

CAREER INSIGHTS EM

THE CAREER PLANNING GUIDE FOR EMERGENCY MEDICINE RESIDENTS AND FELLOWS

VOLUME 1, ISSUE 1

EMPLOYER PROFILES

In-depth Descriptions of Employment Opportunities with These Leading Organizations:

75th Street Medical Affilion, Inc.	MedStar Health Emergency Physicians Memorial Hospital of Rhode Island - Dept. of Emergency Medicine	Southern Illinois Healthcare St. Luke's Regional Medical Center
Bay Area Medical Center	Mercy Medical Center - Des Moines	Sterling Healthcare
Bay Regional Medical Center	MidMichigan Health	TeamHealth
Boston Emergency Medical Services	Midwest Emergency Physicians, LLC	TeamHealth MidSouth West - Maury Regional
CareerStaff Unlimited	Mount Sinai Hospital of Queens	TeamHealth Midsouth West - Baptist Desoto-MS
Cary Medical Center	Munson Healthcare	Temple University School of Medicine
Cincinnati Children's Hospital Medical Center	Muskingum Emergency Physicians, Inc.	The Hospital of Central Connecticut
Cincinnati MD Resource Center	North Country Emergency Medicine Consultants, P.C.	The Schumacher Group
ECC of TeamHealth	Providence Health & Services	Unity Physician Group
EmCare	Qualified Emergency Specialists, Inc.	University of Maryland Pediatric Emergency Medicine
EmCare, Inc. Pacific West Region	Regional Emergency Physicians	VA Medical Center
Emergency Medicine Professionals, P.A.	RLR VA Medical Center	Walla Walla Emergency Physicians
HealthEast Care System	Sentara Medical Group	Western Baptist Hospital
Huntsville Hospital/Huntsville Emergency Physicians Group	Southern Colorado Emergency Medicine Associates	
McLeod Health		



The Print Companion to the CareerMD.com Website

ARKANSAS

Jonesboro

Staff Physician/St. Bernard's Medical Center: 375-bed facility, 26-bed ED, 6-bed Express Care, 5-bed Chest Pain Center, 46,000 annual volume, 53 hours of physician cvg/day with 12 hours of MLP cvg/day. St. Bernard's serves as a Regional Referral Center for 23 counties, featuring excellent clinical support and superior ancillary back-up of all specialties. Criteria: BC/BP EM. IC status, guaranteed rate of \$190/hr, sign-on bonus available. Jonesboro is located just an hour from Memphis. Here, you will find the Ozark Mountains and many activities for the outdoor enthusiast. Contact Ron Jackson, ron_jackson@emcare.com.

Fayetteville

Staff Physician/Washington Regional Medical Center: 233-bed facility, 46,000 annual volume. Criteria: BC/BP EM. Enjoy a competent and experienced nursing staff with excellent clinical support and superior ancillary back-up. Washington Regional Medical Center contains state-of-the-art equipment and technology as well as a Chest Pain Center and Urgent Care Center located within the ED. Contact Ron Jackson, ron_jackson@emcare.com.

LOUISIANA

New Orleans Area & Thibodaux Emergency Staff/St. Tammany Parish Hospital, Terrebonne General Hospital, Touro Infirmary, Thibodaux Regional Medical Center: annual volumes ranging from 25,000-35,000, excellent facilities with great reputations, 36-40 hours of physician extender cvg/day with MLP cvg. Criteria: BC/BP ABEM/AOBEM. Benefits: highly competitive rates, great group benefits. Louisiana residents enjoy famed restaurants and music, historic festivals, sporting and cultural events. Contact Renaldo Johnson, renaldo_johnson@emcare.com.

TEXAS

Amarillo

Staff Physician/Northwest Texas Healthcare System: 489-bed acute medical center, 24-bed ED, 5-bed Fast Track, 45,000 annual volume, 48 hours of physician cvg/day with MLP cvg. Criteria: BC/BP EM. IC status, high guaranteed hourly rate. The Amarillo area has much to offer residents: Palo Duro Canyon, quality education, restaurants, a variety of recreational activities, gardens and more. Contact Scott Waters, scott.waters@emcare.com.

Beeville

Emergency Physician/Christus Spohn Hospital-Beeville: 69-bed acute care facility, 18,000 annual volume, newly expanded ED to serve a broader patient-base. Criteria: BC/BP EM or PC with ED experience. IC status, great group benefits, newly increased rate. Beeville is a quaint, family-oriented community located northeast of Corpus Christi. Residents here enjoy year-round outdoor living and activities. Contact Allen Harris, allen_harris@emcare.com.

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If there's one thing your job has taught you, it's that your training never ends. At EmCare, we make professional development and continuing education a priority for physicians. Programs like the EmCare Leadership Institute and our Internet Training System enable you to open new doors and further your career. And that is one very valuable lesson.

Corpus Christi

Medical Director & Staff Physician/Christus Spohn Hospital Corpus Christi-Shoreline: established in Corpus Christi in 1905, it is the largest facility and foremost acute care medical center in the region with 31,000 annual volume, 40 hours of physician cvg/day, and Fast Track staffed with MLPs. Criteria: BC EM with previous directorship experience preferred for the Director opening. Benefits: group benefits and high guaranteed hourly rate with monthly administrative stipend. In Corpus Christi, you'll find sea breezes and blue skies year-round, featuring beautiful beaches, bay-front promenade, an arts district, waterfront restaurants and an entertaining nightlife. Contact Renaldo Johnson, renaldo_johnson@emcare.com.

Denison

Staff Physician/Texoma Medical Center: 211-bed facility, 19-bed ED, 26,000 annual volume, Level III Trauma Center, Regional Referral Center, expansion by 2010. Criteria: BC/BP EM or PC with ED experience, residency trained preferred, residents welcome to apply. Benefits: employee status, new guaranteed hourly rate. Denison is just 5 miles from Lake Texoma and between Dallas/Fort Worth and Oklahoma City. Contact Elaine Tvrdik, elaine_tvrdik@emcare.com.

