



March 3, 2015

To Whom It May Concern:

On behalf of The Medicus Firm and their Regional Vice President of Recruiting, Jason Farr, we are pleased to serve as a reference based on our excellent experience in working together.

We had been looking for an OB/GYN and an Orthopedic Surgeon, each for several years. We engaged with The Medicus Firm under their Multiple Search Agreement in July 2014 and are happy to say that we signed an OB/GYN in December 2014 and an Orthopedic Surgeon one month later. We interviewed two candidates for OB/GYN, signing one, and only had one interview for Ortho. The Medicus Firm did not waste my time with candidates who were not a fit to our parameters. Both of these physicians are outstanding and we are looking forward to them joining our medical staff and community.

There are several things we want to highlight that have stood out to me that separate The Medicus Firm from other recruitment companies we've worked with in the past. The Medicus Firm takes a consultative approach to recruiting that is often not offered from other firms. Our consultant, Jason Farr, applied a thorough understanding of the market to consult with us on the best recruiting strategies for each search. The Medicus Firm's insight to various compensation and production models was vital and their development of a detailed compensation analysis for each search helped us find ways to save on base salaries, signing bonuses and student loan forgiveness.

We are currently engaged in a Primary Care search with The Medicus Firm and plan to continue working with them on future projects.

Jason Farr and The Medicus Firm provide a level of professionalism, knowledge, commitment and ultimately success that we had not experienced with other firms. They are a true partner to our hospital and we recommend them to anyone looking for a recruiting partner.

Sincerely,

A handwritten signature in blue ink that reads "Andrea Harris".

Andrea Harris  
Huntsville Memorial Hospital