



January 22nd, 2014

To Whom It May concern:

RE: Letter of Recommendation

I wanted to write and provide this recommendation for The Medicus Firm based on the work they have done since engaging them in October of 2013.

I have worked with multiple firms in the past, and to date I have never had the success that I have experienced in such a short time. The Medicus Firm's recruiter is a seasoned, knowledgeable professional who acts with a sense of urgency while understanding how to work with a large organization like Tenet Healthcare and our specific medical center. The contract they work under is very economical and makes perfect sense for a hospital like ours with multiple needs.

When we signed the agreement with Medicus we asked them to work on searches that were among the toughest to recruit. Our maternal fetal medicine search had been going on for over two years, and we also asked them to work neurosurgery, orthopedic surgery, general surgery as well as rheumatology searches on our behalf.

On December 10th we had a MFM candidate committed (60 days) to come to El Paso and join our staff! Our Medicus recruiter also sourced and help set up interviews in February with an additional MFM candidate as a second doctor to arrive, a general orthopedic surgeon, a foot and ankle specialist, and a very good neurosurgeon who just interviewed this week.

Based on that visit I believe we have a great chance at securing the neurosurgeon's interest, and I felt he was very well prepared and understood from the Medicus recruiter exactly what the opportunity would offer him without being "oversold". It is very realistic that all of the searches they have worked on will be filled in short order, something the other firms we have engaged have not done at all.

I would strongly recommend The Medicus Firm to anyone looking for a good solution to permanent physician recruiting, and I would be happy to discuss our experience if you wish via phone or email. The Medicus Firm will be a partner of ours for a long time based on our experience.

Sincerely,

A handwritten signature in black ink, appearing to read "L. Burciaga", with a long horizontal line extending to the right.

Lorenzo "Larry" Burciaga
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*"Continuous effort - not strength or intelligence - is the key to unlocking our potential."
Winston Churchill*