



# FIRST PRACTICE

## THE RESIDENT AND FELLOW CAREER GUIDE

**Becoming a physician is hard. Finding a job doesn't have to be!** We've distilled more than 20 years of experience about the physician job-search process into 10 easy-to-follow steps every resident and fellow needs to take in their search for their dream practice. See it and share it at [FirstPractice.com](https://www.firstpractice.com).

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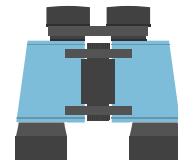
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Begin your final preparations

## PracticeLink PROfiles

This special section is organized by state, providing a quick guide to hospitals and medical groups actively recruiting physicians. Learn more about these employers on the following pages and at [FirstPractice.com](https://www.firstpractice.com):

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## STEP 01

# Start the search

## Start researching job opportunities in the locations where you'd like to live

To get a feel for the job market in your specialty and region, start by casually looking at job postings on [FirstPractice.com](#), [PracticeLink.com](#) and in *PracticeLink Magazine* 12 to 24 months before you plan to start work.

Other sources to start your job search include association websites, physician conferences, job fairs and medical journals. Speak with friends and colleagues and collect the postcards and emails about facilities that interest you. Discuss your personal and professional goals with a mentor to help you formulate your ideal career path. Though this step is done over several months, don't underestimate its importance. It's common for residents to begin interviewing before having a good idea of what they do or don't want in a practice.

If you casually look at job opportunities before you start contacting potential employers, you will be more prepared and know better what you want. You will also learn what is being offered and what the job market is like in the areas in which you are most interested.

By starting your job search 12 to 24 months before you complete training, you will give yourself plenty of time to consider all your options.

Ideally, you will have secured your first job out

of residency at least six months before completing training. That will give you time to complete all the paperwork necessary to open your practice. These essential time-consuming tasks include licensure, hospital credentialing and registration with third-party payers.

## Begin working with an immigration attorney, if applicable

If you are an International Medical Graduate with visa issues, don't treat your search process any differently—with one important exception. Before you get far into an application process, make sure the employer accepts J-1 or H-1B visa applicants.

Do a search on [FirstPractice.com](#) to look for qualifying employers.

Confirm that they qualify for a waiver during your initial conversation.

Consult an immigration attorney before you begin your job search, preferably

one experienced with physicians. They can help you determine, for example, how many visa slots are available in a particular state.

The key is to start your search early. You will have more paperwork than other physicians, so it is best to find a job as early as possible. •

*Starting your job search 12 to 24 months before you complete training gives you plenty of time to evaluate each opportunity.*

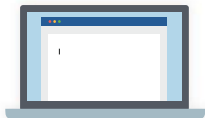
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## HELPFUL ONLINE ARTICLES

**Physician job search guide**  
[ow.ly/aqKY30hQiyh](http://ow.ly/aqKY30hQiyh)

**Legal matters: Job searching for IMGs**  
[ow.ly/L3Uu308Tx3a](http://ow.ly/L3Uu308Tx3a)



# Write your CV

## Write your CV and ask a mentor or peer to review it

Technically, most physicians will be creating a résumé, not a curriculum vitae (CV). But even then, physicians and physician recruiters often refer to the document as a CV. Your CV lets potential employers know about your education, training, interests and background.

Don't get caught up thinking that your CV has to look a certain way or be a certain length. Limiting your CV to one page is not necessary. Just be sure to include any pertinent information regarding your education and experience.

*Don't get caught up thinking that your CV has to look a certain way or be a certain length.*

It should be a clear picture of your credentials, training and experience. Always proofread your CV and correct any errors prior to submitting. The style of your CV should be traditional, with traditional fonts on white or neutral paper.

## What to include on your CV

- **Contact information:** Include your name, medical degree and address.
- **Objective:** Consider using your objective statement as the basis for your cover letter instead.

- **Education:** Include the name of your school, graduation date and area of study.
- **Academic honors:** Include a line for any under the education section.
- **Board certification, specialty and licenses:** List the specialty in which you're board certified (and when) and the states you're licensed in.
- **Internships, residencies and fellowships:** List the institution, location, dates and specialty. Include positions of leadership.
- **Volunteer experience:** This can be especially valuable for residents just starting out.
- **Clinical experience:** In order from most to least recent, include the practices where you've worked. Include a brief description of the facility, your responsibilities, and dates.
- **Publications/presentations:** Include any you've written or co-authored. Mention any presentations at conferences.
- **Professional memberships:** Include relevant societies and organizations.
- **Awards and honors:** Include any of your professional recognitions.
- **Cultural activities, interests:** Include if you're very involved in a charity or cultural institution.

*—Excerpted from "CV Essentials."  
Read more at PracticeLink.com. •*

## HELPFUL ONLINE ARTICLES

Is your CV helping you?  
[ow.ly/IGZf308Tx7x](http://ow.ly/IGZf308Tx7x)

CV essentials and sample CVs  
[ow.ly/M700308Txdx](http://ow.ly/M700308Txdx)

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## STEP 03

# Get references

## Establish your references

Ask three to five physicians who are familiar with you personally and professionally if they'll serve as your references. Speak to these physicians ahead of time to make sure they are comfortable doing this for you and to get their permission.

Tell your references what you are looking for and where so they are prepared when potential employers call. Your references can also be great sources for referring you to other job openings. Trust us: Your references will be called. So if you're considering listing some bigwig you know will be incredibly difficult to reach, you may want to find someone else.

## Requesting the reference

Request reference letters no later than four to six weeks before you anticipate needing them and sign any release, consent or waiver your program and the prospective employer may provide. Ask your references for their preferred method of contact. You need their email address, department phone and cell. Give your references:

- Advance notice to schedule the task without disrupting other work
- Acknowledgment of the time and effort that the task takes, on top of the physician's job duties

- Facilitation by lining up the resources and contact information
- Appreciation of the reference
- A report of the outcome

## Vetting your references

Find out what a prospective reference would say about you. You need to find out two things:

- Is this a faculty member or attending you want to include as one of your references?
- What are they going to say if pressed for weaknesses or shortcomings?

Try this sample script: "Dr. \_\_\_\_\_, you and I have worked together on several rotations over the past three years and I've learned a lot from you. I feel we worked well as a team. Would you be comfortable writing a supportive reference letter?"

Most residents fail to ask the key question: "If there are any shortcomings or areas for concern you would discuss, if asked, would you share those with me now so I might be prepared to respond to follow-up questions from prospective employers?"

If a prospective reference unloads several concerns or even one devastating shortcoming, this may be your signal that this person should be omitted from your references.

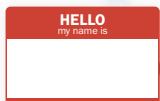
*—Excerpted from "Will you do me the honor?"  
Read more at [PracticeLink.com](http://PracticeLink.com).* •

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## HELPFUL ONLINE ARTICLES

**Will you do me the honor?**  
[ow.ly/fl94308Txhf](http://ow.ly/fl94308Txhf)



# Be true to yourself

## Define your goals and priorities

By casually looking at job opportunities and talking to other physicians, you are starting to get an idea of what you are looking for in a practice and a community. Take all the information you have gathered and define your search goals. Write it down—it helps to get it on paper.

What is important to you? What is important to your family? What type of practice do you want?

*Start out being very picky. You will have time to open up your parameters if you are not able to find utopia right from the start.*

Where do you want to live and work? Keep in mind that the answers to some of these questions might change what your CV looks like. That's OK—remember, you want your CV and cover letter to be

relevant to the job you are looking for. The biggest mistake most residents make when they start their job searches is not wanting to rule anything out, then tightening up their parameters only as their job search continues. Try reversing this trend and turn that funnel upside down. Start out being very picky. You have given yourself enough time for your job search, so you have time to open up your parameters if you don't find utopia right from the start. Your time will be better spent on jobs and areas that really fit you instead of trying to fit yourself into any available job.

## Identifying your ideal environment

Minimizing your stress during your job search is important for your own well-being—and the health of everyone around you. As you investigate your goals and priorities, ask yourself questions about the following:

- **Your life purpose.** What gives your life meaning? What inspired you to go into the field of medicine, and what do you wish to be remembered for?
- **Beliefs and values.** What scruples do you live by? What are and aren't you willing to compromise? Do you feel like you're honoring your values? What would you change?
- **Mistakes and successes.** What errors linger in your memory? What do you most regret? Where have you succeeded? Of what accomplishments, professional or otherwise, are you most proud?
- **Short-, medium- and long-term goals.** What does your ideal life look like? What steps are required to get you there? Specificity is key.

—Excerpted from “Keeping burnout at bay.”

Read more at [PracticeLink.com](http://PracticeLink.com).

## HELPFUL ONLINE ARTICLES

**10 signs of a well-run practice**  
[ow.ly/2Aep308Txle](http://ow.ly/2Aep308Txle)

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**STEP  
05**

# Reach out to employers

## Start actively looking for jobs

Now it's time to start applying for jobs. Register at [PracticeLink.com/Physicians](https://www.practicelink.com/Physicians) to get on recruiters' radar, receive new or updated jobs in your specialty, and easily save and respond to jobs. Don't underestimate the power of word of mouth. Tell your colleagues and friends what you're looking for, and ask if they know of any openings. Physician recruiters at your local hospitals can be wonderful resources for you even if you are looking at opportunities several states away. They are probably networking with other recruiters on a daily basis and know which facilities have needs.

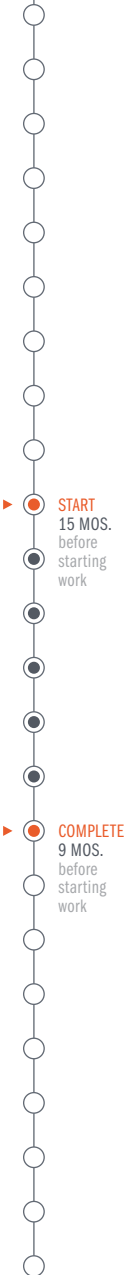
Did you find an organization for which you want to work, but it doesn't have a job opening listed in your specialty? Don't hesitate to call the recruiter there

and tell them what you're looking for. They may have an opportunity that hasn't been advertised yet, or know of some upcoming needs.

## Write a cover letter

Writing a cover letter is a separate process from writing your CV. Don't write your cover letter until you know where it's going. Your cover letter will also benefit from being proofread by someone you trust.

Personalize your cover letter for each job opportunity, and in it include why you are interested in that job and location. Highlighting any ties you have to the area can move your CV to the top of the stack. Though a cover letter is not required, including one definitely helps set you apart from your competition. •



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### WHAT ARE THE DIFFERENT TYPES OF RECRUITERS?

There are two main types of physician recruiters that you may encounter in your job search: in-house recruiters and search firm or agency recruiters.

#### WHAT'S A SEARCH FIRM?

A search firm is a third party that has been contracted by the employer to help them locate good physician candidates. Some search firms are

labeled "contingency," meaning the hospital/practice only pays them a fee if their candidate is hired. Others are "retained," meaning the hospital/practice retains them for a fee to assist in the physician search, regardless of the placements made. In either case, the search firm is paid by the employer and not by you.

#### WHAT'S AN IN-HOUSE RECRUITER?

An in-house recruiter is employed by the hiring party, whether that is a hospital, health system, private practice, physician group, etc. This person will also often work in the town where the job is located and could be classified as a recruiter, office manager, hospital CEO or a number of other titles.

## HELPFUL ONLINE ARTICLES

**How to optimize your CV**  
[ow.ly/LwVJ30hQj2V](https://ow.ly/LwVJ30hQj2V)



# Prep for your interviews

## Set and prepare for your interviews

It is tempting to accept every interview that you're offered, even if you're unsure if the opportunity or location will be a good fit. After all, your goal up to this point was probably to find as many job opportunities as possible that fit your parameters.

But keep in mind that you will be limited in exactly how much time you can take for phone and on-site interviews.

If you have defined your goals and done your homework, narrowing down your options will not be an overly daunting task.

Before you start setting dates for interviews, decide how much time you want to elapse between your first and last interviews. It's not unheard of

for residents to take several months to complete all their interviews, decide that the first one was the best opportunity—then find out that it's no longer available.

