the OBGYN market, including details on competing opportunities within the primary and secondary service area of the hospital, market trends on compensation and incentives, and recommendations on how to best position our opportunity for success in the market.

The firm not only provided this data and research to our board but immersed themselves in the culture of our hospital system and the Brenham location. The firm came on-site to College Station and Brenham multiple times after the search had initiated to present Formal Project Reviews to our Hospital Board. Again, a testament to the communication, transparency and consultation we were provided with The Medicus Firm. Throughout the search, we were consistently provided consultative feedback from candidates to enable Baylor Scott & White the opportunity to make adjustments as the search progressed.

I am pleased to say that The Medicus Firm successfully helped us recruit two outstanding OBGYN's and we have stabilized the OBGYN service line in Brenham. For these reasons, Baylor Scott & White Health System offers their strongest recommendation in retaining The Medicus Firm for their continued and proven effective, transparent and consultative recruitment services.

A handwritten signature in blue ink, appearing to read "Jason Jennings", written over a faint circular stamp.

Jason Jennings  
President College Station Region  
Baylor Scott & White Health