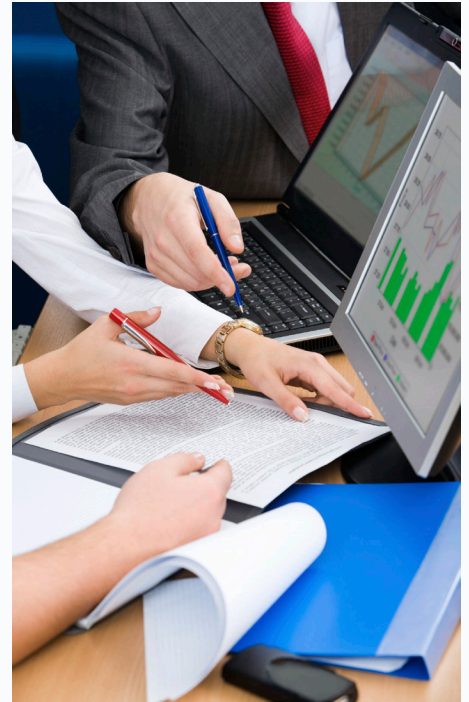


PINNACLE HEALTH GROUP
PINNACLE LOCUM TENENS

2014 ANNUAL PHYSICIAN COMPENSATION SURVEY



Pinnacle Health Group's compensation data is based on mean compensation and / or base salary for 340 surveyed doctors and 160 healthcare organizations, covering 62 specialties, from April to June 2014.

The healthcare facilities for which the searches were performed included affiliated practices, healthcare management systems and physician groups.

Learn more about Pinnacle Health Group (PHG) by visiting www.phg.com or calling 1-800-789-6684 (main) or 404-816-8831 (local).

Pinnacle Health Group is member of the National Association of Physician Recruiters (NAPR) since 1995.

COMPENSATION TRENDS. The most notable trends impacting compensation include an increase in overhead costs; additional incentives that are not cash-based; increasing compensation for primary care physicians; stagnant compensation for specialty care doctors; and the incorporation of quality metrics to determine compensation.

NEW ANCILLARY SERVICES. Most healthcare facilities set up new ancillary services as a way of generating more revenue. Many facilities are also increasing revenue by utilizing advanced practice providers such as nurses and physician assistants. The more prevalent ancillary services include:

- In-house services such as minimally invasive surgeries;
- Imaging capabilities such as X-ray, MRI, CT, PET, EMG, Ultrasound, Echo and Bronchoscopy;
- In-house laboratory and test/screening services;
- Telemedicine and Remote Monitoring;
- Cosmetic procedures such as laser hair removal, tattoo removal, and dermatological services;
- Physical Therapy;
- Sleep Studies;
- Expansion of walk-in clinics, wound and urgent care centers.

RECRUITMENT INCENTIVES. Due to physician shortages and the competitive marketplace, healthcare organizations are offering higher base salaries along with a variety of incentives including:

- Competitive compensation (higher than average compensation);
- Work-life balance incentives such as flexible shifts, limited to no call coverage and added vacation time;
- Bonuses and benefits such as sign on bonus, relocation assistance (including expenses), productivity bonus (RVU and wRVU), paid CME, paid time off, student loan repayment programs and malpractice insurance coverage.

DIFFICULT SPECIALTIES TO RECRUIT. Physician recruitment is highly competitive for all specialties, and is more challenging for rural communities. Specialties that are more difficult to recruit include (in no particular order):

- Urology
- Endocrinology
- Psychiatry
- Orthopedics
- Primary Care (Internal Medicine, Family Practice, Pediatrics)



