

The Standard

**Delta
Physician
Placement**



**Delta
Locum
Tenens**



**Delta
Healthcare
Providers**

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





The Delta Companies

New providers represented

Count of new providers obtained from July – December 2020.

Allied

Therapists	5,894
Advanced Practitioners	9,381
Other Allied	3,218

Total 18,493

Physician

Hospital Based	1,773
Primary Care	4,289
Surgery	953

Total 7,015

Total New Leads 25,508

Procurement outreach by channel

Effective search fulfillment efforts by outreach channel from July – December 2020.



Conferences: 4 virtual conferences
878 candidates attended



Mass Emails: 3,115 campaigns
6,783,210 emails sent



Job Boards: 16 healthcare-specific partners
2.5 million audience reach

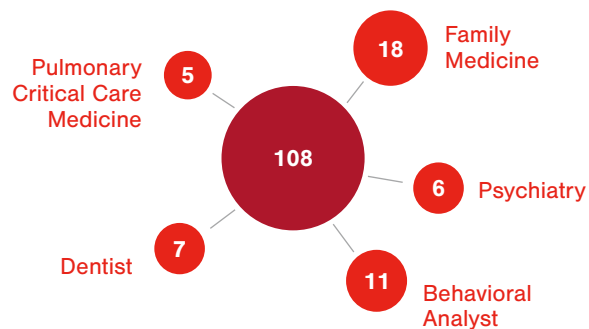


Candidate Outreach Headcount:
98 recruiters/account managers
24-hour candidate sourcing support

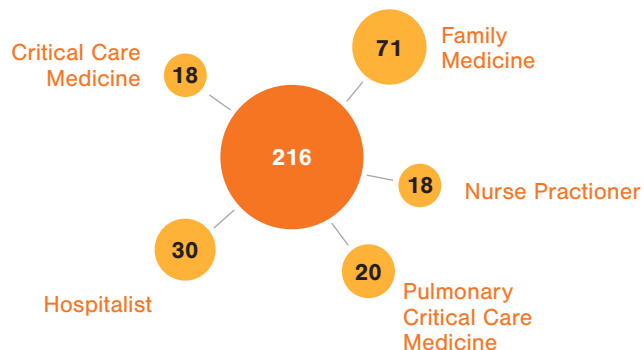
Total candidates placed

Data indicates the number of placed candidates by specialty from July – December 2020. (Top 5 placements listed.)

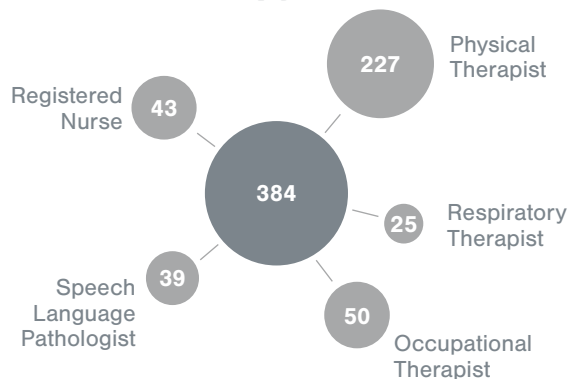
Permanent Placement



Locum Tenens



Travel Therapy



Delta Physician Placement

Specialty demand

The top requested searches initiated by Delta Physician Placement.

- | | |
|----------------------|--------------------------|
| 1 Family Medicine | 6 Psychiatry |
| 2 Physical Therapist | 7 Licensed Social Worker |
| 3 Behavioral Analyst | 8 Occupational Therapist |
| 4 Dentist | 9 Gastroenterology |
| 5 Nurse Practitioner | 10 Anesthesiology |

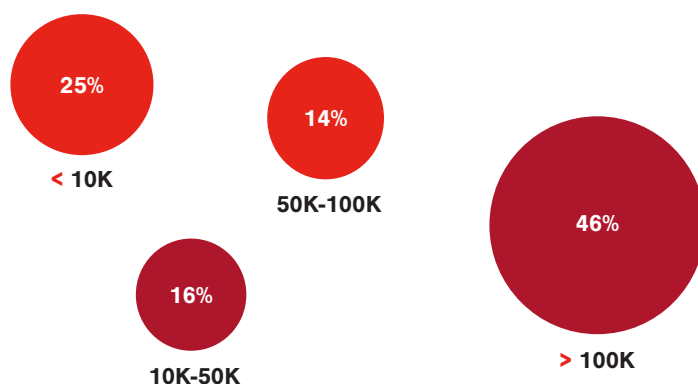
Placements by population

The amount and percentages of placements made by population size from July – December 2020.

