



December 12, 2013

To Whom It May Concern:

I have had an awesome recruiting partnership with Mark Nolen and The Medicus Firm for over 10 years now. Mark was instrumental in my own growth and development with his help and advice to me as a new recruiter in those early days of our relationship together many years ago. He is a true recruiting professional, and they are a firm with a strong reputation.

We are a system which includes several large tertiary hospitals as well as teaching hospitals for both osteopathic and allopathic medicine. We have needs in many differing specialty areas and Mark has always impressed us with his understanding of how hospitals work, how candidates think, and the intricacies of recruiting into both osteopathic and allopathic practice settings.

I am proud to say that we are "batting a thousand" with Mark and The Medicus Firm, successfully signing a physician on every recruiting project we have worked together on. That is an impressive record over a decade of recruiting together.

Mark has always been my single point of contact throughout the entire recruitment process from site visit planning to contract negotiation. He is always accessible and always responsive to both candidates and me. The candidates that are sourced are always thoroughly screened and vetted before being presented to us. And we have signed many quality candidates for specialties as varied as Neurology, Endocrinology, Critical Care Medicine, Hospital Medicine, Cardiology, Neurosurgery and others.

I highly recommend TMF to anyone who is searching for a committed and capable search firm with integrity, who will truly partner with you to develop a successful long term relationship.

Sincerely,

Sandy Jones, M.B.A., B.S., FASPR  
Kettering Health Network  
Manager of Physician Recruitment  
3535 Southern Blvd.  
Dayton OH 45429  
O 937.395.8290  
C 937.657.2447  
F 937.522.7329  
[sandy.jones@khnetwork.org](mailto:sandy.jones@khnetwork.org)