

TOP DOCS

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January 22, 2008

Reference Request

Riaz Baqir M.D.
Department of Veterans Affairs
3600 30th Street

Des Moines, IA
515-699-5999

Dear Dr. Baqir

Dr. Richard Fleming has applied for a Locum Tenens position with our firm and given your name as a professional reference. Please take a moment to complete the reference request.

- 1) What were the dates and capacity that you were associated with Fleming ? Dates:
From: 08 / 01 / 07 to: / / Present

- 2) How would you rate his/her overall knowledge of:
Medicine? Excellent Specialty? Excellent
particularly in nuclear imaging and non-invasive cardiology including patient care
(eg. CCU, telemetry, clinics)

- 3) How would you assess Dr. Fleming's clinical skills? He demonstrates
outstanding clinical skills including assessment of patient problems and
implementation of care and management.

- 4) What would you consider Dr. Fleming's strong points? Desire to provide the
best patient care possible. Looking for ways to determine how we can do a better job
diagnosing and treating patients. A strong interest in his colleagues and what he can
do to improve the work environment.

- 5) How would you rate the compatibility / attitude amongst:
Patients: Excellent interactions with patients.
Staff: Works very well with a variety of individuals including nurses, secretaries,
technicians, and other ancillary personnel.
Colleagues: Always pleasant to be around. Works very well with others.

- 6) Does Dr. Fleming's personal appearance exemplify professionalism? Always dresses very professionally and frequently receives compliments on his appearance.
-
- 7) Do you know of any personal problems that may interfere with Dr. Fleming's ability to practice medicine?
None
-
- 8) Are you aware of any past or pending malpractice cases that have been initiated against Dr. Fleming?
None
-
- 9) If an occasion arose where you were in need of a Locum Tenens physician, would you hire Dr. Fleming? Absolutely. More importantly I would hire him as a permanent Cardiologist.
-
- 10) Are there any additional comments that you believe would assist us with credentialing or placing Dr. Fleming? Dr. Fleming makes an excellent addition to any Cardiology department and I would be happy to provide a recommendation at any time.
-
- 11) Would you be interested in a Locum Tenens position with our firm?
Under the right circumstances. My specific area of interest is Interventional Cardiology.



Signature

1/22/08

Date

Riaz Baqir, M.D.
Department of Veterans Affairs
3600 30th Street

Des Moines, IA

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January 20, 2008

Reference Request

Edward Antezano M.D.
Department of Veterans Affairs
3600 30th Street

Des Moines, IA
515-699-5999

Dear Dr. Antezano

Dr. Richard Fleming has applied for a Locum Tenens position with our firm and given your name as a professional reference. Please take a moment to complete the reference request.

1) What were the dates and capacity that you were associated with Fleming? Dates:

From: 05/01/05 to: 1/1 present 05

2) How would you rate his/her overall knowledge of:

Medicine? GOOD Specialty? GOOD

3) How would you assess Dr. Fleming's clinical skills?

VERY GOOD

4) What would you consider Dr. Fleming's strong points?

HIS BACKGROUND IN NUCLEAR CARDIOLOGY WAS
VERY HELPFUL IN IDENTIFYING PATIENTS WHO
OTHERWISE WOULD BE TREATED ONLY MEDICALLY

5) How would you rate the compatibility / attitude amongst:

Patients: VERY GOOD

Staff: VERY GOOD

Colleagues: VERY GOOD

6) Does Dr. Fleming's personal appearance exemplify professionalism?

YES

7) Do you know of any personal problems that may interfere with Dr. Fleming's ability to practice medicine?

NONE

8) Are you aware of any past or pending malpractice cases that have been initiated against Dr. Fleming?

NONE

9) If an occasion arose where you were in need of a Locum Tenens physician, would you hire Dr. Fleming?

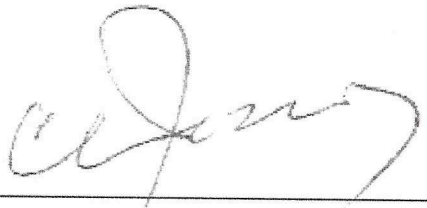
YES

10) Are there any additional comments that you believe would assist us with credentialing or placing Dr. Fleming?

DR FLEMING IS PLEASANT AND ALWAYS WILLING TO HELP WITH THE WORKLOAD. HE EVEN TOOK TIME FOR TEACHING OF RESIDENTS AND MEDICAL STUDENTS

11) Would you be interested in a Locum Tenens position with our firm?

NO AT THIS TIME



Signature

01/23/08

Date

Edward Antezano, M.D.
Department of Veterans Affairs
3600 30th Street

Des Moines, IA

