

the STANDARD

2nd Quarter 2014 July '13 - June '14



INDUSTRY PERSPECTIVES

Mandatory Certification: New certification required by Department of Transportation for all commercial vehicle drivers

James Heil, *Senior Vice President of Recruiting, Delta Locum Tenens*

This May, the Federal Motor Carrier Safety Administration (FMCSA) passed a mandate stating that physicians and healthcare providers need to obtain a new DOT certification before performing physical examinations for any Commercial Motor Vehicle (CMV) driver. Providers must obtain certification via the National Registry of Certified Medical Examiners, effective May 21, 2014.

For facilities with CMV drivers in their patient base, it is crucial to comply with the new FMCSA regulations. Urgent care and family practice facilities might consider having at least one provider on staff that has the necessary DOT certification.

To become certified, medical examiners need to register through the National Registry website, complete training, and pass a certification exam. Training must be completed prior to sitting for the exam and is programmed to ensure that participants have baseline instruction in FMCSA's CMV driver physical qualification standards, medical guidelines, and medical

examiner responsibilities. Training can be delivered in several methods, including: traditional instructor-led classroom instruction; self-paced, computer- or web-based learning; or a combination

■ Urgent care and family practice facilities might consider having at least one provider on staff that has the necessary DOT certification. ■

of both. Although there is no required length of training, participants must complete their training program within one year of taking their test, according to the FMCSA website. Certification program fees can average up to several hundred dollars per course.

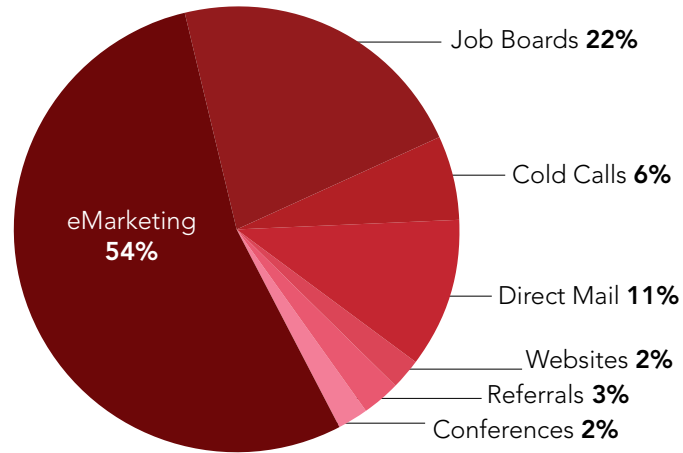
After completing training and passing the certification exam, providers are listed on the National Registry. To remain active on the Registry, examiners must take a refresher training course every 5 years and take the certification exam every 10 years to maintain their certification. By 2016, all commercial truck and bus drivers must be cleared by a medical examiner who is certified to perform DOT driver physical examinations. The certification is intended to help ensure better uniformity of medical standards for CMV drivers and to help reduce fatalities on the nation's highways, according to the FMCSA. However, the new legislation does present some challenges to drivers needing access to physicians with this certification, particularly in scheduling an appointment and finding an available provider.

Some healthcare facilities have maximized their exposure by creating ease of access to their certified providers. For example, MinuteClinic boasts employing 45 physicians on the National Registry and allows CMV drivers to search their website for the nearest certified provider. PatientFirst, on the other hand, rotated their certified providers on a monthly basis, allowing drivers to schedule their exams in advance and their providers to give coverage at multiple locations.

While CMV drivers may or may not be a large enough population in your patient base to influence your staffing needs, it is important to consider the needs of your community and if this certification might benefit your current staff. For more information, visit the FMCSA frequently asked questions page at http://nrcme.fmcsa.dot.gov/about_faqs.aspx#5.

PLACEMENTS & INTERVIEWS

Candidate Sources



Data indicates sources of candidates for placements and interviews from July 2013 through June 2014.

