



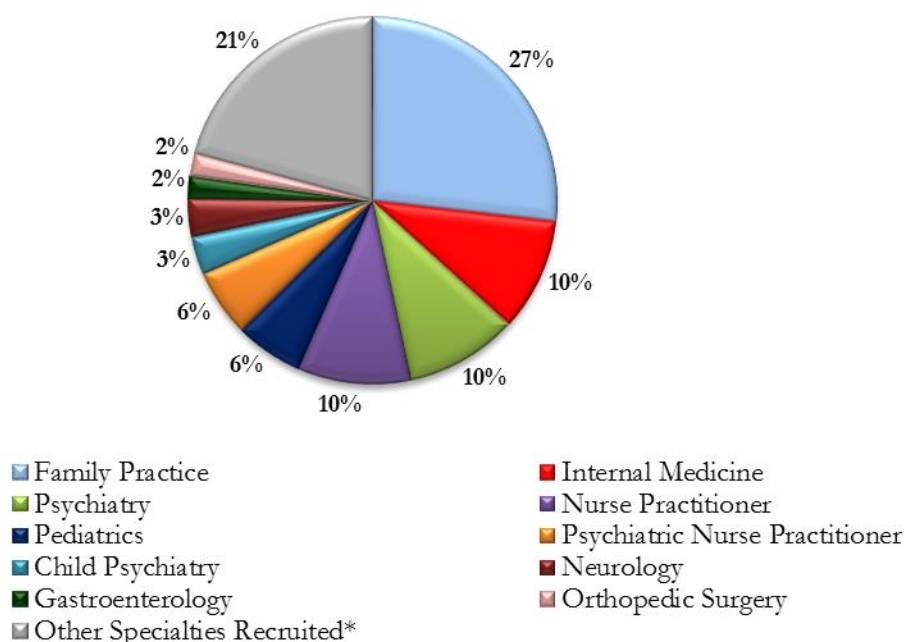
ARTHUR | MARSHALL
PHYSICIAN SEARCH

**PHYSICIAN RECRUITING INCENTIVES
2015 REVIEW**



BUILDING YOUR SUCCESS

Top Physician Searches by Medical Specialty



*Other Specialty Recruiting Assignments

Anesthesiology	Invasive Cardiology
Anesthesiology Pain Management	Licensed Clinical Social Worker
Associate Medical Director	Maternal Fetal Medicine
Bariatric Surgery	Neurosurgery
Critical Care Medicine	Nephrology
Cardiology	Orthopaedic Adult Reconstructive Surgery
Cardiothoracic Surgery	Obstetrics and Gynecology
Chief Medical Officer	Orthopedic Foot & Ankle
Colon & Rectal Surgery	Occupational Medicine
Dentistry	Oncology
Dermatology	Ophthalmology
Emergency Medicine	Optometry
Endocrinology	Orthopedic Surgery – Spine
Family Practice – Geriatrics	Otolaryngology
Family Practice with Obstetrics	Pain Medicine
Family Practice/Sports Medicine	Physical Medicine & Rehabilitation
General Practice	Physical Therapy
General Surgery	Physician Assistant
Hematology/Oncology	Pulmonary Critical Care
Hospice & Palliative Medicine	Plastic Surgery
Hospitalist	Radiology Oncology
Interventional Cardiology	Rheumatology
Intensivist – Critical Care Medicine	Sleep Medicine
Infectious Disease	Urgent Care Medicine
Internal Medicine - Geriatrics	Urology
Internal Medicine - Pediatrics	Vascular Surgery



Top States where Search Assignments were Conducted

	2014
Texas	25%
Arizona	18%
Tennessee	9%
Colorado	7%
Kansas	5%
Alaska	4%
Georgia	4%
Iowa	4%
Oklahoma	4%
Wisconsin	4%
Other States	16%

Data reflects searches assigned from January 2014 through December 2014.

Medical Settings of Physician Search Assignments

	2014	2013	2012
Hospital Employed	59%	59%	77%
Single-Specialty Group	22%	23%	7%
Multispecialty Group	10%	5%	3%
Solo/Partner	5%	1%	---
Academics	0%	2%	10%
FQHC	4%	10%	3%

Data reflects searches assigned from January 2014 through December 2014.

