

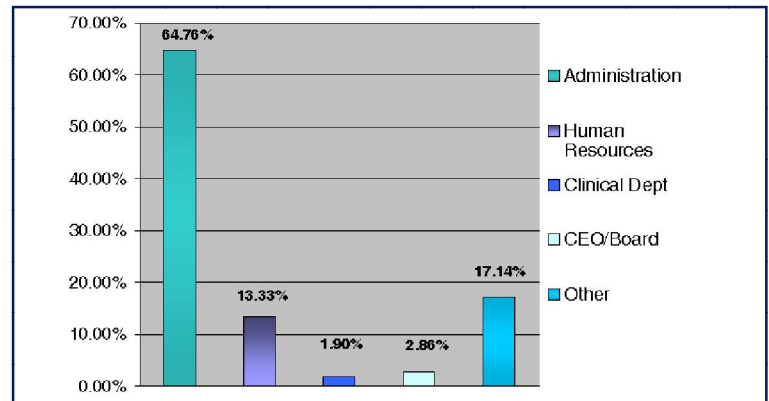
## 2005 Results: LocumTenens.com Survey of ASPR Members

### DEMOGRAPHICS

#### Job Title

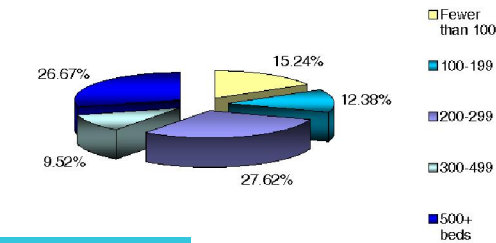
- ◆ 29% of survey respondents are Director of Recruiting/Staffing (physicians only)
- ◆ 4% are Director of Recruiting/Staffing (all)
- ◆ 1% are Human Resources managers
- ◆ 66% reported other titles

### More Than 64% of Respondents Report to Administration



#### Tenure

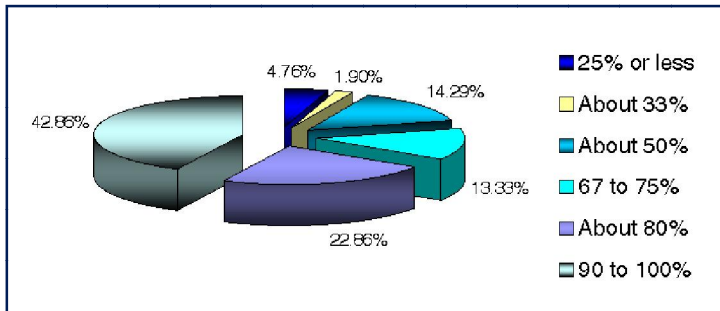
- ◆ 20% of respondents have been in their current role one year or less
- ◆ 31% 2-3 years
- ◆ 12% 4-5 years
- ◆ 22% 5-10 years
- ◆ 14% 10+ years



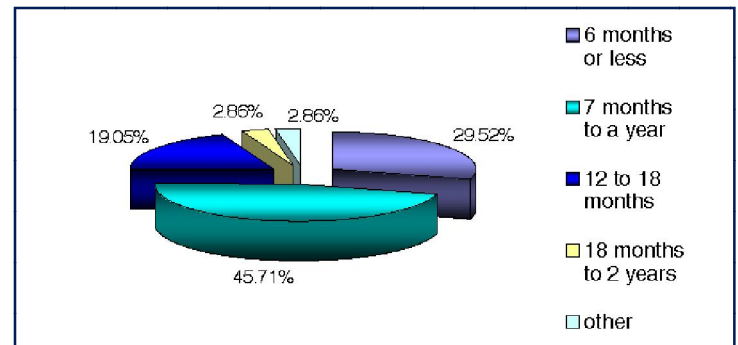
#### Facility Size

### SURVEY RESULTS

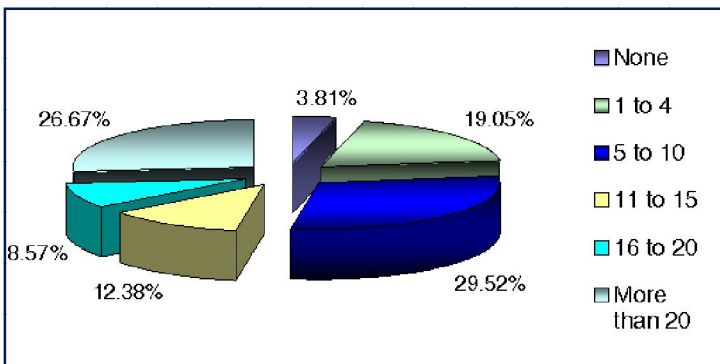
#### Percentage of Time Spent Recruiting Physicians