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. No one should act on such information without appropriate counseling and thorough examination of the particular situation. For more information regarding specific specialties, regions, or trends, contact Mary Glover, Vice President of Communications, The Delta Companies at (800) 521-5060 x4144 or mglover@TheDeltaCompanies.com

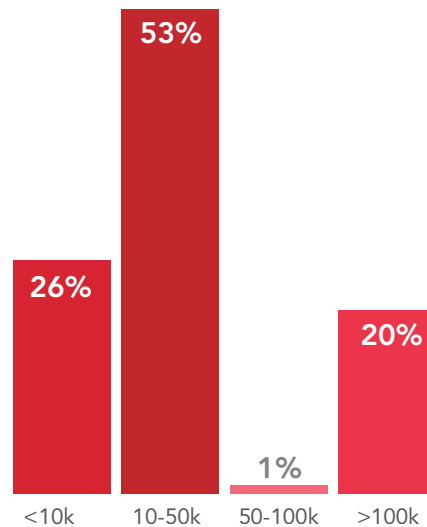
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Placements by Population



Data indicates the percentage of placements made from July 2013 through June 2014 by the population of the search facility's metropolitan area.

PLACEMENTS & INTERVIEWS



Placement Data by Specialty

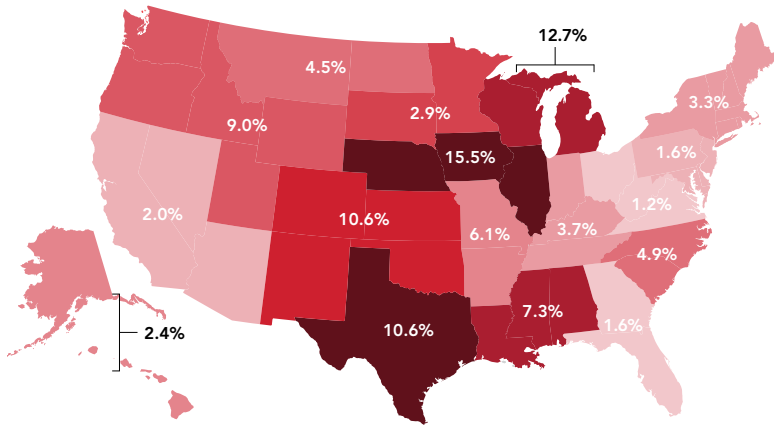
This data represents average statistics of placements and interviews by Delta Physician Placement over the twelve-month survey period. Since these averages only include placements and interviews, the compensation information presented indicates the rate at which candidates are choosing to interview or 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	\$215,933	\$26,074	\$260,741	30	108	21
	Internal Medicine	\$217,156	\$25,625	\$293,889	40	122	40
	Pediatrics	\$201,000	\$13,667	\$246,000	39	197	125
	Psychiatry	\$218,636	\$23,636	\$230,455	67	210	104
	Obstetrics/Gynecology	\$306,667	\$26,667	\$416,667	4	110	43
Surgery	General Surgery	\$380,000	\$32,500	\$440,000	124	204	37
	Orthopedic Surgery	\$500,000	\$25,000	\$600,000	84	142	142
	Otolaryngology	\$450,000	\$35,000	\$500,000	17	121	121
	Urology	\$541,667	\$45,000	\$708,333	27	79	72
Sub-Specialties	FM- Obstetrics	\$237,500	\$22,500	\$287,500	20	61	42
	Neurology	\$287,500	\$30,000	\$437,500	11	33	33
	Pulmonary Critical Care	\$297,500	\$35,000	\$377,500	33	75	16
Hospital Based	Occupational Medicine	\$245,000	\$12,500	\$257,500	48	118	79
	Hospitalist	\$234,800	\$24,500	\$259,000	29	118	33
	Emergency Medicine	\$274,554	\$29,286	\$317,857	18	80	15

Data reflects averages from placements and interviews by Delta Physician Placement from July 2013 to June 2014. "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.

MARKET DEMAND

Nationwide Search Distribution



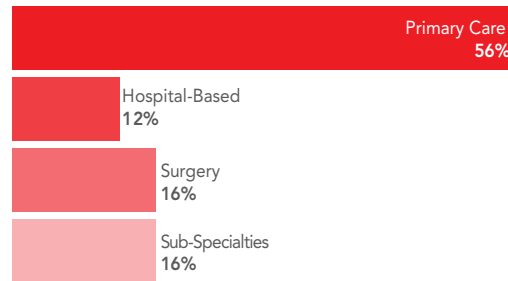
Map represents searches initiated by Delta Physician Placement on behalf of healthcare facilities from July 2013 through June 2014.