Houston

Emergency Physician/Park Plaza Hospital: 500-bed facility, 10-bed ED, 13,000 annual volume, all specialties represented. Criteria: BC/BP EM, IM or FP, ED experience, residency completion. Enjoy employee status, a guaranteed hourly rate and group benefits. Contact Katie McPike, katie_mcpike@emcare.com.

Livingston

Staff Physician/Memorial Medical Center-Livingston: 35-bed acute care hospital, 10-bed ED, 4 mid-level beds, 18,000 annual volume. Criteria: BC EM or PC with similar volume ED experience. Benefits: 12 and 24 hour shifts available, great compensation package. Livingston offers friendly neighborhoods, public and private schools and is home to Lake Livingston, the second largest Texas lake. Contact Elaine Tvrdik, elaine_tvrdik@emcare.com.

Lufkin

Staff Physician/Woodland Heights Medical Center: 146-bed hospital, 12-bed ED, 16,000 annual volume, ranked 5th in the state for cardiac care. Criteria: BC/BP EM or PC, recent ED experience in a similar volume/acuity ED. Benefits: guaranteed hourly rate, employee status. Located in the East Texas region. Contact Elaine Tvrdik, elaine_tvrdik@emcare.com.

Mesquite

Staff Physician/Dallas Regional Medical Center-Galloway: 14-bed ED, 35,000 annual volume, serving Mesquite and surrounding communities extending to the East Texas region. Criteria: BC/BP EM, IM or FP with similar volume ED experience. Benefits: RVU incentive-based compensation plan, employee status. Located just 15 minutes east of downtown Dallas. Contact Allen Harris, allen_harris@emcare.com.

Odessa

Staff Physician/Medical Center Hospital of Odessa: 363-bed facility, 29-bed ED, 42,000 annual volume, 50 hours of physician cvg/day with 10 hours of MLP cvg/day, all specialties represented on staff. Criteria: BC/BP EM, residency trained. IC status, one of the best paying facilities in the state. Contact Scott Waters, scott.waters@emcare.com.

Orange

Emergency Staff Physician/Memorial Hermann Baptist Orange Hospital: 239-bed facility, 9-bed ED, 18,000 annual volume, affiliated with one of the largest community-based, not-for-profit healthcare networks in the U.S., facility boasts brand new ED. Criteria: BC/BP EM or PC, residency completion required. Orange, TX is located two hours east of Houston, is well-known for its fruit and wine and offers museums, theatre, shopping, and outdoor activities. Contact Katie McPike, katie_mcpike@emcare.com.

Richardson

ED Staff Physician/Richardson Regional Medical Center: 205-bed facility, 17-bed ED, 25,000 annual volume, all major specialties represented, full ancillary back-up with a dedicated X-ray tech in the department. Criteria: BC/BP EM, residency trained, minimum 2 1/2 years ED experience, excellent compensation. Easily accessible to all Dallas attractions, while offering the peace of the suburbs. Contact Ron Jackson, ron_jackson@emcare.com.

San Antonio

ED Staff Physician/Christus Santa Rosa Hospital-City Centre: 400-plus bed acute care facility, 18-bed ED with 6-bed Fast Track and 34 hours of physician cvg/day with 18 hours of MLP cvg/day. City Centre is located in downtown sunny San Antonio, featuring a Level III trauma center, 8,000 square foot, 24 hour ED, award winning cardiac services program, impressive hemodialysis access center and comprehensive cancer care program. Criteria: BC/BP EM. IC status, newly increased guaranteed hourly rate along with EmCare's full line of benefits. Contact Ron Jackson, ron_jackson@emcare.com.

Texarkana

Staff Physician/Wadley Regional Medical Center: 260-bed facility, 20-bed ED, 36,000 annual volume, 36 hours of physician cvg/day with 12 hours of MLP cvg/day, fully equipped laboratory and radiology department. Criteria: BC/BP EM or PC with ED experience, guaranteed hourly rate with sign-on bonus for full-time commitment. IC status, great group benefits. Texarkana is a thriving metro-center serving 19 counties in 4 states. Contact Allen Harris, allen_harris@emcare.com.

MEDICAL DIRECTOR AND STAFF

- "A" rated malpractice insurance program
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- Business expense reimbursement account*
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*Benefits may vary depending on employment status.

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EMPLOYER PROFILES

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AFFILION, INC.

AZ, NM, TX

Affilion® is a progressive ER team, utilizing innovative processes to provide the patient with better care and our providers with a better work environment. Our processes create an environment that reduces busy work and maximizes team satisfaction and collaboration. Our physicians enjoy financial security with a proactive stance for the future and a high level of contract stability.

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Affilion Emergency Department Opportunities:

COLLEGE STATION, TX - College town living within driving distance from Austin, Houston, & Dallas. Level III Trauma. 26,500 annual volume. Team based care with mid-levels and scribes.

CORSICANA & HILLSBORO, TX - Charming communities just south of Dallas let you live the big city life without the big city hassles. Dining, entertainment, and travel just minutes away. 23,500 and 10,000 annual volumes respectively.

HUNTSVILLE, TX – Family-friendly community within short driving distance to Houston. Local attractions are the Huntsville State Park & Sam Houston State University. 17K annual volume.

LAS CRUCES, NM – Growing city that's great for active lifestyles and families with excellent year round climate and numerous outdoor activities nearby. 19K annual volume.

PHOENIX, AZ – Arizona Heart hospital focuses on critical cardiovascular care. 5K annual volume.

