

the STANDARD

2nd Quarter 2017 July '16 - June '17



INDUSTRY PERSPECTIVES

Combatting the National Physician Shortage with Locum Tenens

Kevin Pegram, Marketing Associate Director, Delta Locum Tenens

FROM AN OPPORTUNITY OUTLOOK, THERE HAS NEVER BEEN A BETTER TIME TO BE A PRACTICING PHYSICIAN. AND FROM A TEMPORARY HEALTHCARE STAFFING STANDPOINT, THERE'S NEVER BEEN A MORE URGENT NEED FOR LOCUM TENENS PROVIDERS.

The demand for physicians is on the rise and projected to dramatically outpace the supply, particularly in urban, suburban, and rural areas. As the population ages, and with more individuals covered by insurance through the Affordable Care Act (at least for now), the patient pool will continue to expand. According to "The Shortage of Physicians Across the Country: A National Study" conducted by 3D Health, inc., the number of practicing physicians will grow at a rate of 1 percent over the next 10 years, and 2 percent for the following decade. But the numbers still don't add up. Today, the shortage equates to about 87,000 physicians nationwide. In five years, that number jumps to 99,592, and in 10 years, it'll hit 113,612. By 2036, the greatest physician shortages will be in family medicine (33,227), internal medicine (14,942), ophthalmology (8,761), cardiology (8,395), and general surgery (8,316).

The shortage affects every state in the nation. And also, every facility and patient

THE GOLD STANDARD FOR ACTION

The state of Wisconsin is tackling the physician shortage problem with what Wisconsin Hospital Association (WHA) president and CEO Eric Borgerding calls the "86 percent equation." This is the 86 percent likelihood that a student who grew up in Wisconsin, attends a medical school there, and completes an in-state residency, will stay in the state to practice.

WHA has outlined its state's tactics in the report, "100 New Physicians a Year: An imperative for Wisconsin." Solutions include: increasing the number of medical residency slots; increasing medical school class size and admitting more in-state students; and implementing a multi-disciplinary team approach for greater patient care.

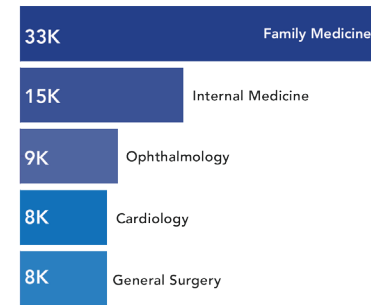
With such a comprehensive effort, Wisconsin has become the gold standard for combatting the physician shortage.

DLT FILLSTHE GAP

3D Health data reveals that by 2036, about 14 percent of the population will live in rural areas that comprise 40 percent of the physician deficit. Delta Locum Tenens will continue to focus on fulfilling staffing needs in rural medicine, especially in critical access markets, with qualified locum tenens providers. By providing temporary or short-term solutions, DLT is helping to alleviate the physician shortage for the people who need assistance the most.

DELTA LOCUM TENENS IS AMONG THE 2 PERCENT OF HEALTHCARE STAFFING AGENCIES IN THE NATION TO RECEIVE BEST OF STAFFING® HONORS FROM INAVERO.

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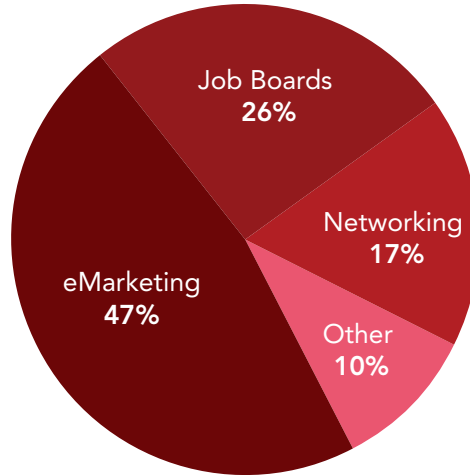
Current number of physician shortage nationwide

