THE MEDICUS FIRM’S 2016 PROVIDER PLACEMENT SUMMARY

The Medicus Firm is a national healthcare recruiting firm, specializing in permanent placement of physicians and advanced practice providers. This annual report summarizes all 2015 provider placements (or hires) made in partnership with The Medicus Firm, at hundreds of health systems, hospitals, and medical groups nationwide, in a variety of practice structures and types of communities. The objective of this report is to analyze national healthcare recruiting and placement activity, and in turn highlight new and ongoing trends and statistics, particularly in physician placement.

Key Highlights

- **Primary care once again dominated placement volume nationwide**, comprising 35.57 percent of all placements made in 2015. *(For the purposes of this report, “primary care” includes those physicians placed to practice internal medicine, pediatrics, or family medicine.)*

- **The overwhelming majority of physicians placed were hired as employees (92 percent)**. About 6 percent of physicians were placed into a private practice on a net income guarantee, and 1.7 percent were placed in a private practice with a gross income guarantee.

- **Placements in urban and metropolitan areas (pop. > 500,000) outpaced mid-sized and rural communities, for the first year in the company’s history**. Placements in urban communities comprised 36.76 percent of all placements, up from 33.66 percent in 2014, and 25 percent in 2013.

- **Non-physician advanced practice providers (PA/NP) placements continue to increase substantially**, to 8.3 percent of total placements, up from 6.34 percent the previous year, and 1.32 percent in 2012. *Physician assistants were the fourth most frequently placed provider in 2015, up from fifth highest in 2014.*

- **The placement of American Medical Graduates reached another new high of 71.43 percent**, up from 68.78 percent last year, and 58.55 percent in 2012. This is notable as the proportion of international medical graduates has actually increased in the active physician population.

- **D.O. placements increased as a percentage of total placement volume**, to 11.74 percent, up from 9.9 percent the previous year, and up from 5.4 percent in 2011.

- In addition to primary care, **hospitalists, physician assistants, and OB/Gyn** rounded out the top five specialists with the greatest placement and hiring activity for 2015. Family practice represented the highest volume of placements in 2015, with internal medicine ranking second highest for placement volume.

All data is presented as a percentage of total placements made in 2015 with client companies of The Medicus Firm, unless otherwise noted. Figures represent hundreds of placements made throughout the year, at more than 200 hospitals and health systems nationwide.

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Placements by Community Size

For the first time in the history of The Medicus Firm, placements in urban settings (with a population of more than a half million) surpassed placement volume in rural and mid-sized community settings. This increase in search and placement activity in urban and metropolitan areas is indicative of the intensified level of competition for physicians, regardless of how desirable or attractive a particular practice location may be.

Signing Bonuses

While the average size of signing bonuses and relocation bonuses increased for 2015, the percentage of placements paid a signing bonus actually decreased slightly.
This is likely due to the increase in non-physician placements and academic physicians, which are traditionally less likely to receive a signing bonus than physician employees of a for-profit or not-for-profit community hospital or health system. Additionally, the largest signing bonus paid to a physician placed in 2015 was a staggering $250,000. Combined with other forms of student loan forgiveness and repayment options sometimes provided by employers or by the government, signing bonuses help physicians pay off their substantial student loan debt, which averages $166,750, according to a CBS news report on the topic.

### 2015 Placements by Employment Model

The overwhelming majority of physicians are being hired as employees in today’s market, including hospital and group settings. Of the 92 percent employed placements indicated in the above graphic, 25.1 percent of those candidates were hired as employees of groups, and 69.2 percent were hired as hospital employees, with the remaining 5.2 percent employed in unknown or “other” practice settings.