Placements by Community Size

	2014	2013	2012
Under 10,000	23%	16%	26%
10,000-20,999	20%	27%	17%
21,000-30,999	8%	7%	7%
31,000-50,999	11%	13%	13%
51,000-75,999	7%	6%	6%
76,000-99,999	11%	6%	---
Over 100,000	20%	25%	31%

Data reflects the population of the search assignment's location for placements made from January 2014 through December 2014.

Compensation* Offered to Top Recruited Specialties *does not include signing bonus or benefits package

Family Practice	Low	Mean Avg.	High
2014	\$170,000	\$233,000	\$250,000
2013	\$170,000	\$208,700	\$250,000
2012	\$169,000	\$191,600	\$332,000

Internal Medicine	Low	Mean Avg.	High
2014	\$200,000	\$252,500	\$296,000
2013	\$200,000	\$242,500	\$300,000
2012	\$180,000	\$222,000	\$362,000

Psychiatry	Low	Mean Avg.	High
2014	\$230,000	\$301,200	\$375,000
2013	\$180,000	\$211,000	\$260,000
2012	\$175,000	\$213,900	\$300,000



Nurse Practitioner	Low	Mean Avg.	High
2014	\$82,000	\$105,000	\$110,000
2013	\$90,000	\$96,300	\$100,000
2012	\$82,700	\$96,700	\$130,500

Pediatrics	Low	Mean Avg.	High
2014	\$195,000	\$245,000	\$290,500
2013	\$175,000	\$205,000	\$265,000
2012	\$166,500	\$210,000	\$345,000

Child Psychiatry	Low	Mean Avg.	High
2014	\$198,000	\$252,000	\$365,900
2013	\$203,000	\$252,100	\$372,000
2012	\$192,500	\$240,000	\$357,700

Neurology	Low	Mean Avg.	High
2014	\$250,000	\$300,500	\$347,000
2013	\$250,000	\$268,000	\$300,000
2012	\$214,500	\$274,000	\$440,000

Gastroenterology	Low	Mean Avg.	High
2014	\$300,000	\$559,000	\$651,000
2013	\$398,000	\$520,000	\$655,000
2012	\$400,000	\$576,000	\$930,000

Orthopedic Surgery	Low	Mean Avg.	High
2014	\$400,000	\$615,000	\$700,000
2013	\$420,000	\$500,000	\$754,000
2012	\$411,000	\$535,000	\$960,500

Emergency Medicine	Low	Mean Avg.	High
2014	\$260,000	\$335,000	\$396,000
2013	\$260,000	\$272,500	\$355,000
2012	\$254,000	\$299,500	\$444,000

Urology	Low	Mean Avg.	High
2014	\$348,500	\$460,000	\$750,000
2013	\$344,000	\$450,000	\$540,000
2012	\$343,000	\$456,000	\$690,000

Hospitalist	Low	Mean Avg.	High
2014	\$226,500	\$270,000	\$307,500
2013	\$217,000	\$259,000	\$280,000
2012	\$212,000	\$253,000	\$335,000

General Surgery	Low	Mean Avg.	High
2014	\$322,000	\$419,000	\$512,500
2013	\$300,000	\$337,000	\$410,000
2012	\$299,000	\$363,000	\$599,000



Pulmonary Critical Care	Low	Mean Avg.	High
2014	\$280,000	\$420,000	\$440,000
2013	\$325,000	\$387,000	\$452,000
2012	\$336,000	\$388,000	\$526,000

Obstetrics/Gynecology	Low	Mean Avg.	High
2014	\$256,000	\$316,000	\$430,000
2013	\$255,000	\$295,000	\$420,000
2012	\$242,000	\$303,000	\$514,000