Number of physician shortage per specialty by 2036

THE PHYSICIAN RECRUITING STANDARD

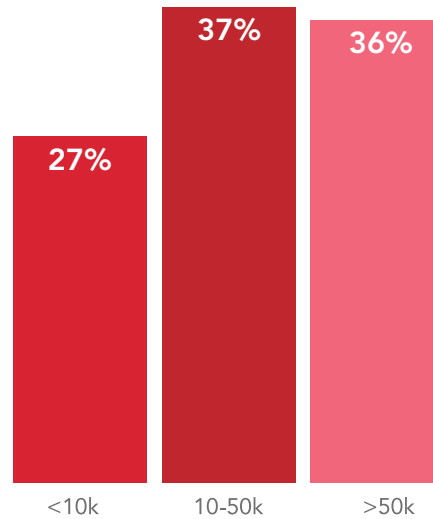
PLACEMENTS & INTERVIEWS

Candidate Sources



Data indicates sources of candidates for placements and interviews from July 2016 through June 2017.

Placements by Population



Data indicates the percentage of placements made from July 2016 through June 2017 by the population of the search facility's metropolitan area.

PLACEMENTS & INTERVIEWS



Placement Data by Specialty

This data represents average statistics of placements and interviews by Delta Physician Placement over the twelve-month survey period. Since these averages only include placements and interviews, the compensation information presented indicates the rate at which candidates are choosing to interview or sign. Average days information can be used to forecast a probable timeline for a recruitment effort in a particular specialty.

		Average Compensation			Average Days		
		Starting Compensation	Sign-on Bonus	Potential Compensation	From Interview to Placement	Total Placement	Fastest Days-to-Fill
Primary Care	Family Medicine	\$237,301	\$25,909	\$279,211	29	168	3
	Family Med.- Obstetrics	\$198,750	\$23,333	\$247,000	11	140	10
	Internal Medicine	\$221,111	\$22,778	\$236,000	17	179	63
	Obstetrics/Gynecology	\$316,875	\$25,625	\$351,875	14	111	13
	Pediatrics	\$208,636	\$20,545	\$272,091	12	159	40
	Psychiatry	\$233,037	\$63,674	\$258,000	18	194	24
Surgery	Orthopedic Surgery	\$498,680	\$50,000	\$614,781	42	225	148
	Surgery - General	\$377,727	\$38,333	\$412,273	26	132	24
	Surgery - Vascular	\$350,000	-	\$800,000	47	80	80
	Urology	\$425,000	\$20,000	\$489,000	8	172	155
Sub-Specialties	Gastroenterology	\$635,000	\$55,000	\$735,000	31	181	181
	Neurology	\$325,000	\$50,000	\$275,000	48	344	344
Hospital Based	Emergency Medicine	\$317,484	\$35,000	\$404,400	12	184	5
	Hospitalist	\$255,667	\$19,111	\$293,333	32	196	42
	Pediatric Hospitalist	\$235,000	\$70,000	\$235,000	29	72	72

Data reflects averages from placements and interviews by Delta Physician Placement from July 2016 through June 2017. "Potential Compensation" data reflects average yearly compensation at full production excluding benefits. "Average Days" data does not include off-contract placements. "Average Days Total Placement" data is calculated from profile to placement.

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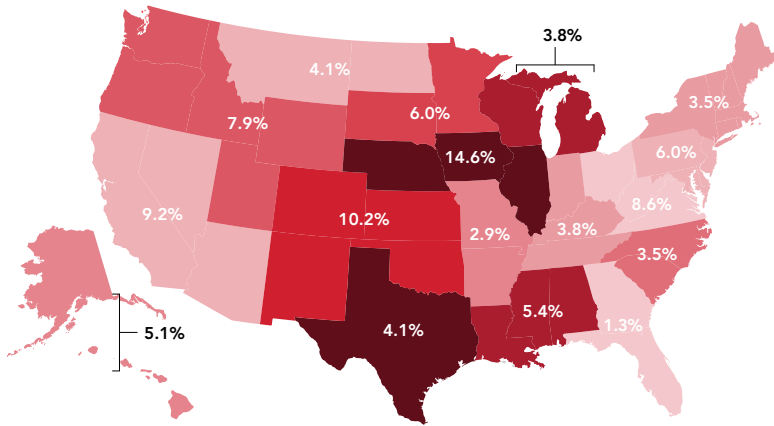
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MARKET DEMAND

Nationwide Search Distribution



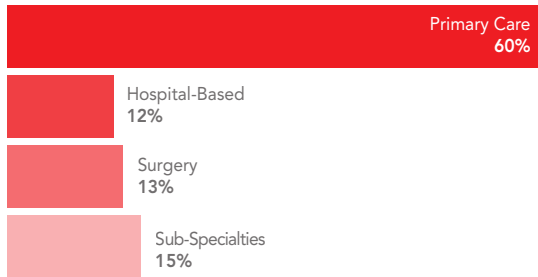
Map represents searches initiated by Delta Physician Placement on behalf of healthcare facilities from July 2016 through June 2017.

