

January 4, 2016

Re: Steve Baughn

It has been my unusual and distinct pleasure to have worked with Steve Baughn in two separate recruitment scenarios, separated by 12 years. In each case he was able to identify key elements of my personal and professional needs and match them with ideal practice (Vascular/Endovascular) settings, including added Medical Directorships. The results have been rewarding for all involved and I count Steve as not only the finest recruiter I have encountered, but a good and trusted friend of me and my family.

Sincerely,



Craig A. Miller, M.D., FACS

Chief, Vascular Surgery

Pardee Hospital/University of North Carolina Health Care