



Affiliate of Mercy Medical Center Des Moines, Iowa

February 15, 2012

To Whom It May Concern:

Wayne County Hospital is a very progressive Critical Access Hospital located in the rural community of Corydon, Iowa, in south central Iowa. Over the past few years, we have faced the retirement of two family practice physicians, as well as the departure of a husband and wife physician team a year ago. While we had some success in recruiting two physicians on our own, we still needed additional providers to serve the needs of our area.

Our hospital engaged the services of several recruiting firms. Arthur | Marshall is the only firm so far who has been successful at targeting a suitable candidate in a relatively short period of time. We need a physician who is willing to live and work in a rural area. Arthur Marshall located a physician who is accustomed to that lifestyle. They facilitated the initial contacts, and this gave us the opportunity to have the physician and his family here for a visit, at which time the hospital, staff and community "sold itself" to them.

Without the assistance of Arthur | Marshall, this is an individual we would not have located on our own. Their firm has access to a much larger contingent of applicants than we would have. Their assistance and commitment to "finding the right fit" was paramount to the success of this recruiting process.

Our physician has not arrived yet due to the time it takes to receive his Iowa licensure, but we anticipate him to be a very good fit for our hospital and look forward to his arrival this spring.

I would recommend Arthur | Marshall for your recruiting needs.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daren L. Relph". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Daren L. Relph, PS/CCP  
Chief Executive Officer