Of course, it's also OK to cancel interviews if you know what you are looking for in a job and find it somewhere else. When you find the position that accomplishes most of your career and lifestyle goals, don't hesitate to take it.

*It's OK to cancel interviews if you know what you are looking for in a job and find it somewhere else.*

## Interviewing tips

- **Prepare for a phone interview.** It's likely you will have a phone call prior to your in-person interview. How do you come across in this format? Practice so you come across as confident and strong but also as a good listener.
- **Be prepared to take notes.** Ask lots of good questions and bring a notepad to record the responses. Jotting down notes shows you're engaged.
- **Watch your non-verbal cues.** Don't fidget. Sit up straight and lean slightly forward to show you're interested in what the interviewer is saying. Smile as appropriate and use eye contact. Get a good night's sleep before the interview. Don't go after a night on call.
- **Don't play games.** The physician group or hospital wants to know your interest level. Be honest. It's OK to say you have other interviews planned.
- **Don't get discouraged.** You may not be successful in your first interview or two. Take any missteps as lessons for the next time.
- **Don't burn bridges.** No one knows the future. A position or employer that might not be a good fit for you now might be the perfect opportunity in the future. •

## — HELPFUL ONLINE ARTICLES —

5 physician interview mistakes  
[ow.ly/54xl30hQjbC](https://ow.ly/54xl30hQjbC)

Ask the right questions in your interview  
[ow.ly/gvVA308TxAH](https://ow.ly/gvVA308TxAH)

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**STEP  
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# Research your options

## Consider each opportunity's practice type, compensation package and community

Before you take a job offer, you will need to answer only two questions: Can you work there? Can you live there? Don't wait to get to an on-site interview before you start investigating those questions. And don't think that answering "yes" to one of the questions makes the position a match.

Many former residents can attest to the fact that just because you have found a place where you could work doesn't mean it's a location where you and your family could live. The recruiter or someone else at the facility can provide you with community information including the area's educational opportunities, housing suggestions,

activities for you and your family, an overview of the local economy, etc.

As you research your options, know that it's common to view job postings that do not mention salary packages or compensation ranges. Employers can be hesitant to list this information publicly, though they often know the salary range and are happy to discuss it with you at the appropriate time. When comparing opportunities, take into account differences in reimbursements and cost of living. Try to get a feel for the entire compensation package, including bonuses, relocation assistance, loan assistance and benefits. But don't make money your first topic.

Ask colleagues who have finished their training in the previous year or two about their experiences, too. It's important to use every resource available. •



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**QUESTIONS TO ASK**

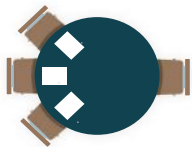
- What are the main reasons you are recruiting another physician at this time?
- How large is the group, including physicians and staff?
- How does the call system work?
- How many hospitals would I be responsible for covering?
- If there was a reduction in medical staff, why?
- Would I have the opportunity to speak with anyone who has left the practice?
- What type of turnover has this group experienced, both with physicians and other staff?
- What is the salary range?
- What is the earning potential three-plus years down the road?
- Is there loan assistance available?
- How is the group regarded by the community?
- What community activities are offered that would be of interest to me and my family?
- What's the overall economic stability and housing market like in this area?

## HELPFUL ONLINE ARTICLES

**Tailor your search**  
[ow.ly/LOFG308TxGq](http://ow.ly/LOFG308TxGq)

**Physician compensation stats**  
[ow.ly/JonH308TxLg](http://ow.ly/JonH308TxLg)

**Who's the happiest? (And what are they making?)**  
[ow.ly/lvgT308TxSE](http://ow.ly/lvgT308TxSE)



# Complete your interviews

## Knock 'em dead on your site visit

Your interview will typically be conducted through one or two on-site visits, lasting one to two days. Remember that you are going on a fact-finding mission. Much of your time on the interview will be spent being entertained, but there is a bigger purpose to your trip. The hospital or group is taking the time to see if you will be a fit for their practice. You should be doing the same. Make sure you get all of your questions answered. No one expects you to accept a job before you leave your interview, but your goal should be to figure out if you want the job by the time you leave. Having that goal will motivate you to ask more detailed questions.

You should gauge your own level of interest in the opportunity without considering money. Of course money will affect your final decision in a job offer, but it is a very good idea to know how you really feel about a particular opportunity without even considering the money factor. You can always say “no” if the compensation is unacceptable.

Taking a job solely because of an attractive compensation package is most assuredly the reason that many physicians stay in their first job fewer than two years. They failed to decide if they would be happy both working there and living in the community.

During a typical interview, you'll meet with lots of physicians and hospital executives. Be on time, look sharp and make eye contact in a professional and friendly way. Stay away from alcohol, even on the plane before arriving for the interview. Relax, be yourself and ask questions. The more you are interested in them, the more likely they are to be interested in you.

## Even if you don't think you want the job, do your best on the interview

You can always turn down an offer later if it turns out not to work, but you can't turn down an offer you don't get. It'd be a shame to write off an interview due to misinformation about the position—then later discover that you really did want the job.

Your disinterest may have been so apparent that the employer never even considered making you an offer. But it is not unusual for a candidate's circumstances to change in unexpected ways, such as an opportunity falling through. It is best to have options, so don't burn any bridges. After your interview, send out thank-you notes, calls or emails to everyone who met with you. Remember, your goal is to get the job offer. If you don't receive an offer, politely ask for feedback to help you with your future interviews. •

## — HELPFUL ONLINE ARTICLES —

**Ace your interview**  
[ow.ly/oXJt308Txvi](http://ow.ly/oXJt308Txvi)

**Site visit savvy**  
[ow.ly/MOwe308TxZi](http://ow.ly/MOwe308TxZi)

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**STEP  
09**

# Evaluate your offers

## Select the opportunity that's the best fit, and accept the offer

Because you only went on interviews at places that were a fit for you, it's possible that you will receive several offers, and it won't be as easy as you think to decide which one is right for you. There are several steps you can take to make this decision easier, but don't ignore those gut feelings you and your spouse will have.

When analyzing job opportunities and offers, remove money from the equation until you know it's a place where you'd be happy to live.

If the only good thing about an opportunity is the money, that's probably a place you'll be leaving within a couple years. What an exciting day when

you have done your due diligence, all the stars align, and the phone rings: It's your dream job, and they are extending an offer for you to join their practice!

Technically, this is a contingent offer because it's contingent upon the contract being worked out and your getting licensed, credentialed, etc. But it's an offer nonetheless.

Also, you might not have spoken of a specific income number, but you have talked in ranges, so there are no surprises. Ask the recruiter how long you have to respond to an offer. Normally, this is a very quick step because it's just the formality that leads to being able to view the actual employment agreement. •



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### HOW DO THE OFFERS STACK UP?

The answers to these questions can help you decide which of your options to choose.

- What was your reaction to the physicians with whom you would be working and sharing call? Do they support the recruitment effort? What are their personal opinions about the community?
- What are the group's future plans?
- What is the philosophy of the leadership team of the group and local hospitals?
- What is your anticipated patient load at each of the opportunities, and what are the sources?
- How is the group regarded by other physicians who interact with it?
- How are the offices and staff managed?
- What, if any, administrative duties will be expected of you?
- What are the benefits offered with the various positions?
- What is the current real estate market like in the communities you're considering?
- Are the available schools and extracurricular offerings good fits for your family?

### HELPFUL ONLINE ARTICLES

**You've got the offer ... now what?**  
[ow.ly/4DOi30hQjme](https://ow.ly/4DOi30hQjme)

**How to compare job offers**  
[ow.ly/Eotm30hQjnO](https://ow.ly/Eotm30hQjnO)



# Negotiate your contract

## Negotiate your contract and begin your final preparations before starting your new job

Like with most legal documents, it's a very good idea for you to have your employment agreement reviewed by an attorney. Working with an attorney who understands health care and employment agreements is very important. Everyone has a friend or cousin who is an attorney and will do this for next to nothing, but your money savings now could cost you down the road. You don't want this process to get bogged down if it takes the attorney weeks to review it. Give them a deadline.

### The final countdown

Most physicians need more time than they realize to complete all the paperwork necessary

*Working with an attorney who understands health care and employment agreements is very important.*

to start practicing, such as state licensure, hospital credentialing and getting set with insurance providers. Then there are all the personal matters involved, including house hunting trips

and the actual relocation. Most people agree that you will want to have at least six months available from the time you finalize your employment agreement until you expect to start seeing patients.

This means that if your training ends in June, your goal should be to have a job by the end of December. It takes longer to acquire a license in some states than others, so know your situation and give yourself more time if needed.

If you are not already, you'll want to familiarize yourself with the Federation Credentials Verification Service (FCVS). It provides a centralized, uniform process for state medical boards and credentialing staffs to obtain records of physicians' core medical credentials. Some states require it while others won't accept FCVS documents, so start now to see if it is for you or not.

### The finishing touch

Once you've signed a contract, you're almost done. Here are the last remaining to-dos for your job search to be complete:

- Prepare for your boards and start the licensing and credentialing process. [ow.ly/7TVM308TyrU](http://ow.ly/7TVM308TyrU)
- Start house hunting and move your family. [ow.ly/cYSM308Tywl](http://ow.ly/cYSM308Tywl)
- Set up and market your new practice. [ow.ly/Msob308TyF8](http://ow.ly/Msob308TyF8)
- Start practicing and avoid common mistakes of new physicians. [ow.ly/LAhr308TyMq](http://ow.ly/LAhr308TyMq)
- Refer a colleague to PracticeLink.com and celebrate your new job! Congratulations! •

## Three easy ways to get your search for your dream practice started:

Call (800) 776-8383

Email [HelpDesk@PracticeLink.com](mailto:HelpDesk@PracticeLink.com)

Visit [FirstPractice.com](http://FirstPractice.com)

START 9 MOS. before starting work

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First Practice is a service of



PRACTICELINK

“PracticeLink.com is the go-to resource for the most up-to-date jobs in any specialty. Almost all residents know about it and most of them used it from early on in residency. It’s very helpful and concise. Glad to have found my job through this website. Thanks much!”  
-Sukhdeep Sehmbey, M.D., Family Medicine

# PracticeLink is the **career advancement resource** for physicians and advanced practice providers.



Featuring opportunities from more than 5,000 medical facilities, PracticeLink is the most widely used job bank and career center for physicians looking for their first or next practice.

**Start today!** Flip the page to learn more about how PracticeLink can help you manage your job search from start to finish!

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“I never would have found my job if not for PracticeLink!

I got connected with the local physician recruiter at my new job through the website.”  
 –Andrea Gregory, M.D., Pediatrics

## PracticeLink.com makes it easy to manage your job search and find the right practice.

Becoming a physician is hard.  
 Finding a job doesn't have to be.

### Activate your job search today, and:

**Apply with just one click.** Create or upload your CV with PracticeLink, and apply to any opportunity with a single click!

**Manage your job search.** PracticeLink gives you the tools you need to manage your job search—like our “unsubscribe from this recruiter” feature and job-search status levels that put you in control!

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**Start today!** Create your free account at [PracticeLink.com](https://www.practicelink.com) to manage your job search and find the right practice.

More than 5,000 hospitals, health care systems and other medical facilities use PracticeLink to find and hire the physicians their communities need. Find nearly every available job opening in your specialty, and filter by location, keyword and more to ensure you find the community, lifestyle and opportunity that's best for you.



25,000+ JOBS

5,000+ COMMUNITIES

3 MINUTES TO  
GET STARTED





## PracticeLink Magazine provides the career advice you need.

Navigate your job search with help from the experts.

The award-winning PracticeLink Magazine provides the articles and advice you need to advance your career and understand the business side of medicine—while browsing job opportunities across the country.

**The content you want, sent when you need it.** Access the award-winning career advancement content at [PracticeLink.com/Magazine](http://PracticeLink.com/Magazine). Follow PracticeLink on Facebook, Twitter and LinkedIn—and never miss a thing!

