

CAREER INSIGHTS ORTHO

THE FELLOWSHIP & CAREER PLANNING GUIDE FOR ORTHOPAEDIC SURGERY RESIDENTS

SPRING 2006

FELLOWSHIP PROFILES

In-Depth Descriptions of Fellowship Programs

EMPLOYER PROFILES

Information on Featured Physician Employers & Current Vacancies

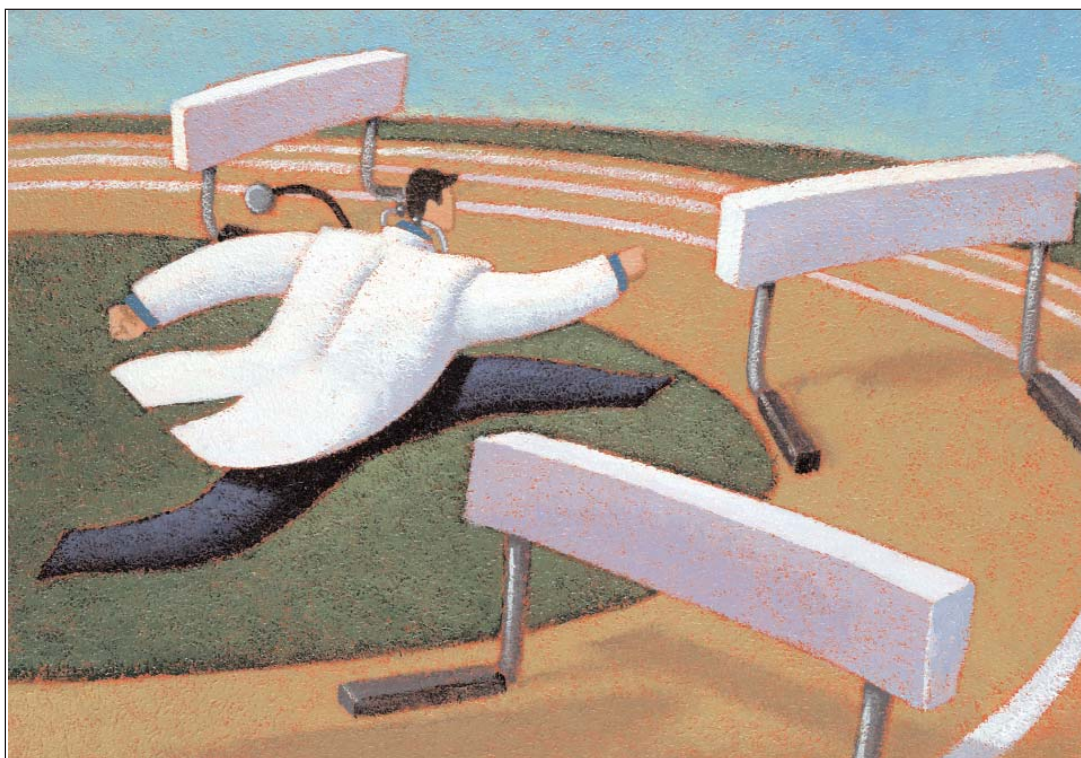
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Hints for Graduating Residents in Finding an Ideal First Job and Prospering at It...

Life After Residency? The Money Factor

Finding the Perfect Job - Steps 1, 2 & 3

How to Select the Right Practice Opportunity...



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CAREER INSIGHTS ORTHO

THE FELLOWSHIP & CAREER PLANNING GUIDE FOR ORTHOPAEDIC SURGERY RESIDENTS

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PROFILES

ADULT RECONSTRUCTIVE SURGERY**Lahey Clinic
Burlington, MA**

Lahey Clinic is seeking candidates for a one-year Adult Reconstructive Fellowship beginning in the summer of 2006, 2008, and 2009. The Fellowship will be under the direction of William L. Healy, M.D. and Richard Iorio, M.D.

In 2005 Lahey Clinic surgeons saw more than 65,000 patients and performed more than 5,000 orthopaedic operations, including hip and knee replacement, arthroscopy of the hip, knee, and shoulder, and hand operations. More than 800 total joint arthroplasty operations were performed.

Conveniently located in the Boston suburbs, Lahey Clinic is a 400+ physician-directed multi-specialty group practice treating more than one million patients annually at our state-of-the-art 300-bed hospital and outpatient clinic. We offer competitive salaries and comprehensive benefits.

Please send a letter of interest and CV to: William L. Healy, M.D., Chairman: Department of Orthopaedic Surgery, Lahey Clinic, 41 Mall Road, Burlington, MA 01805; Fax: (781) 744-5345. EOE

HAND, ELBOW AND SHOULDER**University of Washington Orthopaedics and Sports Medicine
Seattle, WA**

A fully accredited 12-month post-doctoral fellowship in a university-integrated multi-hospital program incorporating hand surgery services at the University of Washington Medical Center, Children's Hospital & Medical Center, and Harborview Medical Center. The program stresses reconstructive hand and upper extremity surgery, trauma hand surgery, congenital hand surgery, and microvascular surgery.

The Fellowship functions in conjunction with the Department of Orthopaedics and Sports Medicine and the Division of Plastic Surgery under the University of Washington Hand and Upper Extremity Institute.

The salary is a PGY6 level with full benefits, including health care and vacation leave. Each Fellow is given the opportunity to attend one national meeting with expenses paid for by the Department.

For additional information please see our websites:

http://www.orthop.washington.edu/hand_wrist
<http://www.orthop.washington.edu/medprof>

LIMB LENGTHENING AND RECONSTRUCTION**Hospital for Special Surgery
New York, NY**

Accepting applications for one year fellowship beginning August 2007.

Requirement: completion of orthopedic surgery residency program.

Aim of Fellowship: to become proficient in the diagnosis, management, decision making, and surgical techniques associated with limb lengthening and reconstruction.

Description of fellowship: The fellow will gain both clinical and research experience with limb lengthening and reconstruction. The Ilizarov method is extensively used in addition to more conventional approaches. This will include preoperative, surgical, and postoperative care. There will also be opportunities for basic and clinical research.

- Adult and pediatric limb lengthening and deformity correction
- Lower extremity reconstruction: hip, femur, knee, tibia, ankle and foot
- Post-traumatic reconstruction: malunions, nonunions (septic and aseptic), bone defects
- Congenital conditions: congenital short femur, hemiatrophy, dwarfism, short stature
- Developmental conditions: growth disturbance from trauma or infection
- Limb lengthening using the Ilizarov method
- Deformity analysis and correction
- Knee reconstruction: osteotomy for realignment, arthrodesis
- Foot and ankle reconstruction: complex ankle fusions, deformity correction.
- Upper extremity: humeral lengthening, forearm and wrist deformity correction
- Techniques used are the Ilizarov method, circular external fixation, Taylor Spatial Frame, monolateral external fixation, intramedullary nailing, fully implantable lengthening nail (ISKD), plate osteosynthesis
- Postoperative care and rehabilitation
- Complication management: pin problems, soft-tissue releases, nerve decompression, residual deformity management
- Participation in research project with objective of abstract presentation at the Limb Lengthening & Reconstruction Society (LLRS), Orthopaedic Trauma Association (OTA), American Academy of Orthopedic Surgeons (AAOS) and peer reviewed publication.