Income guarantees are a complex form of compensation similar to a forgivable

<table>
<thead>
<tr>
<th>Year</th>
<th>Signing Bonus Amount Offered</th>
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<tbody>
<tr>
<td>2010</td>
<td>$21,118</td>
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<tr>
<td>2011</td>
<td>$21,372</td>
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<tr>
<td>2012</td>
<td>$23,663</td>
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<tr>
<td>2013</td>
<td>$24,037</td>
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<td>2014</td>
<td>$20,839</td>
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<td>2015</td>
<td>$25,226</td>
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**WHAT’S NEW AT NEJM GROUP?**

**Online Job Postings Packages**

No matter how many jobs you have, there is an online package to fit your needs. The more jobs you purchase, the more you save.

All job postings are distributed to passive jobseekers by being placed adjacent to relevant clinical articles on NEJM.org and JWatch.org. By placing relevant job postings in front of passive jobseekers, your job posting reaches more candidates.

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3. Your sales rep will send you pricing options.

Contact us today at ads@nejmcareercenter.org or (800) 635-6991.
Upcoming Recruiter Meetings and Medical Conventions

American Society of Clinical Oncology (ASCO)
June 4–6, 2016
Chicago, IL

ID Week
October 27–29, 2016
New Orleans, LA

American Heart Association (AHA)
November 13–15, 2016
New Orleans, LA

American Society of Nephrology (ASN), Kidney Week
November 17–19, 2016
Chicago, IL

*Call (800) 635-6991 or email ads@nejmcareercenter.org for more details on bonus convention distribution of your paid recruitment ad in selected NEJM issues at these physician conventions.

PROMOTIONAL NOTES/NEWS
Reach Top Residents, Fellows, and New Physicians — at Our Best Value!

Each year over 30,000 physicians will end their residency or fellowship and enter the workforce. Whether you are sourcing for primary care physicians or specialists, this group of graduates is highly sought after. This fall, there are several opportunities to put your recruitment message in front of them.

Simply run your paid line or display recruitment ad of any size in any of the three issues listed below, and your ad will be reprinted at no additional costs in a special booklet mailed to more over 30,000 young physicians.*

<table>
<thead>
<tr>
<th>Career Guide Editions</th>
<th>NEJM Issue</th>
<th>Closing Date</th>
<th>Specialties</th>
<th>Audience</th>
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<tr>
<td>Specialty Delivery</td>
<td>9/08/16</td>
<td>8/19/16</td>
<td>CD, D, END, FM, GE, HEM/ONC, HOSP, ID, IM, NEP, N, ORS, ENT, PUD, DR, RHU, and U</td>
<td>Final-year residents and fellows and doctors in practice 1–3 years</td>
</tr>
<tr>
<td>October Residents and Fellows</td>
<td>10/06/16</td>
<td>9/16/16</td>
<td>All specialties — about 100</td>
<td>Final-year residents and fellows</td>
</tr>
<tr>
<td>November Residents and Fellows</td>
<td>11/10/16</td>
<td>10/21/16</td>
<td>All specialties — about 100</td>
<td>Final-year residents and fellows</td>
</tr>
</tbody>
</table>

Contact us at (800) 635-6991 or ads@nejmcareercenter.org to reserve your ad space for these special fall issues.

*Please refer to the chart for specifics on audience and specialties for each special issue. Each booklet will be mailed to over 30,000 physicians. In order to have your ad appear in all three booklets, you must run a paid print ad in each designated issue of NEJM. Direct mail counts are based on counts provided by the AMA and are subject to change.

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loan. These guarantees used to be very common, and were once a popular way for hospitals to help physicians to establish their own private practice. However, clients of The Medicus Firm have largely abandoned private practice in favor of employment, based on the placement percentages for 2015.

While there are many benefits for physicians practicing as employees, physicians often indicate they wish for more autonomy. More physicians are choosing employment out of necessity, than by personal preference.

About the Medicus Firm
The Medicus Firm (www.TheMedicusFirm.com) is an award-winning, leading health-care search firm specializing in the permanent placement of physicians and advanced practice clinicians. Since 2001, The Medicus Firm (TMF) has partnered with hospitals, health systems, academic medical centers, and physician groups nationwide to provide comprehensive recruitment services in community settings ranging from rural to metropolitan.

To view the full study, visit www.TheMedicusFirm.com.