**WINTER**

**Quality of Life Issue**

Work/life balance  
Researching your options

**SUMMER**

**Interview Issue**

Site visits  
Finding your best fit

**SPRING**

**Job Search Issue**

When to start your search  
Writing your CV

**FALL**

**Contracts & Compensation Issue**

Contract negotiation  
Compensation packages

4 THEMED ISSUES A YEAR

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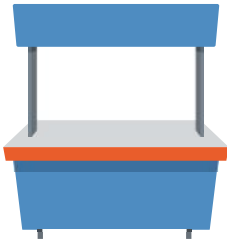


**Start today!** Create your free account at [PracticeLink.com](http://PracticeLink.com) for the latest career advancement content.



### PracticeLink guides you along the way

Ever wondered “When to Do What in Your Job Search”? Our handy 10-step timeline takes you all the way from writing your CV to negotiating your contract. See it at **FirstPractice.com**.



## PracticeLink provides free, personal job-search support on the road and on the phone.

PracticeLink meets you where you are.

PracticeLink comes directly to you by sending team members to specialty conferences every year. The reps at our booth are ready to provide one-on-one job-search help. **Here's where we'll be in 2019!**

- **AAD** American Academy of Dermatology
- **SHM** Society of Hospital Medicine
- **AAOS** American Academy of Orthopaedic Surgeons
- **ACP-IM** American College of Physicians-Internal Medicine
- **AIMW** Academic Internal Medicine Week
- **AAN** American Academy of Neurology
- **ACOG** American College of OB/GYN
- **AUA** American Urological Assoc.
- **AAPA** American Academy of Physician Assistants
- **ATS** American Thoracic Society
- **APA** American Psychiatric Assoc.
- **AANP** American Assoc. of Nurse Practitioners
- **AAFP NC** American Academy of Family Physicians Nat'l Conf.
- **AAFP** American Academy of Family Physicians
- **AAP** American Academy of Pediatrics
- **ACG** American College of Gastroenterology
- **ACS** American College of Surgeons
- **ACEP** American College of Emergency Physicians (EMRA Career Fair)
- **Psych Congress**



## PracticeLink inDepth Interviews help you get noticed.

Tell us the *why* behind your job search to get found by the right employer.

**An inDepth Candidate Interview** is a brief phone interview with one of our physician relations specialists. We'll use the time to learn what you're looking for in a practice and a community.

The goal of the inDepth Interview is to help paint a more comprehensive

picture of your job search. This saves you time by helping in-house recruiters who post jobs on PracticeLink decide if you might be interested in their opportunities before they reach out.

**Start today!** To schedule your inDepth Interview, call (800) 776-8383 or email your CV to [inDepth@PracticeLink.com](mailto:inDepth@PracticeLink.com).





“It was great to have employers gathered together all in one room.

The food and drinks were delicious, and the mini workshop was informative!”

–Chelsea Majerus, M.D.

## PracticeLink Live! Physician Career Fairs put you face-to-face with your future.

The advice you need, the jobs you want.

Our exciting road tour of physician career fairs and seminars is coming to a city near you! Don't miss this once-a-year, physician-friendly event—the best place to learn how to navigate your job search and connect with representatives from hospitals from across town and across the country. Free dinner and free parking make it easy to attend!

### What to expect at PracticeLink Live!

**Physician Career Fair.** Meet hiring employers from both across town and across the country!

**Seminar: When to Do What in Your Job Search.** When should you start your search? How can you negotiate a signing bonus, student loan repayment and more? What do you need to know about visas, relocation, contracts? Come to the free seminar—stay and ask our expert panel your specific questions!

**Networking Opportunities.** Connect with dozens of hospital representatives, and get all your job-search questions answered! Plus, enjoy networking with your fellow residents, practicing physicians and advanced practitioners at this professional yet fun free event.

**Premium Food and Drinks in a Casual Atmosphere.** Don't worry about squeezing in dinner. We've got you covered! Enjoy premium food and drinks as you network with recruiters and colleagues. Come however it's easiest—scrubs and families are welcome.

**Start today!** Visit [info.practicelink.com/2019-practicelinklive](http://info.practicelink.com/2019-practicelinklive) to RSVP for an upcoming PracticeLink Live! Physician Career Fair event.

### Join us at these upcoming events:

**Philadelphia** · September 12, Sheraton Philadelphia University City Hotel

**Chicago** · September 19, Crowne Plaza Chicago West Loop

**New York** · September 26, The Westin Times Square

**Seattle** · October 9, Hilton Seattle

**Baltimore** · October 22, Inn at the Colonnade Baltimore by Hilton

**Atlanta** · November 14, W Atlanta Downtown

**Phoenix** · November 21, Hyatt Regency Phoenix

▼ ▼ ▼  
ALL SPECIALTIES

FREE PARKING,  
FOOD, & SEMINAR



# Where will you end up?

Throughout your job search, you need to answer just two questions: *Can you work there? And can you live there?* This special section of community profiles helps you to answer those questions.

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## Adventist Health

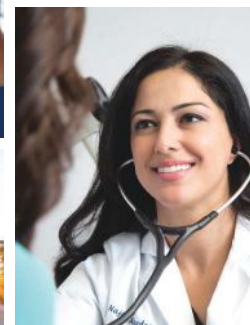
Founded on Seventh-day Adventist health values, Adventist Health is a faith-based, nonprofit, integrated health care delivery system that provides compassionate care in 80 communities on the West Coast and Hawaii. Adventist Health provides care in over 20 medical centers, more than 300 medical offices (medical center-based, rural health and physician clinics), home care agencies, hospice agencies and four joint-venture retirement centers in both rural and urban communities. We have a workforce of more than 35,000 associates, including medical staff physicians, allied health professionals and volunteers. Our compassionate and talented team are driven in pursuit of one mission: living God's love by inspiring health, wholeness and hope. Together, we are transforming the American healthcare experience with an innovative, yet timeless, whole-person focus on physical, mental, spiritual and social healing. We are seeking mission-minded physicians and advanced practitioners interested in making a difference in the communities we serve.

## About our Community

From the beaches and redwoods to the vineyards and countryside, Adventist Health has a home for you. Top physicians are choosing to build their future with us because of our diverse locations, multiple employment models and physician driven culture that continually works on improvements and is accountable for results. Our physicians play a key role in Adventist Health's commitment to being a leader in mission focus, quality care and fiscal strength. Every individual, regardless of his/her personal beliefs, is welcome in our facilities and we are eager to partner with members of other faiths to enhance the health of the communities we serve.



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### PLEASE RESPOND TO

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### SEEKING

ALL

## Aspirus Clinics

For the 2nd year in a row, Aspirus has been named by IBM Watson Health as one of the Nation's Top 15 Health Systems, based on analysis of overall organizational performance. We are a system of 8 hospitals and 60 clinics that spans over 25,000 square miles throughout Central Wisconsin and the Upper Peninsula of Michigan. Currently, over 470 providers are located throughout the system and have the opportunity to affect approximately 604,000 lives.

Enjoy the benefits:

- Up to \$200,000 in student loan repayment
- Residency stipends
- Sign-on bonus
- Two retirement plans—403(b) and 457(b)
- Excellent PTO/vacation allowance
- Teaching opportunities
- CME time off/allowance
- Malpractice: 100% coverage
- Relocation assistance up to \$15,000
- Physician-driven & patient-centered
- EPIC EMR system-wide
- Practice/schedule flexibility

## About our community

A practice model like this could only happen in a place like this: surrounded by lakes and rivers, our locations offer excellent schools and family-focused living. Or, purchase a beautiful home on the lake at an extremely affordable price. Step out your front door and have immediate access to activities that include superb lake fishing, trout streams, boating, camping, hiking, hunting, ATV trails, downhill & cross-country skiing and snowmobiling.



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### PLEASE RESPOND TO

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### SEEKING

D, EM, END, FP, GS, HOS, IM,  
N, OBG, ON, OPH, ORS, OTO,  
PA/NP, PD, PS, RO, UCM

## Banner Health

Banner Health is dedicated to fulfilling our nonprofit mission of making a difference in people's lives through excellent patient care. Based in Phoenix, Arizona, Banner Health is one of the largest nonprofit health care systems in the country and the leading nonprofit provider of hospital services in all the communities we serve. Our Western Region facilities serve a number of rural areas—many are the only inpatient facilities available within the community. In February 2015, Banner Health marked a historic moment in its long history, with the completion of its merger with the University of Arizona Health Network in Tucson, Arizona, to form Banner - University Medicine. This health system, anchored in Phoenix and Tucson, makes the highest level of care accessible to more Arizona residents. At the heart of this merger is academic medicine—research, teaching and patient care—across three academic medical centers.

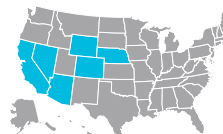
## About Our Community

With 28 hospitals in six western states (15 in Arizona), Banner Health, a Top 5 Large Health System, is one of the nation's most respected and awarded health systems recognized for its leadership and dedication to the communities we serve and offers highly integrated and innovative environments, a collaborative team-oriented workplace and clinical settings that focus on patient excellence. Banner Health offers a variety of specialized services including: heart and cancer care, pediatrics, organ transplants, high-order multiple births, Level I Trauma services, rehabilitation and behavioral health services.



Banner Health®

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### PLEASE RESPOND TO

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### SEEKING

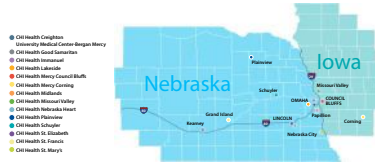
AI, C, CCM, CHN, FP, GE, GS,  
HO, HOS, IM, MPD, N, NS,  
OBG, ORS, P, PA/NP, PCC,  
PD, PDE, PDP, PDS, PG,  
PLM, PMD, PO, U, VS

## CHI Health

CHI Health is a regional health network with a unified mission: nurturing the healing ministry of the Church while creating healthier communities. Headquartered in Omaha, the combined organization consists of 14 hospitals, two stand-alone behavioral health facilities, a free standing emergency department, more than 150 employed physician practice locations in Nebraska and southwestern Iowa.

### About Our Community

Nearly 12,000 employees comprise the workforce of this network and serves as the primary teaching partner of Creighton University's health sciences schools. In fiscal year 2017, the organization provided a combined \$191.4 million in qualified community benefit including services for the poor, free clinics, education and research. With locations stretching from Kearney, Nebraska to Corning, Iowa, the health network is the largest in Nebraska and serves residents of Nebraska, southwest Iowa and northern Kansas.



#### PLEASE RESPOND TO

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 nicole.delong@alegent.org

#### SEEKING

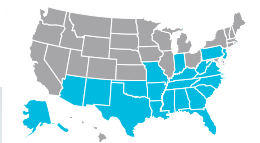
AN, C, D, EM, FP, GE, GS, HO, HOS, IM, N, NS, OBG, OFA, OTO, P, PCC, PD, R, RHU, TRS, VS

## Community Health Systems

CHS is doctor-recommended in 20 States and 119 hospitals. Approximately 20,000 physicians—employed and independent—serve on the medical staffs of 119 CHS-affiliated hospitals in 20 states. The hospitals deliver a wide range of health services and function as vitally important members of their local communities. An array of national quality recognitions and honors includes accredited chest pain centers, accredited stroke centers, and Centers of Excellence for bariatric services. Our affiliated hospitals have the flexibility to meet individual needs and the ability to offer competitive recruitment packages and startup incentives. Hundreds of physicians choose CHS-affiliated hospitals each year—for quality of care and quality of life.

### About Our Community

Wherever you see yourself and your new practice, chances are a CHS-affiliated hospital is nearby. Most are located in quiet, easy-paced communities not far from a large metropolitan center, national parks, beautiful beaches or mountain ranges. While we're literally "all over the map," we're focused on helping you find a place to build a successful practice.



