

2008 Physician Compensation Survey

Based on 2007 Data

Highlights

- Physicians earned an average of 1.78% more in '07 than in '06
- 46.2% of respondents prefer to work in a single specialty group setting while just 6.5% choose a solo practice
- 58.7% of physicians prefer to live in major urban or suburban areas
- 6.1% of doctors chose small town/rural locations as their first choice
- 52.6% of physicians are optimistic that their incomes will increase and 35.5% said their incomes would remain unchanged
- 78.1% of respondents receive 3 or more job solicitations per week and 17.6% receive 11 or more
- Residents chose geographic location as their key factor in choosing a practice 41.1% of the time and chose financial rewards only 13.0%
- Physicians prefer to be contacted about practice opportunities via postal mail 2 to 1 over telephone calls

Medicus Partners conducted its fifth annual physician compensation and relocation survey in March of 2008. Respondents answered 16 questions via an internet survey. A total of 5,038 physicians representing 19 specialties and 47 states completed the survey. Included in the survey were practicing physicians, 78% of responses, and final year residents and fellows, 22% of responses. Only in-practice physician compensation was included in compensation statistics.

Specialties Surveyed

Anesthesiology	Hospitalist	Otolaryngology
Cardiology	Internal Medicine	Pediatrics
Family Practice	Neurology	Psychiatry
Emergency Medicine	Neurosurgery	Pulmonary Medicine
Gastroenterology	OB/GYN	Radiology
General Surgery	Oncology	Urology
	Orthopedic Surgery	

Physicians in Small Markets Make More, Still Want Out

Across all specialties surveyed, physicians living in small towns and rural settings are 50% more likely to earn in excess of \$250,000 per year. 21.4% of physicians in communities under 25,000 in population earned more than \$250,000 last year as compared to just 14.1% of their big city counterparts.

24.8% of respondents indicated that greater earning potential is their primary motivation to change practices, but the overwhelming choice of physicians is to live in urban areas. 58.8% of respondents chose major metro or suburban as their top location choice.

70.2% of physicians currently in a large city would choose a similarly sized community while only 29.5% of small town physicians would relocate to another small community.

Radiologists saw the most sizable pay increases in '08 with an increase of 5.7%. Oncology, pediatrics and neurology lost ground with compensation decreases of -0.49%, -1.15% and -2.49% respectively.

The Southeastern US was the top choice for possible relocation amongst respondents followed (in order) by the Northeast, South Central, Great Lakes and Pacific regions.

Medicus Partners conducted a substantially greater percentage of specialty searches than in years past, up 8.4% over 2006 to 66.4% for 2007. The balance of 33.6% of searches represented primary care. Overall, Family Practice was the most requested specialty by our clients followed by Orthopedic Surgery, Cardiology and Hospitalist.

Physician Compensation

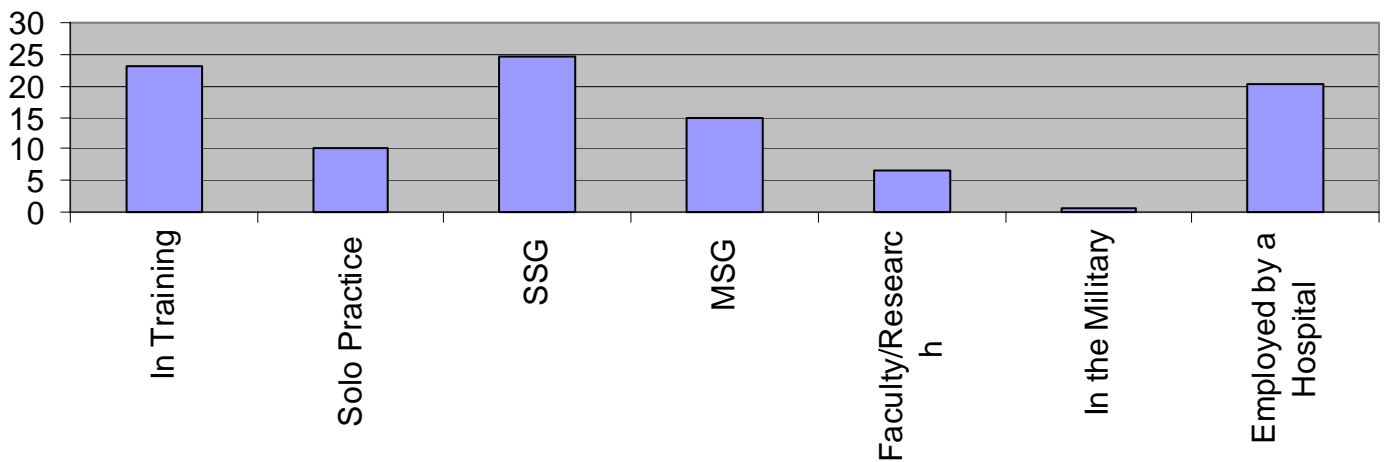
Total annual compensation including income from practice-related investments and excluding benefits, rounded to the nearest \$1,000. Resident and fellow income is not included.