For more information, contact: S. Robert Rozbruch, M.D., email: rozbruchsr@hss.edu; phone: (212) 606-1415; mailing address: 535 East 70th Street, New York, NY 10021

SPORTS MEDICINE & TRAUMATOLOGY**Lake Tahoe Orthopaedic Institute
Zephyr Cove, NV**

Lake Tahoe Sports Medicine Fellowship located at Lake Tahoe Orthopaedic Institute in Zephyr Cove, Nevada is seeking one fellow for August 1, 2006 through January 31, 2007 and one fellow for the February 1, 2007 through July 31, 2007 rotation. These are unexpected openings from a previously matched sports medicine position.

The fellow is focused on the orthopaedic subspecialty of sports medicine and traumatology. There are approximately 15-20 surgical cases and one or two clinic days per week.

Surgical cases are focused on advanced knee and shoulder arthroscopy, ligament reconstruction and cartilage restoration techniques. Fracture fixation is concentrated during the ski months.

Applicant must be licensed to practice in California and Nevada. Prospective candidates can mail or fax their CV to: Lake Tahoe Orthopaedic Institute, PO Box 11889, Zephyr Cove, NV 89448, Attention Jennifer Gaston

AIKEN REGIONAL MEDICAL CENTER

Aiken, SC

FOR MORE INFO, CONTACT:

Aiken Regional Medical Center
Mary Latter
800-535-7698 ext. 13
501-325-0296 Fax
Mary.latter@uhsinc.com
www.uhsinc.com



Aiken Regional Medical Center in Aiken, South Carolina is recruiting two General Orthopedists to the community. The hospital will provide a generous income guarantee and will assist you in setting up your new practice. You will have the choice of going solo, joining in a partnership with another new recruit or coming in as a team with someone whom you already know and respect. You can expect full support from referring physicians as well as hospital administration.

Aiken Regional Medical Center is a 225-bed hospital and is the only hospital in Aiken. Aiken is a rapidly growing community of 32,000 that is located just twenty minutes east of Augusta, Georgia. The service area for the hospital extends to well over 225,000. All services are represented on the medical staff including hospitalists who take care of the unassigned patients that present to the Emergency Department.

You are conveniently located within three hours of the mountains, the beach and Atlanta, Georgia. The area is well known for its equestrian activities as well as for the golfing activities in Augusta. Aiken was cited as one of the "top ten places for retirement" in Money Magazine. You can access the hospital's website at www.armcuhs.com or the community's website by typing www.aiken.net on your internet browser.

This private practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

AMERICAN HEALTHCARE RECRUITING

Nationwide

FOR MORE INFO, CONTACT:

American Healthcare Recruiting
John Frey, EX V.P.
27132 B Paseo Espada
Suite 1222
San Juan Capistrano, CA 92675
949-218-5297
949-248-0986 Fax
JohnFrey@AHCR.Net



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American Healthcare Recruiting specializes in the recruitment and placement (permanent and locum) of physicians for solo and group practices, hospitals, and clinics nationwide. A proud member of the **National Coalition of Healthcare Recruiters**. The place physicians go where their CV is requested only after speaking with a Coalition member.

ANMED HEALTH

Anderson, SC

FOR MORE INFO, CONTACT:

AnMed Health Medical Center
Sherry Chastain
Medical Staff Development
800-226-3103 (24 hrs)
sherry.chastain@anmedhealth.org



Eleven-doctor; 4-PA full-service private ortho practice with *sports medicine emphasis*. Two-office practice needs more subspecialists; especially **FOOT / ANKLE; SPORTS; HAND SURGERY**. **Team doctors** for many local high schools and colleges. Some work with close-by Clemson University. **Surgery center ownership potential**; office MRI; PACS and EMR. **ONE IN SEVEN** call.

600-bed AnMed Health System; Anderson County's only acute care provider. Over 400 medical staff; medical draw over **200,000**. Large OP Center; award-winning Emergency Department. AnMed proudly offers big city medicine in a family-friendly community.

Recent **ALL AMERICA CITY**, Anderson is on Lake Hartwell and I-85, 30 miles from **Greenville**. Atlanta or Charlotte 2 hours by interstate; ...to **Charleston** by lunch.

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FOR MORE INFO, CONTACT:

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www.bannerhealth.com



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BANNER HEALTH IS SEEKING BC/BE ORTHOPAEDIC SURGEONS TO JOIN US IN THE FOLLOWING LOCATIONS:

FALLON, NEVADA - Employed practice model. JCAHO accredited 40-bed hospital with three operating rooms, Level IV Trauma, Level I Nursery, and comprehensive imaging department with extensive capabilities. Service area is 61,000. Minimal call. Fallon, county seat of Churchill County, population 26,000, is an hour east of the Sierra Nevada Mountains with proximity to Lake Tahoe, Reno, Carson City and world class skiing. In addition, the surrounding region offers a myriad of cultural and recreational amenities including camping, hiking, biking, and golf.

OGALLALA, NEBRASKA - Employed practice model in new 18-bed critical access acute care facility. Features include ambulatory service clinic, two large OR suites, medical clinic and 16 slice CT. Service area is 15,663. Call schedule is 1:3 on, 1:3 off, 1:3 available. Home of Lake McConaughy, Ogallala offers a variety of recreational options.

TORRINGTON, WYOMING - Employment opportunity affiliated with 25-bed, JCAHO accredited hospital equipped with state-of-the-art ambulatory care, mobile MRI, cardiopulmonary rehab and full lab. Torrington is located in southeastern part of the state where the historic Oregon Trail crosses the Platte River. No state income tax!

WHEATLAND, WYOMING - Employed practice model with 25-bed, acute care JCAHO accredited facility. Service area is 9,200. Call will be negotiated. Comprehensive benefits package includes malpractice insurance. Located in southeastern WY, Wheatland is a rural community of 3,600, situated between Medicine Bow National Forest and Laramie Peak that offers a unique blend of history and recreation. No state income tax!

BANNON ORTHOPAEDICS & SPORTS MEDICINE

Upstate New York

FOR MORE INFO, CONTACT:

Dr. J. David Bannon
518-761-2663
www.DrBannon.com

Bannon
ORTHOPAEDICS & SPORTS MEDICINE
Your trusted authority for patient-first care

Dr. J. David Bannon seeks a BE/BC Orthopaedic Surgeon with an interest in Foot and Ankle for a partnership opportunity. Join Dr. Bannon and two Physician Assistants in a well established and growing practice in Upstate New York.

The practice is located in a newly renovated 5,000 sq foot office with an additional clinic location at a state of the art medical facility. Services offered at the point of care include Extremity MRI, NCT, DXA Scans, Body Fat Analysis and Diagnostic X-Ray. Affiliated with a 410-bed regional hospital serving 255,000 people with a recently completed six-story \$65 million addition. All current imaging modalities are available at the Hospital along with an Orthopaedic Radiologist on staff. The recently completed regional Wound Care Center is an excellent opportunity for a Foot & Ankle specialist. Emergency room call is 1:7.

In addition to a rewarding clinical career, you'll have the opportunity to live in one of the most beautiful areas of country. The Adirondack Mountains, Lake George, and Saratoga Springs are minutes away. You'll enjoy safe, family-friendly communities with affordable housing and excellent public and private schools. Cultural opportunities abound throughout the year including world-renowned symphonies and ballets in Saratoga Springs. Hiking, camping, boating, skiing, and golfing are among the many outdoor activities to be enjoyed. NYC, Boston, and Montreal are only a short drive away.