#### PLEASE RESPOND TO

Physician Recruitment  
 4000 Meridian Blvd  
 Franklin, TN 37067  
 http://www.chsmedcareers.com  
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 docjobs@chs.net

#### SEEKING

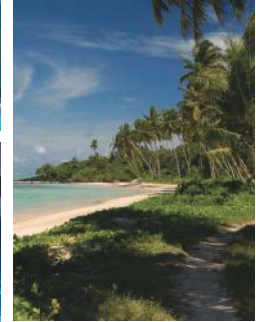
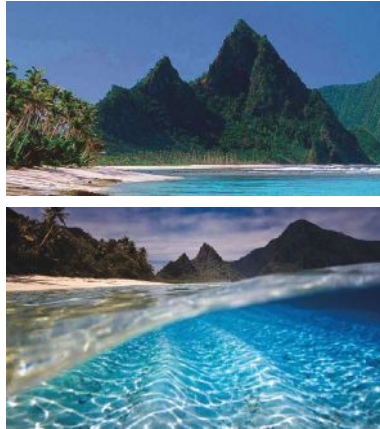
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## LBJ Tropical Medical Center

LBJ Tropical Medical Center is located on American Samoa in the South Pacific (south of the equator). American Samoa is a lush and balmy destination with a population of 55,519 and a total area of 76.8 square miles. American Samoa (much like its name infers) is a U.S. territory and utilizes U.S. currency. The way of life in American Samoa is very easy going and relaxed. Those who live here enjoy the comfort of a slower life. For those who wish to escape the “rat race” of the populous and urban areas, American Samoa is the perfect solution. Currently, LBJ Tropical Medical Center has only 65 active medical staff members. We are in search of expanding our medical staff due to the shortage of physicians/practitioners. We are actively searching in the areas of Internal Medicine, Pediatrics, Nephrology, Radiology, ER, Surgery, Orthopedic Surgery, and OB/GYN. You will never find people (patients) who are more grateful for the services that medical staff provide than the people of American Samoa. A sense of graciousness is rampant.



### PLEASE RESPOND TO

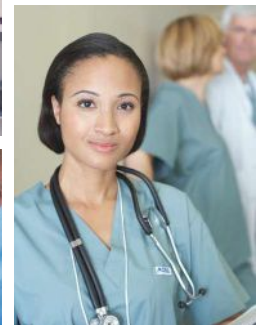
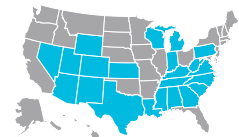
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Medical Staff Recruitment/CME Coordinator  
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### SEEKING

EM, GS, IM, NEP, NP, OBG,  
ORS, PA, PD, R

## LIFEPOINT HEALTH®

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## LifePoint Health

LifePoint Health offers unique opportunities for physicians to prosper and grow professionally and personally in over 70 communities nationwide. Quality care is our top priority, and we give you access to the tools, resources and support you need to help you care for your patients and grow your business. In addition, we offer competitive compensation packages, which could include a sign-on bonus, student loan reimbursement and residency stipends.

### PLEASE RESPOND TO

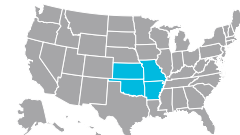
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### SEEKING

AN, C, EM, END, FP, FSM,  
GE, GS, GYN, HO, HOS, IC,  
ICE, ID, IM, MPD, N, NEP,  
NPM, NS, OBG, OM, ON,  
OPH, ORS, OTO, P, PCC, PD,  
PM, PMD, PUD, R, RHU, U,  
UCM, VM, VS



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## Mercy Physician Recruitment

When a low cost of living, amenity rich communities & state-of-the-art technology align with a mission to deliver exceptional healthcare, then you've arrived at MERCY. We'll afford you the opportunity to care for patients in need, while we take care of the rest. At Mercy, you'll work with the area's finest physicians and receive a competitive compensation and benefits package. Experience more, experience Mercy!

Your health, well-being and development are important to you, and they are equally valued by Mercy. Mercy co-workers enjoy a variety of benefits that allow them to take care of themselves and their families.

- Comprehensive medical, dental and vision insurance for full- and part-time co-workers
- Mercy-paid life insurance for full-time co-workers
- Long-term disability coverage
- Paid time off (vacation, holiday and sick paid time off)
- Retirement program which includes an employer match plus an employer contribution based on years of service
- Co-worker assistance plan for full- and part-time co-workers and their immediate family members
- Tuition reimbursement



### PLEASE RESPOND TO

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### SEEKING

AN, C, CCM, D, EM, END, FP, GE, GO, GS, GYN, HO, HOS, IC, ICE, ID, IM, MFM, MPD, N, NEP, NPM, NS, OAR, OBG, OFS, OM, OPH, ORS, OTO, P, PCC, PD, PDS, PE, PLM, PM, PMD, PO, PS, PUD, R, RHU, RO, SM, SO, TRS, U, UCM, VS

## PeaceHealth

PeaceHealth, based in Vancouver, Wash., is a not-for-profit Catholic health system offering care to communities in Washington, Oregon and Alaska. PeaceHealth has approximately 16,000 caregivers, a medical group practice with more than 1,200 providers and 10 medical centers serving both urban and rural communities throughout the Northwest. In 1890, the Sisters of St. Joseph of Peace founded what has become PeaceHealth. The Sisters shared expertise and transferred wisdom from one medical center to another, always finding the best way to serve the unmet need for healthcare in their communities. Today, PeaceHealth is the legacy of the founding Sisters and continues with a spirit of respect, stewardship, collaboration and social justice in fulfilling its Mission. Visit us online at [peacehealth.org/providercareers](http://peacehealth.org/providercareers).

### About Our Community

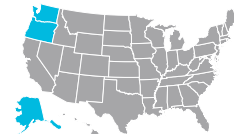
PeaceHealth provides care in both rural and metropolitan communities in Washington, Oregon and Alaska.

*We embody the Pacific Northwest with the perfect blend of urban and outdoor living. We love where we live and take great pride in where we work! Whether you want to practice medicine in small-town America, mid-sized University cities or larger metropolitan areas, PeaceHealth has a practice option for you.*

**Alaska:** Ketchikan and Craig. **Oregon:** Cottage Grove, Eugene, Florence, and Springfield. **Washington:** Bellingham, Friday Harbor, Longview, Sedro-Woolley, Vancouver.



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### PLEASE RESPOND TO

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[providerrecruitment@peacehealth.org](mailto:providerrecruitment@peacehealth.org)

### SEEKING

ALL



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## Steward Health Care / Dallas

Steward Health Care is a fully integrated national health care services organization committed to providing the highest quality of care in the communities where our patients live. Steward's unique health care service delivery model leverages technology and care coordination to keep patients healthier and in the community. Steward is recognized as one of the nation's leading accountable care organizations. Steward hospitals have received the country's top awards for quality and safety.

Steward operates 36 community hospitals in ten states that employ approximately 37,000 people and regularly receives top awards for quality and safety. The Steward network includes more than 26 urgent care centers, 42 preferred skilled nursing facilities, substantial behavioral health services, over 7,300 beds under management, and more than 1.1 million covered lives through the company's managed care and health insurance services.

### About Our Community

Steward is making a profound impact on the communities it serves. The health system partners with a diverse set of dedicated and community-based charities, advocates, and agencies that are all striving to improve the health and well-being of local residents.



#### PLEASE RESPOND TO

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#### SEEKING

GE, N, OBG, OFA, P, U

## TeamHealth

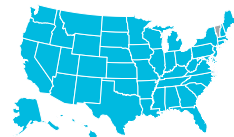
At TeamHealth, our purpose is to perfect the practice of medicine, every day, in everything we do. We are proud to be a leading physician practice in the U.S., driven by our commitment to quality and safety and supported by our world-class operating team. To improve the experience of our physicians and advanced practice clinicians, we empower clinicians to act on what they believe is right, free clinicians from distractions so they can focus on patient care, invest in learning and development to promote growth in the clinical field and foster an environment where continuous improvement is a shared priority. Through our more than 16,000 affiliated healthcare professionals and advanced practice clinicians, TeamHealth offers emergency medicine, hospital medicine, critical care, anesthesiology, orthopedic surgery, general surgery, OB/GYN hospitalists, ambulatory care, post-acute care and medical call center solutions to approximately 3,100 acute and post-acute facilities and physician groups nationwide. Join our team; we value and empower clinicians.

### About Our Community

Find your dream job at TeamHealth. Choose from diverse clinical settings around the country to match your interests—high volume, low acuity, urban, or rural. With a network of world-class clinicians, you'll grow and collaborate with a dynamic team committed to excellence in patient care. You'll also have the opportunity to move onward and upward with our FMD 2B program for our next-gen medical directors.



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#### PLEASE RESPOND TO

<http://www.teamhealth.com>  
(877) 711-2839  
physicianjobs@teamhealth.com

#### SEEKING

AN, CCM, EM, GS, HOS,  
OBG, ORS, UCM

## UCHealth

UCHealth is an \$8.9 billion organization with more than 22,000 employees and a large, integrated network of hospitals, clinics and practices providing community-focused medicine.

We are also a driving force in research, attracting more than \$516 million annually in federal funding. It is a powerful partnership that provides unparalleled patient care in the Rocky Mountain region.

Together our Northern Colorado, Metro Denver and Southern Colorado regions provide unparalleled patient care in the communities we serve. With Magnet® designations at several of our hospitals, multiple “Best Hospital” rankings by *U.S. News & World Report*, and several Nightingale award winners, our system improves lives.

### Clinical excellence meets work-life balance

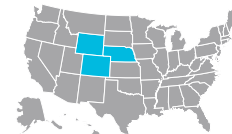
Outdoor enthusiast? Art aficionado? Sports fan? Colorado is the place where life and work weave seamlessly together. From exploring the Rocky Mountains to enjoying smaller town favorites to taking in the Denver Metro landmarks, working for UCHealth and living in Colorado gives you the best of both worlds.

- The Denver Post has awarded TOP Work Places to UCHealth for the past six years.
- UCHealth is Great Place to Work Certified.
- UCHealth has been widely recognized for high-quality care by U.S. News and World Report and three of our hospitals are in the Truven 100 Top and Vizient Top 10%.
- UCHealth is in the top 25% in patient satisfaction scores.

Our success stems from fresh ideas, innovative approaches and building a team of exceptional people who consistently do what is right for the patient. If you're ready to bring your skill and expertise along with a passion for patient care, visit [joinuchealth.org](http://joinuchealth.org) today to see our current open positions.

# uchealth

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#### PLEASE RESPOND TO

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#### SEEKING

C, END, GS, HO, IM, N, NP,  
NS, OBG, OM, PA, PCC, RHU,  
UCM

## UnityPoint Clinic

UnityPoint Health offers a health care environment that fits your individual interests. Whether it's a large metropolitan hospital, a rural health clinic or caring for patients in their homes, UnityPoint Health has a career for you. When you choose to join UnityPoint Health, you'll receive the opportunity to grow your health care career and be part of an atmosphere that values teamwork—no matter the setting. For patients, this means patient-centered, coordinated care that benefits their health and provides them the best outcome every time. For you, it means you'll be part of a health care team that respects your ideas and values your opinions.

UnityPoint Health supports a positive work environment and is committed to treating our employees the same way we treat our patients—with respect and compassion. We've also been included in Becker's Hospital Review as one of the 100 Best Places to Work in Healthcare.

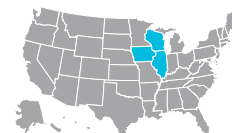
### About Our Community

Our physician-led team of professionals spans across Iowa, Illinois and Wisconsin in 9 large geographic regions. Just as our career opportunities range from metropolitan hospitals to rural health clinics, so do the communities in which we reside. Our 28,000 employees, including home care experts, hospital teams and more than 3,500 doctors and specialists are integrated into their communities keeping health care local. We are proud to be a national leader in health care yet provide compassionate local care to the communities in which we reside and serve. Learn more about our regions to see which community is best for your new career.