Specialty	Average	% Change	Median	% Change
Anesthesiology	\$371,000	2.43	\$359,000	1.11
Cardiology (invasive, non-interventional)	\$469,000	.85	\$429,000	.23
Emergency Medicine	\$239,000	N/A	\$231,000	N/A
Family Practice	\$176,000	1.7	159,000	(1.26)
Gastroenterology	\$482,000	4.56	\$421,000	2.14
General Surgery	\$316,000	2.85	\$301,000	2.66
Hospitalist	\$191,000	1.57	\$179,000	2.79
Internal Medicine	187,000	1.60	\$178,000	4.49
Neurology	\$241,000	(2.49)	\$221,000	5.43
Neurosurgery	\$623,000	1.44	\$581,000	3.27
OB/GYN	\$286,000	.70	\$267,000	2.62
Oncology	\$410,000	(.49)	\$346,000	(1.81)
Orthopedic Surgery	\$502,000	4.58	\$461,000	4.99
Otolaryngology	\$378,000	3.17	\$311,000	5.47
Pediatrics	\$174,000	(1.15)	\$168,000	.60
Psychiatry	\$205,000	.49	\$189,000	2.12
Pulmonary Medicine	\$303,000	1.65	\$251,000	3.19
Radiology	\$491,000	5.70	\$444,000	7.43
Urology	\$407,000	2.95	\$364,000	3.30

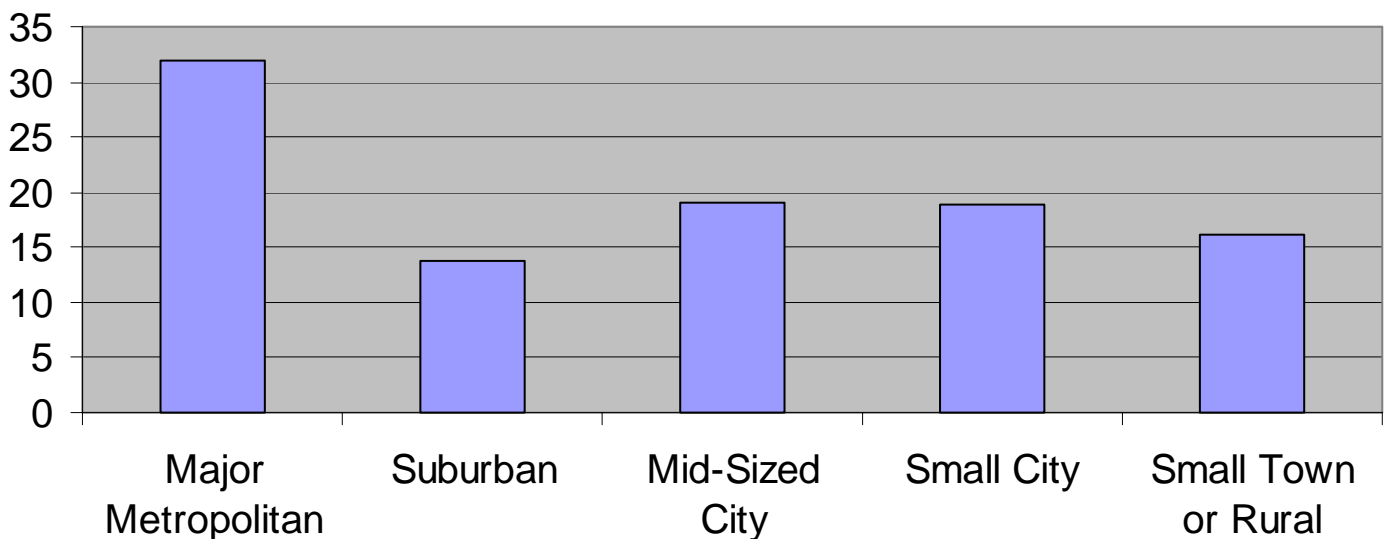
2007 Survey Results

All answers are represented in percentages.