Contact: Erika Pourrajabi at ErikaPourrajabi@Affilion.com. Phone: 979.220.4542, Fax: 979.703.6776. Please visit our website www.Affilion.com for more information and current job openings

BAY REGIONAL MEDICAL CENTER

Bay City, MI



EM MED, PC is offering an opportunity for a BC/BE Emergency Physician to join a growing, profitable hospital that opened a newly constructed ED in September 07 with an annual expected volume of 45K. Bay Regional Medical Center is an affiliate of the McLaren Health Care System offering a cooperative administration, medical staff and ED call coverage for all of the major specialties including 24-hour cardiac catheterization lab. Our group offers a stable contract, extremely competitive compensation, flexible and fair scheduling, pension and profit sharing plans. Bay City offers great housing, safe family environment, and numerous cultural activities.

If you are interested in learning more about this opportunity, please contact Kenneth Parsons, M.D., M.P.H., FACEP (office number) or email KPMDMPH@comcast.net.

BOSTON EMERGENCY MEDICAL SERVICES

Boston, MA

Boston EMS is accepting applications for its EMS fellowship. BEMS is one of the nation's oldest providers of pre-hospital care, tracing its beginnings back more than 100 years. BEMS provides pre-hospital emergency care for more than 600,000 night time and 1.2million daytime residents and visitors of Boston. BEMS is also responsible for staffing and maintenance of the medical dispatch for the City of Boston 911 call center. BEMS has a close relationship with the Del Valle Institute for Emergency Preparedness. BEMS physicians play a vital role in the ongoing design, operation, evaluation and revision of the EMS system from initial patient access to definitive patient care. The BEMS Fellowship provides physicians with the necessary experience in operations, training, research and administration to contribute to EMS systems in a variety of settings.

The EMS fellowship is two years in length and includes a master's in public health at Boston University School of Public Health. The fellow also has a part time clinical appointment at Boston Medical Center and Boston University School of Medicine.

Boston is a vibrant, multi-cultural city with many diverse activities available eg. museums, concerts and sporting events. There is ready access to many other New England sites; mountains for skiing and hiking, as well as great beaches that are within a few hours drive.

For further information, please see our link on www.bostonems.com or contact Ms. Donna L. Shepard, Senior Administrative Assistant (Shepard@bostonems.org) or Fellowship Director, Dr. Lori Harrington (Harrington@bostonems.org) at

(617) 343-1125 or send to: Boston EMS/RTQI, 767 Albany Street, Boston, MA 02118.

CAREERSTAFF UNLIMITED

Nationwide



CareerStaff Unlimited is a national full-service recruiting company for locum tenens physician staffing. We recruit for primary care and all specialties and, at this time, we have numerous opportunities available in Emergency Medicine throughout the United States. Our current locations include Illinois, Louisiana, Michigan, Missouri, New Mexico, New York, Ohio, Oregon, Pennsylvania, South Dakota and Washington. CareerStaff offers weekly pay with the highest rates in the industry; individual attention from your personal recruiter; large diverse selection of locum tenens opportunities; nationwide geographic locations; licensing assistance and A-rated malpractice insurance. CareerStaff represents hundreds of organizations (large and small hospitals, public and private clinics and single- and multi-specialty physician groups) looking for physicians to fill temporary assignments. You can work where you want, when you want. With CareerStaff, you can look forward to your new job, confident that the details are handled by your personal CareerStaff recruiter. We will help you find the perfect opportunity that meets your personal and professional goals.

Please contact our recruiting consultants for additional information: Marshall Anderson – marshall.anderson@sunh.com; Nicci Attaway – nicci.attaway@sunh.com; Jack Callahan – jack.callahan@sunh.com; Greg Garcia – greg.garcia@sunh.com; Craig Parker – craig.parker@sunh.com; Jennie Paschal – jennie.paschal@sunh.com; Stephanie Tettleton – Stephanie.tettleton@sunh.com

CINCINNATI CHILDREN'S HOSPITAL MEDICAL CENTER

Cincinnati, OH



Cincinnati Children's Hospital Medical Center (CCHMC) is presently seeking Pediatric Emergency Medicine Faculty for the expansion to Cincinnati Children's new Liberty Campus which will open 25 miles north of Cincinnati in August 2008. The new 232,000 square-foot pediatric medical facility includes the first 24-hour Pediatric Emergency Department in the area. The Liberty Campus will bring a new level of specialized pediatric care to the heart of one of Greater Cincinnati's fastest-growing regions.

This is an opportunity to pursue a career in a state-of-the-art community-based facility within a vibrant academic environment. At Cincinnati Children's ED, you will manage a wealth of patient diversity in a community setting. There will be support for 23-hour admissions and surgical/medical consultation. Patients requiring immediate subspecialty support may require transfer to the main CCHMC campus.

At Cincinnati Children's, our vision is to be the leader in improving child health. We are dedicated to transforming the way health care is delivered and to implementing quality improvements to advance patient safety, outcomes and experiences. U.S. News & World Report has ranked Cincinnati Children's Hospital Medical Center the third best children's hospital in the United States in general pediatrics in the 2008 edition of its annual "America's Best Children's Hospitals" rankings.

If you are interested in joining this dynamic team, please send a letter of interest and CV to: Stacy Combs, Physician and Faculty Recruitment, Stacy.Combs@cchmc.org, 3333 Burnet Avenue MLC 9008, Cincinnati, OH 45229, Phone: 513-636-5260, www.cincinnatichildrens.org

CINCINNATI MD RESOURCE CENTER

Cincinnati, OH



Emergency Medicine Physicians Needed For:

- 1) **A physician owned, fee-for-service group offering partnership after 2000 hours practicing at Greater Cincinnati hospitals (volumes 30,000 to 50,000 annual visits)**
- 2) **Board Certified full or part-time for low volume ED 40 minutes from Cincinnati in SE Indiana**

Cincinnati MD Resource Center is a non-profit, community based initiative designed as a central resource for opportunities with hospitals, clinics, and private practices. Compensation and benefit packages are competitive including malpractice coverage. The health care environment is innovative with nationally recognized hospitals, tobacco-free campuses, a regional health information organization entitled HealthBridge, and a documented 10.9% decrease in medical liability rates for 2007 documented by the Ohio Department of Insurance.