Specialty Demand Comparison

	2 nd Quarter 2017	2 nd Quarter 2016
1.	Family Medicine	Family Medicine
2.	Surgery - General	Internal Medicine
3.	Obstetrics/Gynecology	Psychiatry
4.	Pediatrics	Family Medicine - Obstetrics
5.	Emergency Medicine	Neurology
6.	Family Medicine - Obstetrics	Surgery - General
7.	Internal Medicine	Pediatrics
8.	Psychiatry	Pulmonary Critical Care Medicine
9.	Dermatology	Gastroenterology
10.	Endocrinology	Obstetrics/Gynecology
11.	Psychiatry-Child & Adolescent	Otolaryngology
12.	Pulmonary Critical Care Medicine	Urgent Care
13.	Cardiology - Non-Invasive	Allergy
14.	Hematology / Oncology	Anesthesiology
15.	Hospitalist	Cardiology - Electrophysiology

Data compares the top 15 most requested searches initiated by Delta Physician Placement, comparing the second quarters of 2016 and 2017.

Search Specialty Distribution



Data indicates the percentage of searches initiated by specialty grouping between July 2016 through June 2017.

Candidate Placements

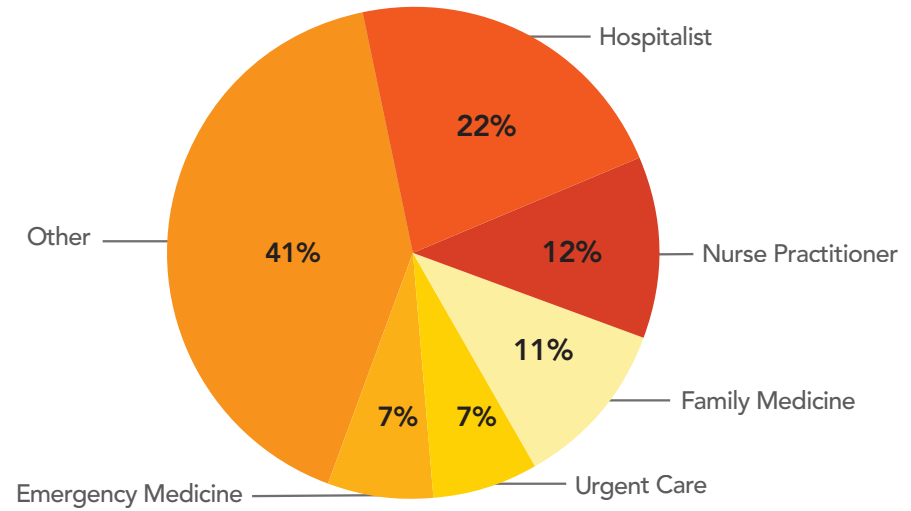
	Top 5 States Providers Have Taken New Opportunities
1.	Texas
2.	Pennsylvania
3.	Iowa
4.	Ohio
5.	California

Compares all states for the top 5 candidate placements as initiated by Delta Physician Placement from July 2016 through June 2017.