#### Time Required to Fill a Staff Physician Vacancy



#### Number of Staff Physicians Recruited Last Year



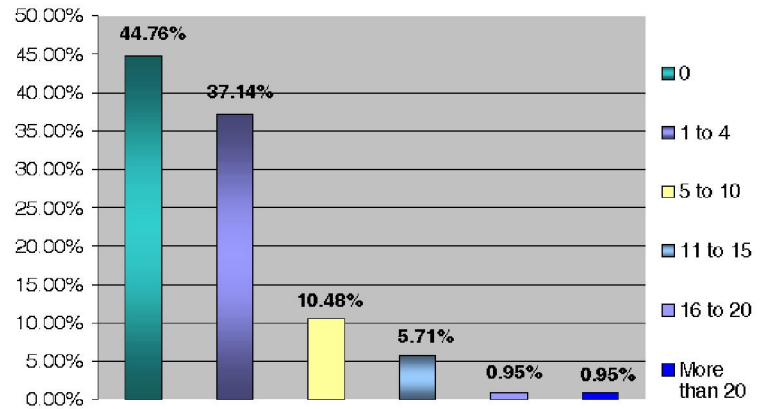
*"The average search takes 7 to 10 months to fill a vacancy, but harder - to - recruit specialties, like neurology, take several years"*

— Survey Respondent

## WHY RESPONDENTS DON'T USE AGENCIES

1. Can fill most needs through “networking locally”
2. Hospital/Group Policy
3. Cost

## Locum Tenens Physicians Hired Through Agencies in Past Year



## Locum Tenens Physicians Used/Year by Hospitals and Groups

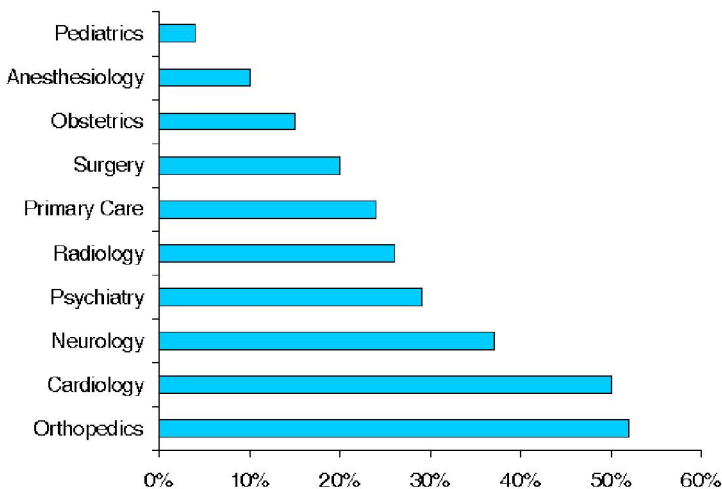
68% of respondents report using locum tenens physicians. Of these:

- ♦35% use between 1 and 4
- ♦15% use between 5 and 10
- ♦13% use between 11 and 20
- ♦Only 7% use more than 20

More than half (55%) of respondents reported they have hired at least one physician through an agency in the past year.

32% of respondents say they don't use use locum tenens physicians.

## Most Difficult - to - Recruit Specialties



## MOST EFFECTIVE RECRUITING TOOLS

1. Online physician job boards covering a broad range of specialties
2. Networking through other healthcare facilities/associations or local medical societies
3. Online specialty-specific job boards (GasWorks.com/Aunt Minnie.com)
4. Physician recruiting agencies
5. Journal advertising

For more information please contact Billie Wickstrom, Director of Public Relations —wickstrom@LocumTenens.com or 678.992.1247

LocumTenens.com  
 3650 Mansell Road Alpharetta, GA 30022  
 800.562.8663  
 www.LocumTenens.com