1. Which of the following best describes your current employment status?



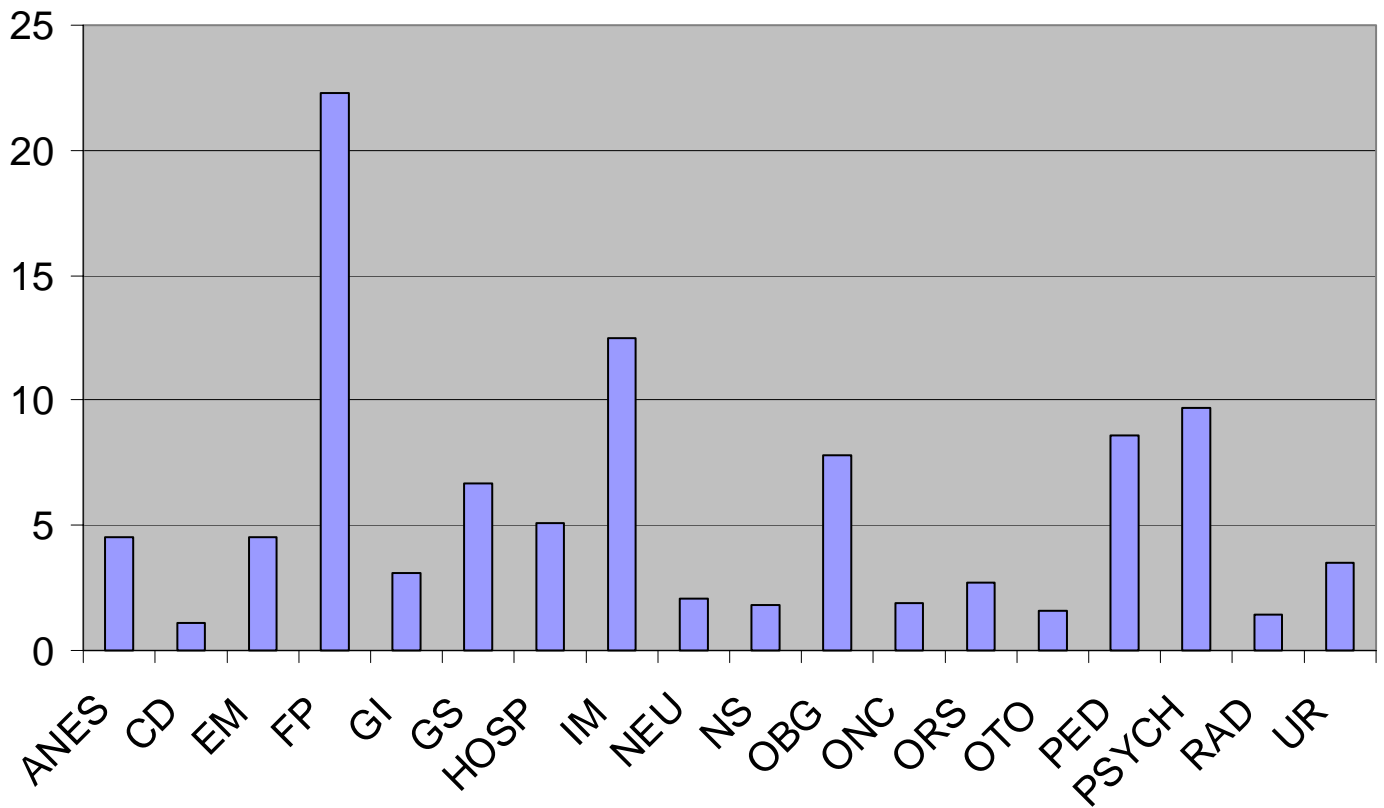
2. Which of the following Community descriptions best characterizes the area in which you currently practice?



