

CAREER INSIGHTS OB/GYN

THE CAREER PLANNING GUIDE FOR OB/GYN RESIDENTS AND FELLOWS

EMPLOYER PROFILES

Information on Featured Physician Employers & Current Vacancies

ARTICLES

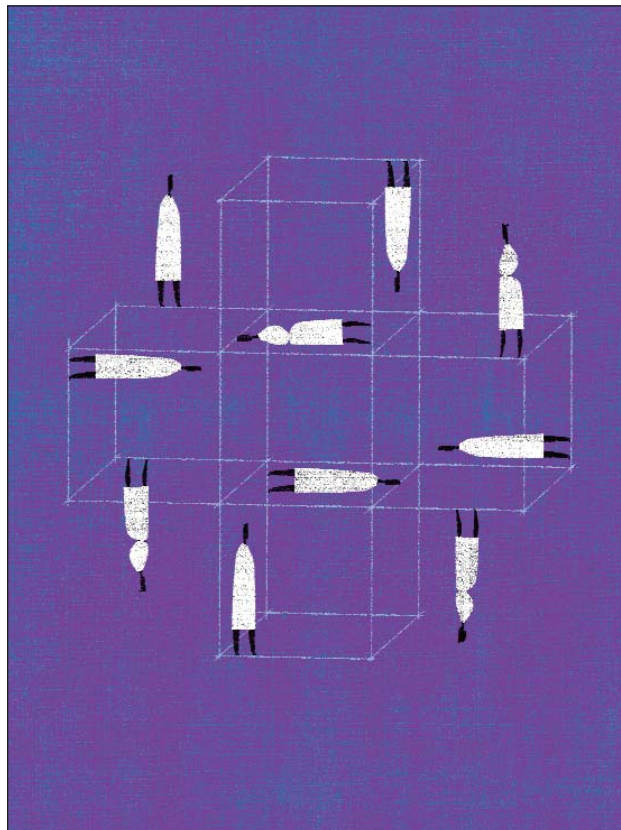
How to Select the Right Practice Opportunity

Hints for Graduating Residents in Finding an Ideal First Job and Prospering at It

Finding the Perfect Job - Steps 1, 2 & 3

Bum References - Job Seeking Physicians Beware

Life After Residency? The Money Factor



The Print Companion to the CareerMD.com Website

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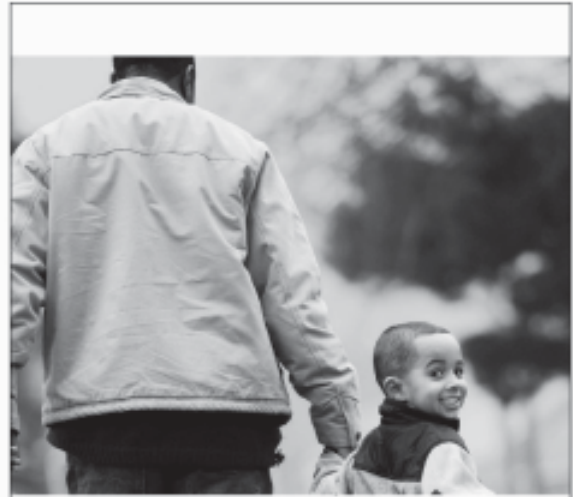
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BERGER HEALTH SYSTEM

Circleville, OH



Pickaway Health Services, an affiliate of Berger Health System located in Circleville, Ohio, is recruiting a board certified/board eligible Obstetrician/Gynecologist. The growth of both the OB/GYN practice and The Maternity Center at Berger Hospital has provided the opportunity to add a third physician to the practice.

Berger Hospital is a 94-bed community hospital with modern facilities and diagnostic equipment. The Maternity Center at Berger Hospital features six (6) LDRP Suites, two (2) Post Partum beds and a Level One Nursery. A modern operating room is on site for Cesarean-Sections.

Berger Hospital's newborn volumes increased to 410 babies born in 2005. The Emergency Department welcomed over 29,000 patients during the same period. From Nuclear Medicine to the latest in Magnetic Resonance Imaging and a Cardiac Catheterization Laboratory, Berger Health System is dedicated to working with its Medical Staff to create an environment that is beneficial to both the physician and patient.

Circleville (population 14,000) is located 25 miles from downtown Columbus, Ohio connected by a four lane Freeway. Our community offers the comforts of a smaller community environment with a location that affords us the cultural, educational and social benefits of a large city. Pickaway County's projected population growth and development during the next decade will exceed regional and national trends for major metropolitan areas.

