



## HEARTLAND PLASTIC & HAND SURGERY

David M. Deisher, M.D. & J. Stewart Humphrey, M.D.

Board Certified Plastic Surgeons  
American Board of Plastic Surgery

### Plastic Surgery

- Benign Moles
- Skin Cancer
- Melanoma Surgery
- Breast Reduction
- Breast Reconstruction
- Scar Revisions
- Facial Trauma
- Reconstructive Surgery

### Hand Surgery

- Carpal Tunnel
- Ganglion Cyst
- Workers' Compensation Injuries
- Tendon Repair
- Trigger Finger
- Nerve Decompression
- Tennis Elbow
- Hand Trauma

### Cosmetic Surgery

- Breast Enlargement
- Breast Lift
- Liposuction
- Tummy Tucks
- Eyelid Surgery
- Face Lift
- Brow Lift
- Spider Vein Injections

### Skin Care Programs

- Botox
- Soft Tissue Fillers
- Laser Treatment
- Obagi

January 25, 2010

#### To Whom It May Concern:

It is with great pleasure that I offer this letter of recommendation on behalf of the team at Arthur/Marshall Inc. Last year, we successfully completed a search for Plastics & Hand Reconstruction Surgeon with their professional guidance and assistance, and we have already seen that their attention to detail and thorough screening process has found a great fit for our practice!

We are not the only practice to have had negative experiences with other firms in the past, having worked with larger firms that did not show us the results we expected for our investment. However, the response to Arthur/Marshall's targeted advertisement campaign was better than we anticipated and produced several great candidates interested in our opportunity. Furthermore, the candidates presented to us were not only highly qualified, but very well informed and matched our needs and desires. This made our interview process much more efficient and produced great results.

Our recruiter was knowledgeable and proactive, and offered expert guidance throughout the entire process through excellent communication. He was very accessible and his efforts facilitated the hiring of an exceptional physician in a hard-to-find specialty. Without hesitations, I can say we would definitely use Arthur/ Marshall Inc. again for our future recruiting needs!

Sincerely,

Kim Hope  
Office Manager  
Heartland Plastic & Hand Surgery  
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