



To Whom It May Concern,

I have had the opportunity to work with The Medicus Firm for several years and with two different hospitals. There are many search firms in the industry today – good firms – and I have worked with many of them. I have compared these firms to determine which one presents the ideal combination of reasonable contract price/structure, service and results. It is my belief that The Medicus Firm leads the pack when it comes to sourcing qualified candidates and successfully recruiting physicians.

When we decide to retain a physician search firm, Medicus is my first choice. They have produced results with top notch, well-screened candidates and have helped me to fill my most challenging positions. They are very effective at sourcing candidates we would not have identified through other means, and more importantly, their recruiters have done a great job of assisting with “closing the deal.” I am kept informed of progress on a weekly basis, am provided relevant data necessary to make competitive offers, and even given the little details that are important to each individual and family we recruit.

Finally, I have appreciated how well The Medicus Firm works with my team since we are supported by our own corporate in-house recruiters. Their recruiters communicate well and provide thorough reports of all activity, and they understand that they are being brought in to support us with searches where additional resources are needed. Corporate in-house departments can be stretched thin at times, and I have found The Medicus Firm to know their role and how they fit into the recruiting solution.

I feel very strongly that The Medicus Firm provides the best solution at the best price in the market today, and I have frequently recommended them to others who are in need of an excellent firm to represent their searches. If you have any further questions about my past or current experiences with Medicus, please feel free to get in touch with me.

Sincerely,

A handwritten signature in blue ink that reads "D. Avery". The signature is fluid and cursive.

Donald R. Avery, FACHE  
CEO