For more information, contact: Tom Klitzka, FACHE, Director, Planning & Business Development, Berger Health System, 600 N. Pickaway Street, Circleville, OH 43113; (888) 477-2126, Ext: 8467; Email: tom.klitzka@bergerhealth.com. Website: www.bergerhealth.com

THE CHESTER COUNTY HOSPITAL

West Chester, PA



Exceptional opportunity to be part of a growing practice 30 miles west of Philadelphia in beautiful Chester County within the Health Network of The Chester County Hospital (TCCH). Founded in 1892, The Chester County Hospital (TCCH) is a 238-bed not-for-profit, acute care hospital which offers an array of inpatient and outpatient medical/surgical services. The hospital's Maternal Child Health program, which delivers 2,300 babies a year received for the second consecutive year HealthGrades® Maternity Care Service Excellence Award™ and is ranked among the top 10 percent in the nation. The Hospital's Level III Neonatal Intensive Care Unit, the only in the area, is run in conjunction with The Children's Hospital of Philadelphia and is staffed by board-certified neonatologists and perinatologists.

TCCH is seeking a BC/BE OB/GYN to join Associates for Women's Medicine (AWM), located in Lionville, PA an area of dynamic population growth and a rapidly expanding market. Situated in a beautiful new 2,200 square foot office space, the practice boasts sophisticated electronic medical records, billing and scheduling software, as well as excellent support staff. The successful candidate for this position will be energized by the opportunity to be instrumental in the growth of the practice, and be devoted to quality, patient-centered care. A competitive salary, benefits and bonus opportunity.

For more information, contact: Esty Collet, Search Consultant, estycollet@msn.com or 410-745-5191

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Cedar Rapids, IA

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For more information, contact: Dr. Thomas J. Getta MD, (319) 363-2682 phone, (319) 363-1473 fax; email: tjgetta@aol.com

MARSHFIELD CLINIC

Wisconsin

Join an OB GYN practice where progressive medicine and traditional values meet. Marshfield Clinic is a 725+ physician-directed, fully integrated, multispecialty group with 41 locations in Wisconsin.

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For more information, contact: Mary Treichel, Physician Recruiter, Marshfield Clinic; PH: 800-782-8581 ext 19774, Fax; 715-221-9779, Email: treichel.mary@marshfield-clinic.org, Website: www.marshfieldclinic.org

MERCY MEDICAL CENTER – DES MOINES

Des Moines, IA



Gynecology/Oncology, General OB/Gyn. Mercy Medical Center – Des Moines -- a member of the Catholic Health Initiatives family -- is a 917 bed comprehensive health care facility located on three campuses in Iowa's capital city. We have opportunities for Gynecology/Oncology and General OB/Gyn professionals.

About Mercy Medical Center:

- Newly constructed Mother and Infants Center which opened in August 2006, complete with 15 private birthing suites, 40 luxurious private recovery rooms, new neonatal intensive care unit with 40 private rooms
- Affiliate Hospitals in 14 communities
- 24 metro area family practice and specialty clinics
- A multidisciplinary breast cancer center
- Over 3,300 newborns to date in CY 2006
- 500 neonatal admissions annually
- Level III NICU with six neonatologists
- Participates in gynecological oncology clinical trials
- Access to the latest oncology technology – including CyberKnife®
- Residency Programs in General Surgery and Family Practice

As Iowa's increasingly diverse capital city Des Moines area is home to over 400,000 people offering low crime, great schools, cultural amenities, access to higher education and affordable housing. For more information on the area, try the following websites: www.SeeDesMoines.com or www.DesMoinesMetro.com.

For more information, please contact Roger McMahon at (515) 643-8323, email rmcmahon@mercydesmoines.org, or fax (515) 643-8831

NORTH COUNTRY COMMUNITY HEALTH CENTER

Flagstaff, AZ



North Country Community Health Center is seeking a full time AZ Board Certified or Board eligible OB/GYN physician for our main clinic in Flagstaff, AZ.

We are a growing, fast-paced, non-profit organization with a mission to provide accessible, affordable, comprehensible quality primary health care in an atmosphere of respect, dignity, and cultural sensitivity.

We are seeking a doctor, whose duties under our Medical Director, are to provide comprehensive health care, including medical exams, diagnosis, and treatment for our clinic patients at 2500 N. Rose St., Flagstaff, AZ 86004.