Greater Cincinnati is comprised of 14 counties with the corners of three states - Ohio, Kentucky, and Indiana – and is home to almost 2 million people. Awarded by Fortune magazine as one of the top ten places to live and work Greater Cincinnati offers an active arts community including museums, galleries, theater, ballet and opera. Other local amenities include amusement parks, snow skiing, water sports, an aquarium, car and horse racing, casinos and professional football and baseball.

Register as a candidate on www.cincinnatiMDjobs.com to review details of each position
Phillip L. Kiley, Physician Liaison, pkiley@cincinnatiMDjobs.com, 513.378.5077

HUNTSVILLE HOSPITAL/HUNTSVILLE EMERGENCY PHYSICIANS GROUP

Huntsville, AL

Huntsville Hospital is seeking a BC/BE Emergency Medicine Physician to join our current staff of 23 Physicians. The position offers an excellent compensation package including a highly competitive salary with RVU-based incentives, paid vacation, CME allowance, health and life insurance, malpractice insurance, and a 401k plan with employer contribution. The Emergency Department sees approximately 115,000 patient visits per year through 4 separate clinical areas, Critical, Acute, Direct, and Pediatric.

Huntsville, with a population of 386,661 in the metro area, is a high-tech, family oriented, multi cultural community with excellent schools, dining and entertainment. It is nestled at the foothills of the Appalachian Mountains with an abundance of activities to do inside or out.

- Named one of America's "Hottest Cities" by Expansion Magazine
- The South's number 2 metro for quality of life
- Career World ranked Huntsville America's second most affordable city
- Salary.com ranked Huntsville the second best value in the U.S. for salaries and cost of living

For further information, please contact Physician Recruitment, at (256) 265-7073, or fax your CV in confidence to (256) 265-7767 or E-Mail: physicianrecruitment@hhsys.org.

McLEOD HEALTH

Florence, SC

McLeod Regional Medical Center is seeking outstanding RT/BC/BE Physicians for full time employment. Outstanding salary and benefit package. Hospital Employee Status. 80+ hours of daily physician coverage in a combination of 8,10 & 12 hour shifts, with additional NP hours. The ED has 60 beds, which includes: Fast Track, Chest Pain Center, Trauma and Acute Care beds. McLeod is a Regional Tertiary Care facility with 453 beds and includes a Children's Hospital, Psychiatric Center, HBO Chamber, a full compliment of subspecialists, and a Family Medicine Residency Program on site.

Join this group of 14 RT/BC/BE physicians with a mix of experienced physicians and recent EM graduates by contacting Tiffany Ellington, Physician Recruiter, at 843-777-5169.

MEMORIAL HOSPITAL OF RHODE ISLAND - DEPT. OF EMERGENCY MEDICINE

Pawtucket, RI



Seeking BC/BE emergency physician at 294-bed community teaching hospital affiliated with Brown University. Eleven emergency physicians care for 35,000 patients/year. EM coverage of 37 hours/day, plus 12 hours/PA coverage in dedicated fast track. Hospital-based residency programs provide clinical teaching and faculty appointment at Brown. Newly renovated ED to open in 09/08. Competitive salary and benefits package: fully paid family health/dental, life/short & long-term disability, malpractice coverage, four weeks vacation, 1 week CME, 403B tax shelter annuity plans, paid professional memberships, board certification/paid license costs. Incentive for 50% or greater commitment to night shifts.

Contact Ludi Jagminas, M.D., Chief, Emergency Medicine, Memorial Hospital of Rhode Island, 111 Brewster Street, Pawtucket, RI 02860, Fax: 401-729-3112 or call 401-729-2419. EOE.

MOUNT SINAI HOSPITAL OF QUEENS

Queens, NY



Employment opportunity

200-bed community hospital in Astoria, NY is in need of two-full time Emergency Medicine Trained, Boarded or Board Eligible Physician to compliment a staff of 11 Board Certified EM Physicians.

Per- diem opportunities also available

If you are interested please call the office: Paul Hamilton, MD @ 718-267-4390 / fax CV to 718-777-5205 (Attn: Emergency Department)

MUSKINGUM EMERGENCY PHYSICIANS, INC.

Zanesville, OH



Muskingum Emergency Physicians, Inc. staffs a 2 ER hospital system, located in Zanesville, Ohio, with 62,000 patient volume total. We also staff two new state of the art freestanding urgent care facilities with 27,000 patient volume. We are a democratic group seeking EMBC physicians to join our group of independently owned twenty-physician group. Tremendous opportunity to join an open, transparent, friendly group. Zanesville is 1-hour due east of Columbus, a beautiful city with outstanding shopping and restaurants. Community has an excellent medical staff and an interventional cardiology program. We enjoy excellent relations with the community, the medical staff, and the hospital administration. Full partnership potential in 2-years. We offer outstanding 401K benefits, as well as, medical, dental, vision, CME allowance and Occurrence liability insurance. We are totally dedicated to physician longevity and avoiding burn out. Signing bonus opportunity available.

Please contact Za Northrup, Practice Manager at 740-454-4394 or email: znorthrup@yahoo.com

NORTH COUNTRY EMERGENCY MEDICINE CONSULTANTS, P.C.

Watertown, NY



Emergency Medicine Physicians Upstate New York

Eliminate Emergency Medicine burnout with rewarding professional practice and a fabulous lifestyle ! !