Less than 10K residents	26
10K to 50K residents	16
50K to 100K residents	14
Greater than 100K residents	48

Total **104**

*Variance +/- 5%



Average Compensation

Placements and interviews by Delta Physician Placement over the six-month survey period.

The compensation information presented indicates the rate at which candidates are choosing to interview or sign.

Title	Salary	Bonus	Relocation Assistance
Pediatric Surgery	\$800,000	\$50,000	\$15,000
Pediatric Orthopedics	\$750,000	\$50,000	
Cardiology - Interventional	\$725,000	\$50,000	\$10,000
Urology	\$600,000	\$75,000	\$20,000
Orthopedic Surgery	\$525,000	\$32,500	\$5,000
Dermatology	\$475,000	\$40,000	\$15,000
Surgery - General	\$450,000	\$50,000	\$10,000
Gastroenterology	\$425,000	\$32,500	\$10,000
Pulmonary Critical Care Medicine	\$418,050	\$30,000	\$13,333
Radiology	\$350,000		\$10,000
Obstetrics & Gynecology	\$347,500	\$60,000	\$5,000
Psychiatry - Child & Adolescent	\$325,000	\$50,000	\$10,000
Psychiatry	\$314,667	\$42,500	\$11,667
Hospitalist	\$290,000	\$36,667	\$6,667
Neurology	\$280,500	\$25,000	\$10,000

Why Work With a NALTO Firm?



As demand for locum tenens grows so will demand for quality service providers.

Health organizations across the country are facing critical shortages of medical professionals, driving demand for locum tenens firms. But not all medical staffing agencies are the same. Choose the wrong healthcare professionals and it could harm patient care and thus the bottom line. It's important to contract with a reputable agency that adheres to strict ethical standards. That's where choosing a firm that is a member of National Association of Locum Tenens Organization (NALTO) becomes crucial.

Created twenty years ago, the NALTO's mission is to develop and enforce stringent industry standards and best practices for locum tenens agencies. When working with a NALTO-member organization you get honesty, integrity, and competency. But that's not all. Here's three more benefits of contracting with a NALTO firm:



Delta Locum Tenens

1 HIGH ETHICAL AND QUALITY STANDARDS:

The relationship between physicians, healthcare facilities, and locum tenens companies can be precarious. Without honesty, professionalism, and integrity it can quickly sour. Recognizing that, NALTO set out to create a set of ethical principles for the locum tenens industry to abide by. NALTO member companies and the medical professionals they represent are required to follow a code of conduct that ensures agreements are reasonably fulfilled, confidence regarding business practices is preserved, and relevant information is disclosed to the physician and client. Working with a non-member firm could mean that company does not follow the same ethical practices. The NALTO Ethics Committee is charged with reviewing complaints and violations to ensure member companies meet the highest ethical and quality standards.

2 ONGOING DEVELOPMENT AND TRAINING:

The healthcare marketplace is in a state of flux, particularly as the COVID-19 pandemic continues to ravage communities across the country. Rules, regulations, and best practices are ever-changing. Staying abreast of it all is made easier as a NALTO company. NALTO provides its members with training and professional development. It has been a cornerstone of the association for the past two decades and is even more important amid the coronavirus. NALTO provides member companies with virtual training throughout the year designed to improve the quality-of-service member firms provide. Through NALTO's twice annual conferences, members get access to thought leaders and industry executives, walking away with deep insight into industry trends and issues impacting the healthcare market to better support clients and healthcare facilities.

3 ACTIVISM AND LOBBYING:

Locum tenens play a critical role in our healthcare system, meeting physician shortages that are only projected to get worse. A bad situation is further exacerbated by potential new rules involving worker classification. If locum tenens physicians are no longer treated as independent contractors, it will have a drastic impact on staffing companies, physicians, and the patients they serve. For several years now NALTO companies and the association have been at the forefront of efforts to highlight the importance of locum tenens to the healthcare system and the need to protect their status as independent contractors. NALTO and its member companies are committed to protecting the industry from regulations that are harmful and hinder the growth of locum tenens staffing.

Your customers are too important to hire just any medical staffing firm. By choosing a NALTO member company you can rest assure you're getting the highest quality service, provided by a team of ethical professionals. NALTO is recognized around the world for its industry setting standards and focus on progressing and protecting its members. As the shortages of qualified medical professionals gets more profound, NALTO member locum tenens companies will continue to play a critical role in caring for America.

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NALTO

Member



The right position with the right community.

