



February 1, 2005

To Whom It May Concern:

Several years ago the Hospital Council of Northern and Central California and the MHA Group, a national health care recruiting and staffing firm, established a partnership to bring their search and consulting services to the Hospital Council's 200 member institutions. Since that time our experience with the MHA Group has been excellent and the breadth and depth of the services provided by the MHA Group continues to expand.

The MHA Group consists of several health care staffing and consulting companies, including Merritt, Hawkins & Associates, Staff Care, Med Travelers, and AmeriMed Consulting. These firms are the Hospital Council's preferred providers in the areas of permanent physician staffing, locum tenens physician staffing, allied health personnel staffing, and medical staff planning and consulting.

We are convinced that the MHA Group's knowledge of the health care industry, commitment to quality, and professionalism are superior. The MHA Group has always been very responsive to our members, and clearly is a customer driven organization. Data developed by the MHA Group regarding physician and allied health personnel compensation and practice patterns has been widely used by our members.

The Hospital Council is very pleased with the MHA Group and the services they provide to our members. We always know when we refer our members to the MHA Group that they will have the expertise and resources to meet and exceed their needs.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Arthur A. Sponseller". The signature is fluid and cursive, with the first name "Arthur" being the most prominent.

Arthur A. Sponseller
Interim President/CEO