

Shasta Emergency Medical Group, Inc
P.O. Box 993820
Redding, CA 96099-3820

12 August 2005

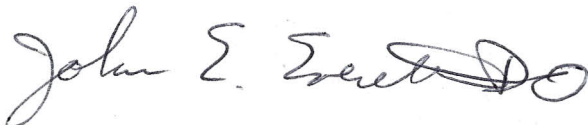
RE: Steve Baughn
nextGEN Group
P.O. Box 4479
Carlsbad, CA, 92018

I am very happy to recommend Mr. Steve Baughn as an outstanding physician recruiter, as well as, the services of *nextGEN* Group. I was personally recruited by Mr. Baughn beginning in early December 2003 for my current position as an Emergency Medicine physician for the Shasta Emergency Medical Group in Redding, CA and had a contract in hand by the end of February 2004 for a start date of 1 August 2004. My experience with Mr. Baughn can only be described as quality professionalism and extremely helpful.

From my first contact with Steve, he maintained a professional but personable demeanor. He was never pushy, but demonstrated a wealth of knowledge. He continually kept me informed about the process and my position in it. His advice was consistently on the mark regarding how I could best represent my abilities and skills to optimize my acceptance by the group. Little things often count a great deal. Steve recognized this and used this wisdom to my advantage during the recruiting phase. One example was his advice to me to let everyone I met during my site visit know how appreciative I was to be considered for the position; then follow-up shortly after the visit with a short-but-sweet thank-you e-mail to the group CEO. It was a significant style point.

I feel strongly that Mr. Baughn's time, effort, and guidance was a definite determining factor in landing my current job, which has been a perfect fit for me professionally and for my family's lifestyle. Steve was wonderful to work with from my very first contact with him. He walked me through every aspect of the process to the extent that I never wondered where I stood or what the next step was and my part in it. Thus, without reservation I can give Mr. Baughn and the services of *nextGEN* Group my highest recommendation. If you have any questions, do not hesitate to contact me at (530) 245-0323.

Sincerely,



John Everett, DO
Staff Physician