

The Standard



**Delta
Physician
Placement**

**Delta
Locum
Tenens**

**Delta
Healthcare
Providers**

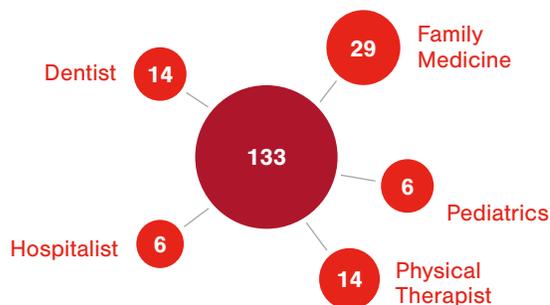
We help the healthcare industry find top talent and staff, so you can care for the patients in and around your communities. Let's take an in-depth look at how we're working.



Total candidates placed

Data indicates the number of placed candidates by specialty from January – June 2019. (Top 5 placements listed.)

Permanent Placement



New providers captured

Count of new providers obtained from January – June 2019.

Allied

Therapists	5,570
Advanced Practitioners	4,316
Other Allied	1,884

Total 11,770

Physician

Hospital Based	1,552
Primary Care	7,180
Surgery	3,327

Total 12,029

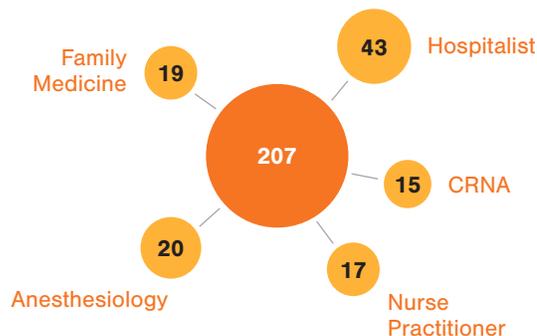
Total New Leads 23,799

Procurement outreach by channel

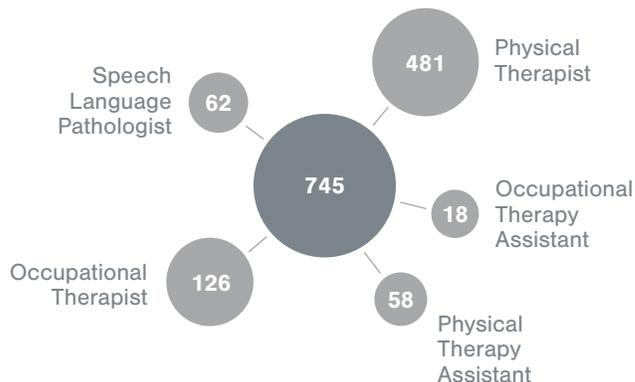
Effective search fulfillment efforts by outreach channel from January – June 2019.

-  **Conferences:** 4 conferences
1,605 candidates attended
-  **Mass Emails:** 3,065 campaigns
8,850,429 emails sent
-  **Direct Mail:** 18,230 pieces sent
-  **Dials:** 115 marketers and recruiters
8,970 dials per day / 287.5 hours per day

Locum Tenens



Travel Therapy





Specialty demand

The top requested searches initiated by Delta Physician Placement

- | | |
|-----------------------------|-----------------------------|
| 1 Family Medicine | 6 Pediatrics |
| 2 Psychiatry | 7 OBGYN |
| 3 Dentist | 8 Neurology |
| 4 Surgery | 9 Gastroenterology |
| 5 Nurse Practitioner | 10 Internal Medicine |

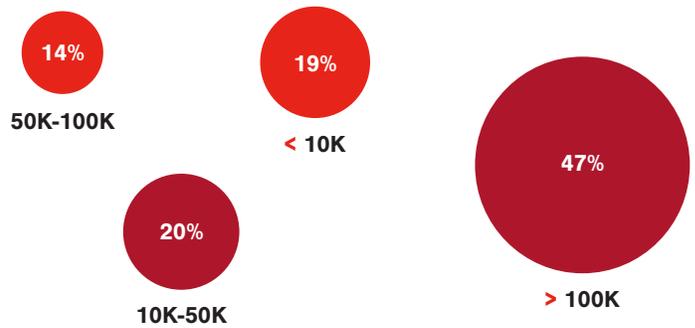
Placements by population setting

The amount and percentages of placements made by population size from January – June 2019.

