



**McCullough-Hyde**  
**MEMORIAL HOSPITAL**

*A tradition of caring. A new vision of health.*

May 13, 2011

James Castle  
President and Chief Executive Officer  
Ohio Hospital Association  
155 East Broad Street, 15<sup>th</sup> Floor  
Columbus, Ohio 43215-3620

RE: Lou Masterson

Dear Mr. Castle,

I am writing to you to share my experience in working with Mr. Lou Masterson on a search for our new Chief Financial Officer (CFO). As President of McCullough-Hyde Memorial Hospital, I engaged Lou to assist us in conducting this search shortly after receiving the former CFO's resignation, October, 2010.

I'd certainly like to express my complete and utter satisfaction with Lou's performance, directing this search. In every phase of the process, Lou was professional, insightful, thorough and prompt. At our initial meeting, he outlined a logical and workable plan for this effort for myself and the other Administrative Team members involved. Based on the established set of expectations for how we wanted to proceed, he provided solid leadership along the desired timeframes.

Lou provided invaluable help in developing the position qualifications for the CFO. He garnered a broad range of candidates. He provided a comprehensive level of screening for the candidates which increased as we narrowed the field. His candidate information was well structured and all his communications outlining and justifying his recommendations were well written and complete. This was important to keep our process on schedule.

Throughout the process Lou remained positive and energetic. I always felt that he had the best interests of McCullough Hyde at heart. We are very pleased with the recruitment of Mr. John Clements, our new CFO, and are grateful to Lou for his services in completing the recruitment successfully. We would certainly work with Lou again.

If you would care to discuss our experience, please feel free to contact me.

Sincerely,

Bryan D. Hehemann, FACHE  
President and Chief Executive Officer