Specialty Demand Comparison

	2 nd Quarter 2014	2 nd Quarter 2013
1.	Family Medicine	Family Medicine
2.	Internal Medicine	Psychiatry
3.	Pediatrics	Hospitalist
4.	Psychiatry	Emergency Medicine
5.	Urology	Family Medicine - Obstetrics
6.	Obstetrics and Gynecology	Internal Medicine
7.	Physical Medicine & Rehabilitation	General Surgery
8.	Surgery-General	Pediatrics
9.	Surgery-Oral & Maxillofacial	Obstetrics and Gynecology
10.	Endocrinology	Orthopedic Surgery
11.	Hospitalist	Gastroenterology
12.	Orthopedic Surgery	Child & Adolescent Psychiatry
13.	Otolaryngology	Urology
14.	Pulmonary Critical Care Medicine	Neurology
15.	Urgent Care	Otolaryngology

Data compares the top 15 most requested searches initiated by Delta Physician Placement, comparing the 2nd quarters of 2013 and 2014.

Search Specialty Distribution



Data indicates the percentage of searches initiated by specialty grouping between July 2013 and June 2014.

Candidate Placements

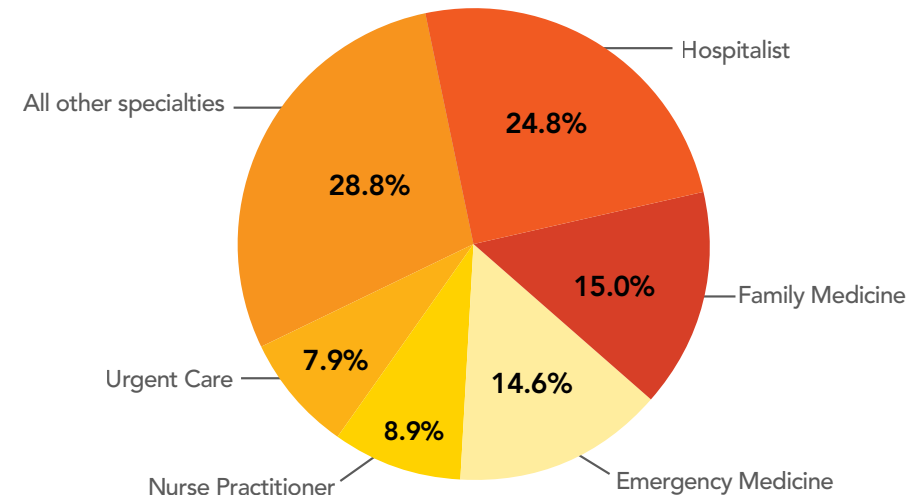
Top 5 States Providers Have Taken New Opportunities	
1.	Texas
2.	Iowa
3.	Wisconsin
4.	North Carolina
5.	Louisiana

Compares all states for the top 5 candidate placements as initiated by Delta Physician Placement from July 2013 through June 2014.

LOCUM TENENS

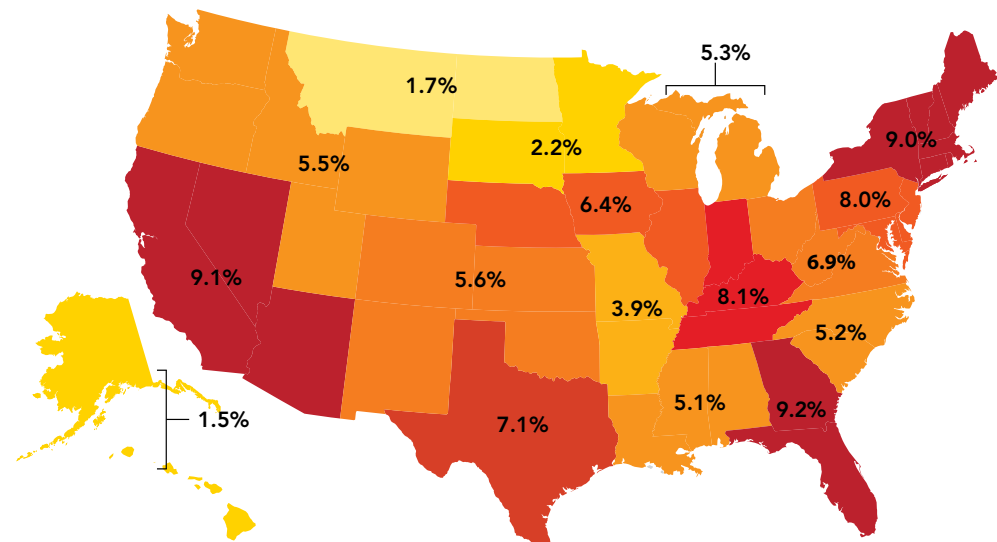


Days Requested - Top Specialties



Data indicates the top specialties by days requested from July 2013 through June 2014.