JOHN CARMODY, MD

Galax, VA

FOR MORE INFO, CONTACT:

Twin County Regional Hospital
Paulette Peterson
200 Hospital Drive
Galax, VA 24333
276-238-3568
ppeterso@tcrh.org



BLUE RIDGE MOUNTAINS OF VIRGINIA

Solo Practice - joining Dr. John Carmody, practicing Orthopedic Surgeon for over 20 years.

A general Orthopedic Surgeon with an interest in hands and wrists, total joints, feet and ankles, or sports medicine would complement the existing practice.

The hospital will provide a one or two-year net income guarantee up to \$375K including relocation, student loan repayment assistance, and signing bonus.

Galax, Virginia is considered the gateway to Southwest Virginia mountains offering breathtaking scenery for outdoor enthusiasts. The New River Trail State Park, Appalachian Trail and Grayson Highlands State Park offer endless opportunities for hunting, fishing, canoeing, kayaking, horseback riding, biking and hiking.

Hospital Website - www.tcrh.org - **Galax Websites** - www.visitgalax.com www.ingalax.net

Twin County Regional Hospital, 144 bed, JCAHO accredited, takes great pride in its state-of-the-art facility and excellence in healthcare. The OR works on a flexible block schedule and boasts an 18-minute turnaround time. We have 2 full-time Anesthesiologists and 4 CRNAs. There were 5,500 surgical procedures performed at our facility in 2005. The imaging center includes Telsa GE fixed MRI (installed 2001) and 2001 Multidetector GE Lightspeed CT scanner, lunar DPX -IQ bone densitometry and nuclear medicine with S.P.E.C.T. We have 3 full-time board certified Radiologists (certified with the ARRT) with ISDN hookups at their homes and PACs system with capability to transmit images remotely to physician office. We have 3 general radiography rooms and 2 OEC Arms.

CATALINA MEDICAL RECRUITERS

Nationwide

FOR MORE INFO, CONTACT:

Catalina Medical Recruiters
Tonya Pearson, Office Manager
2020 N. Central Avenue, #1080
Phoenix, AZ 85004
602-331-1655
602-331-1933 Fax
Tonya@catalinarecruiters.com
www.catalinarecruiters.com



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CEDAR VALLEY MEDICAL SPECIALISTS

Waterloo, IA

FOR MORE INFO, CONTACT:

Cedar Valley Medical Specialists
Kathy Billick
319-235-5390
319-287-9249 Fax
kbillick@cvmcpc.com



PROGRESSIVE PHYSICIAN OWNED MULTISPECIALTY GROUP

Cedar Valley Medical Specialists is looking for a BC/BE Orthopedic Surgeon to join our Multi-Specialty Group. The opportunity offers an extremely busy and well-established practice in North-East Iowa. The office's are located at United Medical Park, an off-site office and surgery center and Allen Hospital, which offers a location in the Hospital and in a newly remodeled Suite.

2 Year Salary Income Guarantee, \$400,000. Partnership after completion of second year, buy in at \$10,000. CME \$3,000, 401K. Call: 1 in 4.

Waterloo population 65,000; Cedar Falls: 45,000; Black Hawk County: 220,000. Public and private golf courses, indoor/outdoor tennis courts, parks, indoor/outdoor swimming, fishing, miniature golf, enormous outdoor water park, bowling. State Park with camping sites, hiking and biking trails, and boating. University of Northern Iowa, college athletics, art, and entertainment. Public and Parochial schools, K-12 catholic school system: elementary, middle, and high schools. Waterloo Airport has daily flights to Minneapolis, Chicago, and St. Louis.

Allen Hospital is a 250-bed hospital. We are a level 2 emergency center, with a wide range of specialties. Covenant Medical Center is a 325-bed hospital.

CHRISTIE CLINIC

Champaign, IL

FOR MORE INFO, CONTACT:

Christie Clinic
Chris Kashnig
217-366-5374
217-373-6872 Fax
ckashnig@christieclinic.com



CHRISTIE CLINIC
Medicine for Your Life

Christie Clinic is a large physician-owned multi-specialty clinic in Champaign, IL. It is looking for a general Orthopedist. Subspecialty interests in Hand Surgery, Joint Surgery, or Sports Medicine are ideal. Call of 1/3. Surgery will be performed at only one hospital, Provena Covenant Medical Center, 225 beds. NO TRAUMA. Excellent income potential and fringe benefits.

Champaign is the home of the University of Illinois. Faculty appointment at the College of Medicine is available. Comfortable and diverse college town lifestyle. Outstanding cultural and athletic opportunities. 2.5 hours south of Chicago and two hours west of Indianapolis. Metro population of 140,000 and service area of 300,000.

CINCINNATI MD RESOURCE CENTER

Ohio

FOR MORE INFO, CONTACT:

Cincinnati MD Resource Center
Phil Kiley, Recruitment Coordinator
513-531-0267
pkiley@cincinnatiMDjobs.com
www.cincinnatiMDjobs.com



Nestled among the hills of the Ohio River Valley, Greater Cincinnati is known for its great beauty with steep hills, picturesque downtown riverfront, and four definite seasons. Awarded by FORTUNE magazine as one of the top ten places to live and work, you'll find friendly neighbors, great job opportunities, excellent schools, diverse religions, shopping, safety and lots of things to do - All this and affordable too!

Greater Cincinnati is comprised of 14 counties and the corners of three states - Ohio, Kentucky, and Indiana and is home to almost 2 million people. Greater Cincinnati offers an active arts community including museums, galleries, theater, ballet, symphony and opera. Other Local amenities include amusement parks, snow skiing, water sports, an aquarium, car and horse racing, casino's and professional football and baseball.

Cincinnati MD Resource Center works very differently from most of the other recruiters you may have encountered. We are a non profit, community based initiative focused on recruiting and retaining high quality physicians for the entire Greater Cincinnati area. Because the Greater Cincinnati community leaders decided having top quality physicians is a priority, we are a central resource on opportunities with hospitals, clinics, and private practices and support them in identifying candidates.

We are currently seeking orthopaedic surgeons, some requiring sub-specialization, for 4 separate growing private practices in the Greater Cincinnati area. Compensation and benefits packages are competitive. To review details of each opportunity, register as a candidate at www.cincinnatiMDjobs.com.

CREIGHTON UNIVERSITY

Omaha, NE

FOR MORE INFO, CONTACT:

Lori J. Pinkerton, MPH
Director, Faculty Development
Creighton University - School of
Medicine; Criss II, #119
2500 California Plaza
Omaha, NE 68178
402-280-5747
402-280-1410 Fax
lpink@creighton.edu
www.creighton.edu

Creighton
UNIVERSITY

School of Medicine

ACADEMIC OPPORTUNITY IN THE MIDWEST - OMAHA, NE

Creighton University, ranked #1 in the Midwest by US News and World Report, is offering a great surgical opportunity for orthopedic candidates that wish to excel and develop a strong clinical practice while teaching the next generation of surgeons. If you are interested in a rewarding career enhanced with the opportunity to teach and develop new knowledge through research, this is an opportunity to explore. You would be part of a growing team of professionals. A competitive salary guarantee, comprehensive benefits and intramural research funds are provided to support your efforts.

