

**RG** RALEIGH  
**RH** GENERAL  
HOSPITAL  
*We touch lives*

November 11, 2011

Steve Marsh  
Managing Partner  
The Medicus Firm  
3010 LBJ Freeway, Suite 1300  
Dallas, TX 75234

Dear Steve,

Last year I wrote a letter discussing how much I believed that recruiting was a relationship business. I was so pleased to write on behalf of Jeff Guarnera due to his persistence, his dedication and his passion for presenting and placing quality candidates who are truly the right fit.

I am writing this year to tell you that you have a "marathon runner" in Jeff. This year he has been working on some very trying searches, requiring a lot of tenacity, as we worked through one of our independent practices. Not only did he provide the practice with a general surgery candidate that was signed in July; I am happy to say that an excellent thoracic surgeon, one of two surgeons Jeff presented that both wished to accept the opportunity, has also just signed with the practice. It is nice to have a choice and both were excellent candidates.

With orthopedics, we have recently had one interview in which we are now negotiating an agreement and two other candidates Jeff presented are scheduled to visit in the next two weeks. We are hopeful to sign one of these candidates and feel confident we will. We truly appreciate being able to see multiple candidates for such a tough search.

Jeff Guarnera and The Medicus Firm, in my opinion, have continued the dedication and devotion of providing not just candidates but quality candidates that meet our criteria. As you continue to maintain your consistency with, "no round pegs in square holes" we look forward to engaging your firm on more searches in the future.

I am more than happy to continue highly recommending The Medicus Firm to any hospital or group wishing to have quality service under such a reasonable contract arrangement.

Sincerely,



David A. Schaeffer, CMSR  
Physician Services Director