Nationwide Physician Distribution



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

INDUSTRY PERSPECTIVES

Myth Busters: Re-examining what you *thought* you knew about new therapy graduates

By: Harpreet Singh, *Recruiting Team Lead, Delta Healthcare Providers*

With a record high number of therapists estimated to graduate this year, new talent is flooding into the market throughout the country. Eager, enthusiastic new therapists have begun what is arguably one of the most difficult job searches of their career, as they work to build experience and utilize their training.

As these candidates prepare to enter into the workforce, hiring facilities are presented with the opportunity to capitalize on new talent. Many facilities already embrace the idea of adding fresh-faced new graduates to their team—in fact, 33 percent of Delta Healthcare Provider perm therapy positions filled this year were with candidates with 2 or less years of experience. However, some new graduates struggle to fight the stigmas that haunt their demographic, encountering many hiring facilities that look first, and sometimes only, at professional experience. Delta Healthcare Providers sought to explore the cause of this occurrence, identifying the following three myths about working with new graduates and presenting new light on the opportunity these professionals bring.

Myth 1: No previous work experience means a new graduate isn't qualified to see patients.

One of the arguments our recruiters most often hear against hiring new graduates is that their professional experience level simply excludes them from consideration for the job. In truth, this mentality might be costing hiring facilities access to highly qualified, talented candidates.

Looking at education from a timing perspective, new graduates are the demographic most closely connected to their formal training. Having just spent years pursuing a doctorate level education (physical therapists), these candidates are ready to tap into the knowledge pool they have worked so hard to build. Plus, after undergoing years of training, new graduates are conditioned to absorb information; they enter into their first job opportunity as a blank canvas or a sponge, ready to take in the unique policies and procedures of the organization. This not only makes new graduates extremely trainable; but also a reliable, educated professional that has proven to be knowledgeable and capable.

Myth 2: Hiring a newly graduated therapist puts my facility at risk for higher turnover.

Many believe that new graduates of any field bounce around from position to position during the first years of their career because they are less inclined to put roots in one community. Whether it is believed new graduates build experience by flip-flopping between positions their first few years or tenure, or that their age group has more personal issues that push them to new areas (i.e. starting a family, etc.), a common assumption is that new graduates seem to be flight risks to retention.

In truth, studies researching the correlations between higher turnover and years of experience for therapists have had split results. While one study published by the Physical Therapy Journal found low, but significant, correlations between fewer years experience and higher turnover rates, another (published by the same organization) found that

74 percent of therapists with less than two years experience have held only one job during their careers. In both studies, however, therapists state their reasons for leaving (at any tenure) relate to lack of career development and perceiving no opportunities for training or advancement. Experience is the key factor that influences turnover.

One real opportunity that presents itself here is in how a new graduate fits into an organization after the recruitment process. If a facility can clearly communicate a path for personal development and career growth, this can have a significant impact on employee satisfaction and retention. When considering hiring a new graduate, it is important to keep career development in mind, as it might eliminate any threat of turnover.

Myth 3: There can't be any advantages to hiring a new graduate over a more tenured therapist.

In addition to having fresh training and the urge to build their experience, hiring a new graduate can come with a few perks. For starters, the entry-level physical therapist's salary averages approximately 25 percent less than the average tenured PT salary, according to the statistics reported by the Bureau of Labor Statistics. Occupational therapists widen this gap, with an almost 30 percent difference. This makes for an extremely competitive job market amongst graduates needing to repay student loans.

While hiring facilities should always consider offering competitive salaries in order to attract top talent, the new graduate demographic creates the opportunity to get creative with compensation packages. Pairing a reasonable salary with federal assistance programs such as the Physical Therapist Workforce and Patient Access Act can create a mutually beneficial arrangement—hiring facilities can attract and obtain top talent without breaking the bank, while assistance programs give new graduates the opportunity to repay student loan debt by working in underserved communities.