## UnityPoint Clinic

MULTISTATE



#### PLEASE RESPOND TO

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#### SEEKING

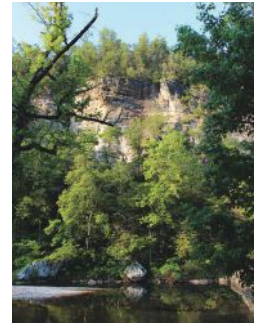
AN, CHP, EM, END, FP, GE,  
GS, HOS, IC, ID, IM, MFM, N,  
NEP, NS, OBG, ON, P, PCC,  
PD, PLM, PM, PUD, RHU,  
U, UCM





## White River Health System

White River Health System (WRHS) is a not-for-profit, multi-facility healthcare organization serving residents of North Central Arkansas. The system includes two hospitals, rural health clinics, physician offices, and outpatient care centers. Our service area consists of 100,000 residents in five counties. White River Medical Center (WRMC), with 244 beds, is a regional referral center located in Batesville, Arkansas, and is the flagship of WRHS. The Medical Staff includes 100 physicians representing 23 specialties. Stone County Medical Center (SCMC) is a state-of-the-art 25-bed critical access hospital in Mountain View, Arkansas, providing acute inpatient care, general and orthopedic surgery, and 24/7 physician coverage in the Emergency Department. Our goals are to provide patient focused care, offer healthcare services based on community need and develop the medical community through physician recruitment and partnerships with educational institutions. For more information about WRHS, visit our website at [www.whiteriverhealthsystem.com](http://www.whiteriverhealthsystem.com).



## About Our Community

Batesville, Arkansas, is the home to White River Medical Center, the flagship facility of WRHS and strategically located 90 miles north of Little Rock, AR and 125 miles northwest of Memphis, TN. Picturesque Mountain View, Arkansas, is the home to WRHS' critical access hospital, Stone County Medical Center. The regional economy is a diverse mix of agriculture, education, healthcare, manufacturing, and tourism. Residents enjoy low crime rates, affordable property, and quality schools. If you are looking for a safe, close knit, friendly family community and enjoy outdoor recreation, let us show you what Batesville, Mountain View, and North Central Arkansas can offer.

### PLEASE RESPOND TO

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### SEEKING

C, EM, END, FP, GE, HOS, IM, MPD, N, NEP, NS, ORS, P, PD

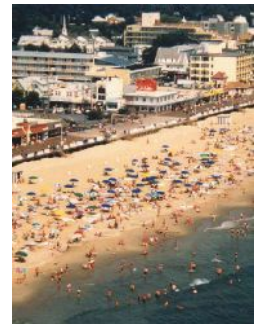
## Bayhealth Medical Center

A non-for-profit health system spanning through Central and Southern Delaware and is central and southern Delaware's largest healthcare system. Bayhealth is comprised of Kent General and Milford Memorial Hospitals, and Emergency, Outpatient, and SleepCare centers distributed throughout the service area, with a medical staff of over 500 physicians. Bayhealth is a member of the Penn Cancer Network and is an affiliate of the University of Pennsylvania Health System- Penn Cardiac Care and Penn Orthopedics.



## About Our Community

Located less than a two hours' drive from Washington, DC, Baltimore, and Philadelphia, Central/Southern Delaware offers communities brimming with history, charm, and personality; accessible outdoor areas; and affordable living. Beautiful farmlands, coastal sceneries, and a mix of old traditions and modern high-tech culture are at your disposal. And, shopping is tax-free! The City of Dover is not just the capital, but also home to many of Delaware's historical landmarks. It boasts two distinct historic areas—one Colonial and one Victorian. Throughout downtown Dover you will find specialty shops, neighborhood stores, restaurants and very friendly people. Dover is also the home of the "Monster Mile" where you can take in all the action of NASCAR racing! We also host "Firefly," a music festival that draws 90,000 attendees annually.



Delaware's beach resorts, including Lewes, Bethany, and Rehoboth, are only one hour's drive south of Dover. Enjoy a stroll along these beautiful beaches, watch whales and dolphins, explore nature walks, take up boating, sail boarding, parasailing and more! Cultural experiences throughout the area include summer arts' festivals, art galleries, dinner theaters, historic train rides, specialty museums, and outdoor performances by the ocean. It's no surprise that Delaware is known as the Small Wonder! Come see for yourself!

### PLEASE RESPOND TO

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## Beebe Healthcare

Lewes, on the South Coast of Delaware. Live where others vacation!

Beebe Healthcare, on the coast of southern Delaware, has year-round physician opportunities in a fast-growing resort area that offers work-life balance.

Beebe Healthcare is a progressive, not-for-profit community health system with a 210-bed hospital and numerous satellite facilities throughout coastal Delaware. The area has a five-year projected population growth rate of 9.2%, and a multi-million dollar system-wide expansion is underway, including a Hospital for Special Surgery.

Beebe is progressive, with high patient satisfaction. Services include cardiac surgery, interventional cardiology, cancer center with radiation, 256-slice CT, 3.0T MRI, PET CT Scan, da Vinci Xi robot, 3D mammography, and hyperbaric chambers. The Margaret H. Rollins School of Nursing is on site.

## About Our Community

Our location at the beach is beautiful and family-friendly. The quality of life here is exceptional, and the environment is smart, progressive and safe. Our ocean-side setting is surrounded by nature, recreational and entertainment attractions. We're in a cozy, relaxed community, yet close to cultural and professional hubs such as Philadelphia, Baltimore, Washington, D.C., and New York City.

Delaware beaches and boardwalks are nationally ranked by *Parents Magazines*, *National Geographic*, and *Travel and Leisure*. Here you'll be immersed in water sports, outdoor life, golf and cycling. Cultural offerings range from festivals to theater, fine art and superb dining. Delaware has a low cost of living, overall low taxes, and no state sales tax. Come discover Beebe Healthcare and the south coast of Delaware!

Beebe Healthcare. Rich in History, Focused on the Present, with an Eye to the Future.



DELAWARE



### PLEASE RESPOND TO

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### SEEKING

D, END, FP, HOS, IM, N, OBG, ON, PCC, U

## Owensboro Health

Rise above. Come care with us.

Here, we've risen above. We've pioneered advanced care for our friends and neighbors in this region we all are proud to call home. We've risen above and built a team of dedicated caregivers; together, for and around one thing: our patients. We've risen above and built a state-of-the-art hospital - with leading edge design and technology - rivaling any in the nation. We enjoy a low cost of living but an exceptional quality of life; all in a community that feels large, yet is comfortable enough to call home.

If you are a pioneering physician with a vision for the future, we invite you to come care with us. When we work together with our patients in mind, we can't help but advance, move forward ... rise above.

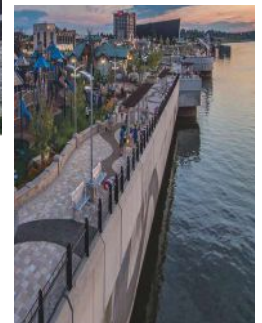
## About Our Community

Owensboro sits on the southern bank of the Ohio River and serves as a cultural and business hub in the Kentucky-Indiana-Illinois tri-state region. A modern and vibrant community that maintains a rich history and traditional charm of a southern, American city, Owensboro offers a family-friendly atmosphere, quality educational opportunities, a low crime rate and low cost of living index.

- America's Best Places To Work - *CNN/Business Week*
- Named a "Hear the Music" City in 2019 - *Brand USA*
- Top City for Millennials - *Business Insider*



KENTUCKY



### PLEASE RESPOND TO

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### SEEKING

D, END, FP, GE, HOS, IM, MFM, N, OBG, OM, ORS, P, PCC, PD, RHU, U, UCM

## Anne Arundel Medical Group

Since 1902, we have built upon our legacy as a reliable medical resource for residents of the capital city of Maryland. Anne Arundel Medical Center now serves a regional population of more than one million area residents. We are steadfast in our enduring mission to enhance the health of the people we serve. That means providing:

- Patients with compassionate, high quality services that will help alleviate pain, preserve health and extend life.
- Physicians and other health professionals with the best resources and patient care services available in the region.
- The communities we serve with a full continuum of convenient, cost-effective and accessible services.
- Employees with leading-edge clinical, professional and educational opportunities.

## About Our Community

Annapolis is the capital of Maryland and home to the United States Naval Academy and St. John's College, a liberal arts college with a history going back to 1696. We're proud of our charming colonial heritage, which stands in contrast to our sophisticated dining, shopping and entertainment. Annapolis is modern and diverse and our lifestyle reflects that.

Our hometown is considered the gateway to the Chesapeake Bay and the Eastern Shore of Maryland. On the other side of the Chesapeake Bay Bridge, you'll find the historic towns of Easton and Cambridge. Keep driving and you'll reach the boardwalk in Ocean City, the largest seaside resort in the Mid-Atlantic. We are just 29 miles east of Washington, D.C., 26 miles south of Baltimore, and an easy train ride to New York City. Beyond the metro area, you can charter a sailboat, take a ferry across the Bay, or ski Wisp Mountain. Hiking, biking, bird watching, kayaking and horseback riding are also great sources of fun.



MARYLAND



### PLEASE RESPOND TO

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### SEEKING

END, FP, HOS, IM, N, NP,  
OBG, P, RO

## University of Maryland Medical System

Our commitment to advancing patient safety and quality standards for medical care allows us to achieve the most positive outcomes possible for each and every patient.

Collectively, our facilities provide care to over one million patients per year in a variety of geographic locations, offering services that span all levels of care, from acute inpatient and specialty care services to outpatient care centers. We serve as a national and regional referral center for trauma, cancer care, neurocare, cardiac care, physical rehabilitation, and women's and children's health.

Together, we're building an extraordinary model of integrated care delivery. And because of our partnership with the University of Maryland School of Medicine, we are among the leaders in medical discovery and education. For physicians looking to advance their career, there is just no place like it.

## About Our Community

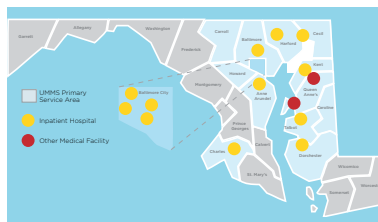
Think life "outside of work" should be as rewarding as the work itself? You've come to the right place. Our facilities are located in some of the most exciting and desirable locations in the state.

Outdoor enthusiasts love the variety: sandy beaches, hiking trails, white water rafting. Sports fans love the excitement of our professional and college teams.

UMMS has a network of facilities in Baltimore and surrounding areas, as well as in several cities along the Eastern Shore of the Chesapeake Bay. It's an exciting place to make your home.



MARYLAND



### PLEASE RESPOND TO

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### SEEKING

CCM, EM, FP, GE, GS, HOS,  
IM, N, OBG, P, PD



## Western Maryland Health System

The Western Maryland Health System (WMHS) is a progressive, integrated healthcare network that includes a new state-of-the-art hospital, a nursing home, and a comprehensive range of outpatient services. The new Western Maryland Regional Medical Center rises seven stories and has 585,000 square feet of interior space with 275 patient beds. The new facility enables WMHS and its skilled physicians to continue providing a level of care that patients once had to travel to Baltimore, Washington, DC or Pittsburgh, PA to receive.

### About Our Community

Exceptional opportunities for physicians exist in Allegany County, Maryland. Nestled in the mountains of Western Maryland, Allegany County and the tri-state area offer a quality lifestyle ideal for both couples and families. It is far enough away from the pressures of urban life and offers a moderate cost of living.

Enjoy the scenic beauty and four-season recreational activities of the entire region that includes Mountain Maryland, the Potomac Highlands of West Virginia, and the Laurel Highlands of Pennsylvania. Cumberland boasts the charm of Victorian-era architecture and is well-known for its lighted church steeples that can be seen while traveling on Interstate 68.

While the peace and beauty of mountainside Maryland may make you feel like you're far from major metropolitan areas, Pittsburgh, PA, Baltimore, MD, and Washington, DC, are only a few short hours away.



#### PLEASE RESPOND TO

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#### SEEKING

FP, NP, OBG, P, PA, PCC



## Hallmark Health Medical Associates

Hallmark Health Medical Associates, now known as Tufts Medical Center Community Care, is a physician-led multi-specialty employed group comprised of over 100 physicians, NPs, and PAs who are highly educated, trained and experienced. We pride ourselves on providing personalized health care services for the whole family, with a strong emphasis on wellness and preventative care. We are affiliated with MelroseWakefield Healthcare (formerly Hallmark Health System), which includes MelroseWakefield Hospital and Lawrence Memorial Hospital of Medford, with referrals to Tufts Medical Center for highly specialized care.