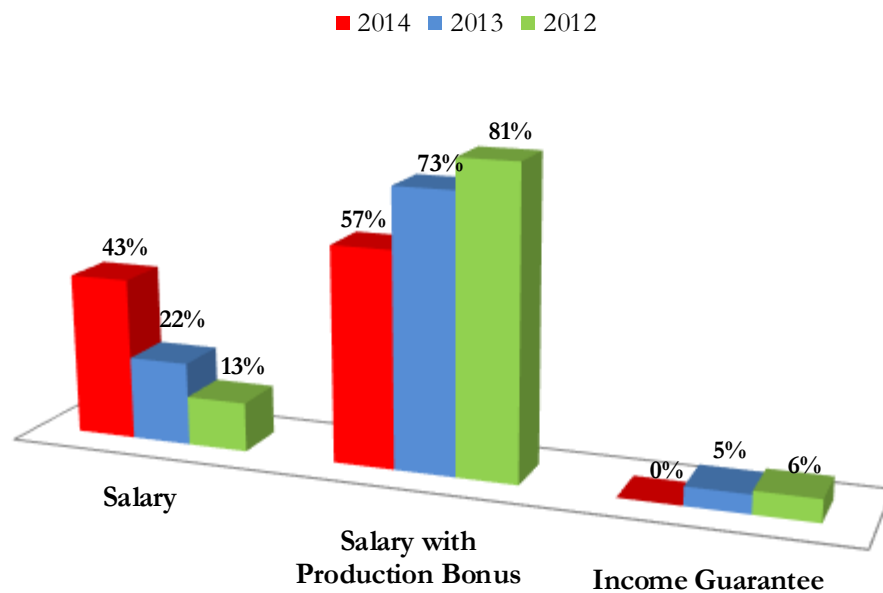
Family Practice w/ Obstetrics	Low	Mean Avg.	High
2014	\$186,500	\$249,000	\$360,500
2013	\$179,000	\$239,000	\$343,000
2012	\$173,000	\$210,000	\$336,000

Physician Assistant	Low	Mean Avg.	High
2014	\$92,000	\$110,700	\$123,000
2013	\$86,000	\$97,000	\$116,500
2012	\$83,000	\$95,000	\$130,500

Interventional Cardiology	Low	Mean Avg.	High
2014	\$400,000	\$574,000	\$703,000
2013	\$466,000	\$585,000	\$728,000
2012	\$430,000	\$536,000	\$840,000

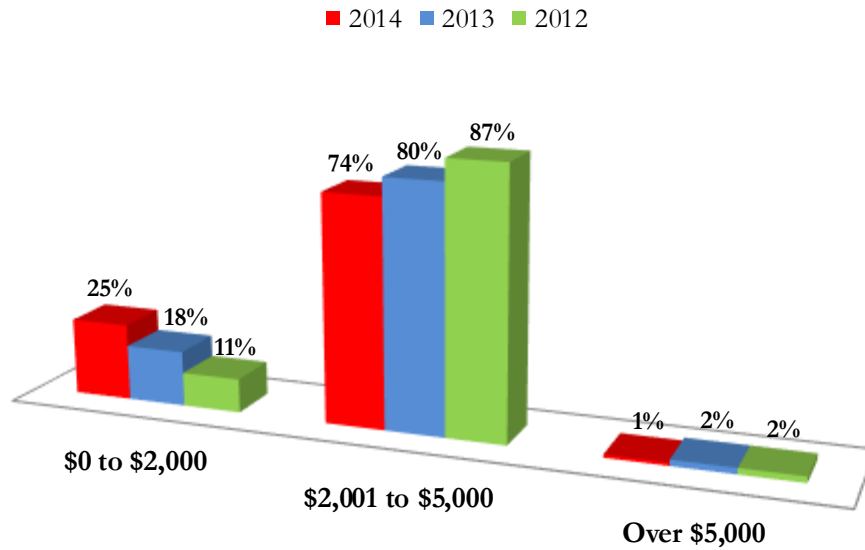
Data reflects placements made from January 2012 through December 2014.