North Country CHC offers a generous benefit package including Medical, Dental, Vision, 125B, 401K, LTD, and Life. Employees earn generous paid time off and holidays.

For more information, please mail, fax, or email resume, three references and wage requirements to: Mail: NCCHC Attn. Human Resources, PO Box 3630, Flagstaff, AZ 86003-3630. Fax: 928-774-7066. Email to: jobs@northcountrychc.org

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Wayne, NJ

Leading northern New Jersey OB/GYN practice located 30 minutes from Manhattan is seeking a Board-certified or Board-eligible physician for its growing, long-established practice. This position offers flexibility to the physicians by offering full or part-time hours. This opportunity may also appeal to a solo practitioner who may desire to utilize the advantages of a group practice. Our practice provides access to an affluent, educated population base and affords availability to outstanding recreation, art, theater, and higher education opportunities. Our facility is state of the art, and our physicians are on staff at a lovely community hospital, which offers such services as Level II nursery and 24 hour in-house pediatric and anesthesia availability.

Our professional staff includes 6 physicians, a physician's assistant, and licensed, credentialed ultrasonographers. We also offer a comprehensive program of ancillary services including acupuncture, therapeutic massage therapy, DEXA scanning, skin care, and nutritional regimens. Interested candidates should possess a desire to practice as an integral member of our health care team. Our practice is busy, and our staff members thrive in a fast-paced setting. We are looking for someone who is seeking an opportunity for professional growth and satisfaction in a supportive and challenging environment.

For more information, contact: Barbara Conn, Senior Administrator; email: physicians4women@prodigy.net; fax: (973) 694-7664

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For more information, contact: Sharon McAllister, CMSR, CPC; phone: (603) 595-5300 #63230 fax: (603) 598-2464 or e-mail: shmcallister@sjh-nh.org

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Yuma, AZ

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Chicago Heights, IL



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For more information, contact: Nita Wirkus, Director of Human Resources; Phone/Fax: (708) 709-6527 / (708) 756-4026; Email: Nita.Wirkus@ssfhs.org; Website: www.wellgroup.org

WELLSTAR HEALTH SYSTEM

Marietta, GA



WellStar Health System is seeking a highly qualified BE/BC physician to join busy, established 10-physician practice located in Cobb County, just 12 miles northwest of downtown Atlanta. This opportunity will be split between 2 locations. Call schedule 1:7. Candidates must have excellent clinical and interpersonal skills.

WELLSTAR OFFERS A COMPETITIVE COMPENSATION AND BENEFITS PACKAGE.

WellStar Health System is Georgia's largest not-for-profit health system. The system consists of 5 hospitals, 60 physician group offices and over 10,000 employees. WellStar's Physicians Group is the largest non-academic medical group in Georgia with 300 primary care providers, specialists and advanced practitioners. Also over 1,000 affiliated physicians practice with WellStar.

For more information, please send CV to: Jennifer Pizzolato; Fax: (770) 792-1738; provider.positions@wellstar.org

WHEATON FRANCISCAN MEDICAL GROUP

Milwaukee, WI



Opportunity for Maternal-Fetal specialist to join an established group in Southeastern Wisconsin, serving multiple hospitals that include two Level III NICU's. Our practice provides consultations at the associated hospitals, while utilizing state-of-the-art ultrasound equipment. Our practice manages total obstetrical care for pregnancies involving multiple gestation, primarily triplets or more, in addition to other high-risk factors. We take responsibility, at our main referral center, for delivering high-risk transfers from many outlying areas. Our referral base expands statewide and into Illinois.

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For more information, please contact: Margaret Carr, M.D., at 414-259-7480, or e-mail to Margaret.Carr@wfhc.org

WOMEN & INFANTS HOSPITAL OF R.I.

Providence, RI



The Department of Obstetrics and Gynecology at Women & Infants Hospital is recruiting for a full-time faculty Attending Physician in the Triage department. Women & Infants is the regional perinatal center for southeastern New England. Job responsibilities include patient care and teaching & supervision of medical students, residents, and allied health professionals during the medical evaluation of patients with acute obstetric, gynecologic, and primary care problems. The Triage department provides care for over 32,000 patients per year. The hospital is a Brown University teaching institution and houses the Brown Medical School Department of Obstetrics & Gynecology. Active candidacy for or certification by the American Board of Obstetrics and Gynecology, qualification as a Clinical Assistant or Clinical Associate Professor of Ob/Gyn at Brown University, and proven teaching abilities are required. Experience in performance and interpretation of real-time transvaginal and transabdominal ultrasounds is highly desirable.