North Country Emergency Medicine Consultants, P.C. is recruiting Emergency Medicine Physicians to join their expanding group of 14 MD's, PA's & NP's in Watertown, New York. Increasing patient volume has necessitated our expansion plans and we anticipate in excess of 50,000 patient visits this year. We have just completed a newly renovated Minor Treatment Area with 9 treatment beds to compliment our main ED of 21 beds. Groundbreaking for a completely new ED will occur this summer with a new state of the art facility expected to be completed in late 2009, to include in-department CT scanning, standard imaging, bedside ultrasound and POC lab testing. Currently we have 36 hours of MD coverage and 20 hours of PA coverage per day. Innovative scheduling is being discussed as a group. Sub-specialty back-up is comprehensive and very collegial, including a Hospitalist program. The current compensation package exceeds \$250K per year and includes 401K, medical/dental, CME, malpractice and productivity bonus with a 36 hour work week. Eight weeks of dedicated time off is guaranteed. Interested applicants should either be BC/BE in Emergency Medicine or have extensive ED experience. For those with immigration and visa considerations, we will facilitate and pay for all of the legal requirements for J-1, O-1, H1-B and Green Card applications. Watertown is located in an exceptional four seasons region of Upstate New York, with all waterfront recreation, skiing, fishing, hunting and more in your back yard. The pace of life in Watertown is extremely conducive to raising a family and North Country Emergency Medicine Consultants, P.C. is committed to ensuring the best mix of personal and professional time.

If this opportunity interests you, please contact Maja Lundborg-Gray, MD, FAACEP at mlgray@shsny.com or fax your resume with cover letter to (315) 785-4314. North Country Emergency Medicine Consultants, P.C., 830 Washington Street, Watertown, New York 13601, 1-315-786-4813

RLR VA MEDICAL CENTER

Indianapolis, IN

Physician-Emergency Medicine – The Indianapolis VA Medical Center is recruiting qualified physicians for full time work in our Emergency Department (ED). Applicants must be board certified (or board eligible) in Emergency Medicine or Internal Medicine. In addition to excellent federal employment benefits we offer a work schedule of 40 hours per week (80 hours per two week pay period). The Indianapolis VA Medical Center is a large tertiary medical center with a full compliment of specialty services and diagnostic testing. It is located near downtown Indianapolis. The facility is a teaching hospital with Indiana University School of Medicine residents and students on most services. The candidate selected will be eligible for faculty appointment with Indiana University. The ED is a level 3 emergency room with an annual volume of 17,000 visits. The ED physician is responsible for the initial evaluation, stabilization, and triage of all patients, and to obtain consultation when needed. Qualified individuals may be eligible for a recruitment bonus, and/or relocation costs. In addition, the applicant selected for this position will be eligible to apply for an award up to the maximum limitation under the provision of the Education Debt Reduction Program. Only US Citizens or permanent resident applicants will be considered.

Please send CV to Medicine Service (111), RLR VA Medical Center, 1481 West 10th Street, Indianapolis, IN 46202. The VA is an affirmative action, equal opportunity employer.

Open till filled.

REGIONAL EMERGENCY PHYSICIANS

Central North Carolina

Single EM Specialty, Private, Democratic Group of Board Certified MD's is presently seeking to expand its coverage as our volume has expanded to 60,000+ patient visits per year. We are presently utilizing 10 MD's and 6 PA's. Our present package includes: health/dental insurance, malpractice insurance, CME allowance and moving allowance.

Please contact Dr. C. Max Graeb, MD at cmg6neuro@aol.com or fax CV to (366) 472-8713.

THE SCHUMACHER GROUP



Schumacher Group is one of the largest emergency department staffing and management companies in the country. Want to know why? The group began where founder William C. "Kip" Schumacher, MD, FACEP started in the specialty – in rural Louisiana. After 17 years in the practice, Dr. Schumacher knew with certainty that he wanted to spend the rest of his career, and his life, helping protect and advance the practice of emergency medicine.

Schumacher Group has grown organically: what began as a business for staffing and management of many rural, community hospital EDs has grown – and continues to grow – because physicians and hospitals value the emphasis we place on our work, on the patient. We now support physician practices in 16 states.

At Schumacher Group, we know that quality isn't just about the physician – it's about the whole team. Our approach has always been to work to make the team better. How are we different from other groups you may know or work for? Schumacher Group is intent on innovation. Every process we develop, every technology we invest in, every person we engage, every trend we study – it's all for that one moment of interaction between the care giver and the patient. We know that having a heart for patient care can take a physician a long way, but you will need systems and support in order to continue to improve. That's where Schumacher Group excels.

Interested in learning more? Visit our website (schumachergroup.com) or call 800.893.9698.

SOUTHERN COLORADO EMERGENCY MEDICINE ASSOCIATES

Trinidad, CO



Democratic Group Seeks Physicians to Staff Mt. San Rafael Hospital

Practice Emergency Medicine in Trinidad, Colorado, The Victorian Jewel of the West: This idyllic mountain valley town sits at the foot of Fisher's Peak, with a population of just over 9000. Centrally located is the downtown historic district of El Corazon de Trinidad, where much of the original Victorian architecture and brick streets remain beautifully preserved. Local focus on art, history, and outdoor living make this an ideal place to live while pursuing the practice of emergency medicine in a western setting. Real estate prices in this area of Colorado make even the grandest dreams of country living attainable. Colorado Springs and Denver, as well as Taos and Santa Fe, New Mexico, are easily reached by highway, adding a fascinating array of options for culture and recreation, including skiing, professional sports, world-class shopping, and Broadway touring productions.

- 6-bed Emergency Department
- 8,000 annual volume
- 24-hour shifts; sleep room available
- Mixed acuity
- Must have current ATLS, ACLS, and PALS
- BC/BE Emergency Physician or FP with training in emergency procedures
- \$95/hr, plus 13% to 401k (\$185K+/yr)
- Full benefits with 6 shifts per month
- Family health benefits and HSA
- Outstanding professional liability insurance through COPIC
- Directorship available for additional stipend
- Stable, democratic group; local control
- Additional positions currently available for BC/BE EM only at our main campus in Pueblo, Colorado

Coming soon: <http://SCEMA.Recruiting.googlepages.com/>

Please send CV and Cover Letter to Anna Olson at SCEMA.Recruiting@gmail.com

STERLING HEALTHCARE

AL, AR, FL, GA, IL, KY, LA, MI, NY, OH, TN, TX, WA & VA

Sterling Healthcare – Improving The Delivery of Emergency Care

Get the reward you deserve!