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

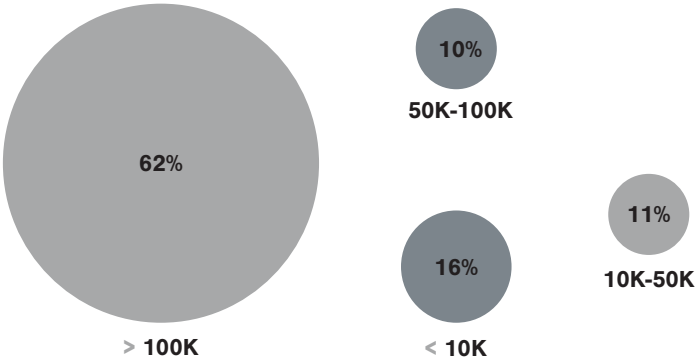
Placements by population

The amount and percentage of placements made by population size July – December 2020.

Less than 10K residents	59
10K to 50K residents	42
50K to 100K residents	38
Greater than 100K residents	229

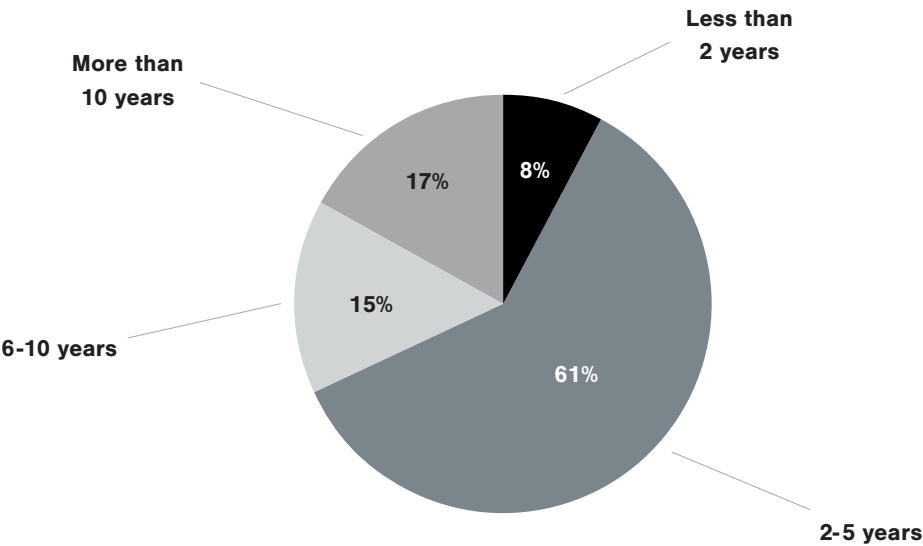
Total Placements 368

*Variance +/- 5%



Years of experience

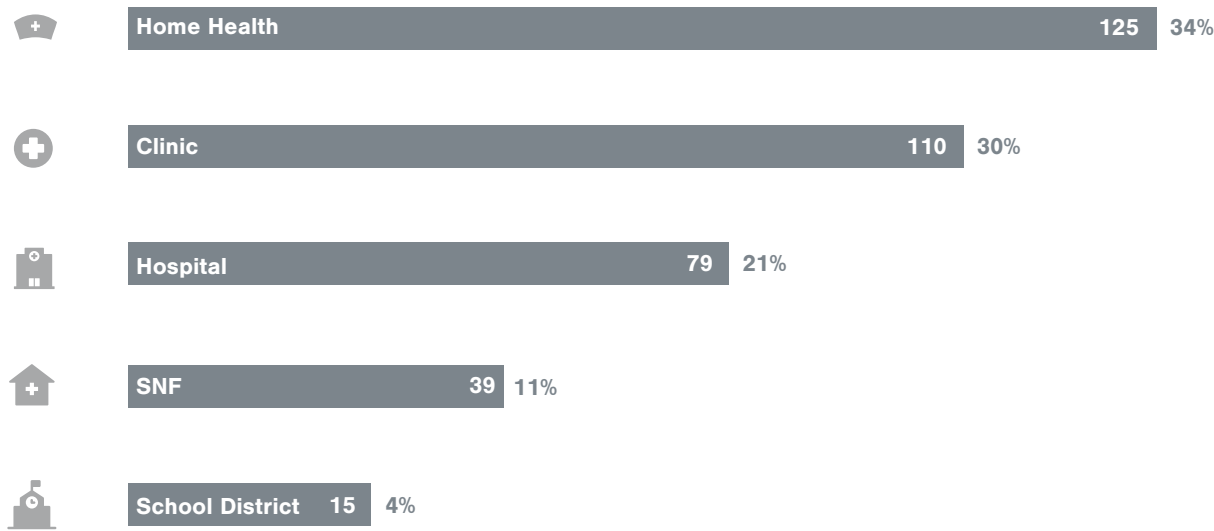
Data represents the percentage of placed candidates from July – December 2020 by years of experience.



Placements by facilities

Number of placements made by practice setting from July – December 2020.

*Variance +/- 5%



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JULY- DECEMBER 2020

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www.thedeltacompanies.com