



February 20, 2019

Michael Messier  
Regional VP, The Medicus Firm  
3010 Lyndon B Johnson Fwy # 1300  
Dallas, TX 75234

Subject: Recommendation Letter on behalf of Jeremy Geer, Principal Recruiting Consult, The Medicus Firm

Dear Michael:

We've had the pleasure of working with Jeremy Geer for the past year. Our initial needs stemmed from significant growth of our practice, we simply needed additional physicians to help facilitate the growth and development. We had some substantial challenges with previous recruiting firms, therefore we were reluctant to embrace using a firm for these recruitment efforts.

We needed, and sought, someone who could fully understand our goals and objectives. "Fit" is extremely important in our team, especially, this was not a short-term investment we faced as we continued to grow. Much to our delight, we found this collaborative relationship with Jeremy. Not only have we been successful in securing a few quality providers, but we've also experienced a truly collaborative approach with a recruiter who knows and shares our culture.

From day one we expected challenges, yet within 4 months we made our first offer. We secured our first provider and diligently continued seeking a second, that offer is currently pending, and we expect to have her committed in the next couple of weeks. The providers both come with the desired experience, are fully qualified in all respects, and met the unique requirements of fitting in to the practice.

Jeremy has literally become a vital part of our team and worked as an extension to our executive and HR staff. His recommendations, challenging us in appropriate areas, and overall presentation and closing abilities have placed him well above any other recruiter(s) we've worked with in the past.

We would give our highest recommendation to The Medicus Firm and their team. While we are nearing the fulfillment of our initial needs, we plan to continue working with them as future growth takes place and needs arise. If you have a physician need, The Medicus Firm is your path to success!

Sincerely,

A handwritten signature in blue ink, appearing to be "S. Alex Yaffe".

S. Alex Yaffe, Esq.  
CEO, Just Kids Pediatrics