



Today's shortage of physicians increases the challenge of recruiting them for your facility. The table below depicts the measure of demand for physicians:

<i>SPECIALTY</i>	Advertised Opportunities	Approximate Graduating Residents	% of Physicians Over the Age of 50	Number of Physicians Who Relocate Annually (7% of the Total)	<i>DEFICIT*</i>
Cardiology	3,330	752	60%	1,349	1,229
Orthopedic Surgery	3,002	629	59%	1,329	1,044
Pulmonology CC	1,495	396	9%	258	841
Urology	1,683	212	59%	658	812
Neurology	1,961	478	54%	773	710
Gastroenterology	1,873	393	53%	790	690
Neurosurgery	779	141	54%	321	317
Endocrinology	742	228	46%	291	260
Hematology / Oncology	979	439	19%	281	259
ENT	1,046	247	53%	616	183
Vascular Surgery	452	109	49%	176	167

**Physicians who retire each year are excluded.*

As indicated above, physicians only have to go to one web page to see thousands of opportunities. On top of the numerous careers sites available, more than 40% of graduating residents receive up to 100 job solicitations and prioritize them on practice location.

Healthcare facilities cope by actively searching physicians. Surprisingly, half of the facilities utilize search firms and rank them as their most effective strategy. At Pinnacle Health Group, we do more than just source candidates! For more than 15 years, we've been partnering with healthcare groups to turn hard work into success with our strategic planning, creative yet recognized sourcing and strong sales capabilities.

We proactively work with clients and develop firsthand community experience to ensure that they get the right fit for their practice. To learn more about us, visit our website at www.phg.com! You may also call 1-800-492-7771 and talk to Michael Broxterman, COO (Southeast and West), one of our VPs of marketing Rich Gehrke (South / Midwest), Tom Broxterman (Mideast), Richard Zuber (Northeast / MidAtlantic) and Bob Rector (Florida), or simply email us at sales@phg.com.