2016 REVIEW of Physician and Advanced Practitioner Recruiting Incentives

An overview of the Salaries, Bonuses, and Other Incentives Customarily Used to Recruit Physicians, Physician Assistants and Nurse Practitioners.

A Recruiting Resource Provided by Merritt Hawkins, the Nation’s Leading Physician Search Firm and a Company of AMN Healthcare (NYSE: AHS)

KEY FINDINGS

WHAT ARE THE TOP FIVE MOST IN-DEMAND PHYSICIAN SPECIALTIES?

1. FAMILY MEDICINE
2. PSYCHIATRY
3. INTERNAL MEDICINE
4. HOSPITALIST
5. OBSTETRICIAN/GYNECOLOGIST

PHYSICIAN STARTING SALARIES
YEAR-OVER-YEAR INCREASES FOR SELECT SPECIALTIES

<table>
<thead>
<tr>
<th>Specialty</th>
<th>2015</th>
<th>2016</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>$198,000</td>
<td>$225,000</td>
<td>13%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>$207,000</td>
<td>$237,000</td>
<td>14%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>$226,000</td>
<td>$250,000</td>
<td>11%</td>
</tr>
<tr>
<td>Obstetrics/Gynecol</td>
<td>$497,000</td>
<td>$521,000</td>
<td>5%</td>
</tr>
<tr>
<td>Orthopedic Surgery</td>
<td>$412,000</td>
<td>$471,000</td>
<td>12%</td>
</tr>
</tbody>
</table>

(see Merritt Hawkins’ full 2016 Review of Physician and Advanced Practitioner Recruiting Incentives for starting salary data on 15 additional specialties)

WHAT ABOUT “QUALITY-BASED” INCENTIVES?

32% Health facilities offering physician bonuses based on quality
6% Overall physician compensation based on quality

For a complete copy of Merritt Hawkins’ 45-page 2016 Review of Physician and Advanced Practitioner Recruiting Incentives, call 800-876-0500 or visit www.merrithawkins.com

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