

COVERING THE
DALLAS-FORT WORTH
METROPLEX

Dallas Business Journal

JUNE 16-22, 2006

40 UNDER 40



RUSSELL HICKS

AGE: 37

TITLE: President and co-founder

COMPANY: Martin, Fletcher & Associates

BUSINESS: Health care staffing firm

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COMMUNITY INVOLVEMENT: The Culture Club, Christian Community Association Food Bank, and children's ministry at Fellowship Church in Grapevine.

Russel Hicks is comfortable being the go-to guy. He's often the man health care executives call on when they're seeking an expert on medical staffing issues and compensation and benefit trends in the industry.

At Martin, Fletcher & Associates, Hicks is responsible for the physician division and analyzes new market opportunities for the company. In 1999, he co-founded Martin, Fletcher, growing it from five to more than 100 employees within the first five years. The health care staffing firm is expected to double in size by 2007.

Its also growing in other ways. For the past two years, Martin, Fletcher has ranked in the top 25% of Dallas' fastest-growing companies, according to the Southern Methodist University Cox School of Business. Hicks has left his mark in other ways, helping lead the development of the annual Physician Compensation Survey published in *Modern Healthcare* magazine.

Hicks is active in the community and encourages his employees through an initiative called The Culture Club, where his company selects one charity a month that employees can contribute to in some way.

Hicks holds a bachelor's degree in business administration and management from Texas Tech University in Lubbock.

—Karen Nielsen