Women & Infants is an AA/EEO/ADA employer and actively solicits from minorities, women, and protected persons.

Send a letter of inquiry and a curriculum vitae to: Donna Lafontaine, MD, Women & Infants Hospital; 101 Dudley Street, Providence, RI 02905. (dlafontaine@wihri.org)

WOMAN'S HEALTHCARE ASSOCIATES

Lafayette, IN



As you weigh your career options, we invite you to consider our practices in Lafayette, IN. Lafayette, the home of Purdue University, is a thriving community with a stable economic base. We think you will find Lafayette an excellent place to practice medicine and a wonderful community to live in.

WHA incorporates two separate clinical practices, Woman's Clinic and Lafayette Obstetrics and Gynecology. Both practices are presently seeking strong new physicians. We have a long tradition of providing excellent obstetric, gynecologic, and fertility services. We also have in-office affiliations with specialists in maternal-fetal medicine and gynecologic endocrinology. Our physicians have trained in excellent programs, practice excellent up-to-date medicine, and are leaders in the medical community.

Both our practices are located in close proximity to Lafayette Home Hospital. The hospital delivers 3,000 babies per year. We have a Level III Neonatal ICU with two attending neonatologists and 24-hour obstetric anesthesia coverage. We have a new 1.5 million dollar state-of-the-art Gynecologic Endoscopy Unit, with its own dedicated staff. In addition, we are pleased to announce that our hospital is committed to building a new Maternal, Child, and Women's Services hospital with attached medical office building, to be opened in two to three years.

We hope you find this to be an exciting practice opportunity. For the right candidate, we will be able to put together a competitive compensation package and provide a fast track to full partnership.

For more information, contact: Marsha Esau, Administrative Secretary; Phone: (765) 447-6969, ext 3153 or (800) 733-6944; marsha.esau@ssfhs.org

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Southern California**

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- Oncology
- Reproductive Endocrinology
- Urogynecology

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For consideration, please forward your CV to: Kaiser Permanente, Professional Recruitment, 393 East Walnut Street, Pasadena, CA 91188-8013. Phone: 800-541-7946. Email: Glenn.Gallo@kp.org. We are an AAP/EEO employer.



A career in Maine is
the *best* of both worlds.

Enjoy a career that offers the best of both worlds—the benefit of an affiliated private practice or an employed position with MaineGeneral Health, the third largest healthcare system in Maine. Experience the recreational advantages of central Maine, with spectacular destinations just a short drive away. Whether you like hiking, sailing, skiing or just relaxing, there's a place for you.

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Excellent opportunity to join a 4 Physician OB/GYN private practice located in Central Maine. Must be a BC/BE OB/GYN who is passionate and dedicated to high quality patient care. Full-time preferred. This is a well-established, full spectrum practice. Call is 1:4. Competitive salary and partnership opportunity, with excellent benefits package and incentives.

Send your CV to Lisa Nutter, Physician Recruiter, at lisa.nutter@mainegeneral.org or call 1-800-344-6662 for more information. Visit www.mainegeneral.org for a detailed job description.



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For more information, please call toll-free 1-866-504-8178
or visit us on the Web.

Providence Health & Services

Providence Health System
Providence Services
Little Company of Mary

OB/GYN Opportunities in Wisconsin.

Marshfield Clinic is a 100% physician-directed group with over 725 physicians in 80+ specialties at 41 locations in central, northern and western Wisconsin. **Current practice opportunities are available at our centers in Merrill, Marshfield and Rice Lake, Wisconsin.**

Practices offer:

- OB/GYN subspecialists, genetics counseling, perinatology service
- Comfortable call schedules
- State-of-the-art facilities
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- Excellent patient care with the assistance of competent, dedicated support staff
- System-wide electronic medical record includes clinic notes, lab and radiology reports
- Internet access to online medical databases, texts, medication references

We offer a generous compensation package including a fully-funded retirement plan; matching 401(k); malpractice, health, dental, life and disability insurance; four weeks paid vacation; two weeks CME time; and \$5,500 CME allowance and much more.