### About Our Community

The communities we serve provide an ideal and desirable suburban setting to work, raise a family and enjoy life. We are located 6 miles north of Boston, MA. It is a short drive to the beautiful beaches, as well as lakes and mountains of NH, VT, and Maine. We are also minutes away from Boston's world-class museums, theaters, historical sites, sporting events, and institutions of higher learning.



#### PLEASE RESPOND TO

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#### SEEKING

END, FP, IM, P, U

## North Shore Physicians Group

North Shore Physicians Group (NSPG) is the largest multispecialty group north of Boston. NSPG is comprised of more than 300 board-certified physicians, nurse practitioners and other health care professionals in 22 locations throughout the North Shore. NSPG is a collaborative, high-energy group affiliated with North Shore Medical Center, the North Shore's largest and most advanced health care provider. Together, North Shore Medical Center (NSMC) and Massachusetts General Hospital operate the Mass General/North Shore Center for Outpatient Care in Danvers. NSMC has been ranked among the top five hospitals in Boston by U.S. News and World Report.

### About Our Community

Boston's North Shore, located only 15 miles north of Boston, is renowned for its natural beauty, handsome architecture, vivid historical significance, and appealing neighborhoods. Communities on the North Shore range from popular seaports rich in sailing and coastal culture to rural towns offering working farms, horseback riding and golf courses. North Shore cities and towns are culturally diverse and unique, with all the charm and romance of traditional New England. The North Shore of Boston is home to excellent public and private schools, beaches, restaurants, museums, and welcoming neighborhoods.



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#### SEEKING

EM, FP, GE, HOS, IC, IM,  
MPD, NPM, OBG, P, PCC, PE,  
SM, UCM

## Signature Healthcare

Join a winning team. At Signature Healthcare, physicians are the foundation of our team, with physician representation on our boards of directors, integrated care coordination with support staff, and full marketing assistance. Signature Healthcare is an environment where a practice can grow and a physician can excel. Located just 21 miles from Boston, Signature Healthcare is one of the largest integrated healthcare systems in Southeastern Massachusetts; encompassing the award-winning 216 bed Brockton Hospital and Signature Medical Group, multi-specialty, 19 site physician group practice.

Our awards include Healthiest 100 Workplaces in America. Signature Healthcare is continuously recognized for the quality care patients experience when visiting with our doctors and nurses. Some of our most recent awards include being named a Top Performer Key Quality Measures® by The Joint Commission, Signature Healthcare Brockton Hospital was awarded its 13th consecutive "A" safety grade by The Leapfrog Group, American Stroke Association Stroke Gold Plus Award - Get With the Guidelines and Top Teaching Hospital by The Leapfrog Group, as well as winning a Women's Choice Award for America's Best Breast Centers.

### About Our Community

There is no shortage of activities; families, couples and singles can enjoy a variety of museums, cultural events, outdoor parks and recreation, fairs, golf, skiing, art exhibits, sporting events. Academics also abound; we have some of the best school systems in the area, and there are numerous private schools as well as colleges and universities. As a four-season area, the Metro South region is an area steeped in tradition, the south shore is quintessential New England, from the beautiful fall foliage to the warm summer beach season.



#### PLEASE RESPOND TO

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#### SEEKING

C, D, EM, FP, HOS, IM, OFA,  
RHU

### Southcoast Health

Southcoast Health is one of the largest and fastest growing health systems in New England. Since its inception in 1996, Southcoast has become a sought-after destination for health care professionals. As a thriving part of the New England medical community, Southcoast Health offers practice excellence in an environment you want to call home.

Southcoast Health is backboned by the Southcoast Physicians Group which has grown to 400+ providers, and we're still growing. This integrated multi-specialty group spans our three hospitals in Southeastern Massachusetts and extends into parts of Rhode Island. We strive to recognize each community's identity while sharing one mission: To care for and improve the health and to promote the wellness of the individuals and communities we serve.

### About Our Community

Southcoast is exceptionally located on the southeastern coastline of Massachusetts with quaint villages, ocean waters and rural landscapes. We are less than an hour's drive to key attractions including Boston, Providence and the vacation spots of Newport, RI and Cape Cod.

**7,500+**  
**EMPLOYEES**

DOCTORS, NURSES, SOCIAL WORKERS, DRIVERS AND MORE

**928**  
**SQUARE MILES**

SERVICE AREA ACROSS SOUTHERN MA + EAST BAY, RI

**311**  
**YEARS**

OF HOSPITALS' COLLECTIVE CONTINUOUS SERVICE

#### PLEASE RESPOND TO

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lestageh@southcoast.org

#### SEEKING

D, END, FP, GE, HOS, ID, IM, N, OBG, OTO, PCC, PD, RHU, TS, U

### Dickinson County Healthcare System

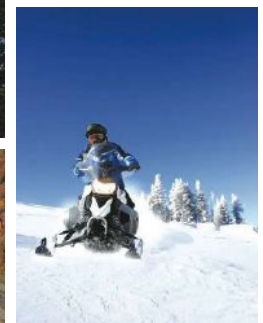
Dickinson County Healthcare System has served the Upper Peninsula of Michigan and adjoining counties of northeast Wisconsin since 1951. We provide inpatient, outpatient, diagnostic and specialty services along with an extensive community health education program aimed at illness prevention and health preservation.

Progressive in nature, the healthcare system paved the way to the 21st century by opening the doors of its new \$29 million, 97-bed Dickinson Memorial Hospital in 1996, followed by an attached medical office building in 1997. Three other recent expansions include a Rad/Onc Center, an additional OR suite, and expanded Radiology and Rehab Services. These improvements plus a strong physician recruitment program will guarantee accessible and affordable quality healthcare to the area now and for generations to come.

### About Our Community

Dickinson County is located on the border of the Upper Peninsula of Michigan and northern Wisconsin. The four seasons provide an abundance of recreational activities including golf, water sports, snowmobiling, skiing, hunting, fishing, hiking, biking and more. Pace of life is slower, and a traffic jam here can be a flock of turkeys crossing the road.

Iron Mountain is an hour and a half from Green Bay, Wisconsin and five hours from Chicago, Illinois. The area is very family-oriented, friendly and safe, with a low crime rate. Education is a high priority here. There are many excellent school systems from which to choose. Secondary education is also accessible. Bay College, in Escanaba, has recently completed construction of its Iron Mountain extension campus. We work closely with the college for clinical rotations for many of its healthcare related programs.



#### PLEASE RESPOND TO

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jcourney@dchs.org

#### SEEKING

EM, FP, IM, OTO, PD

## Bothwell Regional Health Center

You'll be impressed by everything we can do here, with more than 30 specialties and some of the most advanced medical technology available. But what really sets us apart is how our physicians work together to make things happen. Bothwell Regional Health Center offers both outpatient and inpatient services and comprehensive medical, surgical and diagnostic services. With offering outpatient and rehabilitation therapy services, Bothwell has provided high-quality, cost-effective and compassionate health care for the community and surrounding area since 1930.

Bothwell's comprehensive service line includes a state-of-the-art cancer center, cardiac cath lab, sleep medicine lab, pain clinic, wound clinic, orthopedic and sports medicine, OB/Gyn care, urology and internal medicine specialty services along with primary care clinics. Sedalia is also a rural training site for the University of Missouri-Columbia School of Medicine. Come join our team and discover why so many physicians call Sedalia home.

### About our Community

Sedalia combines all elements of a thriving regional marketplace of 65,000+ with the benefits of living in a small city. Conveniently located within an hour of Kansas City, Columbia and Lake of the Ozarks, life in Sedalia offers the amenities of a metro community without all the traffic, noise and congestion.

With a cost of living 20 percent less than the national average, Sedalia and the nearby cities offer a way of life that is hard to find. Sedalia provides residents with many recreational activities while the nearby Lake of the Ozarks and Truman Lake areas offer opportunities for easy getaways for fishing, boating, golf and shopping. Sedalia offers public, private and parochial schools along with a 2-year community college, as well as technical training for a career in nursing, technology or a variety of other fields.

With a strong health care organization, a great location, low cost of living, superior recreational opportunities and a first rate educational system, Sedalia offers a lifestyle that you won't find anywhere else.



MISSOURI



#### PLEASE RESPOND TO

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#### SEEKING

FP, HOS, IM, N, NEP, OBG,  
OTO, P, PD

## Citizens Memorial Healthcare

Welcome to Citizens Memorial! Did you get into health care because you wanted to help people? Us too! Citizens Memorial is a fully-integrated health care system focused on providing exceptional patient care. Lots of organizations may say that, but CMH is different. You can practice medicine without all the red tape and drama that you might find at other health care organizations. Just ask our medical staff -- their satisfaction is in the 90th percentile!

### About Our Community

Make yourself at home! Our medical staff will be the first to tell you this is an exceptional place to practice medicine and enjoy life. Nestled between the Ozark Mountains and beautiful lakes, enjoy outdoor adventures as well as art, music, and culture all in Bolivar or just a short drive away in Springfield and Kansas City. Bolivar is also home to an outstanding school system and university -- it's a great place to grow your career and your family. Make CMH your home!

CMH is located in Bolivar, MO, and serves an eight-county region with more than 120,000 residents. In addition to hospital services, CMH consists of 35 primary care and specialty care physician clinics, six long-term care facilities, one residential care facility, five independent living communities, home health, hospice, homemaker plus, health transit services, home medical equipment, rehabilitation services, and retail pharmacies.



MISSOURI



#### PLEASE RESPOND TO

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#### SEEKING

AN, APM, C, D, END, FP, HO,  
HOS, IC, IM, MPD, N, OFA,  
ORS, P, U, UCM

**CoxHealth**

CoxHealth is the only locally owned, not-for-profit health system based in Springfield, Missouri. CoxHealth provides substantial community benefit to serve the unmet needs of its friends and neighbors.

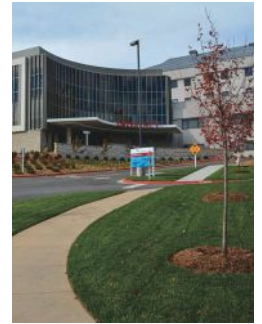
Established in 1906, the organization serves more than 900,000 people in a 24-county service area in southwest Missouri and northwest Arkansas, offering a comprehensive array of primary care and specialty care at six hospitals and more than 80 clinics. The health system includes Cox Medical Center South, Cox Medical Center Branson, Cox North Hospital, Meyer Orthopedic and Rehabilitation Hospital, Cox Monett Hospital, Cox Barton County Hospital, Oxford Health Care (the nation's second largest hospital-based home health agency), Home Parenteral Services (home infusion therapy), CoxHealth Foundation, Cox College, Cox HealthPlans and more.

Facts:

- 11,669 employees
- 600+ integrated physicians and advance practice providers
- 6 hospitals
- 1,014 licensed beds
- Total economic impact and benefit to our region is \$750 million.

**About Our Community**

Springfield, Missouri, is consistently rated as one of the "Top Quality of Life Communities" in the nation by Money Magazine. Located in the southwest portion of the state, Springfield is the third largest city (metro population 450,000) and offers diversity in the arts, a wide variety of outdoor activities, and numerous sporting events.



**PLEASE RESPOND TO**

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**SEEKING**

ADM, CCP, CHN, D, FP, GE, GO, GS, HO, HOS, ICE, IM, MFM, N, NPM, NRN, OBG, ORS, OTO, P, PCC, PD, PDS, PMD, R, RHU, RO, SO, U, UM

**Lake Regional Health System**

When you work at Lake Regional Health System, you find community. There is a rhythm and balance to work and life near the shores of the Lake of the Ozarks. The Lake and its surrounding business districts provide year-round activities. It is a vibrant place that engages everyone.

100-bed acute care facility serving a population of approx. 90,000 within a 25 mile radius of hospital! Level III Trauma Center, Level II Stroke Center, Level II Nursery, seven primary care clinics, 18 specialty clinics, five pharmacies and operates four satellite rehab therapy clinics—with \$12 million in new construction projects underway.

