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To Whom it may concern,

On behalf of Marcos Medical Care, I am happy to provide a letter of reference for The Medicus Firm. We are an Independent, Physician-owned Internal Medicine group that has typically recruited from within, via our own efforts, physician contacts, or word of mouth. With several professional changes taking up most of our bandwidth, we decided we needed the help, after researching firms, we felt that The Medicus Firm was the best fit for practice.

Through the recruitment process they provided constant, effective communication, listened to us and showed us that they truly understand our needs, the position and the parameters associated with it. Our recruiter provided detailed market data for our Executive team, and I truly feel that data allowed us to be in a position for optimum success. One of the important pieces to our Marcos Medical Care puzzle, was to find a physician that had a robust knowledge of ACOs. In addition, we needed and requested a physician with shared our group's focus on quality of care, has interest in adults with higher acuity and complex problems, and had an interest in weight loss. In a short 92 days, they identify and signed a physician who met all our criteria.

I would highly recommend The Medicus Firm to any colleague, hospital, group or practice looking to recruit one or more physicians. This company not only provides great recruitment services, but also excellent consulting work. We would not hesitate to use them again for any future needs we might have.

Regards,

David Johnson

Practice Administrator