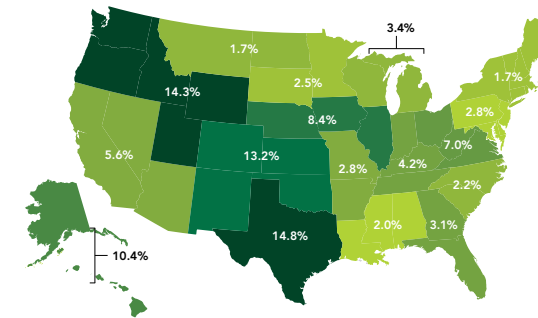
Secondly, Millennial (Generation Y) candidates have spent their entire lives in a tech-savvy universe. Graduates from this generation are up to date on the latest advances in technology, and bring this knowledge with them to the workplace. They are naturally quick to understand tech-based procedures such as EMR navigation, electronic coding and charting, etc.

Finally, many new graduates are open to relocation for the right position. Of the new graduate therapists Delta Healthcare Providers has placed this year, 66 percent were willing to relocate to a new state for their position. In instances where relocation bonuses were offered (within these placements), the incentive ranged from \$2,500 – \$7,200.

New graduates are a large, commonly untapped resource for hiring facilities looking for fresh talent. As you evaluate the needs of your facility over the coming months, consider the benefits that this demographic might bring, and if it could be to right fit for your facility.

MARKET DEMAND

Nationwide Search Distribution



Map represents searches initiated by Delta Healthcare Providers on behalf of healthcare facilities from July 2013 through June 2014.

Specialty Demand Comparison

	2 nd Quarter 2014	2 nd Quarter 2013
1.	Physical Therapist	Physical Therapist
2.	Registered Nurse	Nurse Practitioner
3.	Nurse Practitioner	Occupational Therapist
4.	Occupational Therapist	Registered Nurse
5.	Physician Assistant	Nurse Svcs/PT Care Director

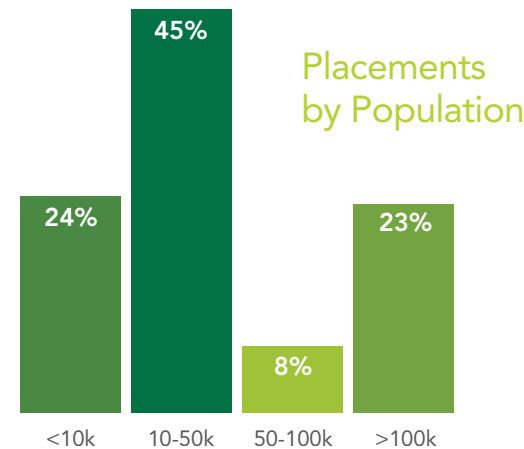
Data compares the top 5 most requested searches initiated by Delta Healthcare Providers in the 2nd quarters of 2013 and 2014.

Top 5 States Providers Have Taken New Opportunities	
1. Texas	4. New Mexico
2. Alaska	5. Iowa
3. Arizona	

Candidate Placements

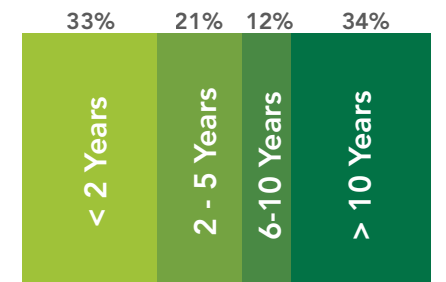
Compares all states for the top 5 candidate placements as initiated by Delta Healthcare Providers from July 2013 through June 2014.

PLACEMENTS & INTERVIEWS



Data indicates the percentage of placements made from July 2013 through June 2014 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 2013 through June 2014.



PLACEMENTS & INTERVIEWS



Placement Data by Specialty

This data represents average statistics of placements and interviews by Delta Healthcare Providers over the twelve-month survey period. Since these averages only include placements and interviews, the compensation information presented is an indicator of 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	Student Loan Repayment	Relocation Reimbursement	From Interview to Placement	Total Placement	Fastest Days-to-Fill
Rehabilitation	PT	\$82,539	\$10,132	\$28,133	\$4,086	9	73	1
	OT	\$75,672	\$11,921	\$21,429	\$3,825	11	83	1
	SLP	\$76,667	\$6,000	-	\$5,500	3	32	22
Extenders	NP	\$102,646	\$6,654	\$33,893	\$6,154	15	90	9
	PA	\$126,643	\$5,750	\$20,000	\$4,500	12	39	8
Allied/Other	RN	\$65,117	\$4,350	\$11,188	\$4,931	6	81	4
	MT	\$53,952	\$2,000	-	\$3,167	5	38	1

Data reflects averages from placements and interviews by Delta Healthcare Providers from July 2013 through June 2014. "Average Compensation" data reflects average yearly compensation for each position listed above. "Average Days" data does not include off-contract placements.