Start Your New Opportunity Today! Opportunity Highlights:

- Employed - Market Competitive Base Salary + Incentive Program
- Sign-on Bonus and Relocation Assistance
- Visa Sponsorship Opportunities
- Experienced Support Staff and Practice Management

**About Our Community**

Enjoy lake living and the best of both worlds! If you have dreamed of living on the water, but love the Midwest lifestyle, then you can have both with our opportunities. Live on the Lake and have a view of the water off of your back deck. If you have a family, their needs come first. Living and working at the Lake of the Ozarks allows just that. This is a place where your children learn in highly-ranked, well-supported and well-funded schools that pride themselves on providing safe, quality education to students of all ages.

- 54,000-acre lake with 1,150 miles of shoreline
- Premium shopping, 5-star dining options
- Access to the largest Missouri state parks with hiking trails, camping and caves
- Excellent private and public school options available
- Lower cost of living than found in other U.S. cities



**PLEASE RESPOND TO**

Terrah Reeves  
 Physician Recruiter  
 54 Hospital Drive  
 Osage Beach, MO 65065  
 www.lakeregional.com  
 (573) 302-2732  
 treeves@lakeregional.com

**SEEKING**

C, FP, GE, HO, HOS, IM, N, NP, PA/NP, PD, PUD



## Billings Clinic

Billings Clinic is an integrated health system dedicated to serving the needs of our communities through compassionate, patient-focused care, education and research. Inspired by excellence and the pristine natural beauty of the West, our care serves central and eastern Montana, northern Wyoming and the western Dakotas. We believe that combining a group physician's practice, a regional acute hospital, and a subacute and long-term care facility has led to outstanding results for our patients.

As the largest multi-specialty group practice in the region, more than 400 physicians, physician assistants and other mid-level providers call Billings Clinic their professional home. Our 50-specialty clinic is Magnet Recognized and has been named among "100 Top Hospitals" by *U.S. News and World Report*, "Best Regional Hospitals" by Truven Health Analytics and has also been honored with the Beacon Award for Critical Care Excellence. For both patients and providers, this is medicine at its best.

## About Our Community

Billings Clinic is nationally recognized for clinical excellence and is a proud member of the Mayo Clinic Care Network. Located in the magnificent Rocky Mountains in Billings, Montana, this friendly college community has great schools, safe neighborhoods and family activities. Exciting outdoor recreation is just minutes from home. 300 days of sunshine!

Ride or walk along the Yellowstone River, enjoy gorgeous views from a local trail, or travel west for wilder landscape. Experience a large selection of music, theater, dining venues and museums. Come see why we love to live and work in this majestic Montana community.



### PLEASE RESPOND TO

Rochelle Woods  
801 North 29th Street  
Billings, MT 59101  
<http://www.billingsclinic.com>  
(888) 554-5922  
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### SEEKING

C, FP, GE, HO, HOS, IC, ID,  
MFM, N, NS, OPH, ORS,  
PDC, PG, PM, R, U, VS

## Dartmouth-Hitchcock

Dartmouth-Hitchcock Health promises you a rewarding career in an area of the country that offers an active and idyllic lifestyle. The system includes the NCI-designated Norris Cotton Cancer Center; the Children's Hospital at Dartmouth-Hitchcock, NH's only children's hospital; 24 ambulatory clinics across NH and VT; and five affiliated member organizations. Be part of a team that trains residents and fellows and takes part in world-class research, in partnership with the Geisel School of Medicine at Dartmouth and the White River Junction VA Medical Center. Visit [careers.dh.org](http://careers.dh.org) to find an opening that is the perfect fit for your interests and lifestyle.

Dartmouth-Hitchcock Health, New Hampshire's only academic health system, serves a population of 1.9 million across New England. In 2018, Dartmouth-Hitchcock Medical Center, the system's flagship hospital, was recognized as the #1 hospital in New Hampshire by US News & World Report, as well as a national ranking in gynecology, and high performance in 14 clinical specialties. Dartmouth-Hitchcock Health also includes the Norris Cotton Cancer Center; the Children's Hospital at Dartmouth-Hitchcock; affiliated member hospitals in Lebanon, Keene, and New London, NH, and Windsor, VT, Visiting Nurse and Hospice for VT and NH; and 24 ambulatory clinics. Learn more at [dartmouth-hitchcock.org](http://dartmouth-hitchcock.org).



### PLEASE RESPOND TO

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### SEEKING

AI, C, CCM, D, HOS, N, OBG,  
OFA, OM, PD, PDC, RHU,  
RO, U

## Lehigh Valley Health Network

Lehigh Valley Health Network is one of the top places to work in healthcare and we support your need to balance work & home life! LVHN is comprised of eight hospital campuses plus numerous health centers, physician practices, rehabilitation locations, ExpressCARE sites and other outpatient care locations in seven eastern Pennsylvania counties. We provide acute care in all major clinical areas in state-of-the-art medical-surgical and critical care units with nearly 75,000 admissions and more than 300,000 emergency department visits each year.

### Benefits of joining LVHN:

- Highly Competitive Salary plus Starting Bonus
- Relocation Expenses
- Loan Forgiveness Assistance Program
- Education Stipend is available during Residency/Fellowship training
- Medical, Dental, and Vision
- Medical Malpractice Insurance and tail coverage
- Generous Allowances for Vacation, Sick, and CME
- Top tier retirement programs
- Located just 1 hour North of Philadelphia & 1.5 hours West of New York City
- Listed on Becker's Top 150 Places to Work & Forbes America's Best Employers by State



### PLEASE RESPOND TO

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## Mount Nittany Health

Mount Nittany Health provides primary and specialized care for central Pennsylvanians and includes Mount Nittany Medical Center and Mount Nittany Physician Group. Both the Medical Center and the Physician Group offer a wide array of exciting professional opportunities. In addition to being awarded for quality orthopedic surgery services, the Medical Center was recently recognized by The Joint Commission for achieving advanced inpatient diabetes and primary stroke center designations. Mount Nittany Physician Group offers more than 100 providers in a variety of specialties and continues to expand services. Mount Nittany Health takes a holistic approach to ensure outstanding quality for both patients and our employees because we know that recruiting and retaining quality healthcare professionals is the best investment we can make in the care of our patients.

### About Our Community

Centre County, Pennsylvania, is known for big city amenities nestled in a relaxed country atmosphere. The county is dotted with warm and welcoming communities, from historic small towns to the larger metropolitan hub of State College. The county consists of rural comforts like scenic nature, safe neighborhoods and a laid-back environment. Home to six Pennsylvania state parks, the area is ideal for outdoor activities. With The Pennsylvania State University's main campus here, you can also enjoy Big Ten sports as well as national touring entertainment groups. And, the State College metro area is ranked the second safest small town in which to live in the United States. Combine this with excellent public schools, timeless architecture and a lively community of artists, and you have one terrific place to live and raise a family!



### PLEASE RESPOND TO

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### SEEKING

D, GE, HOS, IM, OBG, U

## Penn State Health

Penn State Health is a multi-hospital health system serving patients and communities across 29 counties in central Pennsylvania. It employs more than 14,500 people systemwide. The system includes Penn State Health Milton S. Hershey Medical Center, Penn State Children’s Hospital and Penn State Cancer Institute based in Hershey, Pa.; Penn State Health St. Joseph Medical Center in Reading, Pa.; and more than 2,000 physicians and direct care providers at 127 medical office sites. Additionally, the system jointly operates various health care providers, including Penn State Health Rehabilitation Hospital, Hershey Outpatient Surgery Center, Hershey Endoscopy Center, Horizon Home Healthcare and Pennsylvania Psychiatric Institute. In December 2017, Penn State Health partnered with Highmark Health to facilitate creation of a value-based, community care network in the region. Penn State Health shares an integrated strategic plan and operations with Penn State College of Medicine, the University’s medical school. With campuses in State College and Hershey, Pa., the College of Medicine boasts a portfolio of \$100 million in funded research and more than 1,700 students and trainees in medicine, nursing, other health professions and biomedical research.



### PLEASE RESPOND TO

Provider Recruitment  
 PO Box 850, CA230  
 Hershey, PA 17033  
<https://careers.pennstatehealth.org>  
[pshdocs@pennstatehealth.psu.edu](mailto:pshdocs@pennstatehealth.psu.edu)

### SEEKING

A, ADP, AN, AR, C, CCP, CHN, D, EM, FP, GE, HEM, HEP, HOS, ID, IM, MFM, N, NRN, NS, OBG, ON, OP, OTO, P, PCC, PD, PDI, PDO, PDP, PE, PG, PM, PN, RHU, RO, VS

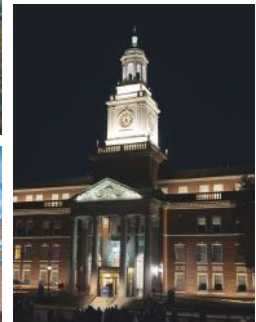
## Tower Health

Tower Health is a regional, integrated healthcare system that offers leading-edge compassionate healthcare and wellness services to a population of 2.5 million people. Together, our six hospitals, numerous ambulatory facilities, and experienced physicians and clinicians provide a full range of medical care – from prevention, screenings, and education; to the latest clinical services and surgeries available; to rehabilitation. We also offer wellness programs and public health services that ensure our communities are the healthiest they can be. As the healthcare industry continues to change, one thing remains steadfast: Tower Health’s commitment to Advancing Health and Transforming Lives. Across our system, you’ll find many opportunities to build an outstanding career.

### About Our Community

Berks County maintains a perfect balance of urban, rural, and suburban settings.

Our community offers diverse outdoor and cultural activities, outstanding schools, and quality of life with easy accessibility to shore points, airports, and major metro areas, such as Philadelphia, New York City, Baltimore, and Washington, DC.



### PLEASE RESPOND TO

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### SEEKING

ALL

## UPMC Pinnacle

UPMC Pinnacle is a nationally recognized leader in providing high-quality, patient-centered health care services in central Pennsylvania and surrounding rural communities. The not-for-profit system cares for more than 1.2 million area residents yearly, providing life-saving emergency care, essential primary care and leading-edge diagnostic services. The UPMC Pinnacle health system includes seven acute care hospitals with 1,161 licensed beds, over 160 outpatient clinics and ancillary facilities, more than 2,900 physicians and allied health professionals, and approximately 11,000 employees. It is a health care hub serving Dauphin, Cumberland, Perry, York, Lancaster, Lebanon, Juniata, Franklin, Adams, and parts of Snyder counties.

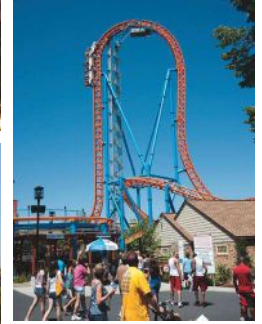
### About Our Community

South central Pennsylvania offers endless possibilities: city excitement, rural respite, and suburban family life and community can all be found here. Enjoy excellent work-life balance with easy commutes to work. In addition to fabulous dining, we offer an abundance of sports, arts, cultural events, and entertainment in our cities. We are close to historically significant areas such as Gettysburg and world-famous Hershey Park and Hershey's Chocolate World.

The area offers top-rated public schools, blue-ribbon private schools, and some of Pennsylvania's top colleges and universities. Area school districts are consistently ranked in the top 20% of Pennsylvania. With affordable homes—a composite cost of living index of 99.7, compared to 126.5 in Philadelphia—it's a great place to grow a career and family.

Listed among Forbes.com "America's Most Livable Cities," and ranked in U.S. News & World Report's "Best Cities to Live," we are a two to three hour drive away from New York City, Philadelphia, Pittsburgh, Baltimore, and Washington, D.C.

## UPMC Pinnacle



### PLEASE RESPOND TO

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### SEEKING

EM, FP, ID, IM, N, NS, OBG,  
 OMO, PLM, RHU, U

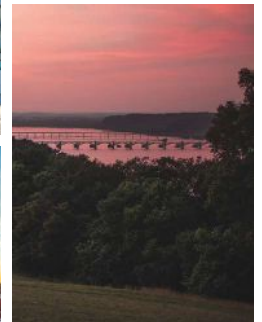


## WellSpan Health

WellSpan Health is an integrated health system that serves the communities of central Pennsylvania and northern Maryland. The organization is comprised of a multispecialty medical group of more than 1,500 physicians and advanced practice clinicians, a regional behavioral health organization, a home care organization, eight respected hospitals, more than 19,000 employees, and 170 patient care locations. WellSpan is a charitable, mission-driven organization, committed to exceptional care for all, lifelong wellness and healthy communities.

