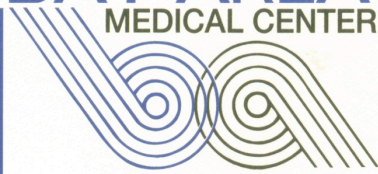


BAY AREA
MEDICAL CENTER



**BAY AREA
ORTHOPAEDIC
CONSULTANTS**

THOMAS E. LEOW, JR. M.D.
MARK RYZEWICZ, M.D.

March 2, 2009

I am writing this letter as a recommendation for orthopaedic recruiting consultant Steven Baughn. I am a fellowship trained Sports Orthopaedic Surgeon with what I consider to be an ideal first job out of training. Steve Baughn was instrumental in getting my wife and I to this wonderful position.

Through the months I worked with Steve, I found him to be an extraordinary resource from beginning to end. He provided me with leads to exactly the type of jobs that I was seeking, without pushing a lot of excess that I wasn't interested in. He then continued to effectively and professionally facilitate conversation between the hospital and myself; throughout the recruiting process and contract negotiation, right up until I started working.

Throughout my job search, I was in touch with numerous recruiters, and Steve Baughn is definitely a cut above the rest. He was a pleasure to work with and I thank him for getting my family and I to the wonderful situation we are in today. I would highly recommend him.

Sincerely,

Mark Ryzewicz