LOCUM TENENS

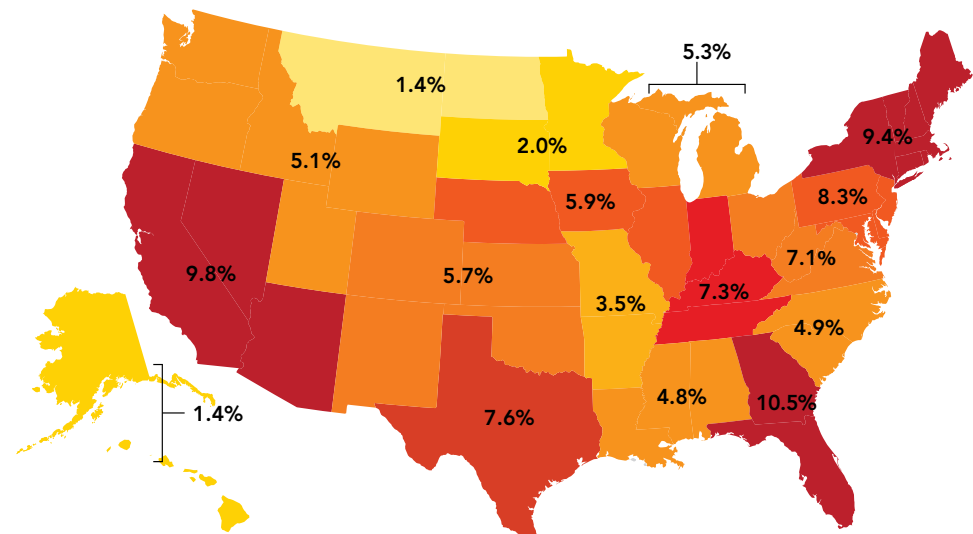


Days Requested - Top Specialties



Data indicates the top specialties by days requested from July 2016 through June 2017.

Nationwide Physician Distribution



Map represents the percentage of licensed physicians by region working with Delta Locum Tenens.

INDUSTRY PERSPECTIVES

Battling Back Pain with Expert Physical Therapists

Molly Mettauer, Principle Marketer, Delta Healthcare Providers

PHYSICAL THERAPY PLAYS A VITAL ROLE IN PATIENT CARE, PARTICULARLY FOR THOSE SUFFERING FROM LUMBAR SPONDYLOSIS, ALSO KNOWN AS LOWER BACK PAIN. Surprisingly, approximately 80 percent of adults experience low back pain. Age, genetics, lifestyle, type of job, pregnancy, and excess weight all contribute to the condition. For some people, surgery is essential. For many, physical therapy is the recommended treatment—enabling patients to forego surgery altogether.

Of course, symptoms and their severity influence the treatment of lumbar spondylosis. An increasing amount of research reveals that sticking to a physician-recommended therapy schedule can dramatically reduce pain and longer-term healthcare costs—without the need to go under the knife. The key to successful treatment is a dedicated patient...and working with the right physical therapist (PT).

NO SYMPTOMS, NO PROBLEM?

It might surprise you to know that even though so many people have lumbar spondylosis, nearly 37 percent won't experience initial symptoms, such as localized pain, muscle spasms, or pain after sitting. Instead, the pain will present in an intense manner, requiring immediate attention.

THE VALUE OF PHYSICAL THERAPY

With the influx of back pain sufferers, there is a lot of discussion around the best course of treatment. According to an article published by Harvard Medical School, based on a recent study from the Annals of Internal Medicine, physical therapy treatment for a particular kind of lower back pain—lumbar spinal stenosis—is just as effective as surgery. As a result, the study recommends using surgery only after trying physical therapy for most cases. In addition to being less invasive, physical therapy usually costs less than surgical procedures. This study, which centered on 753,450 patients who had visited a doctor for lower back pain, revealed that those who had received “early and adherent physical therapy had 60 percent lower” total lower back pain costs.

PT'S ROLE

Of course, no physical therapy program is complete without the right PT. As the National Institute of Neurological Disorders and Stroke explains, physical therapy for lower back problems focuses on muscle strengthening to improve mobility and flexibility. Physical therapy also empowers patients to actively manage their care, which has been seen to lessen subsequent treatments such as imaging, surgery, injections, and the use of opioid medications. To ensure a successful physical therapy program, it is imperative to hire highly skilled therapists. These therapists will motivate patients to make the most of their treatment and are likely to see the best results.

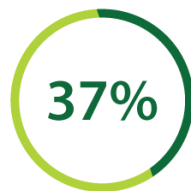
With the skyrocketing number of lower back pain sufferers, qualified PTs will continue to be in high demand. Delta Health Providers works with talented PTs across the nation who demonstrate a solid track record of providing excellent patient care.

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VISIT DELTAHEALTHCAREPROVIDERS.COM TO LEARN MORE ABOUT HOW DHP CAN ASSIST WITH YOUR PT PLACEMENT TODAY.