3. In Which state do you currently reside?

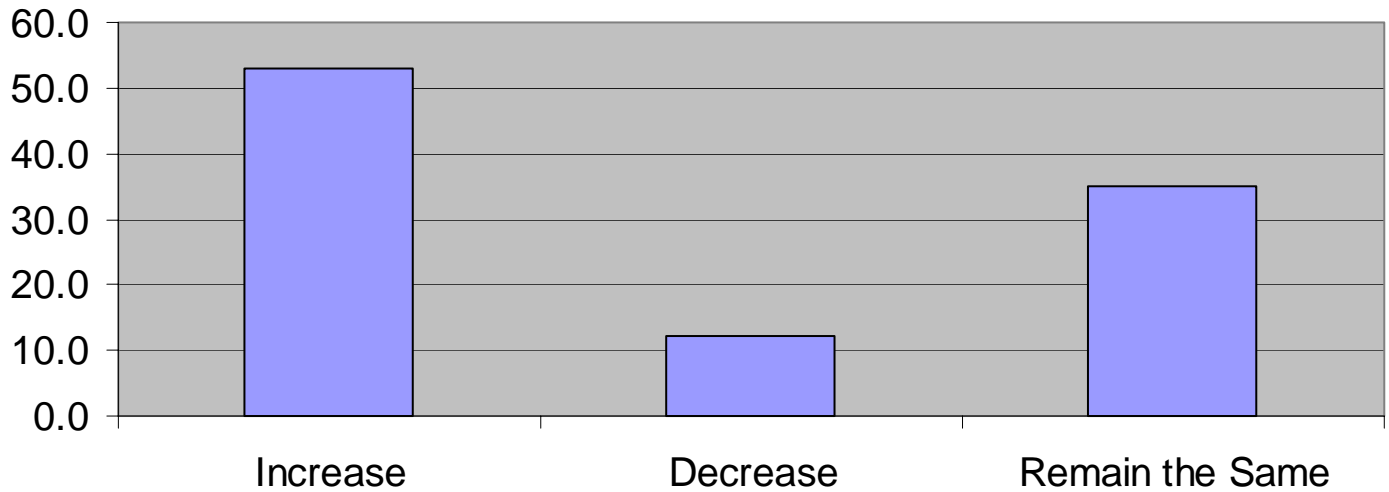
AK 0.46%	GA 3.9%	ME 1.15%	NM 1.15%	UT 0.69%
AL 1.38%	IA 1.15%	MI 4.36%	NY 5.50%	VA 3.90%
AR 0.69%	ID 0.46%	MN 1.38%	OH 2.98%	VT 0.23%
AZ 2.52%	IL 6.65%	MO 2.06%	OK 1.61%	WA 1.15%
CA 8.49%	IN 2.52%	MS 1.38%	OR 0.69%	WI 2.29%
CO 1.15%	KS 1.61%	MT 0.23%	PA 3.90%	WV 0.23%
CT 0.69%	KY 1.15%	NC 2.52%	RI 0.46%	WY 0.23%
DC 0.46%	LA 0.92%	NE 0.69%	SC 2.06%	
DE 0.23%	MA 1.83%	NH 1.38%	TN 2.06%	
FL 5.50%	MD 1.61%	NJ 3.21%	TX 9.17%	

4. What is your specialty?

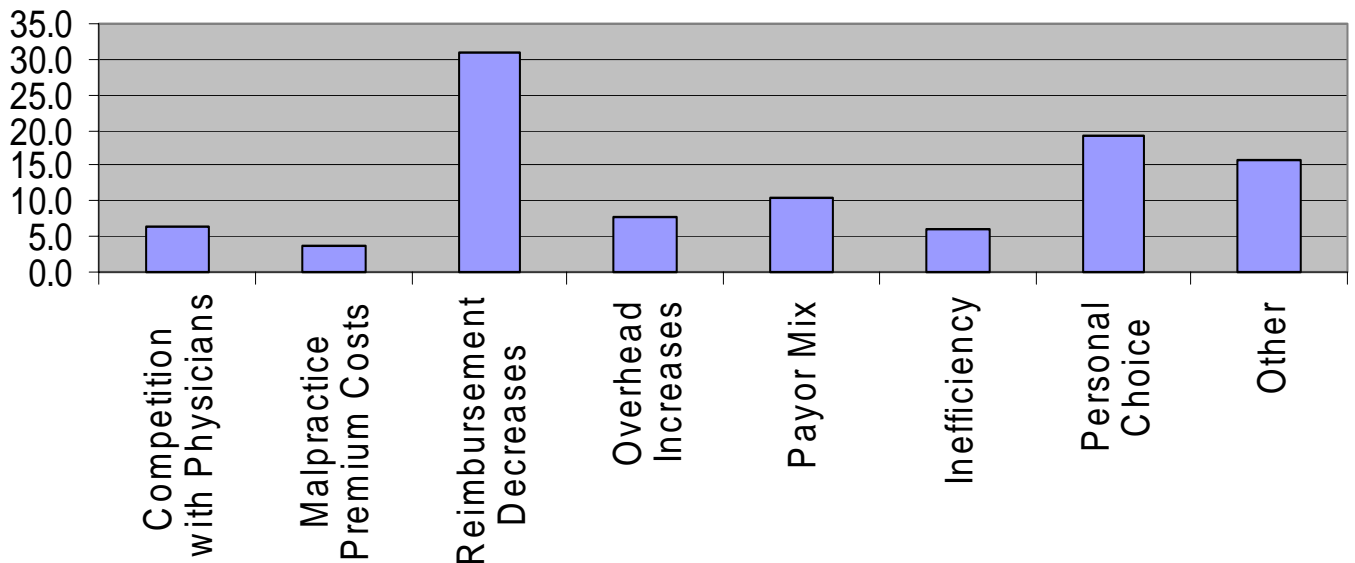


5. Approximately how much was your annualized income in 2007? Please enter the figure, rounded to the nearest \$1,000, into the box below.

