


It is with great confidence and pleasure that I recommend Steven Baughn from nextGEN Group.

As I began my final year of internal medicine residency, I found myself bombarded by physician recruiting emails. While most of the emails were generic and impersonal, Steve's email was different and caught my attention. After working with Steve, I am pleased to report that his original email was the beginning of a great experience.

Instead of providing me with a list of generic jobs that *may* fit my needs, Steve took the time to get to know me and my personal interests and needs in a future practice. While other recruiters continued to send me job offers that didn't interest me at all, Steve was working behind the scenes to find a few great jobs for me based on my wants and needs. He was quick to get me in contact with in-house recruiters and administrators at the job opportunities that appealed to me. As I gave feedback to Steve, he continued to adjust his job search. After only a couple of phone interviews with positions that were great, Steve contacted me with what he believed would be the perfect job. He had indeed found an amazing position that allowed me to pursue my passion in primary care while not losing my inpatient skills. On top of that, Steve had paid very close attention to even my smallest details and requests, making sure that the practice was a patient-centered medical home and that there were opportunities for teaching. While that should be impressive on its own, he went one more step and made sure the position was in the perfect community; I had told him that I wanted to be in a smaller city that had a university, and he delivered. To add to all of this, he made sure that my partner was also happy with the steps that we were taking; I cannot express how much it meant to me that Steve appealed not only to my professional life but also to my personal life.

Before I knew it, Steve had me in contact with an amazing in-house recruiter who didn't hesitate to get me in touch with other physicians in the group. Any time that I had a question or concern, Steve was very responsive and always worked on my behalf. Before I headed out to my interview, Steve made sure I felt comfortable and provided me with basic interviewing tips. So what happened? The interview went off without a hitch, and I was reviewing a contract before I knew it. Now I am truly the envy of all my colleagues when they hear about the *amazing* job that I have already secured nearly a year before my residency completion. Time and time again I am asked how I found this job, and I have no problem telling my colleagues that Steven Baughn of nextGEN helped me to find the perfect job to start my career in primary care internal medicine.



Travis Schamber, DO