The CU orthopedic division is part of an academic medical center with a 250+ team of medical specialists. If you have interest and expertise in trauma, foot and ankle, hand, joint or general orthopedics we want to talk with you. If you don't want to part from your colleagues, this is a great opportunity for a group of surgeons to stay together in an academic setting. Your practice will build quickly with the support of a fully-funded "new practice" development plan and you will enjoy a comfortable lifestyle with the support of a shared call schedule.

Omaha is a dynamic city with midwestern values. Live on the riverfront, the lively historic district or choose from an array of friendly suburban neighborhoods. If you have a family, Omaha offers affordable housing and award winning public and private schools.

If you possess the desire to excel in academic medicine, explore Creighton today!

DEAN HEALTH SYSTEM

Wisconsin

FOR MORE INFO, CONTACT:

Dean Health System
Clair Eichelberg
1802 W. Bellline Hwy.
Madison, WI 53713
800-279-9966 or 608-280-4480
608-280-4612 Fax
clair.eichelberg@deancare.com



DEAN HEALTH SYSTEM, a 500+ physician owned and directed multi-specialty group, is actively recruiting a BE/BC Orthopedic Surgeon for:

- **DOCTORS PARK PHYSICIANS (PLATTEVILLE, WISCONSIN)** This broad-based orthopedic surgery practice will allow the flexibility to practice full scope in orthopedic surgery. The clinic physician staff consists of five family medicine, one internal medicine, ENT, general surgeon, an Ob/Gyn, and one physician assistant and nurse practitioner. This position offers a competitive two year salary guarantee and an excellent benefit package.
- **RIVERVIEW CLINIC (JANESVILLE, WISCONSIN)** This position would consist of working five days per week with half day off and would see 20 to 40 patients per day. Hospital rounds is required with 5 to 10 hospital patients per physician. Outreach to neighboring communities and sharing equally in the call schedule of 1 in 5 is required. Excellent compensation and benefits will be provided with full time employment leading to shareholder status in two years.
- **PORTAGE CLINIC (PORTAGE, WISCONSIN)** The Portage Clinic recently moved into a new facility. This broad-based orthopedic surgery practice will allow the flexibility to practice full scope in orthopedic surgery. The clinic currently has 5 family physicians who are doing OB, 1 internist, 1 pediatrician, and 2 physician assistants. The primary care physicians in the clinic see 20-30 patients per day and provide a very good referral base. Excellent compensation and benefits will be provided with full time employment leading to shareholder status in two years.
- **FAMILY PRACTICE ASSOCIATES CLINIC (DODGEVILLE, WISCONSIN)** The clinic is staffed by 6 Family Practitioners, 1 Dermatologist, and 2 mid-level providers. Call is shared with another Orthopedic surgeon in a neighboring community. Upland Hills Health is an acute care/tertiary care, 67 bed facility with 14 primary care providers on staff. The hospital has a 24-hour emergency room. This position offers a competitive two year salary guarantee and an excellent benefit package.

DESERT SPRINGS HOSPITAL MEDICAL CENTER

Las Vegas, NV

FOR MORE INFO, CONTACT:

Desert Springs Hospital
Mary Latter
800-535-7698 ext. 13
501-325-0296 Fax
Mary.latter@uhsinc.com
www.uhsinc.com



Desert Springs Hospital in Las Vegas, Nevada, part of the Valley Health System, is recruiting a General Orthopedist to establish a new practice. The hospital is developing a Hispanic Center of Excellence and is seeking a physician who is fully bilingual Spanish/English. The hospital will provide an income guarantee that will be based on experience and training. There is no unassigned ER call for Orthopedics and call can be arranged with other solo practitioners for call coverage for your own patients if you desire. There are no specific needs for any subspecialty interest.

Desert Springs Hospital Medical Center, a 286-bed acute care facility located in southeast Las Vegas, has been providing quality healthcare to the residents of Southern Nevada since 1971. The hospital provides 24-hour emergency services, including a fast-track area in the ER to treat less acute patients. The hospital has three full-service catheterization laboratories, a 107,000 square foot Medical Office Building and an Outpatient Surgery facility and is home to the Diabetes Treatment Center, the only ADA accredited diabetes program in Southern Nevada.

Las Vegas is growing rapidly and currently has a population of over one million. There are many educational, cultural and recreational activities available in Las Vegas and the surrounding area. It is located in the desert with wonderful winters and hot, dry summers. Las Vegas is surrounded by mountains and is not far from Lake Mead which offers great water recreation and camping. You can access the hospital's website at www.valleyhealthsystem.org.

This private practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

DOCTORS HOSPITAL OF LAREDO

Laredo, TX

FOR MORE INFO, CONTACT:

Doctors Hospital of Laredo
Mary Latter
800-535-7698 ext. 13
501-325-0296 Fax
Mary.latter@uhsinc.com
www.uhsinc.com



Doctors Hospital of Laredo is recruiting for an Orthopedic Surgeon to join one very successful Orthopedist in an overhead-sharing arrangement. The generous financial package includes an income guarantee in the 90th percentile of the MGMA physician compensation survey. The expectation is that you will be busy right away, and will easily meet your guarantee.

Doctors Hospital is a 120-bed hospital and is one of two hospitals in the city. The hospital was opened in 1974 by a group of physicians. Universal Health Services, Inc., the third largest healthcare corporation in the nation, subsequently purchased the hospital. A new physical plant was opened in 2001.

Laredo is a city of over 160,000 and the service area for the hospital extends to over 300,000. It is one of the fastest growing cities in the United States. Located on the banks of the historical Rio Grande River in the southern part of Texas, it is within 150 miles of San Antonio, Corpus Christi and Monterrey, Mexico. It is the home of Texas A & M International University. Laredo has 320 sunny days, mild winters and high summer temperatures with low humidity. The city offers a symphony, arts center, live theater performances, one of the top fresh water lakes in Texas and an international baseball team. There is no state or local corporate or personal income tax. You can access the community's website by typing www.laredochamber.com or www.ci.laredo.tx.us on your internet browser.

This private practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

FAIRVIEW HEALTH SERVICES

Minneapolis, MN

FOR MORE INFO, CONTACT:

Fairview Physician Recruitment
800-842-6469
612-672-2986 Fax
Recruit1@fairview.org
www.fairview.org



Live and Work in an area known for world-class arts, outstanding year-round recreational opportunities, and educational excellence!

Fairview Health Services seeks an orthopaedic surgeon to join our team at Fairview Red Wing Health Services or Fairview University Medical Center - Mesaba. Join a progressive, dynamic orthopaedic group and practice in a state of the art facility.

Red Wing, nestled among the bluffs of the Mississippi River, is known for its abundant recreational opportunities, rich cultural life and for nationally recognized public schools. It is also one of the 100 Best Small Towns in America.

Hibbing and Chisholm, with a combined population of 25,000, provide a comfortable, traditional lifestyle; yet serve as a regional center for educational excellence, cultural opportunity and economic activity. These assets combine to make these locations attractive and progressive Minnesota communities.



FOR MORE INFO, CONTACT:

Faith Regional Healthcare Services
 Mary Pratt, Physician Recruitment
 1500 Koenigstein Avenue
 Norfolk, NE 68701
 402-644-7149
 402-644-7362 Fax
 mpratt@frhs.org

Join the Faith Regional team and provide quality orthopedic services to the 190,000 people in the region. In Norfolk you can have the best of both worlds, a quiet community with many outside activities in which to participate and raise your family and a patient base to keep you as busy as you want to be.