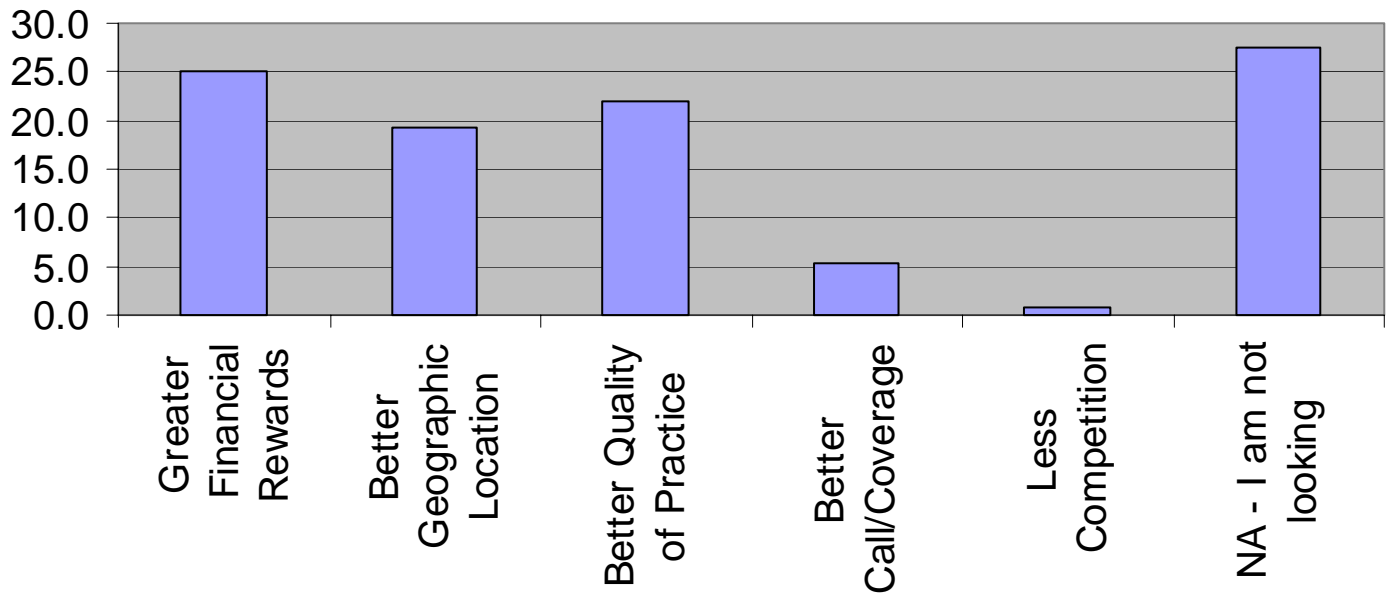
6. What do you anticipate your income will do in 2008 relative to what it was in 2007?



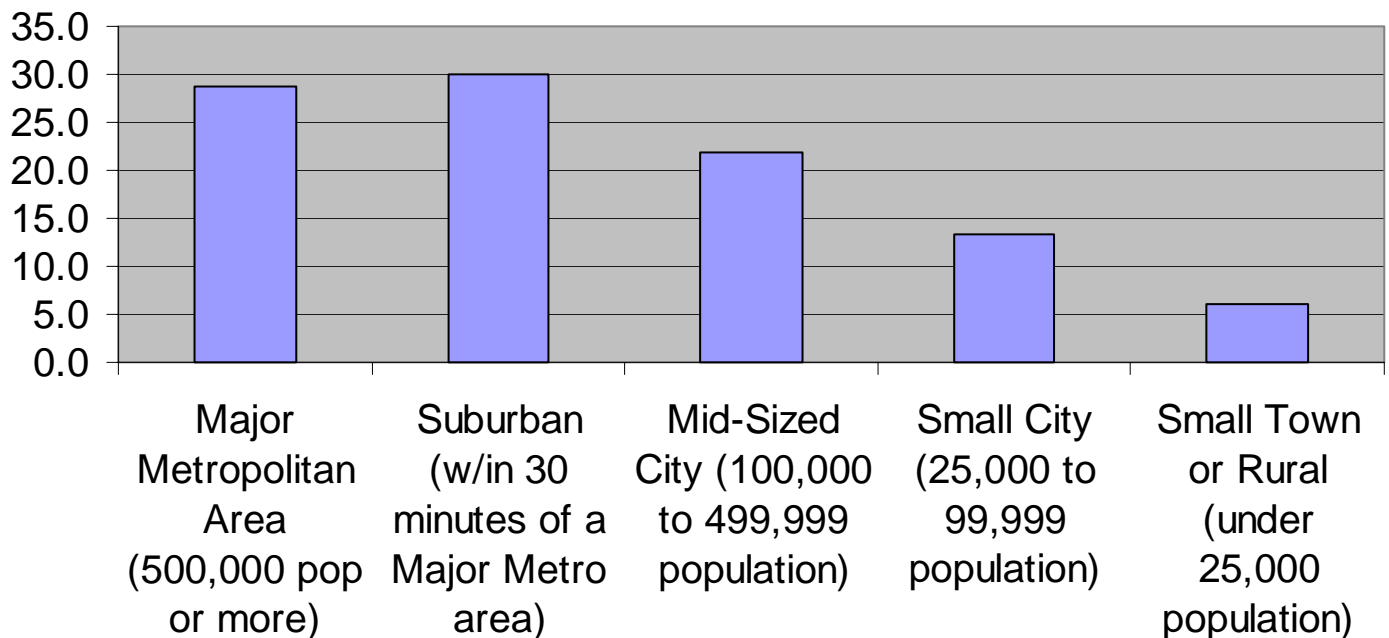
7. Which of the following do you feel limits your income the most?