Type of Compensation Offered



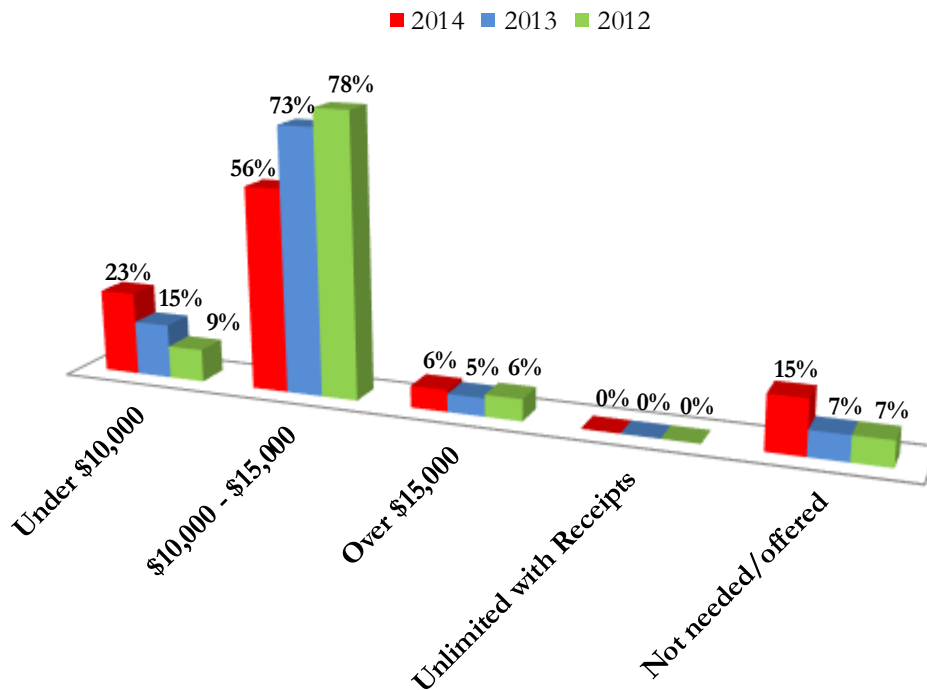
Data reflects compensation types for placements made over the past three years.

Searches Offering Continuing Medical Education Allowance



Data reflects CME allowances offered for placements made over the past three years.

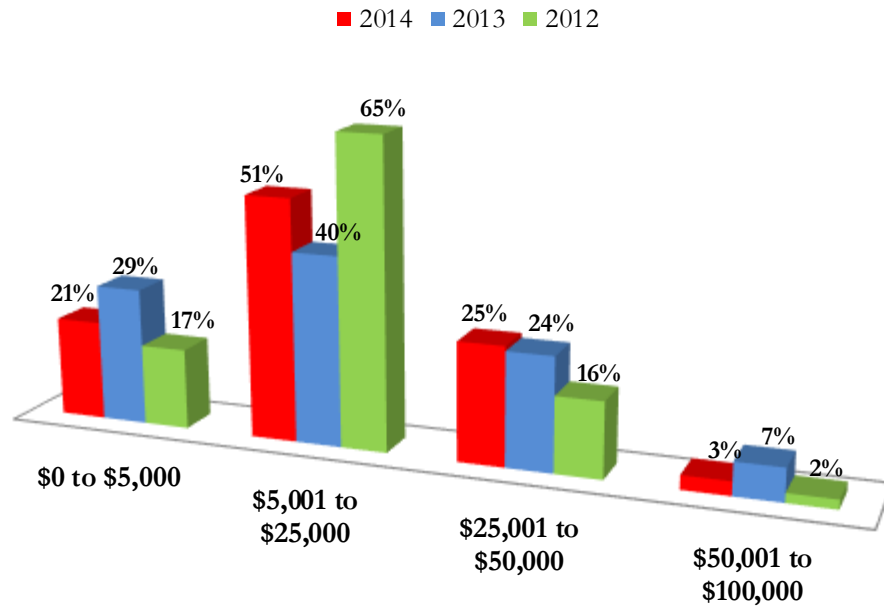
Searches Offering Relocation Allowance



Data reflects compensation offered towards relocation expenses for placements made over the past three years.