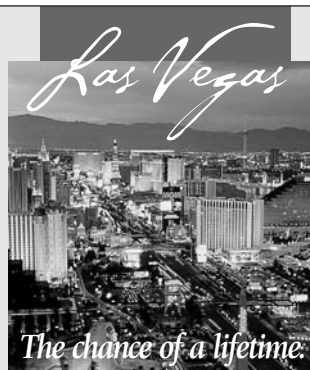
For more information, contact: Mary Treichel, Physician Recruiter, Marshfield Clinic, Phone: 800-782-8581, ext. 19774; Fax: (715) 221-9779; E-mail: treichel.mary@marshfieldclinic.org Website: www.marshfieldclinic.org/recruit

Marshfield Clinic is an Affirmative Action/Equal Opportunity employer that values diversity. Minorities, females, individuals with disabilities and veterans are encouraged to apply. Sorry, not a health professional shortage area.



MARSHFIELD
CLINIC

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We are seeking **BC/BE OB GYNs** to join our 200-physician, multi-specialty group at **Southwest Medical Associates in Las Vegas.**

We are a subsidiary of Sierra Health Services (NYSE-SIE) and affiliated with Health Plan of Nevada.

SMA IS OFFERING:

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- \$3,000 CME allowance
- 7-9 weeks combined time off

You'll discover a great city beyond the glitz and glamour of the Strip.

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(702) 326-3508 MJackson2@sierrahealth.com
www.smalv.com or www.sierrahealth.com



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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

Hints for Graduating Residents in Finding an Ideal First Job and Prospering at It...

By Christopher Kashnig, Manger of Physician Recruitment, Christie Clinic. Reprinted with Permission of the Author

1. Location

Limit yourself geographically. Be realistic. Don't consider opportunities in Kansas and Connecticut unless there is a unique reason to do so, e.g. you are originally from Kansas and your spouse is originally from Connecticut. Most candidates are primarily interested in a defined geographical area, such as a southern Wisconsin and Chicagoland. Many potential employers dismiss candidates who are unfocused.

2. Type Of Practice

Think about what type of practice setting suits you- Are you entrepreneurial or not? Residents generally select between the following: multi-specialty group, single specialty group, hospital employment, hospital-sponsored group practice, hospital-sponsored solo practice, HMO, or some hybrid of these. It is difficult to imagine a physician seriously considering opportunities with both a 250-physician multi-specialty group and a solo practice. Generally they attract different sorts of folks. Again, many potential employers dismiss candidates who are unfocused.

3. Income

Be realistic regarding the first year's salary or guarantee. While there are regional differences in income, there aren't huge differences within a region unless there is a 'catch' somewhere. Remember the old adage--if it looks too good to be true, it probably is! Unusually high salaries frequently are accompanied with professional isolation, geographical isolation, poor call coverage, and difficult working conditions.

4. Short Term vs. Long Term Income

Assume that you will stay in this practice opportunity for 20 years. Don't worry so much about the first years income--Instead focus on the fifth year's income, tenth year's income, and long term stability- Young physicians who overly concentrate on short term income frequently change jobs after two years. Unfortunately, some physicians never learn this, and change jobs every 2-3 years for their entire careers.

5. Working Conditions

Again, be realistic-everyone wants a high income with lots of time off and minimal call responsibilities. Find out what the working conditions are before you interview-if they don't fit your lifestyle, look elsewhere. Nothing irritates a hiring physician or administrator more than an applicant trying to bargain the working conditions, e.g. time off, call, office space requirements.

6. Be Honest

If there are certain things that are non-negotiable for professional or personal reasons, tell the potential employer this upfront. An example might be an unwillingness of a Family Practitioner to practice Obstetrics. It is better to clear this up early rather than have it become a sore spot later.

7. Be Flexible

Things are never as good or bad as they seem. You will be much happier if you try to remain as flexible in medicine as possible. In addition, with the health care delivery system changing constantly, you must be able to go with the flow. Related to this, no position is perfect. They all have pluses or minuses.

8. Computers

Become computer literate. Enough said.

9. Seek Out Other Professionals

Early on in your professional career, you should seek out a competent attorney, accountant, and financial advisor. If you lose confidence in any of them, replace him/her ASAP. If you don't know whom to contact, ask other physicians in the community. I am reminded of an expression of my father, a music teacher, now retired, said; "My attorney and I have an agreement. I don't update my will and he doesn't give trombone lessons."

10. Balance Your Life

Everyone needs activities outside of medicine. Set aside time for yourself, especially physical exercise. You will have more energy to practice medicine if you strike a balance. By the same token, don't let your outside interest dictate your career. Remember, you're a physician first and an amateur hockey player, musician, etc...second. Like any other professional, you will undoubtedly have to make sacrifices to balance these competing interests.

