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To Whom It May Concern:

Re: Reference Letter for Elaine Auerbach and Kaye/Bassman International Corporation

Recruiting great faculty is integral to having a successful academic Department of Surgery. Certain surgical subspecialties are in limited supply and are difficult to recruit because of various supply and demand issues. With that in mind, we made an arrangement to work with Elaine Auerbach from Kaye Bassman Associates to assist us in hiring additional faculty with Trauma/Critical Care and Burn Surgery expertise for Upstate University Hospital. Elaine spent a significant amount of time learning about our recruitment needs and helped us to recruit the surgical expertise we needed to develop a critical mass of faculty in this area. Within a few weeks she identified a significant number of potential faculty candidates. We worked with her to screen potential candidates and bring forth only best quality individuals for the position(s) we needed to fill. In summary, Elaine's ability to identify and recruit helped us to meet critical work force issues we were facing in a timely fashion.

Elaine's communication style and rapport with candidates were especially helpful. She did a great job learning about the strengths and weaknesses of potential candidates and presenting the opportunity at our institution to them. Potential candidates were well informed about the position and sought her counsel during their decision-making process about the opportunity. She provided concise summaries prior to and after each candidate interview which included salient points of importance to each candidate and factors that would influence their decision-making. Written summaries were accompanied by scheduled phone calls when needed to assist with strategy and next steps. I found her communication and advice during the search process to tremendously helpful.

With Elaine's dedicated assistance we were able to identify appropriate candidates that had not previously been identified through on line or in print advertisements. We were able to engage them as potential faculty members with a solid understanding of the organization, challenges and opportunities. She was easy to work with and was fully engaged in our recruitment process. I would most certainly retain her services in the future for faculty recruitment if the need arose, and recommend her with highest regard to colleagues.

Sincerely,



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