



February 15, 2012

To Whom It May Concern:

I am happy to recommend Arthur/Marshall as a recruiting firm. Since we are located in the upper Midwest, it is extremely difficult to recruit specialty physicians. I have had Arthur/Marshall on three very difficult searches with extremely good candidates to interview. The level of professionalism and dedication by Arthur/Marshall shows as all of the candidates that were on site were well prepped and knew exactly what our particular opportunity was all about. The candidates expressed to me that there were no "hidden agendas or surprises".

Arthur Marshall has gone the extra mile to understand our expectations and what our hospital/community has to offer physician candidates.

I continue to work with Arthur/Marshall, knowing in my heart that they will give us a placement for our most challenging searches. I would highly recommend Arthur/Marshall to anyone with a recruitment need.

Sincerely,

Stephen R. Liebetrau, MS, RRT  
Physician Recruiter