WE WANT YOU IN NORFOLK, NEBRASKA

- Receive a very generous financial package
- Signing bonus
- Moving expenses
- Student loan forgiveness
- Practice management expertise
- Brand new beautiful clinic space
- State-of-the-art facilities in which to perform procedures
- Primary & secondary service area of approximately 190,000
- Affordable cost of living and excellent quality of life
- Low managed care
- Family friendly community with excellent schools
- Nine referring hospitals

LIVING . . . WORKING . . . RAISING A FAMILY IN NORTHEAST NEBRASKA

Norfolk is nestled in the Elkhorn Valley in Northeast Nebraska, and is surrounded by gently rolling hills. It has a population of more than 24,000 and nearly 35,000 people reside in Madison County. Norfolk is approximately 2 hours from Omaha and Lincoln, and is the ninth largest city in the state. Unemployment is very low. Labor force works in agriculture, manufacturing and in the service industry, which includes retail and wholesale trade, education and healthcare. Retail sales have increased every month since June 1993. Students in Norfolk's school system score considerably higher than the national average on SAT and ACT exams every year. Parochial schools include Lutheran, Catholic and non-denominational Christian.

FLORIDA HOSPITAL EXCITING ORTHOPAEDIC OPPORTUNITY IN SUNNY ORLANDO, FLORIDA!

Orlando, FL

FOR MORE INFO, CONTACT:

Ron Brown, Director
 Florida Hospital Physician
 Recruitment
 407-200-2700
 407-200-4902
 Ron.brown@flhosp.org

When you think of Orlando, warm weather and lots of Florida sunshine come to mind. However, Orlando is home to more than just the beautiful weather that keeps outdoor enthusiasts happy year-round.

The activities available in Orlando will never leave you or your family without something to do. Living in Orlando gives the advantage of being within driving distance to all the areas world famous attractions like Walt Disney World, Universal Studios, Sea World and more. Orlando is an hour's drive from world-famous beaches, including Cocoa Beach and Daytona Beach.

Florida Hospital is seven-campus, 1800-bed facility owned by Adventist Health System. One orthopaedic opportunity would be a good fit for someone seeking to join a successful, established group with two highly regarded physicians.

- The practice is **general orthopedics** with a very extensive patient base
- Opportunity to shape future growth based on your specialized training and interest.
- Employment opportunity with a multi-specialty organization
- Comprehensive benefits package, malpractice coverage, relocation and much more

A second opportunity is for a **hand specialist** to join a busy, established private practice.



The skill to heal. The spirit to care.

FORT DUNCAN HOSPITAL

Eagle Pass, TX

FOR MORE INFO, CONTACT:

Fort Duncan Hospital
Mary Latter
800-535-7698 ext. 13
501-325-0296 Fax
Mary.latter@uhsinc.com
www.uhsinc.com



Fort Duncan Hospital in Eagle Pass, Texas is recruiting a General Orthopedic Surgeon for private practice. The hospital will provide a competitive financial package, which will include a cash collection guarantee, practice start-up assistance, interview and relocation expenses. The potential for the practice is excellent and we are confident it will be very successful. The ideal candidate will be fluent in Spanish, although it is not a requirement. You can expect a brisk volume of patients and approximately 36 procedures per month. That will include hip and knee replacements as well fractures, etc. Administration anticipates that you will have a full practice within six months

Fort Duncan Medical Center is a 77-bed hospital. A brand new replacement facility will be a 104-bed regional medical center that will expand our market area and available services. Eagle Pass, nestled on the Texas/Mexico border, is located two hours Southwest of San Antonio and 125 miles from Northwest of Laredo, Texas.

Our sister city of Piedras Negras, located in Coahuila, one the fastest growing states in Mexico, has a population of around 250,000 which may become developed into a successful secondary market. We expect our patient base from Piedras Negras to increase as the area is targeted as a viable market. Eagle Pass is projected to have a 3 1/2% growth rate this year. You can access the community's and facility's websites at www.cityofeaglepass.com and www.fortduncanmedicalcenter.com.

This private practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

GEORGE WASHINGTON UNIVERSITY HOSPITAL

Washington, DC

FOR MORE INFO, CONTACT:

George Washington University
Hospital
Mary Latter
800-535-7698 ext. 13
501-325-0296 Fax
Mary.latter@uhsinc.com
www.uhsinc.com



George Washington University Faculty is seeking a Fellowship-trained Total Joint Specialist with experience in Minimally Invasive Surgery. Currently the five Orthopedists in the group each specialize in hand/upper extremity, spine, foot and ankle, and sports. The group is extremely busy with their clinical practices. There is a Resident rotation with the NIH, and the new physician will have the opportunity to adopt this program and direct research. Call will be 1:4 weekends plus 3 weekdays per month.

The group provides a competitive financial package, which includes a negotiable salary, disability, life insurance, medical insurance as well as your malpractice insurance. They have a retirement plan which is an individual contribution plan. They do provide vacation and meeting time as well. Salary and faculty rank will be commensurate with experience.

The Washington, D.C. area offers professionals the opportunity to experience a quality of life few communities can match. Scenic bike paths abound and Washington has more parkland per person than any other city in the country. The Blue Ridge Mountains to the west and the Atlantic Ocean beaches to the east, both only hours away by car, are just two of the many natural wonders and open-air recreational activities regularly enjoyed by area residents. Entertainment includes opera, theater, film and ballet. You can visit museums dedicated to the arts and sciences and take part in a variety of festivals and celebrations throughout the year. You can access the hospital's website by typing www.gwhospital.com on your Internet browser.

This academic practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

GOULD MEDICAL GROUP

Modesto, CA

FOR MORE INFO, CONTACT:

Gould Medical Group
209-521-4081 Fax
oliverj@sutterhealth.org



Large physician-owned and managed multi-specialty medical group in Modesto, California looking for general, trauma or sports fellowship trained orthopedist to join 4 member department. New state-of-the-art facility on hospital grounds with PACS and electronic medical records system.

Relieve yourself of the headaches of running a private practice and join this highly respected group with more than 50 years experience serving the community. You can expect a strong patient volume from day one and also take advantage of the following:

- Referrals from more than 70 primary care physicians and a 4 ½ day work week.
- Blocked OR Time
- Weekday Call 1:4 and Weekend Call 1:10
- Competitive salary with long-term income based on productivity.
- Excellent benefits including health insurance, 401k, relocation assistance, employer sponsored retirement, paid malpractice and business expense reimbursement.
- Become a shareholder in 2 Years with No Buy In.
- Enjoy the luxury of having your own orthopedic technician in the clinic, OR and when you take call.

Modesto is a fast growing, family oriented central valley community of over 200,000, tailor-made for raising a family. Located just 90 miles from San Francisco you can enjoy easy access to the city or take a weekend trip to Lake Tahoe (3 hrs). For those that enjoy the mountains, Yosemite National Park is just a short drive away. With housing costs being only 1/3 of what they are in San Francisco, this is your chance to live and work in Northern California without the traffic, pollution and high cost of living associated with the Bay Area.