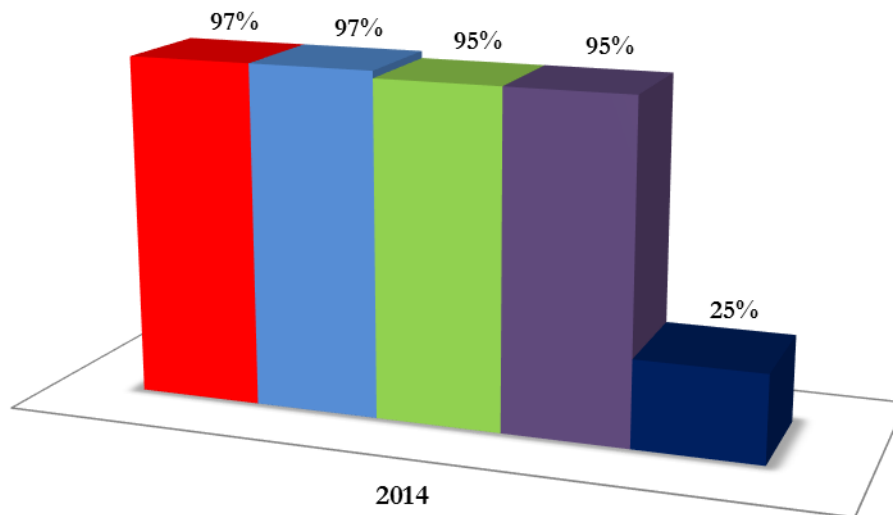
Searches Offering Signing Bonus



Data reflects signing bonus amounts for placements made over the past three years.

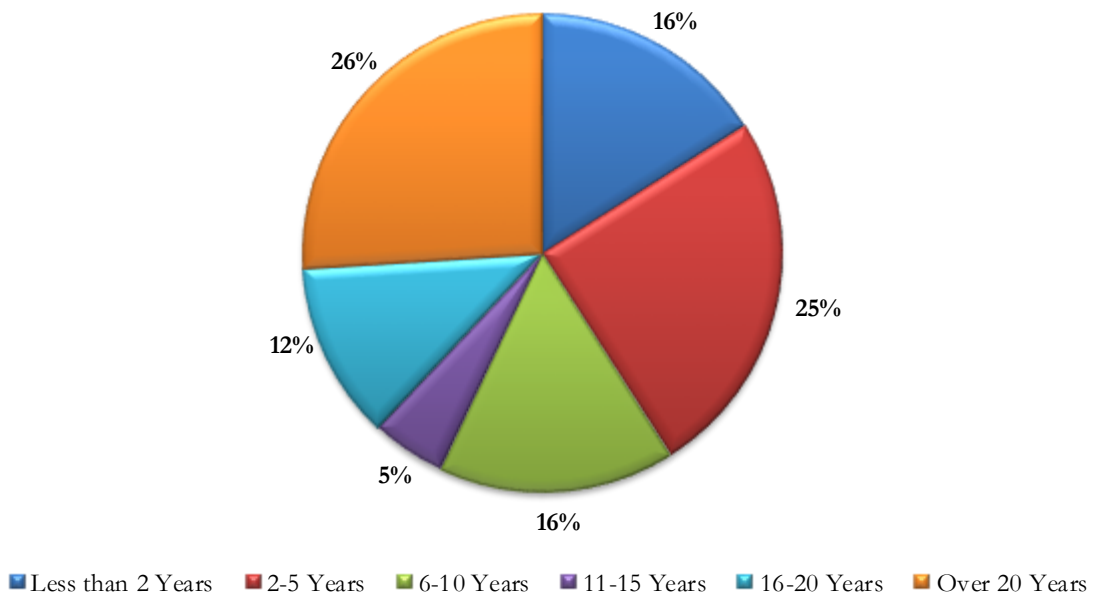
Searches Offering Additional Benefits

■ Health Insurance ■ Malpractice ■ Retirement ■ Disability ■ Educational Loan Forgiveness