80%
of adults experience low back pain



37%
of people with lumbar spondylosis don't experience initial symptoms

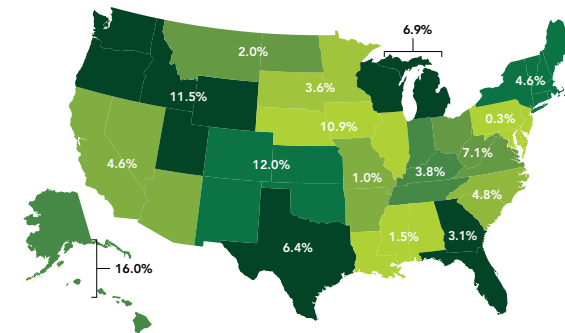


54%
of placements made by DHP in Q2 were therapists



MARKET DEMAND

Nationwide Search Distribution



Map represents searches initiated by Delta Healthcare Providers on behalf of healthcare facilities from July 2016 through June 2017.

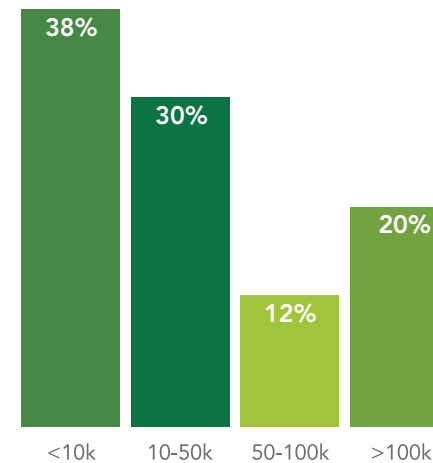
Specialty Demand Comparison

	2 nd Quarter 2017	2 nd Quarter 2016
1.	Physical Therapist	Physical Therapist
2.	Registered Nurse	Nurse Practitioner
3.	Nurse Practitioner	Registered Nurse
4.	Dentist	Medical Technologist
5.	Licensed Clinical Social Worker	Occupational Therapist

Data compares the top 5 most requested searches initiated by Delta Healthcare Providers in the second quarters of 2016 and 2017.

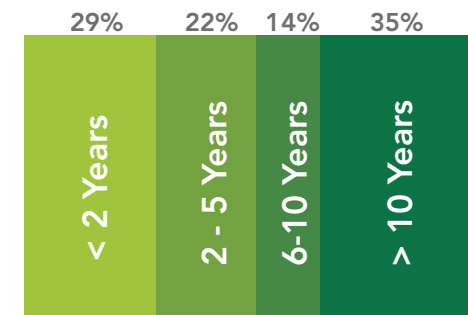
PLACEMENTS & INTERVIEWS

Placements by Population



Data indicates the percentage of placements made from July 2016 through June 2017 by the population of the search facility's metropolitan area.

Years of Experience



Data indicates the average years of experience of candidates for placements and interviews from July 2016 through June 2017.