HILLCREST HEALTHCARE SYSTEM

Tulsa, OK

FOR MORE INFO, CONTACT:

Hillcrest HealthCare System
Mark Murray, Physician Recruitment
110 W. 7th, Suite 2520
Tulsa, OK 74119 - 1103
918-579-6355 (work)
918-579-6360 (fax)
918-672-3406 (pager)
918-645-7744 (cell)
MMurray@hillcrest.com



ORTHOPAEDIC SURGEON GENERALIST

Hillcrest HealthCare System, a premier health system based in Tulsa, Oklahoma, has identified a community need for two BC/BE orthopedic surgeons to establish a practice in Tulsa, Oklahoma, and join the medical staff of Tulsa Regional Medical Center.

Depending on the individuals and their preferences, opportunities for employment or private practices with a recruitment arrangement are available. Employed physicians are amply rewarded with competitive salary / benefit packages. Relocation allowances are also available.

In addition to a highly rewarding private practice, the physicians may have the option of serving on the faculty of one of this nation's most prestigious osteopathic medical schools and residency programs. Oklahoma State University College of Osteopathic Medicine offers 13 residency programs at Tulsa Regional Medical Center.

This opportunity provides a unique vehicle for the right physicians to start a practice and build it rapidly. A solid base of primary care physicians in Tulsa and throughout northeastern Oklahoma support the specialty physicians affiliated with Tulsa Regional Medical Center.

TULSA, OK

Once proclaimed "America's Most Beautiful City," Tulsa is a sophisticated, cosmopolitan city located in the heart of Eastern Oklahoma's Green Country. It is situated along the banks of the Arkansas River, in an area known for its beautiful lakes, scenic rivers and rolling, wooded hills.

Tulsa is the largest city in the eastern part of the state with 600,000 people living within the county. The city is a leader in industries such as aviation and communication. It offers varied entertainment, arts and sporting options while retaining a heritage rich in frontier spirit and Native American culture. The city offers excellent schools and housing options within Tulsa or its thriving suburbs. It is home to two nationally recognized private universities as well as a unique campus shared by four of the state's major institutions of higher learning.

THE IOWA CLINIC

Des Moines, IA

FOR MORE INFO, CONTACT:

The Iowa Clinic
Ali Boatright
800-528-8286, ext. 4110,
217-337-4181 Fax
ali.boatright@stratummed.com



AMAZING LIFESTYLE OPPORTUNITY!

The Iowa Clinic, a 110 physician-owned and governed multispecialty group located in Des Moines, Iowa, invites you to consider its exceptional opportunity for a BE/BC General Orthopaedic Surgeon to join our existing practice. **Interests in Sports Medicine, Reconstructive, Joint, Foot & Ankle, and Hip are welcomed!**

This opportunity offers an **income guarantee and two-year track for shareholder eligibility**. The position will be based at the clinic's West Lake Campus location in West Des Moines. The group's own surgicenter is located across the street, and offers arthroscopic, laser and robotic surgical capabilities. A fully staffed Radiology Department is available in-house, as well as Pain Management, and Physical/Occupational Therapies.

The lifestyle benefits of this practice are considerable - work with a well-established, congenial group; enjoy a manageable workload and schedule; and live in a metro region that includes 500,000 residents, while having one of the shortest commute times in the nation! Des Moines, the capital of Iowa, offers outstanding nationally recognized schools, an abundance of cultural and recreational activities including performing arts theatres, Broadway circuit Civic Center, minor league baseball, nationally acclaimed art and state fairs and much, much more! Whether you enjoy downtown living in upscale loft apartments overlooking the Des Moines River, family-oriented residential neighborhoods, new homes or old, city or country living, you will be pleasantly surprised at the safe and affordable lifestyle opportunities.

LAKE HOSPITAL SYSTEM

Painesville, OH

FOR MORE INFO, CONTACT:

Lake Hospital System
Susan Kruger
440-354-1996
susan.kruger@lhs.net



THE RIGHT CARE. RIGHT HERE.

A generalist is needed to round out the services offered to patients by 2 hand and 2 joint/reconstructive specialists. The group has well established referral sources which allow for the steady growth of the new associate's practice. A competitive salary with productivity component along with malpractice and full benefits is offered.

The practice is in Willoughby, OH which is 20 miles east of Cleveland. This is a premium suburban location with affordable housing, excellent schools and ample recreational opportunities. Located in Lake County, this practice is associated with Lake Hospital System who has 2 inpatient hospitals and 1 outpatient surgery center. The practice opened a new office in 2004 adjacent to a comprehensive rehabilitation center.



MINISTRY HEALTH CARE

Stevens Point, WI

FOR MORE INFO, CONTACT:

Ministry Medical Group -
Saint Michael's Hospital
Ms. Claudine Taub, RN
Physician Staffing
900 Illinois Avenue
Stevens Point WI 54481
715-343-3376
800-420-2622 Toll Free
715-343-3375 Fax
taubc@smhosp.org

A desire to help... A desire to heal... Ministry Medical Group-Ministry Health Care

At Ministry Medical Group, we share your calling to make a difference. That's why we offer you an open environment to practice your profession in communities that support the importance of health care, education, recreation, and culture.

Backed by the support of a strong network of technology, tools and resources, Ministry Medical Group is currently seeking a BC/BE Orthopedic Surgeon to join our busy practice in Stevens Point, Wisconsin.

- Eight new, well-equipped operating suites
- 1:6 Rotation
- First-year salary guarantee with production bonus
- Minimal managed care

In addition, Ministry Health Care has another BC/BE Orthopedic Surgeon opening at it's North Shore Medical Group in Sturgeon Bay, Wisconsin. Come practice medicine while enjoying the beautiful four seasons of Door County, Wisconsin.

All Ministry Health Care opportunities offer competitive salaries, CME allowance, paid dental, health, life and disability insurance as well as dues, licenses and malpractice. Excellent retirement packages.

PITTSBURGH BONE & JOINT SURGEONS, P.C.

Pittsburgh, PA

FOR MORE INFO, CONTACT:

*Pittsburgh Bone & Joint Surgeons
Lora Wilson
412-267-5110
412-678-2838 Fax
lwilson@pbjs.net*

PITTSBURGH BONE & JOINT SURGEONS, P.C.

Respected private orthopaedic group with a strong referral base seeks physician to join our established, busy practice. We are able to offer partnership contingent upon board-certification within 2 years at a very reasonable buy-in. Call is one in five.

We have built a strong and profitable practice in the eastern and southern suburbs of Pittsburgh, Pennsylvania. Our group is on staff at two area hospitals: UPMC McKeesport and Jefferson Regional Medical Center.

In addition, our physicians have ownership interest in the Waterfront Surgery Center (WSC). WSC is located at the site of a former steel mill that has been reclaimed into a popular and vibrant retail/office/residential destination. The Waterfront facility includes one of our satellite offices, full-service radiology, physical therapy, primary care services and the outpatient surgery center. We have 3 other office locations in Jefferson Hills, McKeesport and Bethel Park.

Through our affiliation with the University of Pittsburgh, we are able to obtain more reasonably priced malpractice insurance (occurrence policy). The Pittsburgh area boasts a low cost of living along with quality schools and affordable real estate. Our area is famous for its professional sports teams, but also prides itself on cultural attractions including theatre, museums and recreational venues.

We hope to recruit several new partners over the next five years to replace senior partners nearing retirement. This provides a new physician with an outstanding opportunity to become a "senior" partner within a very short time frame.

