

To Whom It May Concern,

This is a letter of reference for the experiences I had working with The Medicus Firm. Our practice had never used a recruiting firm before. We are a well-established Neurology group in Valdosta, Georgia and our volume has grown steadily over time to where we needed to add an additional Neurologist. We tried finding someone through our own efforts but found it more challenging than anticipated. While we are a larger city in south Georgia, it can still be tough finding candidates and even more so spouses interested in our area. We finally made the decision to bring on a retained search firm to help market our community and find us a Neurologist and are so glad we did.

Alisa Afshani, our recruiter was knowledgeable about the Neurology market and diligent in her efforts to find us the right fit for our practice. She spent a lot of time screening candidates and only sent us the ones who met our criteria. We had a few candidates get to the "alter" but lost out to other opportunities for a variety of reasons. Alisa persisted, communicated with me regularly about the challenges being encountered, making suggestions to overcome these challenges throughout the process. This was an example of a true partnership. Alisa never "told" me what we needed to do but made suggestions that made sense, many of which got us across the finish line.

In the end, we were faced with a tough decision as we had 2 excellent candidates who were both interested in our job and could have been a fit; a great problem to have! We are really excited about the physician we ultimately chose and know she will be a great addition to our practice.

More recently, we re-engaged Medicus to help us find a PM and R physician. Once again, Alisa came through with an outstanding candidates with southeastern ties who we hired.

I would highly recommend The Medicus Firm to anyone who needs a dedicated search effort with a firm who operates as a true partner.

Sincerely,

Josh Batson

Southern Healthcare Alliance - Neurology

Managing Partner