



November 2, 2011

To Whom It May Concern,

Recruiting a General Surgeon to a rural community can be very challenging, and our opportunity was certainly no exception. Because of their reputation in the area and proven track record of finding good physicians for rural communities similar to Great Bend, I made the decision to hire Arthur|Marshall as a partner in our recruitment efforts. Their associates took on this task fully aware of the challenge at hand, and we both knew that finding the right fit for our opportunity could take longer than their four-month average search time. This proved to be true and I greatly appreciated Arthur|Marshall's determination and work ethic. They communicated regularly throughout the search process and worked diligently to screen candidates until they found someone that met our requirements and had a genuine interest in our community. Thanks to their advertisement and in-depth screening process, we were able to make an offer and sign the first candidate they brought on-site for an interview! Given my past experiences, many other firms would have given up on our search after a few months, but Arthur|Marshall upheld their promise and continued until they found a great General Surgeon for our organization.

As a smaller community hospital, we don't need to recruit new physicians very often; however, I highly recommend Arthur|Marshall and will work with their associates again when the need arises!

Best regards,

A handwritten signature in cursive script that reads "Pam Chambers".

Pam Chambers
Administrator