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Nashville, TN

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Contact: Cathy Lee, 866.599.0067, cathy_lee@teamhealth.com or fax your CV to 865.291.3605

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Southaven, MS

TEAMHealth

Baptist Memorial Hospital-Desoto opened its new ED in November 2006, and the department has grown rapidly ever since. We are expanding our physician hours in the ED to handle the current volume of 46,000- 47,000. Scribes are available 20 hours a day. Southaven is a family-oriented community that is strategically located for commercial and residential growth.

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Philadelphia, PA



Assistant Professor of Emergency Medicine – Clinical Track

Temple University School of Medicine, Department of Emergency Medicine announces the search for a BC/BP emergency medicine physician to become a part of their faculty. Scheduled shifts will take place at Temple University Health System's affiliate—Episcopal Campus with opportunity for time at Temple University Hospital's emergency department. Equitably scheduled shifts are eight or ten hours, maximum of 36 hours per week for 47 weeks. Double physician coverage is 20 hours of each 24-hour day, (44 hours of attending physician coverage daily) 12 hours of fast track coverage by a physician assistant 6 days a week. Central monitoring is in all 14 patient rooms. The Emergency Department is a certified sexual assault center.

The Episcopal Campus is a 137-bed facility that sees approximately 35,000 Emergency patients annually with an 8% admission rate. Hospitalist coverage 24/7. The Episcopal Campus is only a 10-minute drive from Temple University Hospital where major trauma is transferred.

Interested candidates should forward a current CV and letter of interest to: Robert McNamara, M.D., Chair, Department of Emergency Medicine, C/O Scott T. Caldie, Director Physician and Faculty Recruitment, Temple University School of Medicine, 3401 N. Broad Street, Philadelphia, PA 19140, Email: scott.caldie@tuhs.temple.edu Fax: (215) 707-4416

The University is especially interested in qualified candidates who can contribute through their research, teaching and/or service to the diversity and excellence of the academic community. Temple University School of Medicine is an Affirmative Action/Equal Opportunity Employer and strongly encourages applications from women and minorities.

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The University of Maryland School of Medicine, Department of Pediatrics is looking for an Academic Pediatric Emergency Medicine physician to join the Division of Pediatric Emergency Medicine at the Associate or Assistant Professor level (commensurate with credentials). Must be Board Certified in Pediatrics and Board Eligible/Certified in Pediatric Emergency Medicine or dually trained and Board Eligible/Certified in Pediatrics and Emergency Medicine. We are recruiting a junior to mid level faculty member with established excellence in teaching, administration, patient care, and/or independently funded research. Must demonstrate excellence as a clinician-educator.

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Interested individuals should submit a current curriculum vitae to: Keyvan Rafei, MD, Division Head, Interim, University of Maryland, 22 S. Greene Street, PMH 10, Baltimore, MD 21201, Phone: 410-328-2079, Fax: 410-328-0987, krafei@peds.umaryland.edu, www.umaryland.edu

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About the area:

Valparaiso, IN - <http://www.ci.valparaiso.in.us/>

Portage, IN - <http://www.ci.portage.in.us/>

School Data - <http://www.doe.state.in.us/asap/welcome.html>

For further information on this opportunity, please contact: **Timothy Burrell, MD 1155 West Third Street Bloomington, IN 47404 Phone: 812.333.2731 recruiting@unitypg.com** Unity is an Equal Opportunity Employer www.unitypg.com

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www.midmichigan.org/opportunities

Heidi Henry

Sr. Physician Recruiter
Munson Healthcare
1105 Sixth Street
Traverse City
ph: 231-935-7692
fax: 231-935-5885
hhenry@mhc.net
munsonhealthcare.org

Kathy Nikunen

Physician Recruitment Specialist
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fax: 651-232-2009
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www.healtheast.org

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Roger McMahon

Director-Physician Employment Services
Mercy Medical Center-Des Moines
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Des Moines, IA 50314
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fax: 515-643-8831
rmcmahon@mercydesmoines.org
www.mercydesmoines.org

Shawn Stampfli

Director, Physician Recruitment and Retention
Midwest Emergency Physicians, LLC
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Suite 250
Overland Park, KS 66210
913-469-1599
913-469-1441
sstampfli@medicalcaresolutions.org

NORTHEAST

Maureen France

Dir of Marketing, Business Development &
Recruitment
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fax: (386) 274-7841
maureen.france@emprosonline.com
www.emprosonline.com

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Medical Director
75th St Medical
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Ocean City MD 21842
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Fax: 410-524-0066
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Patricia Lowicki

Director of Physician Recruitment
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Maureen France

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Physician Recruitment

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Michael Culp

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Virginia Beach, VA 23462
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Trisha Miller

Physician Recruiter
ECC of TeamHealth
1431 Centerpoint Blvd
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ph: 800-577-7707 ext 7213
fax: 865-291-3654
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Washington Hospital Center is the largest hospital in the Washington, D.C. metropolitan area. The Emergency Department has more than 75,000 annual visits and admits more than 19,000 patients a year. **Georgetown University Hospital** is a renowned academic institution that, along with Washington Hospital Center, is the site of a PGY 1-3 emergency medicine residency training program. The Georgetown Emergency Department treats 34,000 adult and pediatric patients annually. **Franklin Square Hospital Center** is a wonderful hospital located at the intersection of I-695 and I-95 in the suburbs of Baltimore. This Emergency Department has more than

104,000 annual visits, over 20% of which are pediatric, making it the busiest emergency department in Maryland. **Union Memorial Hospital** offers world-class cardiovascular and orthopedic surgery programs and is a regional hand surgery referral center. The Emergency Department sees over 55,000 adult and pediatric patients.

Contact William Frohna, MD, FACEP, Vice Chair of Emergency Medicine, Washington Hospital Center, at 202-877-2424 (*phone*), 202-877-2468 (*fax*), or write to him at the Department of Emergency Medicine, Washington Hospital Center, 110 Irving Street, NW, Washington, DC, 20010.