About the Author

Christopher Kashnig is the Manager of Physician Recruitment for the Christie Clinic in Champaign, IL. Christie Clinic is a physician-owned multi-specialty group of 85 physicians, 20 mid-level providers, and 600 employees. It was founded by the Christie brothers in 1929 and now has a main clinic in downtown Champaign and five satellite offices throughout the Champaign area. Christopher Kashnig has 20 years of experience in physician recruitment, including eight years with Christie Clinic. He has a BA from the University of Notre Dame and both an MS and MBA from the University of Wisconsin-Milwaukee.

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Finding the Perfect Job

By Ann Korinek, Physician Recruiter, Henry Ford Medical Group
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Step 1: Preparation

If you're a 2006 graduate and you think finding a job is something you won't need to worry about until next year - you're wrong!

Start now to avoid the pressure that builds as graduation nears. Assemble the basics: A CV, education about the market and scanned documents to expedite the credentialing process.

KEEP YOUR CV SIMPLE.

If you're just graduating from your first program, education, accomplishments, and honors will be the theme. Include dates (month and year) to make it easy for the reader to follow your CV's timeline. If there is a time gap explain that in the cover letter.

A 12 point font is sufficient. Bold and underline sparingly to highlight key points. Allow plenty of space around each section. Make sure it is error free - have a non-medical person read it for understanding. Use action words to describe your skills. Make sure you list "board eligible". Above all - have an electronic version that is universal - such as Adobe Acrobat. Always include email and then always check your email.

Cover letters should say what your CV doesn't -- the type and size of practice you are looking for, type of patient population that attracts you, and any special interests that are not otherwise readily apparent. Address the letter to the person receiving your CV (this shows you did your homework).

PRIMARY AND SPECIALTY JOB AVAILABILITY CAN VARY GEOGRAPHICALLY.

Educate yourself. Check out your society's or State's website. MOM (Medical Opportunities in Michigan at www.mimom.org) lists opportunities from hospitals by state and region from, not only Michigan but Ohio, Pennsylvania and Indiana. You can send your CV directly to the job or post it publicly. From this you will get an idea of locations, type of practice, hours and even salary and benefits. This is also the time to identify any job fairs in your area. Medical societies frequently offer opportunities to meet recruiters one-on-one during lunch or half day session.

SCAN YOUR CREDENTIALS.

Keep diplomas, certificates, licenses, etc. in a file that you use EVERY time you apply for a position or to a third party payer. The credentialing process can take from 3-6 months and seriously impact your start date. If you're going to relocate you may, inadvertently, pack needed paperwork. Scanning or filing key documents now will save time when you need it.

As a rule, there are two recruitment cycles. Many positions are posted in September and hired by November with a second wave of openings in January and filled by March. It is generally assumed by recruiters, that the more serious (and therefore more desirable) candidates start early. Some simple preparation now will assure you're part of that group!

Step 2: Ready, Set, Interview!!

Over the next few months you'll probably interview more than you will any other time in your life. For you, this is an opportunity to land that perfect job. For the interviewer it's a chance to determine why you should be hired over anyone else.

To be successful you'll need to ooze self confidence (not arrogance), high energy, initiative, and good interpersonal skills. They'll want to know how you handle conflict, accept responsibility and, above all, if you have leadership potential.

Start by identifying your goals. Prepare answers to the standard questions you know you will get that refer to your training, competence and ultimate career path. Know your strengths, weaknesses, reasons you want this job and something about your employer. Be prepared to discuss these - rehearse with someone if necessary. If you're the nervous type remember that, while they are interviewing you, you are also interviewing them.

BEWARE THE MOST COMMON PITFALLS!

- Never submit a sloppy or error laden CV
- Never be late
- Avoid the limp handshake. (Cultivate a strong, look-your-interviewer-in-the-eye handshake)
- Don't be arrogant
- NEVER speak ill of past employers or make excuses for past behavior

CAPITALIZE ON THE LITTLE THINGS!

- Courtesy - remember even the secretary in the waiting room is interviewing you
- Dress well - Choose at least two interview outfits, remember you WANT to be invited back. Nails should be clean and short, hair groomed and simple, no perfume or aftershave (just in case there's an allergic interviewer) and avoid bright colors
- Give complete answers that are short and pithy
- Arrive a "little" early (too early and you become an interruption)
- Show interest, lean forward slightly and don't fidget

REHEARSE THE COMMON QUESTIONS.

