

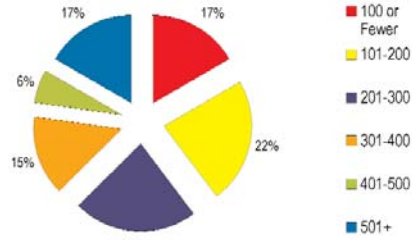
2006 FULL REPORT

LocumTenens.com

RECRUITING AND RETENTION SURVEY OF ASPR MEMBERS

DEMOGRAPHICS

- ♦ 47% Hospital
- ♦ 21% Medical Group
- ♦ 17% Health System/Network
- ♦ 5% Government Entity
- ♦ 2% Health Plan
- ♦ 5% Other



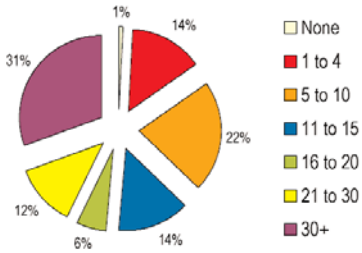
Size of responding hospitals by number of beds

Physicians on Staff:

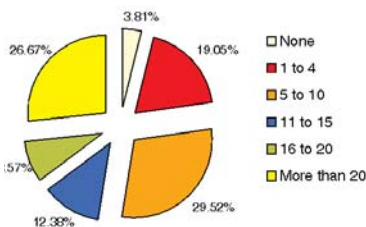
- ♦ 6% None
- ♦ 5% 10 or fewer
- ♦ 0% 11-20
- ♦ 10% 21-40
- ♦ 5% 41-60
- ♦ 10% 61-80
- ♦ 7% 81-100
- ♦ 12% 101-150
- ♦ 11% 151-200
- ♦ 37% 200+

RECRUITMENT

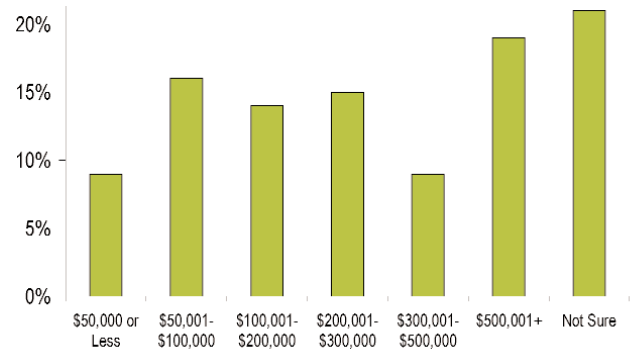
Physician Recruiting Volume in the Last Year



Compared to 2005



Projected 2006 Recruitment Spending



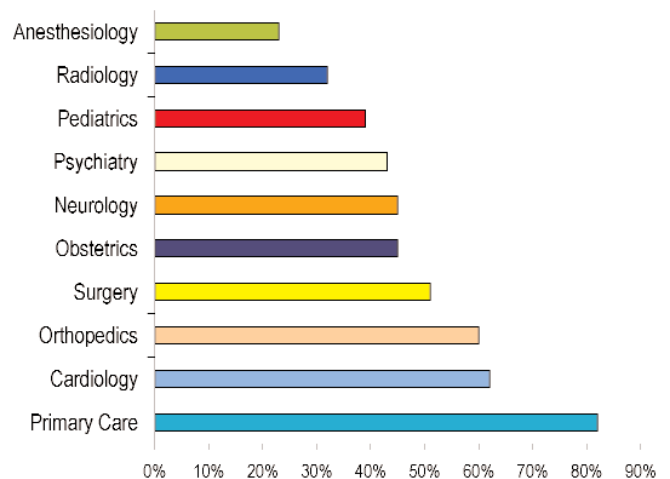
Almost 20% plan to spend \$500,000 or more on physician recruitment.