Medical Director and Staff Physician EM Opportunities in Nashville

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Medical Director Opportunity in Saint Joseph, Missouri

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Contact: Amy Curmi, 800.794.2247, Ext. 7033
amy_curmi@teamhealth.com
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Contact: Chris Thompson, Recruiting Manager. Ph: 800-230 5160 ext 3033

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Contact Steve Liebetrau, Physician Recruiter, St. Luke's Regional Medical Center, 2720 Stone Park Blvd, Sioux City, Iowa 51104, Phone: 712-279-3331 or 800-352-4660 ext 3331, Fax: 712-279-4995, Email: LiebetSR@stlukes.org

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Contact: Donna Dehart-Ray, Admin Asst to Chief of Staff, Phone: 509-434-7204, Fax: 509-434-7100, E-mail: donna.dehart@va.gov, VA Medical Center, 4815 N. Assembly Street, Spokane, WA 99205.

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How to Select the Right Practice Opportunity...

By Paul Hiltz, Vice President, Physician Services and Debbie Mancini, Regional Director, Physician Services Mercy Health Partners of Southwest Ohio. Reprinted with Permission of the Authors

Introduction Selecting the right practice opportunity can be overwhelming whether you are just coming out of residency or moving from an established practice. By following these steps, you can make the process a little more manageable.

Pre-Visit Before you begin contacting other practices or headhunters, it is important for you to decide what you want. That may sound obvious, but many physicians have never taken the time to decide where (geographically) they would most like to live, which may be the most important question to start with.

After location, focus your attention on things such as group size. Are you interested in a small or large group? This will have implications for your call schedule. How often would you be comfortable being on call?

You will also want to think about whether you want a hospital practice or whether you would prefer to turn patients over to a Hospitalist group.

How about nursing homes? Do you feel comfortable covering nursing homes for other members of your practice? Or would you rather not do this? Be honest!

Finally, consider your productivity. How busy would you like to be? How many patients per day do you feel comfortable seeing? "Busy" means different things to different people. Think through all of these things prior to interviewing with a group.

The Visit

- Pay attention to and look for group chemistry as one of the most important factors in selecting a practice. Remember that picking a physician partner is not like a marriage, it is a marriage. Your physician partner or partners will help determine your financial and professional future. You will also be spending a large amount of your waking hours with your physician partners.
- Pay attention to the general environment. What is the general atmosphere of the practice? What is the group's style and efficiency of handling patients? Does it appear to be well managed?
- Learn about the structure of the group from a legal, financial and decision-making standpoint.
- Ask questions about the group's expectations of the new physician. How busy does the group expect you to be, and how quickly? How does the group plan to promote the new physician to build the practice?

After all of the above questions are answered to your satisfaction, you can begin to investigate the compensation package including salary, bonus, benefits and other perks of the job. Ideally, groups will be able to answer these questions, but don't be surprised if they have a hard time getting specific with their answers. Many groups have not added a new practitioner for a

while and have not thought through the details of their particular offering.

Additional Thoughts on the Interview The following tips will help make your visit more successful:

- Pay attention to your appearance. Many groups get immediately turned off by a great clinician simply because that clinician is dressed unprofessionally or too casually. Remember that you are being interviewed for a six-figure job, and your potential employer wants to make sure that you will uphold their reputation.
- Be sure to be on time.
- Rehearse your talking points so you can cover your philosophy of care, give some background on your clinical training and your work ethic.
- As you wind up the visit, get clarity on the decision-making process. Find out who will be making the decision and in what time frame. Determine who your main point of contact will be and let them know what your decision-making process is.

Settle on the general business terms before going to the time and expense of hiring an attorney. Once the general business terms have been agreed to, you should expect a formal, legal contract that you can review with your attorney. Don't make the mistake of trying to save on legal fees by doing this yourself. For a few hundred dollars up front, with good legal advice, you can avoid major complications and headaches down the road.

Following these few simple steps should make your selection process easier. If you would like to contact us with specific questions, feel free to do so by either e-mail or telephone.

About the Authors

Paul Hiltz, MHA (Masters in Healthcare Administration from Xavier University); VP Physician Services, Mercy Health Partners Southwest Ohio; 20 years experience in hospital and physician group practice administration; Memberships: American College of Healthcare Executives; Medical Group Management Association Contact Info: pchiltz@health-partners.org, 513-981-6375

Debbie Mancini, CMSR; Regional Director of Physician Services Mercy Health Partners Southwest Ohio; 10 years experience in physician group practice operations and physician recruitment and retention; Memberships: The American Academy of Medical Management and Association of Staff Physician Recruiters Contact Info: dxmancini@health-partners.org, 513-981-6375

Life After Residency? The Money Factor

By Jeff Eckert, MBA, CFM, CMA, President, MediCo Unlimited, LLC
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As residents and fellows complete their training, they face significant professional choices. Some may choose to work for hospitals, others may opt for private practice, and still others might be drawn to academics or to start their own practices. Whatever the individual choice, compensation is always a key factor of employment. There are many resources that define compensation expectations for various specialties, but the details that go into arriving at that number are often difficult to find. It is risky to “hang your hat” on that single number without understanding the underlying structure of the compensation. As we all know, the devil is often in the details. Hopefully, this brief synopsis of a highly complex issue will help prepare you to gather vital information before you place your signature on the dotted line.

Whether you choose to work on a fixed salary or on some type of productivity system, your income will ultimately be tied to expectations that affect your compensation. You should have a clear understanding of what those expectations are, and you should make sure that you are responsible for only those issues that are under your control. It is important that a feedback system be in place that will communicate those expectations to you, especially until you reach partner status. Some of the basic expectations that are typically required under any pay system are described in the list that follows. All of these are under your control, and failure to meet these expectations can affect either salary or productivity pay plans.

