

Baystate Medical Center

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To whom it may concern,

I am writing this testimonial in support of Steven Baughn. My name is Jennifer McLellan, and I am a general surgeon, currently finishing a fellowship in Minimally Invasive Surgery. As I was beginning my job search on my own, I found the whole process difficult to navigate. I wasn't sure where to find jobs, and when I did find them, they were far from ideal. I was reluctant to solicit the help of a recruiter due to the horror stories that I had heard from other surgeons. But with time winding down, and having little luck on my own, I decided to have an open mind. Steven's email came just at the right time.

It was clear from the start that he was different from other recruiters. I felt comfortable with him the first time we spoke on the phone. He took careful interest in my desires when it came to the type of practice I wanted to be a part of, as well as listening to each of my concerns. Taking both into account, he only proposed jobs that were right for me, and never suggested one that did not fit my criteria.

The main opportunity that he contacted me about was intriguing, and although we were both hopeful that it might be the right fit for me, he was very clear about the expectations I should have when considering a position in a rural area. Steven and I spoke just before my site visit, and he let me know that he was available to help at anytime if a problem came up (of which there were none). It was very comforting to know that someone was concerned about making sure things went smoothly and that all the details were taken care of.

Before my interview Steven had a realistic goal for the compensation and loan repayment package he thought I would be able to get if the job was offered, which it was. In the end, the offer he negotiated for me exceeded even his mark.

The knowledge that he imparted to me during the process about the aspects of surgical employment across the country, most of which I had never even thought of, was invaluable, and directly led to me securing a much better job than I ever would have landed on my own. I am excited to start my new position - it is a great fit for my family and me, and I absolutely could not have done it without Steven's help.

Sincerely,



Jennifer McLellan, MD