THE HEALTHCARE RECRUITING STANDARD

PLACEMENTS & INTERVIEWS

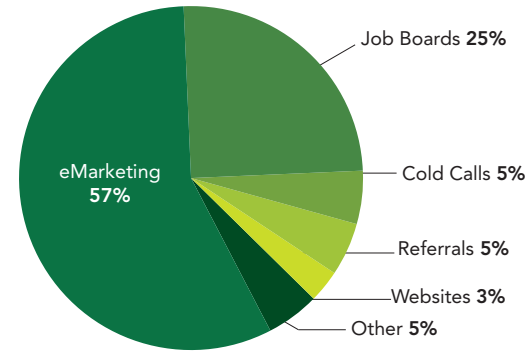
Placement Data by Specialty

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	Average Compensation				Average Days			
	Starting Compensation	Sign-on Bonus	Student Loan Repayment	Relocation Reimbursement	From Interview to Placement	Total Placement	Fastest Days-to-Fill	
Rehabilitation	Occupational Therapist	\$82,988	\$8,950	\$29,000	\$3,722	6	78	1
	Physical Therapist	\$85,192	\$10,250	\$21,969	\$4,231	8	67	1
	Speech-Language Pathologist	\$86,340	\$7,667	\$15,000	\$3,625	23	72	1
	Occupational Therapist	\$82,988	\$8,950	\$29,000	\$3,722	6	78	1
	Physical Therapy Assistant	\$65,047	\$8,750	\$25,000	\$13,667	11	59	1
Extenders	Nurse Practitioner	\$134,858	\$16,633	\$41,250	\$10,414	13	69	12
	Physician Assistant	\$121,400	\$12,667	\$35,333	\$6,500	8	74	14
Allied/Other	Dentist	\$164,850	\$20,000	\$50,000	\$8,750	7	63	1
	Diagnostic Medical Sonographer	\$66,520	\$10,000	-	\$8,333	14	75	48
	Licensed Clinical Social Worker	\$63,622	\$5,000	-	\$10,000	16	61	76
Nursing	CRNA	\$170,667	\$25,000	\$20,000	\$9,000	36	170	45
	Registered Nurse	\$78,044	\$8,564	\$22,224	\$6,228	-	115	9
	Case Manager	\$81,500	-	\$20,000	\$4,500	10	50	46
	Nurse Manager of Surgical Services	\$90,000	\$4,500	-	\$2,000	4	40	40



Candidate Sources



Data indicates sources of Delta Healthcare Providers permanent candidates for placements and interviews from July 2016 through June 2017.

Candidate Placements

Compares all states for the top 5 candidate placements as initiated by Delta Healthcare Providers from July 2016 through June 2017.

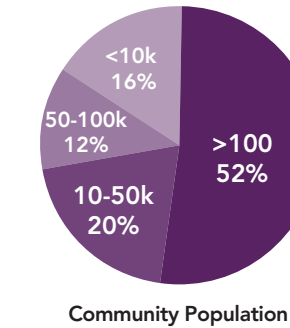
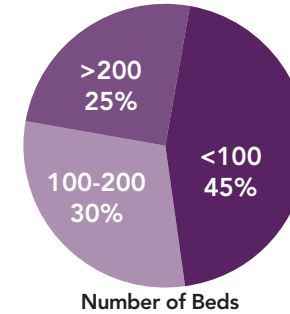
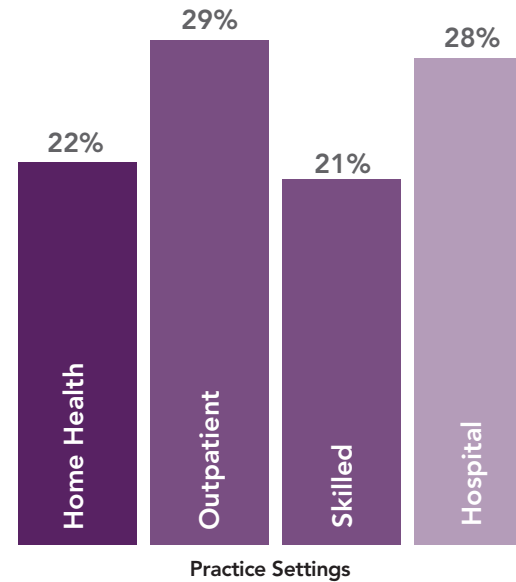
Top 5 States Providers Have Taken New Opportunities			
1.	Alaska	4.	New Mexico
2.	California	5.	Virginia
3.	Oregon		

STAFFING

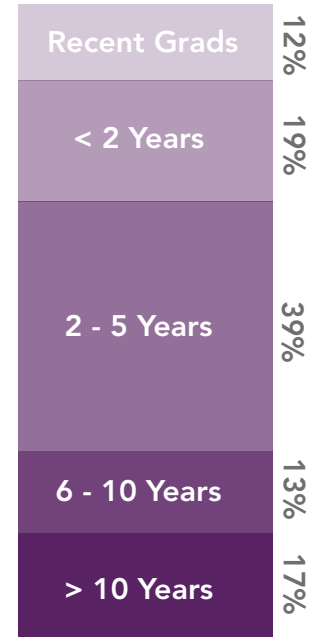
The data below is comprised of travel placements made by Delta Healthcare Providers over a three-month survey period.



Facility Demographics



Years of Experience



Data is compiled from assignments placed by Delta Healthcare Providers from April 2017 through June 2017.

Data reflects averages from placements and interviews by Delta Healthcare Providers from July 2016 through June 2017. "Average Compensation" data reflects average yearly compensation for each position listed above. "Average Days" data does not include off-contract placements.