



Wayne HealthCare

July 12, 2011

Lou Masterson
2334 Beaver Creek
Westlake, Ohio 44145-4300

Dear Lou,

I am delighted to provide a letter of recommendation regarding your services. Wayne HealthCare has used your services on four occasions over the past six years.

I was hired by Wayne HealthCare in 2006 through a comprehensive search conducted by your organization. I was particularly impressed by the front end screening methodology that you used in the search leading to my hire. Developing a personality measuring tools used prior to providing specific information about the facility and job specifics does not provide the applicant the opportunity to apply strictly to the job description. After nearly six years at Wayne HealthCare I have found the relationship with the board, hospital staff and community to have met all my expectations.

Wayne HealthCare next used your organization to provide an executive development program for a middle level executive that the hospital was considering for a senior executive level position. The program was helpful in the professional development of the individual. It also provided information to both the individual and the hospital to consider outside candidates to fill the vacant position. The individual has moved on to another position in another organization that proved to be the best decision for that person's ongoing growth and professional development.

Your organization was next engaged to fill the position of VP/Financial Services. A similar methodology for determining candidate traits prior to providing a detailed job description provided a strong pool of qualified candidates. In was a difficult decision to choose among the finalist candidates. Dennis Lockard has been an excellent employee and is exceeding my expectations and those of the Wayne HealthCare Board.

The most recent engagement was to identify a new VP/HR to replace our retiring, twenty plus year human resources professional. This exercise was unique in that the outgoing VP/HR changed his retirement date by moving the date back by approximately one year.

I was pleased to see that Wayne HealthCare did not have to pay for an entirely new search after we stopped the original search at about the halfway mark. Our new VP/HR is working with the outgoing individual until he completes his service at the end of September, 2011.

I strongly recommend your services across all your lines of human resource selection and development. I may be contacted via email at wayne.d@waynehealthcare.org or via telephone at (937)547-5722 for any additional information.

Sincerely,

Wayne Deschambeau
President/CEO