Question(Q): Tell me about yourself.

Answer(A): Highlight your accomplishments

Q: What are your weaknesses?

A: Give a thoughtful answer such as: " I tend to work independently and sometimes may not ask for help when I need it." Demonstrate your self-awareness

Q: Do you have any questions for me?
A: YES! ALWAYS YES!

If you know of something that negatively impacts your application, don't wait for it to come up - address it first. For example, if you can't commit to a long-term position because of a spouse in training, suggest that hiring you now will instill loyalty to the practice and/or hospital in the event you BOTH end up staying in the area.

Finally, if the interview isn't going well consider: Asking the interviewer some questions. Clarify that you're on the right track with your answer. Smile and, if all else fails, keep in mind that you may not be the reason the interviewer is having a bad day.

Step 3: Benefit Terminology

If you're like most residents or fellows you haven't given much thought to the benefits you have. As you hunt for your new job, however, you have the opportunity to "shop" your benefits and see what's available. Learning some simple terminology will help.

MALPRACTICE INSURANCE TERMS

There are two types: "Occurrence" and "Claims Made". The differences are important. "Occurrence" coverage is for all malpractice cases that arise while you are working in your practice or after you leave. "Claims made", on the other hand, only covers you while you are working in the practice and you must pay for "tail coverage" to continue the insurance after you leave.

If you are offered "claims made" insurance, make sure you ask the cost to continue the tail coverage when you leave the practice. This will be an important part of any exit strategy when you look for your next position. "Tail coverage" is also referred to as "nose coverage" when you are joining a practice and have these payments from your previous malpractice coverage.

HEALTH INSURANCE TERMS

COBRA: When you leave a job, you and your dependents have the right to continue health and dental coverage through the Consolidated Omnibus Reconciliation Act (COBRA) for up to eighteen (18) months. Before you leave residency check to see what this will cost. If your new employer doesn't provide immediate health or dental coverage, you may need to sign up for COBRA in the interim.

Ask at your new position if there is a "qualifying period". (This is the length of time you need to be on the job before the benefit starts.) If there is a lag between beginning practice and coverage you may be able to maintain coverage through COBRA.

Ask your new employer about "pre-existing conditions". Some insurances will not cover medical conditions for which you have received previous treatment. This term may also apply to a pre-existing medical condition such as a pregnancy. Having this information can save you from unexpected medical expenses.



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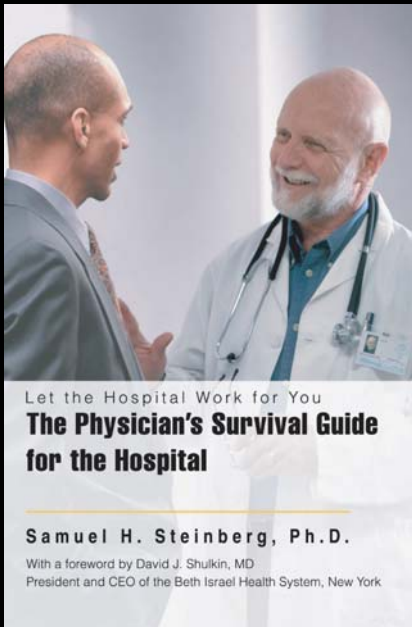
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SALARY TERMINOLOGY

Having salary "at risk" is very common. When you are considering an opportunity, make sure you understand what the expectations are for productivity, patient satisfaction, and any other quality or productivity measures. Failing to meet these requirements can result in a portion of your salary being reduced ("at risk"). By the same token, if you exceed expectations you may receive an incentive.

CONTRACT TERMS

While not always easy to enforce, many practices include a "non-compete clause" in their contract. Generally this clause is added to protect the current practice. The clause will prohibit you from practicing within a certain radius from the current practice (ie: 10 miles) for a certain period of time (ie: three years). You can ask to have this clause removed from the document, but if it's not, be prepared to comply with the requirement.

As with any new endeavor, learning the terminology is critical to success. While this is not a comprehensive list of terms, you will find that familiarity with these simple phrases will help as you negotiate your first offer. Read information thoroughly and ask questions when in doubt.



About the Author: Ann Korinek has been a physician recruiter with the Henry Ford Health System for 15 years. She developed the very successful centralized physician recruitment model currently used by the 900 physician Henry Ford Medical Group to recruit 90-100 physicians annually which has all but eliminated the Group's reliance on outside recruitment firms. Ann conducts annual job hunting seminars for the Medical Group's residents and fellows while supporting leadership executive search efforts. She received her B.A. in Public Relations from Wayne State University.