Our group allows each physician to practice according to his own style. A 50% salary/50% productivity partner compensation plan encourages teamwork, while rewarding hard work.

The ideal candidate would be fellowship trained in Sport Medicine or Total Joint with an interest and willingness to do general orthopaedics. We are flexible and able to tailor our offer to be mutually beneficial to the candidate and our practice.

401(k), Bonus Plan, Dental Insurance, Disability Insurance, Health Insurance, Life Insurance, Profit Sharing, Paid Vacation, Paid Sick Leave, Stock Options

THE REGIONAL MEDICAL CENTER

Orangeburg County, SC

FOR MORE INFO, CONTACT:

*Regional Medical Center
800-866-6045
803 395-2796 Fax
rccox@regmed.com*

Practice opportunities exist in Orangeburg County for experienced Orthopaedic Surgeon or graduating residents / fellows. Excellent base salary with production bonus and all benefits, including malpractice, health insurance, dental insurance, non-contributory pension plan, 403b, etc. Also includes a signing bonus, medical loan assistance and relocation allowance up to \$15,000. Located 35 minutes from Columbia, SC and 70 minutes from Charleston, SC. Area known for its gardens, golf, hunting and fishing.



ROCHESTER GENERAL HOSPITAL

Rochester, NY

FOR MORE INFO, CONTACT:

Rochester General Hospital
Kathy Peishel
Physician Services
1425 Portland Avenue
Rochester, NY 14621
kathy.peishel@viahealth.org

**ROCHESTER
GENERAL
HOSPITAL**

Rochester General Hospital has opportunities for BC/BE orthopaedic surgeons interested in joining a new hospital based practice in beautiful upstate New York. Incoming surgeons will have the flexibility to pursue subspecialty interests along with general orthopaedics. Thriving medical system with a 528 bed general care hospital and extensive outpatient offices. The hospital has expanded its operating rooms and recently added digital radiography. A large primary care referral base and Emergency Department Call of 1-in-10 make this an attractive practice opportunity. Affordable medium sized city with extensive cultural, educational and recreational activities. Excellent schools including 5 of the top 100 public schools in the country. Four season climate ideal for families.

SAINT JOSEPH REGIONAL MEDICAL CENTER

Plymouth, IN

FOR MORE INFO, CONTACT:

Saint Joseph Regional Medical Center
Roberta Mann
Director, HR/Physician Recruitment
574-472-6776
574-472-6750 Fax
mannro@sjrmc.com
www.sjmed.com

SAINT JOSEPH
Regional Medical Center
South Bend • Mishawaka • Plymouth

An expanding patient population and limited orthopedic coverage necessitates the need for an additional general orthopedic surgeon in the growing, northern Indiana community of Plymouth. Operate in a new surgery suite that is all about state-of-the-art with a joint program, four operating rooms, an expanded PACU and 12 admit/discharge rooms. This 58-bed hospital performs more than 3700 operations each year. Call coverage is shared with two other orthopods

Plymouth, Indiana is a family-oriented community of +12,000 and a service area of +50,000. Excellent schools, affordable housing and low crime rates make this a popular community. Only 45 minutes from South Bend and 130 miles from downtown Chicago, Plymouth provides a small-town atmosphere that is within driving distance of big city shopping and cultural experiences. Fishing, swimming and boating are popular recreational activities in the many lakes surrounding the community. The University of Notre Dame is within commuting distance, along with 11 additional colleges and universities in the immediate area. The area is a mecca for sports and sporting activities.

This position can be an employed position or an independent practice, based on preferences. This is the perfect position for a physician who is seeking a balance between their personal and professional life.

SAN JOSE MEDICAL GROUP

San Jose, CA

FOR MORE INFO, CONTACT:

San Jose Medical Group
Christina Steigerwald
Sr. HR Rep./Physician Recruiter
408-278-3161
408-278-3192 Fax
christina_steigerwald@san-
josemed.com
www.sanjosemed.com

San Jose Medical Group is currently seeking a Board Eligible/Board Certified physician specializing in Orthopedics to join our Orthopedics Department. Our Orthopedics Department is located at our newly remodeled Good Samaritan Branch, which has its own Radiology Department. The location of the clinic provides the opportunity to see inpatients at premier hospitals nearby.

San Jose Medical Group is a physician owned, multi-disciplinary medical group practice of 70 employed physicians. In addition, SJMG is affiliated with several hundred primary care and specialty physicians in Santa Clara County.

We are offering a generous salary with quarterly bonus opportunities plus a compensation package that includes health, dental, vision, 401 (k), profit sharing, short-term disability, long-term disability and malpractice insurance. Shareholder status is available after one year. We have experienced staff, three superb clinic facilities with state of the art equipment and a diverse and interesting patient population.

Visa Waivers are not available for this position.

SJMG is an equal opportunity employer.

San Jose Medical Group
OUR PATIENTS. OUR STRENGTH

SAN JUAN REGIONAL MEDICAL CENTER

Farmington, NM

FOR MORE INFO, CONTACT:

San Juan Regional Medical Center
 Terri Smith
 888-282-6591
 505-324-3370 Fax
 tsmith@sjrmc.net



SAN JUAN REGIONAL MEDICAL CENTER

Together, we're building a healthy future for San Juan County.

Join a group of seven Orthopedic Surgeons in Farmington, New Mexico, a rapidly growing city in the Four Corners area and a great place to raise a family! Enjoy Rocky Mountain Beauty, Southwestern Culture and World-Class Golf, Skiing & Trout Fishing.....

- Excellent Salary Guarantee
- Production Bonus
- Health, Dental, Life, Disability Insurance
- 401 (k) and profit sharing after one year
- Partnership Track
- Ownership in Ambulatory Surgery Center
- Shared Call Schedule
- Minimal Managed Care
- New Building opened July of 2001
- In office MRI

SOUTH TEXAS HEALTH SYSTEM

McAllen/Edinburg, TX

FOR MORE INFO, CONTACT:

South Texas Health System
 Mary Latter
 800-535-7698 ext. 13
 501-325-0296 Fax
 Mary.latter@uhsinc.com
 www.uhsinc.com



SOUTH TEXAS HEALTH SYSTEM NEEDS TWO DIFFERENT PHYSICIANS

- **General Orthopedist** - Join a busy practice; current solo practitioner averages 60 patients in 1½ days of clinic per week, performs 6-8 inpatient procedures and 6-10 outpatient procedures per week; the group also has a nurse practitioner and a physical therapist
- Competitive salary with productivity formula right away; partnership in two years
- **Pediatric Orthopedist** - option to either join the same busy Orthopedist or go solo with hospital sponsorship
- Either way, do 100% Pediatric Orthopedics
- Edinburg Regional is finalizing a huge expansion of the Pediatric facility. All Pediatric services have been expanded as well, to create a Pediatric Center of Excellence.
- Compensation will depend on the model you choose
- In each instance the ideal candidate will be fluent in Spanish and have ties to the area.
- South Texas Health System is comprised of McAllen Medical Center, McAllen Heart Hospital and Edinburg Regional Medical Center
- The Greater McAllen area (McAllen, Edinburg, Pharr and Mission) population is 180,000; service area is over 400,000; within an hour of South Padre Island/Gulf Coast; 3½ hours from San Antonio
- Pan American University offers both undergraduate and graduate programs; an active arts council in McAllen brings in live theater and symphony performances

This private practice offers you the opportunity to work with Universal Health Services, Inc., one of the nation's largest and most respected healthcare management companies, operating acute care hospitals, behavioral health facilities and ambulatory centers nationwide.