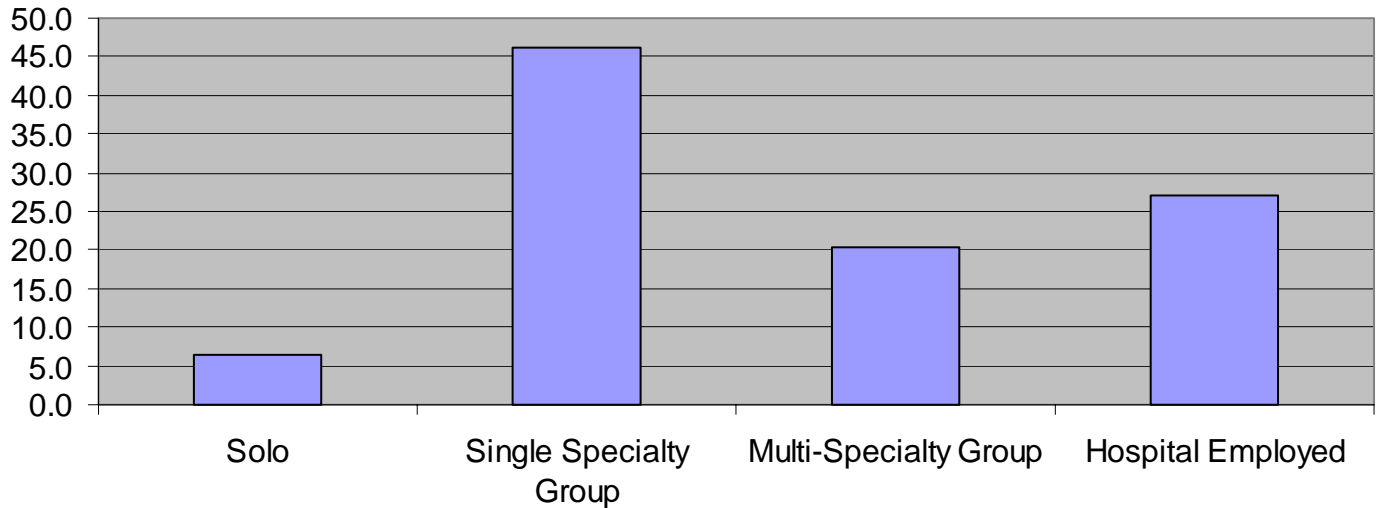
8. If you are considering a change, what is your primary motivation for seeking a new practice opportunity?



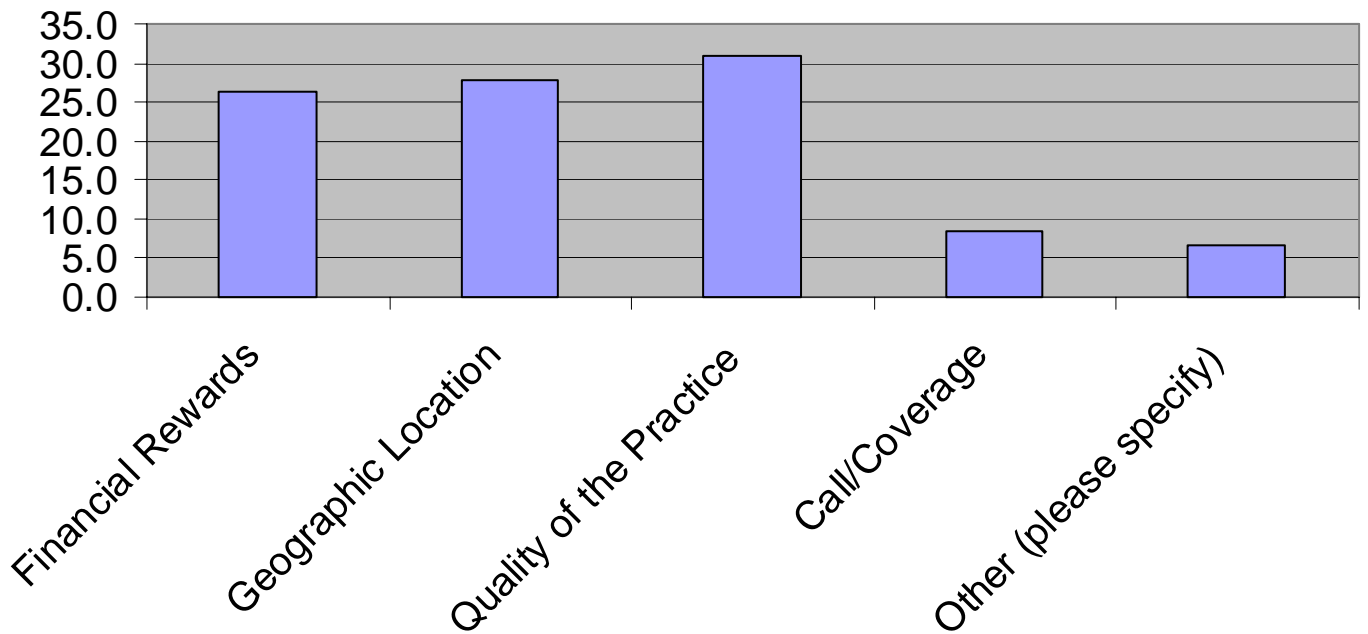
9. In what size community would you prefer to live and work?



