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Curtis Marshall Pryor, CEO
ARTHUR | MARSHALL
600 E. Las Colinas Blvd. Suite 1750
Irving, TX 75039

Re: Jeremy T. Rayford

Dear Mister Pryor:

It is difficult for me to put into words how grateful I am for the service Jeremy Rayford of ARTHUR MARSHALL provides.

I am a mid-career physician who after finishing residency, fellowship, and 13 years of steady employment; found himself suddenly unemployed.

I hit the interview trail and dealt with many physician recruiting firms; and was promptly burned by a recruiter who set me up with a hospital, which led me on for 5 months, wasting much time and effort.

After 10 months of searching; I had the extreme good fortune of being contacted by Jeremy Rayford. We talked extensively on the phone. He asked insightful questions about my background and goals.

Then to my surprise he hopped on a plane from Texas to visit and interview me in my home in Wisconsin! He counseled me on interview techniques, and set up 2 interviews, one of which turned into a job and hopefully long-term practice (I just started 2 weeks ago) in Danville, KY.

Unlike other physician recruitment firms, Jeremy Rayford did not try to change me to fit the opportunity. He made the effort to find opportunities that I would fit in. His approach, and excellent manners and personality, led us to success.

With most sincere thanks,



William G. Crane Jr., D.O., F.A.C.S.