Less than 10K residents	23
10K to 50K residents	24
50K to 100K residents	17
Greater than 100K residents	59

Total **123**

*Variance +/- 5%



Average Compensation

Placements and interviews by Delta Physician Placement over the six-month survey period. The compensation information presented indicates the rate at which candidates are choosing to interview or sign.

Title	Salary	Bonus	Relocation Assistance
Cardiology – Interventional	\$566,667	\$23,333	\$13,333
Pulmonary Critical Care Medicine	\$438,333	\$20,000	\$10,000
Emergency Medicine	\$425,000	\$180,000	\$10,000
General Surgery	\$391,667	\$53,333	\$10,000
CMO	\$340,500	\$32,500	\$30,000
Neurology	\$315,000	\$10,000	\$10,000
Obstetrics and Gynecology	\$300,000	\$25,000	\$10,000
Psychiatry	\$293,750	\$22,500	\$10,000
Internal Medicine	\$293,010	\$15,000	\$10,000
Hospitalist	\$271,333	\$25,000	\$9,333
Nephrology	\$240,000	\$25,000	\$10,000
Family Medicine	\$234,455	\$24,526	\$10,262
Pediatrics	\$225,092	\$33,750	\$20,000
Dentist	\$166,000	\$10,000	\$2,375
Registered Nurse	\$109,923	\$5,000	\$10,000

8 Facts to know about the Interstate Medical Licensure Compact

With approximately 80% of physicians meeting the criteria, qualified physicians who wish to practice in multiple states now have an expedited pathway.

Providers can streamline the red tape and fees historically associated with multi-state licensing by participating in the Interstate Medical Licensure Compact (IMLC). Created in 2013 to open the door for physicians to deliver patient care in rural or underserved areas, the IMLC provides an expedited pathway to obtaining a medical license in another state.

With the IMLC, providers have more career choice, greater job potential and stability, and opportunities to expand their skills and experience. From understanding the qualification process to untangling common misconceptions, here are eight facts to know about the IMLC.



Delta Locum Tenens

“

IMLC typically completes the process in less than 60 days for fully active unrestricted licenses.”

1 Licenses are unrestricted

With the IMLC, physicians are granted fully active unrestricted licenses for the states in which they have applied. This is not a temporary or conditional license.

2 There is an expiration date

Just like any other license, the licenses that providers obtain through the IMLC must be renewed and kept up to date.

3 “Qualified” is different from “eligible”

Qualification requires the physician to have received a letter of qualification from the IMLC. With the letter, the provider can begin adding states for licensure, and the process will take two to six weeks. Eligibility means the provider meets the standards established by the IMLC and can begin the application process. The timeline without a letter of qualification is six to eight weeks.

4 Licensing is fast – but not instant

Most states take months to issue a license, but those participating in the IMLC typically complete the process in less than 60 days.

5 State of principle license issues the qualification letter

The letter of qualification comes from the state of principle license, not the IMLC. Providers often call the IMLC office to request a letter, not realizing it exists only to collect fees and relay information to the state board. For questions and updates about the licensing process, contact your state board.

6 Adding states takes time and money

While the IMLC offers expedited licensing, the process isn't instant. Please allow at least 10 business days for the state to process your request. Each state added after receiving your letter of qualification will be an additional fee. Depending on the timing, there could be an additional \$100 processing fee.

7 Providers must meet all deadlines

Providers have 60 days to complete everything needed for the letter of qualification. If the deadline isn't met, the application will be voided, but the provider will still be responsible for the \$700.00 fee. Learn more about the fees associated with licensure.

8 There are no refunds

There are fees associated with the IMLC, and if you pay but do not qualify, there is no refund. Please review the “Do I Qualify?” page before taking action.

Every quarter, more states and territories join the IMLC, giving providers the opportunity to expand their careers. Talk with Delta Locum Tenens today to learn more about the exciting opportunities available through the IMLC.



The right position with the right community

We help connect hospitals and healthcare facilities with travel therapy staffing solutions. From Physical Therapists to Occupational Therapists to Speech Language Pathologists, we pride ourselves on helping our clients find the right match for the right position. Our entire team is dedicated to actively promoting job openings for travel opportunities.

