



October 15, 2010

TO WHOM IT MAY CONCERN:

I am pleased to provide our experience in working with Victoria Miller from The Medicus Firm, a vital strategic partner with the Butler Health System (BHS) in the effective recruitment of the highest quality of physicians to our organization.

In 2005, BHS completed a comprehensive assessment of our physician recruitment and alignment strategy as an integral part of a refreshed System strategic plan. With a new approach to physician recruitment, we conducted a nationwide search for recruitment firm partners suitable for assisting BHS to advance our strategic goals specifically tied to the recruitment and retention of the next generation of physicians to our organization. We selected The Medicus Firm as our partner in this strategy.

Our strategic focus began with seeking to source the highest quality physicians to BHS, based on the fundamentals of solid training, experience, and most importantly, personality-values fit. Victoria has been our account executive for The Medicus Firm throughout our partnership, and we are excited to share our success with you in working directly with her in four areas.

- Candidate Sourcing: Effective process, sourced strong, high quality candidates for BHS.
- BHS Representation: Victoria was an advocate for promoting BHS to prospective candidates.
- Communication: Very strong, with daily and weekly updates on candidates. Exceptional connected communication with candidates in the pipeline and with BHS to keep the process moving. Victoria was able to keep candidates with multiple opportunities engaged.
- Placements: We successfully completed several searches with exceptionally trained and experienced physicians with superb personalities.

We have been successful in exceeding our goals. Victoria has been a valued part of the BHS team in advancing our strategy and building a strong medical staff. I would be happy to provide a strong recommendation to include The Medicus Firm, and specifically for Victoria Miller as a vital part of your physician recruitment team.

Sincerely,

Michael D. Busch

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