SUBURBAN HEALTH ORGANIZATION

Indianapolis, IN

FOR MORE INFO, CONTACT:

Suburban Health Organization
Jen Inskeep
317-692-5222 ext. 279
317-692-5240 Fax
employment@suburbanhealth.com

SUBURBAN HEALTH ORGANIZATION

General Orthopaedic Surgeons sought for multiple opportunities in central Indiana. Practice models include private practice and/or hospital employed. We offer competitive salaries and benefit packages, paid relocation, low cost malpractice coverage and much more. We are primarily seeking general Orthopaedic Surgeons, but due to the size of our network we will also consider and encourage Orthopaedic specialties to apply. Indiana is ranked as the nation's number one "physician friendly" state. Indianapolis is the 12th largest city in the nation and the Circle City is the center of America's heartland. Indianapolis supports more than 200 arts organizations, including a world-class symphony, theater, opera, ballet, museums and art galleries. Enjoy a relaxed lifestyle with numerous cultural offerings, change of seasons and outstanding schools. Suburban Health Organization (SHO) is a physician and hospital network serving central Indiana. SHO is comprised of nearly 2000 physicians throughout central Indiana and 8 hospital systems.

TACONIC ORTHOPAEDICS, PC

Bennington, VT

FOR MORE INFO, CONTACT:

Taconic Orthopaedics, PC
Linda Paquin, Office Manager
Taconic@adelphia.net



We are seeking an Orthopaedic Surgeon to join a prominent, well-respected and stable orthopaedic practice with 5 physicians on staff. The group is physician-owned and managed, and located within two blocks of Southwestern Vermont Medical Center. Enjoy the security of an established, growing practice, with the possibility of progressing to full partner. Successful candidate will be well-trained in general orthopaedics, with an interest in joint reconstruction.

Our medical staff has 133 active members, all Board Certified or Board Eligible. Specialty coverage includes cardiology, neurology, urology, orthopaedics, oncology, pulmonology, endocrinology, dermatology, and gastroenterology. The Southwestern Vermont Regional Cancer Center is on campus and is designated as a Comprehensive Community Cancer Center, with access to a variety of clinical trials.

We are known for World Class Medicine . . . Close to Home, a slogan built on our cutting edge technical care - and personalized caring documented by patient satisfaction scores that are consistently among the highest in the nation. In 2002, SVMC was awarded Magnet Recognition for Excellence in Nursing Service by the American Nurses Credentialing Center, a subsidiary of the American Nurses Association.

SVMC is located in southwestern Vermont, about 50 minutes from Albany, NY and 2.5 hours south of Burlington VT, and is essentially a sole community provider for a service area of 55,000. Our community offers an abundance of cultural and outdoor pursuits including museums, art galleries, hiking, skiing, boating, and horseback riding.

TEXAS TECH UNIVERSITY HSC

El Paso, TX

FOR MORE INFO, CONTACT:

Miguel A. Pirela-Cruz, M.D.
Regional Chairperson
Orthopaedic Surgery Department
Texas Tech University HSC at El Paso
Paso; C/O Faculty Services
200 N. Concepcion
El Paso, TX 79905
915-545-6752
915-545-6704 Fax

ORTHOPAEDIC SURGERY - FACULTY POSITION

Texas Tech University HSC at El Paso is seeking a board eligible or board certified orthopaedic surgeon with interests in hand surgery or trauma. The position involves patient care, teaching and the opportunity for both clinical and basic science research. We offer competitive salaries, excellent benefits and generous incentive plans. Enjoy pleasant summer and winter living conditions, multi-cultural heritage, and easy access to recreational activities in West Texas and New Mexico. Qualified applicants must have or be eligible for a Texas license, Academic rank and salary negotiable. Interested candidates must apply online at <http://jobs.texastech.edu/> requisition # 60662. CV should be attached online, emailed or faxed to Dr. Pirela-Cruz.

The position is open until filled. Application review will begin immediately

Texas Tech University Health Sciences Center is an Equal Opportunity/Affirmative Action Employer



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
at El Paso

WICHITA CLINIC

Wichita, KS

FOR MORE INFO, CONTACT:

Debbie Gleason, CMSR
 Manager - Physician Recruiting,
 Development and Retention
 316-689-9415
 800-876-5111 Ext. 9415 Toll Free
 316-689-9742 Fax
 gleasondk@wichitaclinic.com

Michelle Steffen, RN, BSN
 Physician Recruiter
 316-689-9852
 800-876-5111 Ext. 9852 Toll Free
 316-689-9742
 steffenj@wichitaclinic.com



INTEGRATED TECHNOLOGY -- Wichita Clinic's newest medical office building location houses our Orthopaedic Surgery Department and boasts an adjacent state-of-the-art Surgery Center. To compliment the services offered by the surgeons at this location, we offer full service Radiology with digital capabilities (PACS) including a new 64-slice CT scanner. Our integrated technology makes a shared patient record available electronically to all our physicians through mobile technology. Additionally, the Clinic offers a full range of diagnostic technology and support services.

Doctor-owned & doctor-governed for more than 55 years, Wichita Clinic now has approximately 160 physician partners representing more than 40 different areas of medicine. Our reputation for providing excellent patient care contributes tremendously to the city's distinction as being a regional health care hub for the state.

First time visitors find The City of Wichita to be a pleasant surprise. Nestled in a family friendly environment, the available amenities in this mid-sized city are much like those found in large metro areas. You'll find good schools (both public & private), shopping and entertainment.

Visit www.wichitaclinic.com to find more information about Wichita Clinic. Learn about The City of Wichita and it's amenities at www.WichitaNetwork.com.

CURRENT ORTHOPAEDIC SURGERY OPPORTUNITIES:

General, Foot & Ankle, Trauma, Hand

ARTICLES

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.

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.

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 some times 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.

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.

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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

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2006

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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:

- New York City, NY Saturday, May 13, 2006 1PM until 5PM
- Detroit, MI Saturday, May 20, 2006 12PM until 4PM
- Los Angeles, CA Wednesday, June 7, 2006 5PM until 9PM
- Durham, NC Tuesday, June 20, 2006 5PM until 9PM
- St. Louis, MO Tuesday, July 11, 2006 5PM until 9PM
- Washington, DC Wednesday, July 19, 2006 5:30PM until 9:30PM
- Atlanta, GA Tuesday, August 8, 2006 5PM until 9PM
- Dallas, TX Thursday, September 7, 2006 5PM until 9PM
- Milwaukee, WI Saturday, September 16, 2006 12PM until 4PM
- Seattle, WA Date to be announced
- Cleveland, OH Date to be announced
- Indianapolis, IN Saturday, October 21, 2006 1PM until 5PM
- Miami, FL Thursday, October 26, 2006 5PM until 9PM
- Cincinnati, OH Saturday, November 4, 2006 1PM until 5PM

Vist www.CareerMD.com/careerfairs.shtml for updated information about other upcoming events in San Francisco, New Haven, Boston, Chicago, Houston and Philadelphia

Register to Attend

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

Register to Exhibit

Employers & Recruiters:

Register to exhibit at upcoming CareerMD.com 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.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.