COMPENSATION SURVEY

2012-2013		2013-2014	
Allergy and Immunology	N/A	Allergy and Immunology	\$284,166.37
Anesthesiology	\$381,222.00	Anesthesiology	\$355,333.33
Cardiology (invasive)	\$551,250.00	Cardiology (invasive)	\$442,182.86
Cardiology (non-invasive)	\$395,000.00	Cardiology (non-invasive)	\$349,375.00
Cardiothoracic Surgery	N/A	Cardiothoracic Surgery	\$645,000.00
Dermatology	\$405,000.00	Dermatology	\$368,459.17
Electrophysiology	N/A	Electrophysiology	\$491,666.67
Emergency Medicine	\$280,500.00	Emergency Medicine	\$339,145.45
Endocrinology	N/A	Endocrinology	\$195,500.00
Family Practice	\$181,130.00	Family Practice	\$200,195.69
Gastroenterology	\$418,519.00	Gastroenterology	\$381,368.75
General Surgery	\$360,450.00	General Surgery	\$341,051.16
Geriatrics	N/A	Geriatrics	\$195,000.00
Hematology-Oncology	\$381,000.00	Hematology-Oncology	\$420,900.00
Hospitalist	\$225,953.00	Hospitalist	\$255,124.94
Infectious Disease	N/A	Infectious Disease	\$195,820.00
Intensivist	\$298,000.00	Intensivist	\$351,250.00
Internal Medicine	\$203,556.00	Internal Medicine	\$204,968.69
Medical Management	N/A	Medical Management	\$269,000.00
Medical Oncology	N/A	Medical Oncology	\$320,000.00
Neonatology	\$290,000.00	Neonatology	\$376,666.67
Nephrology	N/A	Nephrology	\$232,142.86
Neurology	\$283,778.00	Neurology	\$291,165.18
Neurological Surgery	N/A	Neurological Surgery	\$796,200.00
Obstetrics/Gynecology	\$270,769.00	Obstetrics/Gynecology	\$289,954.55
Occupational Medicine	N/A	Occupational Medicine	\$224,457.14
Orthopedics	\$492,083.00	Orthopedics	\$419,533.00
Orthopedic Spinal Surgery	N/A	Orthopedic Spinal Surgery	\$620,000.00
Orthopedic Surgery	N/A	Orthopedic Surgery	\$576,666.67
Otolaryngology	N/A	Otolaryngology	\$293,333.33
Pain Management	N/A	Pain Management	\$407,500.00
Pathology	\$252,000.00	Pathology	\$207,625.00
Pediatrics	\$200,000.00	Pediatrics	\$204,506.05
Pediatric Neurology	N/A	Pediatric Neurology	\$205,000.00
Physical Medicine & Rehabilitation	N/A	Physical Medicine & Rehabilitation	\$260,000.00
Plastic Surgery	425,000.00	Plastic Surgery	\$403,557.14
Psychiatry	\$235,125.00	Psychiatry	\$246,535.21
Pulmonary Medicine	\$340,000.00	Pulmonary Medicine	\$343,333.33
Pulmonary Critical Care	N/A	Pulmonary Critical Care	\$266,666.67
Radiation Oncology	\$475,000.00	Radiation Oncology	\$405,000.00
Radiology	\$410,000.00	Radiology	\$417,142.86
Urology	\$430,222.00	Urology	\$393,061.29

* Data is based on mean compensation and/or base salary for 340 surveyed doctors and 160 healthcare organizations, including affiliated practices, healthcare management systems and physician groups. Pinnacle Health Group's survey covered 62 specialties and gathered sufficient data to report on 42 specialties. Contact Pinnacle Health Group for more information.

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Pinnacle Health Group (PHG), established in 1994, is a full-service recruitment firm that has placed over a thousand physicians in opportunities nationwide. We offer permanent recruitment, locum tenens services, and advanced practice provider recruitment. PHG is a leader in the industry

and we help clients succeed through the consultative services of our experienced healthcare recruiters. Visit the PHG website for disclaimer / privacy policy page and further information.

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PINNACLE HEALTH GROUP

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WE HELP BRING HEALTHCARE TO COMMUNITIES THAT NEED IT!™

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OF PHYSICIAN RECRUITERS SINCE 1995

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