

**Recommended Salary/
Net Income Guarantee Amounts
by Specialty**

Specialty	Guideline
Anesthesiology	\$300-375,000
Cardiology, <i>non-invasive</i>	\$350-400,000
Cardiology, <i>invasive</i>	\$375-425,000
Cardiology, <i>interventional</i>	\$425-475,000
Family Medicine, <i>traditional</i>	\$180-210,000
Family Medicine, <i>outpatient only</i>	\$165-190,000
Gastroenterology	\$350-400,000
General Surgery	\$250-300,000
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Hospitalist	\$200-250,000
Internal Medicine, <i>traditional</i>	\$200-250,000
Internal Medicine, <i>outpatient only</i>	\$175-200,000
Nephrology	\$225-300,000
Neurology	\$200-265,000
Neurosurgery	\$450-550,000
OB/GYN	\$250-350,000
Orthopedic Surgery, <i>group</i>	\$350-400,000
Orthopedic Surgery, <i>solo</i>	\$400-550,000
Otolaryngology	\$300-400,000
Pediatrics	\$150-190,000
Psychiatry	\$165-210,000
Radiology	\$375-450,000
Urology	\$350-425,000