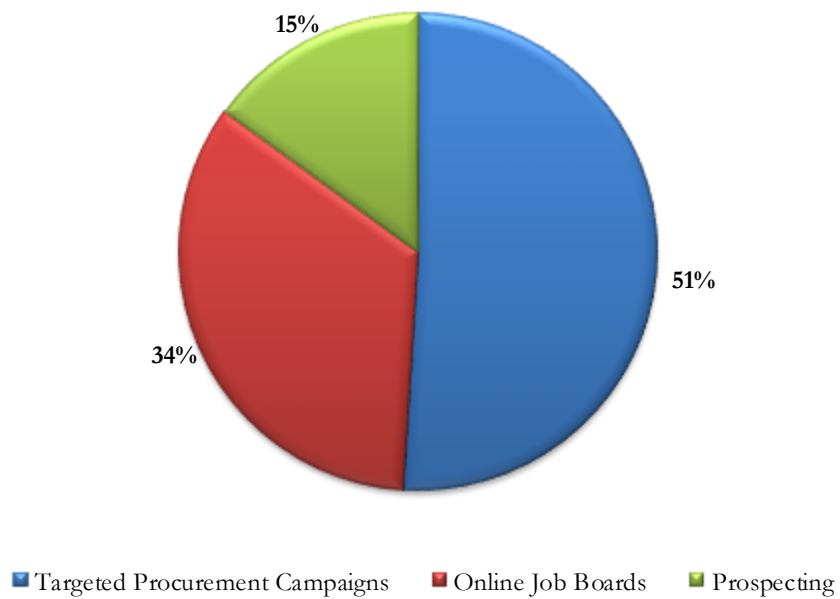
Data reflects additional benefits offered for placements made from January 2014 through December 2014.

Years of Experience



Data reflects candidates' years of experience for placements made from January 2014 through December 2014.

Placement Sources



Data reflects sources of candidates for placements made from January 2014 through December 2014.

ARTHUR | MARSHALL is a retained physician search firm. We use our resources and experience to find and place physicians and mid-level healthcare providers in practices that are having difficulty filling the position on their own. Due to the success of our retained business model, we are able to provide a high level of service, detail and professionalism to our clients that most firms cannot offer. While our job is to represent our client, not the candidate, our approach to recruitment is to act as a consultant to both parties, with a focus on finding the best possible match to improve candidate retention. As each of our marketing territories open under expert guidance from our consultants, our excellent reputation for success and service, as well as our national presence, continues to extend and grow.

ARTHUR | MARSHALL effectively manages state-of-the-art methods to market and accurately represent our clients' opportunities to physician prospects. These include:

- Targeted direct marketing and electronic marketing campaigns
- Social media outlet representation
- A sophisticated, in-house database
- A variety of internet-based tools
- One-on-one physician contact

Once qualified candidates are identified, we initiate a well-defined recruitment system that follows the process through to its successful completion.

ARTHUR | MARSHALL understands the unique needs of physicians, hospitals and clinics. Conducting hundreds of successful searches annually, ARTHUR | MARSHALL provides a physician candidate who is the ideal match for your position.

Contact one of our consultants at **(866) 414-6077** or **(214) 234-3580** or visit our website, www.arthurmarshall.com.

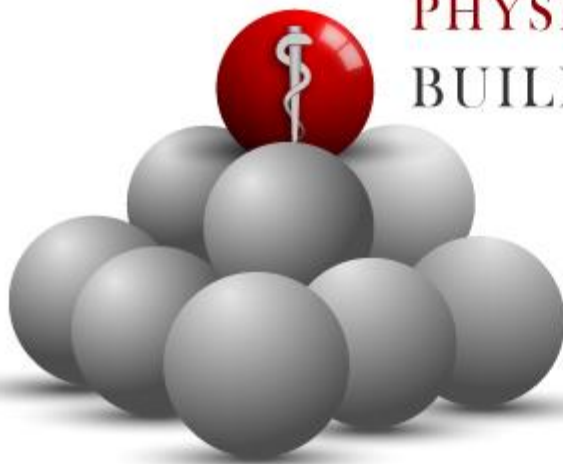
For more information regarding our search and placement statistics or media requests, please contact Kate Austin, Director of Procurement Marketing, ARTHUR | MARSHALL at **(866) 414-6077** or kaustin@arthurmarshall.com.

You may access previous versions of our annual reviews at www.arthurmarshall.com/surveys.

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