



November 19, 2008

To Whom It May Concern:

Steven Baughn of the *NextGEN* Group has worked with Bay Area Medical Center since January 2008 on our most difficult and long-running search for an orthopedic surgeon. To our amazement, Steven not only found us the surgeon we hired, in a few months he brought us three that we would hire. It is with pleasure that I write this letter of reference.

In seven years of doing physician recruitment I have worked with recruiters from contingency, hybrid and retained agencies, and I think doing so has taught me some valuable lessons. The recruiter's work ethic and integrity make all the difference in your success or lack thereof. Steven has clearly contributed to our success.

Steven falls into the top three recruiters that I have ever worked with. I believe the reasons that he and we were successful in a difficult search were because he listened to our need and learned what we had to offer. He then clearly communicated our story to the candidates. But not only that, Steven was a resource to the candidates themselves. He used his background and knowledge of the field of orthopedics to help new graduates work through their decisions in a realistic and successful way. He was professional and knew just how far he should go in offering them advice. He respected their decision-making processes and stepped back when he felt it was appropriate. I have heard from the candidates how they respected him for this. I also heard from candidates that he differs in this way from the pushy recruiters they have encountered.

I have given all of our open searches to Steven. He works the searches hard and doesn't "dump" CVs like many agencies do. He screens candidates to find true matches for our needs, and he consults with us should there be a question about the fit. Recruiting is not an easy task, and I value Steven's assistance in helping us find quality physicians to fill our needs. I look forward to a long working relationship with Steven. Without hesitation, I recommend working with him.

Do not hesitate to contact me, if I can provide more information.

Respectfully,

A handwritten signature in cursive script that reads "Judy Depner".

Judy Depner  
Physician Services Coordinator/Recruiter