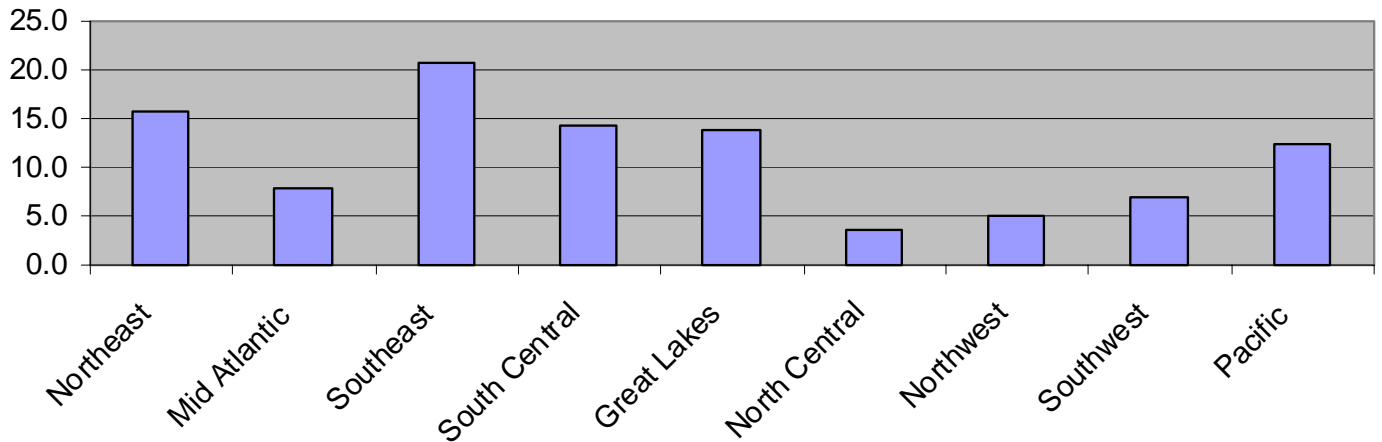
10. What type of practice setting appeals to you the most?



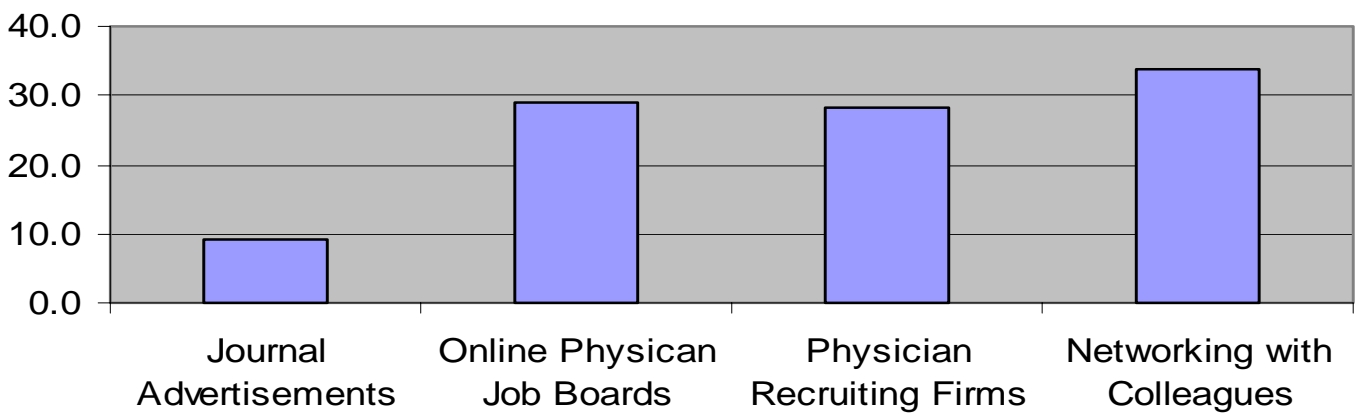
11. What will be the biggest single factor in making a change in practice?