- The minimum number of clinical hours you will be expected to work
- Board certification requirements, including time limits to achieve certification
- Amount of call coverage expected of you
- Minimum patient/staff survey scores expected of you
- Expectations for your participation in meetings, conferences, committees, etc.
- Minimum annual RVU generation expected of you
- Timeliness of medical records and dictation

Activities that are out of your control, such as those that follow, should not be part of the pay system.

- Billing office efficiency. Tying your income to the percentage of billings collected; i.e., the collection factor.
- Arbitrary allocation of costs that you do not control; e.g., pro rata cost sharing of external transcription costs that you do not utilize
- Annual changes in RVU's by CMS, without corresponding adjustments by the corporation
- Structural shortfalls; e.g., lack of clinic time due to a shortage of exam rooms

There are four global compensation questions that need to be answered to your satisfaction. These questions address fairness, common values, and full disclosure, the cornerstone of long and successful relationships:

- Has the practice or the hospital quantitatively defined “productivity” or the requirements for obtaining full pay?
- Are the requirements reasonable, and do they reflect annual market changes?
- Is the compensation system aligned with the corporation's value system and your own personal values? For example, does the hospital that serves the poor allow for a significant amount of non-revenue producing indigent care?
- Does the compensation system consider differences in individual physician roles? For example, one physician may be involved in research and new program development, while another may not.

Other compensation issues that are often overlooked include the following:

- What external physician earnings belong to the group; e.g., expert witness fees, honorariums, inventions, books, moonlighting, etc?
- Should you leave your place of employment, what accounts receivable will you be allowed to keep?
- What pre-tax physician expense account is available for clinical purchases?

It is always important to realize that there are flaws in every pay system. No system is perfect. In fact, it is unrealistic to think or demand otherwise. Relying on anecdotal data is a trap that poisons physician/employer negotiations. It is better to focus on asking the right questions, and the dollars will take care of themselves.



About the Author: MediCo Unlimited specializes in new practice start ups, practice assessments, payor contracting, and strategic planning. Mr. Eckert has 23 years of Fortune 500, medical practice, and medical consulting experience. He is a sought after speaker and has been published in national journals. His physician support also extends to legislative testimony on leading issues, such as prompt pay. Contact Jeff at 913-851-1887 or e-mail him at jeckert@medicounlimited.com. Visit www.medicounlimited.com to learn more. © 2005 MediCo Unlimited, LLC. Published with permission.

CareerMD Career Fairs

2008

Residents, Fellows, and Physicians: You are Invited!

About CareerMD Career Fairs

Residents, fellows, and physicians **in all specialties** are invited to attend upcoming CareerMD Career Fairs in cities across the country. Meet potential employers face-to-face and learn about career opportunities. Even if you are only in your first or second year of training, employers want to meet you now!

Employers will be coming from all parts of the country to attend upcoming CareerMD Career Fairs in the following cities:

- Atlanta, GA
- Birmingham, AL
- Boston, MA
- Chapel Hill, NC
- Chicago, IL
- Cleveland, OH
- Columbus, OH
- Dallas, TX
- Detroit, MI
- Kansas City, MO
- Los Angeles, CA
- Milwaukee, WI
- Minneapolis, MN
- Newark, NJ
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Seattle, WA
- St. Louis, MO
- Washington, DC
- And more. Visit www.CareerMD.com/careerfairs.shtm for information about dates, locations, and additional cities we will be visiting in 2008

Register to Attend

Residents, fellows & physicians who wish to attend any of these events should **RSVP** by phone (800) 355-2626 or email: PhysicianServices@CareerMD.com

There is **no cost** for job-seeking residents, fellows & physicians to attend

Unable to attend, but interested in learning more?

If you are unable to attend a CareerMD Career Fair but would like to have your CV circulated among participating employers, you may send it via email to: PhysicianServices@CareerMD.com

Register to Exhibit

Employers & Recruiters:

Register to exhibit at upcoming CareerMD Career Fairs while space is still available! For more information, contact Charles Howell by phone at (800) 355-2626 or by email: CHowell@CareerMD.com

Feedback from Attendees at Past CareerMD Career Fairs

"I am glad to have been part of the career fair in New York. It was a great venue for me to get in contact with future opportunities. I think it was a well-organized and well-planned event."

"As a first-year fellow who did not actively seek opportunities outside academia during residency, this event was an excellent way to meet with individuals in the community and introduce myself more to the possibility of practice outside of the university setting. I thought it was a good size event (not too many or too few people to talk with), and that the individuals I met with were quite knowl-

edgeable about the situation in their community (even beyond their own institutions)."

"The Career Fair was very helpful in my search for an Addiction Psychiatry position. I was able to network, get tips on geographical locations and current hospitals of interest."

"Just wanted to thank you for the great job fair that you and CareerMD.com organized here in Boston. I found excellent opportunities and information from all the employers. Thanks a lot!"

"Thanks for organizing the career fair. I enjoyed it and I got to meet a lot of prospective employ-

ers - I have contacted two since that time. Space was well-distributed, and I also appreciate that you sent out a list of which hospitals were looking for which spots, so I could read in advance and focus my search."

"Thank you for the invitation to the excellently planned and well-run recruitment fair. The experience was more than I had ever expected. I spent a lot of time with the recruiters in Family Practice and I was able to establish a network and introduce myself to these people. I also met many folks of Hospitalists groups and mingled with them also."

About CareerMD



CareerMD is a career-planning website for medical students, residents, fellows and physicians offering free access to information about training and employment opportunities all over the country. CareerMD publishes the CAREER INSIGHTS Guides and free monthly electronic newsletters for job-seeking residents, fellows, and physicians. Visit the CareerMD.com website to learn more about how to locate employment and training opportunities online.



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St. Joseph Memorial Hospital. 25-bed Critical Access Hospital with 8,600 ED visits annually.

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Please Contact: Pam Boner,

(618) 457-5200 ext. 67138 ▪ 800-333-1929 ▪ pamela.boner@sih.net