STAFFING

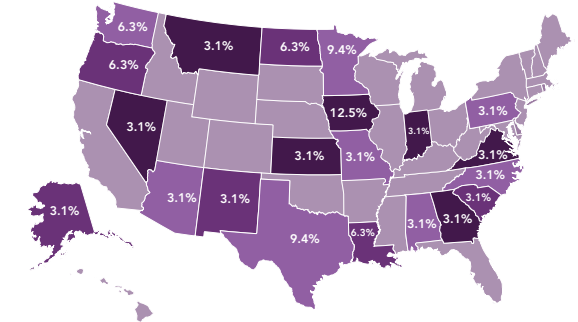


Assignments by Specialty

Specialty	Average Length Contract to Start Date	Average Length of Assignment
Occupational Therapist	4 Weeks	10 Weeks
Occupational Therapy Assistant	2 Weeks	10 Weeks
Physical Therapist	4 Weeks	9 Weeks
Physical Therapy Assistant	4 Weeks	12 Weeks
Speech Language Pathologist	2 Weeks	11 Weeks

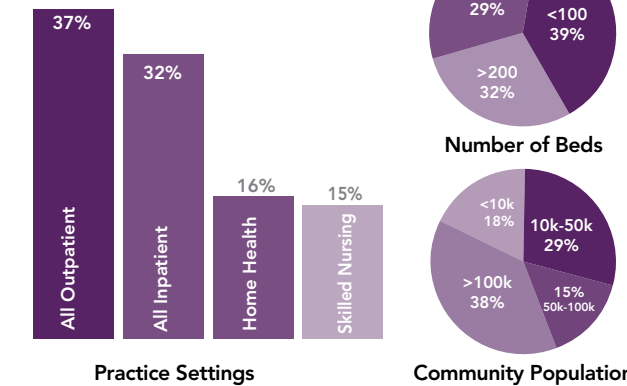
Data is compiled from assignments placed by Delta Healthcare Providers from April 2014 through June 2014.

Top Licensure States

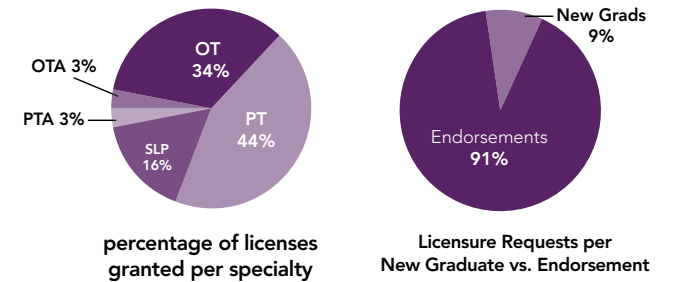


Map represents top licensure states by Delta Healthcare Providers on behalf of healthcare facilities from April 2014 through June 2014.

Facility Demographics



Licenses Per Quarter



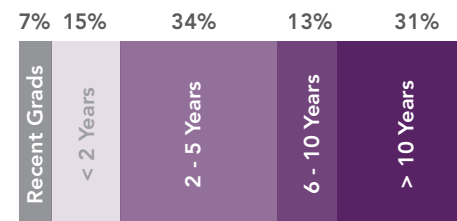
Data is compiled from assignments placed by Delta Healthcare Providers from April 2014 through June 2014.

Licensure Cost

Specialty	Avg. Cost of Licensure
Physical Therapist	\$254.63
Physical Therapy Assistant	\$230.00
Occupational Therapist	\$213.20
Occupational Therapy Assistant	\$180.00
Speech Language Pathologist	\$127.40

Data is compiled from assignments placed by Delta Healthcare Providers from April 2014 through June 2014.

Years of Experience



Data is compiled from assignments placed by Delta Healthcare Providers from April 2014 through June 2014.