Length of Time to Fill a Vacancy

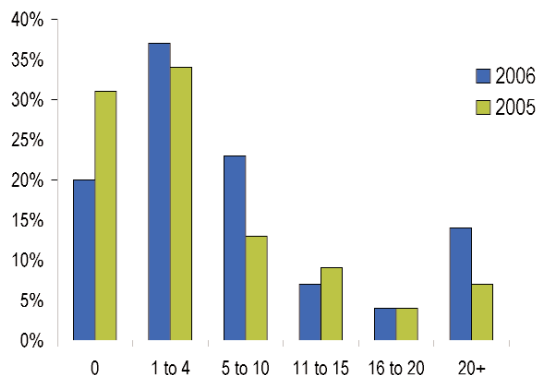
Almost half (48%) of respondents report that it takes at least **7 months to a year** to recruit a staff physician.

- ♦ 32% 6 months or less
- ♦ 20% A year or more

Projected Recruiting in the Next Year

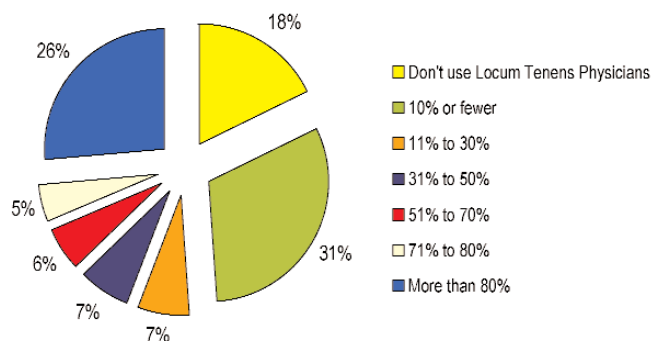


Usage of Locum Tenens Physicians



On average, the use of locum tenens physicians has increased over the past year.

Percentage of Locum Tenens Physicians Hired Through Recruiting Agencies



About a third (32%) hire most (more than 70%) of their locum tenens physicians through an agency.

Most Effective Recruiting Tools

1. NETWORKING
2. ONLINE HEALTHCARE JOB BOARDS
3. JOURNAL ADVERTISING
4. ONLINE PHYSICIAN JOB BOARDS LIKE LOCUMTENENS.COM
5. DIRECT MAIL

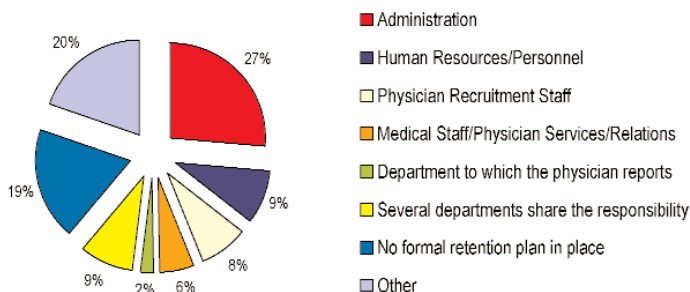
Locum Tenens Physician/Agency Perceptions

When asked to select statements they agreed with regarding locum tenens and agencies:

- ♦ 56% said that using locum tenens physicians helps them to retain patients and meet community needs.
- ♦ 47% said locum tenens agencies provide a valuable service in today's healthcare marketplace.

RETENTION

Who Oversees Physician Retention?



Reported Staff Physician Turnover Rates Due to Retirement, Resignation or Death

- 5% said no physicians left in the past year.
- 87% said 10% or fewer left in the past year.

Top Reported Reasons Why Physicians Leave

- 34% Retirement
- 27% Seeking different community attributes
- 15% Seeking better compensation/benefits
- 8% Family-related issues
- 7% Organizational policies and/or politics
- 4% Work load volume too high
- 2% Death
- 12% Other



LocumTenens.com
Put the Pressure on us.

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Founded in 1995, LocumTenens.com is a full-service physician recruiting firm specializing in supplemental placement of anesthesiologists, radiologists, psychiatrists, surgeons and CRNAs (certified registered nurse anesthetists) with U.S. hospitals, medical groups and community health centers. LocumTenens.com is part of the Jackson Healthcare Solutions family of companies. In addition to full-service recruiting assistance, LocumTenens.com operates a free job board at www.LocumTenens.com. For more information, contact Billie Wickstrom, Director of Public Relations, at wickstrom@locumtenens.com.