Bum References - Job Seeking Physicians Beware

By Lynden Kidd, CEO of Next Iteration
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Most of us take for granted that if we provide the names and contact information of colleagues to prospective employers that the colleagues or attending physicians recommending us will be objective, fair and supportive of our professionalism in their comments.

I recently had a candidate who was very forthright about sharing reference letters. He easily forwarded letters written on his behalf early in the recruitment process. Because of his "up front" management of that issue, I suspect many prospective employers didn't actually call the references for more background but relied instead on the letter exclusively as the reference check.

Beware to the practice that hires going only on a written letter of reference they may not know enough about your colleagues AND beware to the job seeking physician who thinks that his references won't be contacted directly.

In the example above, one of the practices where the candidate was seeking employment actually called one of the references instead of simply relying on the letter. What the hiring practice heard from the reference wasn't so flattering to the job seeking physician candidate. In fact, it was so poor that the group decided not to issue an offer and called another practice where the candidate was interviewing in the same community to share what they had learned. The second practice verified the info and actually withdrew their offer before it was accepted. The job seeking physician was left wondering why and what happened.

As a candidate, you shouldn't be left wondering why. When you ask someone to be a reference for you, also ask how they handle references and whether they will speak fairly of your skills and experience. Don't assume they will be a good reference without asking them if they have a good impression of your work and experience. If you get any kind of hint of negativity in their answer - find another reference. When you are at the finish line headed into offer negotiations, the last thing you want to do is fall on your face because a reference was negative or even neutral.

If you suspect that a reference may not be as strong as you'd like - ask them about their comments or have someone objective speak with them on your behalf. If you are working with a trusted independent physician recruiter - the recruiter can call and check a reference in anticipation of working with you. That recruiter should be able to verify for you if your references are as strong a resource as you need for your job search campaign. (Note: I suggest an independent recruiter versus an internal recruiting professional because the results would bias an internal recruiter's conclusions about your candidacy with their employer.)

As in everything you do, the devil is in the details and knowing you have solid professional references is key to success in your career search.



Lynden Kidd, JD has 20 years experience within the healthcare industry working as an executive; management consultant, executive search consultant and owner of a healthcare recruiting firm.

Before founding Next Iteration, Lynden led a medical staff of over 120 multispecialty physicians as vice president of medical affairs in a medium-size acute care medical center for almost a decade; then as an experienced associate consultant with a national management services consulting firm (in a practice dedicated exclusively to healthcare delivery) worked with many of the country's leading academic and private healthcare systems, medical centers and physician practice groups. Lynden refined her recruiting skills in a boutique retainer search firm exclusive to the healthcare, life sciences, biopharmaceutical and medical device industries. There she was dedicated to selling search services, identifying top level talent; training recruiting consultants and developing internal, international corporate operation systems and procedures. Now she leads a team of consultants who support her recruiting business, Next Iteration; and manages a busy recruiting desk herself serving the healthcare industry, specializing in physician placement. Lynden especially enjoys working with residents and fellows on their job search. She can be reached at 215-579-1751; lynden@nextiteration.net; or more about her company can be seen at www.nextiteration.net at www.nihealthjobs.com and www.MDCareerCompass.com. Free job search hints and tips can be found at her blog <http://lrecruitinginhealthcare.blogspot.com>

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.com Career Fairs

2007

Residents, Fellows, and Physicians: You are Invited!

About CareerMD.com Career Fairs

Residents, fellows, and physicians **in all specialties** are invited to attend upcoming CareerMD.com 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.com Career Fairs in the following cities:

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- And more. Visit www.CareerMD.com/career_fairs.shtm for information about dates, locations, and additional cities we will be visiting in 2007

Register to Attend

Residents, fellows & physicians who wish to attend any of these events should **RSVP** by phone (800) 355-2626 or email: CareerFairs2@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.com Career Fair but would like to have your CV circulated among participating employers, you may send it via email to: CareerFairs2@CareerMD.com

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Feedback from Attendees at Past CareerMD.com 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 knowledgeable 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."

"The Career Fair was an excellent gathering for Residents and Fellows. Specifically, it provided an opportunity to meet with numerous prospective employers under one roof and a chance to have our CV's distributed to so many places at the same time. I hope you will make it an annual event in the future."

"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 employers - 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.com



CareerMD.com 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.com 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.