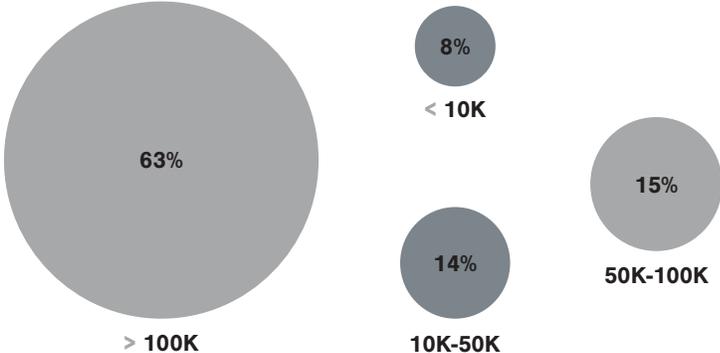
Placements by population setting

The amount and percentage of placements made by population size January – June 2019.

Less than 10K residents	56
10K to 50K residents	92
50K to 100K residents	106
Greater than 100K residents	444

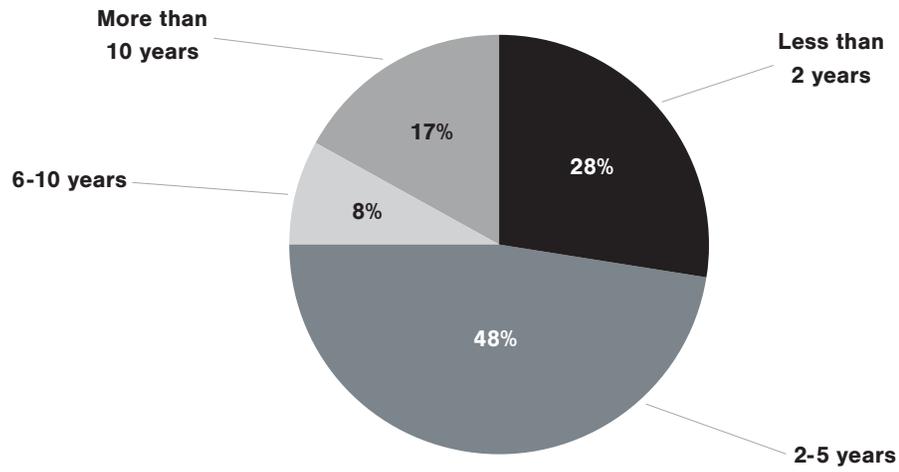
Total Placements 698

*Variance +/- 5%



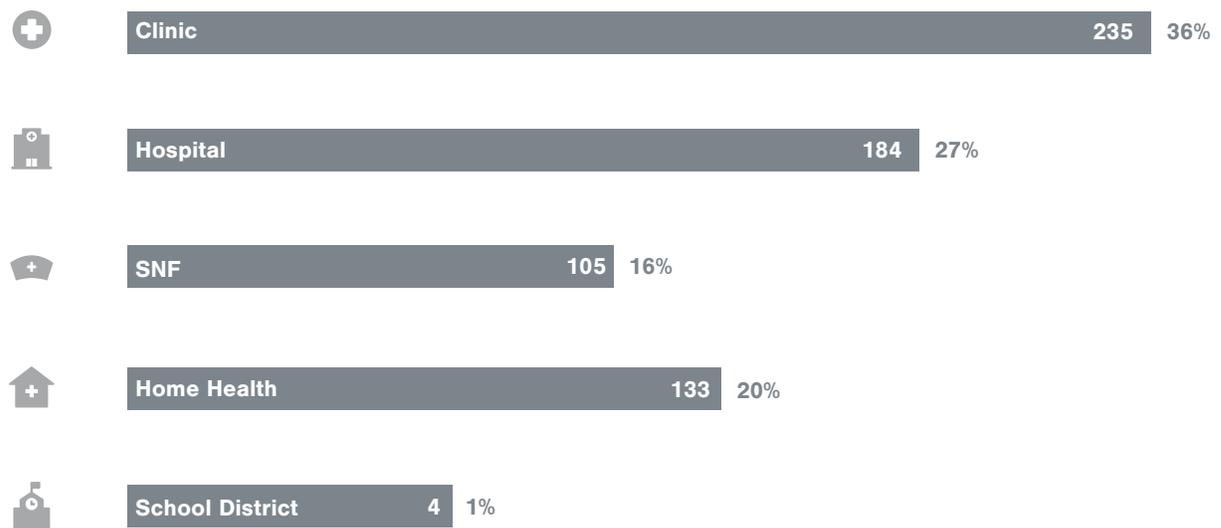
Years of experience

Data represents the percentage of placed candidates from January – June 2019 by years of experience.



Placements by facilities

Number of placements made by practice setting from January – June 2019.



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JANUARY – JUNE 2019

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