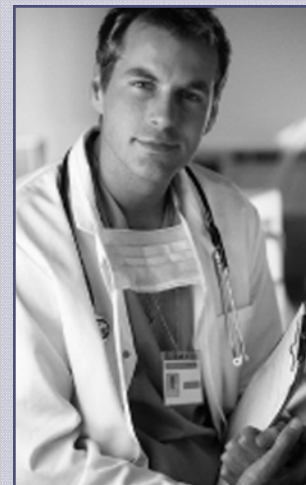




Physician Compensation Survey

2004 Report



**JACKSON
& HARRIS**

Your Partners in Physician Search

Overview of Physician Compensation Survey

Jackson & Harris conducted a national survey of 10,000 physicians in March 2004 via the Internet to all 50 states, including Washington D.C. and Puerto Rico, focusing on 18 specialties. We are pleased to present a survey report that includes physician compensation averages and medians as well as other general information pertaining to sign-on bonuses, relocation reimbursement and reasons a physician might be seeking a change. We hope you find this information useful.

Specialties:

Anesthesiology	General Surgery	Oncology	Psychiatry
Cardiology—Non-Invasive	Hospitalist	Orthopedic Surgery	Radiology
Emergency Medicine	Internal Medicine	Otolaryngology	Urology
Family Practice	Neurology	Pathology	
Gastroenterology	OB/GYN	Pediatrics	

Trends & Observations

The biggest changes in increased compensation in 2004 are in Otolaryngology, Urology, Orthopedic Surgery, Gastroenterology and Internal Medicine. This also reflects the highest demand specialties within Jackson and Harris, except for Cardiology, which showed an insignificant compensation increase from 2003 to 2004. When there exists the confluence of increasing demand, this will only create pressures on healthcare facilities to chase the demand with more lucrative compensation packages if they are to win the "recruiting war".

With 22 years in the physician recruiting business, experience has proven that cycles exist. For instance, just prior to healthcare reform in 1994 and for four years thereafter, the four highest demand specialties were Family Practice, Internal Medicine, Obstetrics/Gynecology and Pediatrics. During this period, the obvious emphasis was on primary care recruitment, much of which was driven by managed care. Following this period, with the fragmentation of the strictest forms of managed care models (i.e. closed panel HMOs where the primary care specialties were the "gatekeepers" to all specialists within the system), many of the surgical specialties have returned as the highest demand areas of recruitment.

Question 1: Total Annual Compensation (base compensation, incentives and/or production):

	Average	Median
Anesthesiology	\$332,216	\$300,000
Cardiology—Non-Invasive	\$300,625	\$300,000
Emergency Medicine	\$246,760	\$229,000
Family Practice	\$148,563	\$135,000
Gastroenterology	\$282,000	\$205,000
General Surgery	\$256,111	\$240,000
Hospitalist	\$177,400	\$182,000
Internal Medicine	\$158,500	\$140,000
Neurology	\$218,867	\$200,000
OB/GYN	\$221,286	\$200,000
Oncology	\$226,875	\$225,000
Orthopedic Surgery	\$319,000	\$332,000
Otolaryngology	\$261,429	\$245,000
Pathology	\$204,698	\$156,000
Pediatrics	\$131,000	\$124,000
Psychiatry	\$182,300	\$170,000
Radiology	\$347,500	\$300,000
Urology	\$320,714	\$290,000

Question 2: Board Eligible **31%** Board Certified **69%**

Question 3: What is the forgiveness period of the income guarantee?

1 year	48%
2 years	18%
3 years	13%
4 years	4%
More than 4 years	17%

Question 4: Did you receive a sign-on bonus at your last job?

Yes	19%
No	81%

Question 5:	If yes, what was the amount you received? Range: \$10,000—\$20,000	
Question 6:	How did you find your current position?	
	Recruiter contacted me	19%
	Internet search/Online job board	15%
	Journal or Print Ad	9%
	Networking/Word of mouth	35%
	Other	22%
Question 7:	If answered “other” to question #6, please specify how you found your current position (Top four reasons)?	
	Opened a solo practice	
	Friend/Personal contact	
	Continued after residency program	
	Military obligation	
Question 8:	How much relocation reimbursement did you receive?	
	\$1,000—\$10,000	85%
	\$10,001—\$15,000	9%
	\$15,001—\$25,000	3%
	More than \$25,000	3%
Question 9:	How long did you stay in your last job (Median # of years)?	
	3 years	
Question 10:	When do you plan to make a job change?	
	In the next 6 months	30%
	6 months to 1 year	12%
	1 to 2 years	13%
	2 to 3 years	8%
	No plans at this time	37%
Question 11:	What is the reason you would seek a change?	
	Higher compensation	35%
	Better community for self/family	18%
	Better work environment	18%
	High medical malpractice in current state	5%
	Divorce	2%
	Other	22%

