

Michael A. Chang, M.D., Ph.D.
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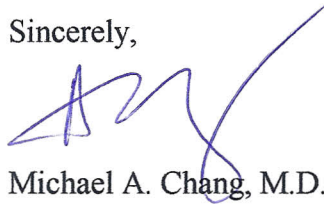
To Whom It May Concern:

I had the pleasure of working with Mr. Steve Baughn at nextGen Group during my search for practice opportunities.

In one of our initial conversations, Steve promised he would not "waste my time", and I am extremely appreciative of the fact that he kept his promise. This promise alone places him well above some other physician recruiters with whom I have worked. However, he further distinguishes himself with his promptness, diligence, and commitment to a successful placement of his physician clients.

With his help, I was able to secure a highly desirable orthopedic spine position, and I would unreservedly recommend Steve's physician placement services.

Sincerely,

A handwritten signature in blue ink, appearing to be 'M. Chang', with a long, sweeping flourish extending upwards and to the right.

Michael A. Chang, M.D., Ph.D.