### The Community

WellSpan Health facilities are located in York, Adams, Lancaster, Lebanon and Franklin counties, which offer an ideal living environment to match the quality of work-life balance you're seeking. Our communities offer abundant outdoor and cultural activities, including restaurants, theatre, golf courses, hiking trails, water sports, and historic tours. The communities are a short drive from several, large metropolitan areas including the Baltimore/DC metro area and Philadelphia.



### PLEASE RESPOND TO

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 jirwin2@wellspan.org

### SEEKING

AN, END, FSM, GE, HOS,  
 OBG, OFA, OTO, PCC, U, VS



## Hendrick Medical Center

Hendrick Medical Center in Abilene, Texas, serves as the hub for healthcare services in the Texas Midwest. HMC is now licensed for 564 beds. HMC offers a broad spectrum of services ranging from prenatal and birthing services to retirement living and hospice care. You will find most medical and surgical specialists on staff to assist in the care of your patients. From 2008 to 2012 Hendrick Medical Center enlarged its facilities with a \$90 million dollar expansion. The hospital has earned the Great Gallup Workplace Award for the past 12 years. We work hard each year to continue to cultivate such a strong and cohesive working environment to ensure our patients receive the best care possible.

## About Our Community

Abilene, Texas, is a regional center of higher education and the Arts. This mid-sized city is home to 120K people with a 24 county regional draw of 400K. The people distinguish themselves as being warm, friendly and open to accepting new people and ideas. It is a charming, safe community and a fine place to raise a family. The three private universities in Abilene add to the city's cultural affairs and activities. Abilenians enjoy visiting the Paramount Theatre, Grace Museum, Center for Contemporary Arts, Abilene Philharmonic, 12th Armored Division Museum, Abilene Zoo and the Children's Art and Literacy Festival.



### PLEASE RESPOND TO

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### SEEKING

APM, C, CCM, END, FP, GE, HO, HOS, ICE, IM, MFM, N, NEP, ORS, PCC, PD, R, U



## Carilion Clinic

Carilion Clinic is the largest not-for-profit integrated health system serving nearly one million people in western Virginia, with 7 hospitals, 240+ practice sites and 25 GME programs. This network of 700+ physicians in over 75 specialties offers Carilion physicians faster access to patient information and history with a sophisticated, fully integrated electronic medical record system (EPIC) and excellent access to subspecialty consultation.

The Virginia Tech Carilion School of Medicine and the Fralin Biomedical Research Institute leverage Virginia Tech's world-class strength in basic sciences, bioinformatics, and engineering with Carilion Clinic's highly experienced medical staff and history in medical education. Together, we help our communities stay healthy and inspire our region to grow stronger.

## About Our Community

There are many benefits to living in western Virginia. Housing is affordable in urban settings and smaller communities. The climate is mild and we enjoy all four seasons. Outdoor activities include camping, biking, hiking, golfing, fishing and boating. Enjoy the 500 miles of shoreline at Smith Mountain Lake or the trails of the scenic Blue Ridge Parkway.

The region features award-winning schools, nationally ranked and internationally acclaimed colleges and universities. Natural beauty, exceptional amenities, and an unparalleled quality of life is why the region has been coined "the best kept secret in the east."



### PLEASE RESPOND TO

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### SEEKING

ALL



### Tidewater Physicians Multispecialty Group

At Tidewater Physicians Multispecialty Group (TPMG), our mission is to provide superior healthcare that is responsible, physician-directed, and dedicated to keeping our patient's best interest foremost.

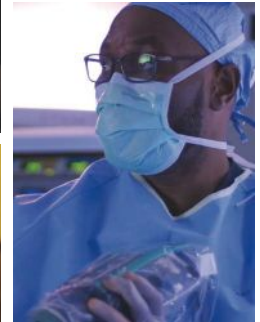
Our team of expert physicians, nurse practitioners, physician assistants, nurses, medical assistants, diagnostic staff, and non-clinical staff all work together to provide consistent, compassionate, high-quality medical care.

TPMG includes over 220 primary care, specialty physicians, and advanced practice clinicians throughout southeastern Virginia with long-standing relationships with the patients they serve and are well-respected for their medical and community leadership.

### About Our Community

You can enjoy water sports on the James, Elizabeth and York Rivers, camping in state and national parks, golfing at some of the best clubs and resorts in the United States or cycling through abundant scenic trails, all within thirty minutes of Newport News.

Southeastern Virginia offers the best for sports enthusiasts and history buffs. Live the vacation life every day. The area also offers affluent housing with excellent private and public school systems for k-12 readily available. College and graduate programs are close as well with the prestigious College of William and Mary within a short drive and the University of Richmond, University of Virginia, Old Dominion University and Christopher Newport University all within a comfortable distance.



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#### SEEKING

END, FP, IM, NEP

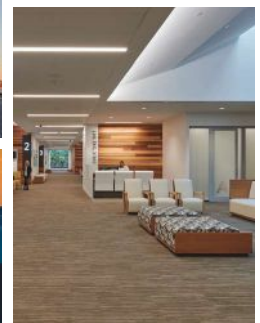


### The Everett Clinic

The Everett Clinic is a nationally recognized, physician-led group known for providing high-quality healthcare services while lowering the overall cost of care. With 600 providers in primary and specialty care at locations throughout the greater Seattle area, we care for more than 300,000 patients. Now, with DaVita Medical Group, we are honored to be part of building the leading independent medical group in America.

### About Our Community

In the Pacific Northwest you'll discover a lifestyle that's comparable to few other places. It's all here. Four beautiful seasons, clean air, mountains, trees and great neighborhoods. From award-winning wine country to gorgeous year-round hiking trails, recreational opportunities are abundant. This area is ready-made for families with excellent public and private schools, thriving secondary educational facilities, cultural breadth and diversity. Join us as we innovate, grow and transform to provide high-quality, cost-effective and convenient care for all patients.



#### PLEASE RESPOND TO

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#### SEEKING

C, D, FP, GS, IM, NP, ORS,  
OTO, PLM, PM, UCM

## MultiCare Health System

MultiCare Health System is a not-for-profit health care organization committed to our mission of “partnering for healing and a healthy future.” Our 18,000 team members are united by MultiCare’s values of respect, integrity, stewardship, excellence, collaboration and kindness.

Our roots date back more than a century to the founding of Tacoma’s first hospital. Since then, we’ve grown to become Washington State’s largest community-based, locally governed health care system with numerous primary care, urgent care and specialty services – including Immediate Clinic, MultiCare Indigo Urgent Care, Pulse Heart Institute and MultiCare Rockwood Clinic. Our system of care also includes hospitals in Tacoma, Auburn, Covington, Spokane, and Puyallup.

MultiCare is also proud of our commitment to workforce diversity and culturally competent care. This commitment is led by our CEO and supported through employee education and community outreach.

### About Our Community

The Puget Sound area offers an awe-inspiring backdrop for a variety of lifestyle choices. The region is known for its pristine mountains, lakes and saltwater shoreline, and has a temperate climate with temperatures ranging from 40°–80°, low humidity, and a 10-month growing cycle. Seattle and Sea-Tac International Airport are within an easy 32-mile commute. National sports teams, live theater, and innumerable recreational, educational and entertainment resources offer something for the entire family. Microsoft, Google & Boeing are key industries in the area and Tacoma’s deep-sea port is a hub for international commerce, making the Pacific Northwest one of the fastest growing regions both regionally and nationally.

Spokane is the second largest city in Washington State and serves as a healthcare and service hub for 1.5 million people. It has a four-season climate and is close to dozens of lakes and rivers for swimming, boating, rafting, and fishing, as well as mountains for skiing, hiking, and biking. Come enjoy the outdoors and our 260 sunny days a year!



WASHINGTON



#### PLEASE RESPOND TO

MultiCare Recruiting Services  
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Tacoma, WA 98415-0299  
jobs.multicare.org  
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candidateexperienceteam@multicare.org

#### SEEKING

C, CHP, END, FP, IM, N, ON,  
ORS, P, PA/NP, PDI, PE, PG,  
U, UCM

## WVU Medicine – University Healthcare

Located in the Shenandoah Valley less than 75 miles from Washington, D.C. and Baltimore, WVU Medicine – University Healthcare is a not-for-profit healthcare delivery system for West Virginia’s Eastern Panhandle. WVU Medicine – University Healthcare is affiliated with WVU Hospitals in Morgantown and has a collaborative relationship with the WVU School of Medicine to train physicians and other healthcare providers. The medical school currently offers a residency program in family medicine and fellowship programs in geriatrics, rural hospitalists, rural maternal and child, as well as third and fourth year rural medical school options for students—affording area physicians desirable teaching opportunities.

With a 20 percent growth in population over the past five years and an excellent payor mix, there is a wealth of outstanding opportunities for physicians at WVU Medicine – University Healthcare. Faculty employed positions offer generous compensation and benefits as well as relocation assistance. Private practice opportunities are also available.

### About Our Community

Besides the professional opportunities, we invite you to explore the beauty, charm, adventure and prosperity of the Shenandoah Valley. Whether you prefer golfing, fishing, hiking or white water rafting, an adventure awaits you. Large malls, outlet shopping, theatre and symphony orchestras are nearby. With Washington, D.C., and Baltimore only 90 minutes away, WVU Medicine – University Healthcare is closer than you think.

With excellent public and private schools and a wealth of activities for children, the Eastern Panhandle is a great place to raise a family. Housing is readily available and affordable with low property taxes. The Shenandoah Valley provides the perfect balance between city life and a more rural setting.



WEST VIRGINIA



#### PLEASE RESPOND TO

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#### SEEKING

C, FP, IM, NS, OBG, ORS, P,  
PS, VS



## FirstPractice.com and PracticeLink.com make it easy to manage your job search and find the right practice. Here's how we help physicians:

“Of all the methods of job searching for my first practice, I enjoyed using PracticeLink the most. I was searching for two jobs, as my wife, who is also a physician, was also looking. Using PracticeLink allowed us to be in the driver's seat. Instead of wasting time with phone calls about jobs we didn't want, we could contact the positions that interested us. We ended up finding jobs with the same group, and both got exactly what we wanted. We couldn't be happier and are excited to start our careers in medicine!”

—Omar Naji, M.D., Family Medicine and Sports Medicine

“I read PracticeLink Magazine religiously and used it to prepare for my interview and to tailor questions to ask potential employers. The magazine articles gave me the confidence and courage to ask for the things that I wanted.”

—Amanda Hale Reese, D.O., General Surgeon

“After searching for jobs for some time, my dream opportunity was presented by PracticeLink. I applied and was promptly contacted by the recruiter. I interviewed and was offered this prestigious position! I am so thankful to PracticeLink for connecting me to my dream job!”

—Avni Pandya, M.D.

“I had a very good experience with PracticeLink. I found my first job through this website and had the flexibility to go over multiple job alternatives. The website is constantly getting updated and I believe is the best source of jobs available online. Will strongly recommend.”

—Alexey Sorokin, M.D., Hospitalist

“It took about four to six weeks to be ‘found’ on PracticeLink. The final offer and acceptance took a few months, but the exposure on PracticeLink got me noticed. I had tried on my own for about six months. Comparing six months to six weeks told me how important PracticeLink was to my finding a practice in my sub-specialty.”

—James McMurry, M.D., Endocrinologist

“PracticeLink did a great job putting together my profile in order to best find my future practice. I really appreciated the mailed journal for continued advice relating to several topics (practice search, CV writing, clinic management, etc.). I currently recommend PracticeLink to my fellow residents and allied professionals during their search for a future home!”

—Ryan Becker, M.D., Family Medicine

“PracticeLink is an excellent resource for a job search. It works! It has a wide array of job options in multiple locations. It is easy to use and the staff is very helpful.”

—Sasha Sutherland, M.D.

Becoming a physician is hard.  
**Finding a job doesn't have to be!**

PracticeLink