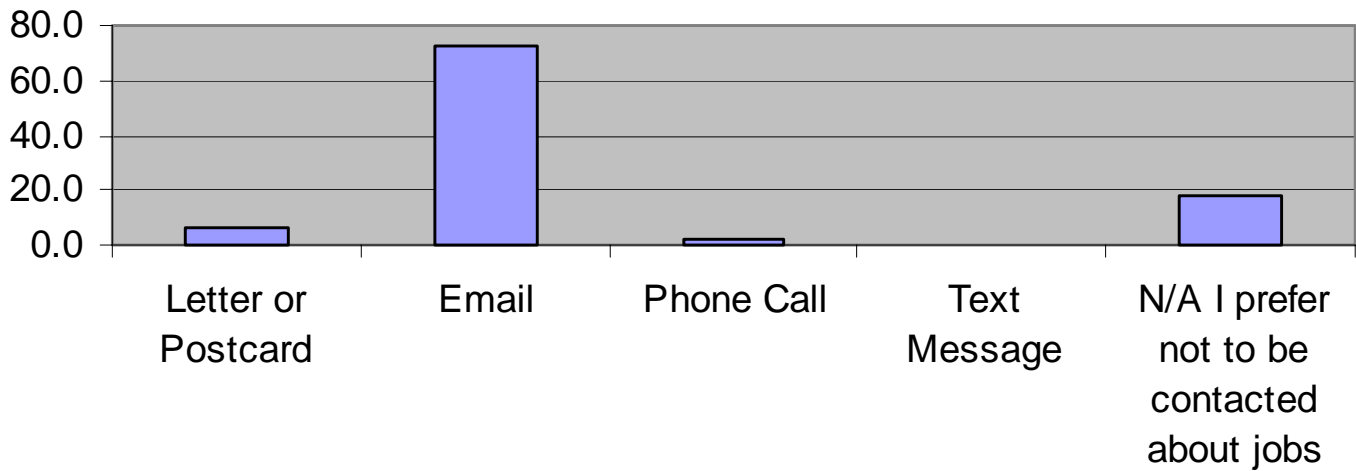
12. In which of the following regions would you prefer to work?



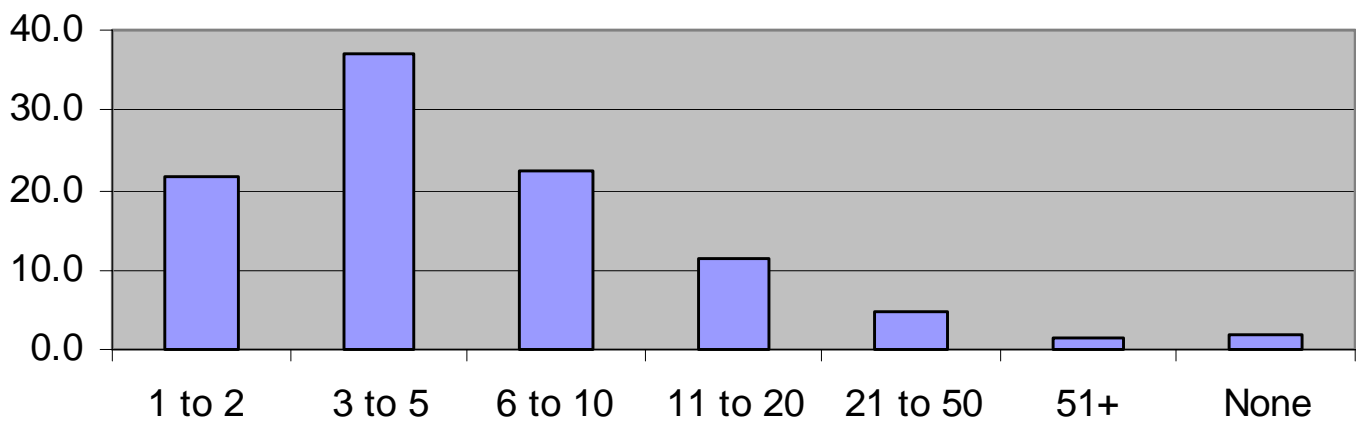
13. Which of the following do you find most useful in finding a practice?



14. How do you prefer to be contacted about potential practice opportunities?



15. On average, how many solicitations (via phone, email or regular mail) per week do you receive about new practice opportunities?



16. Which of the following best characterizes your experience with physician recruitment firms?

