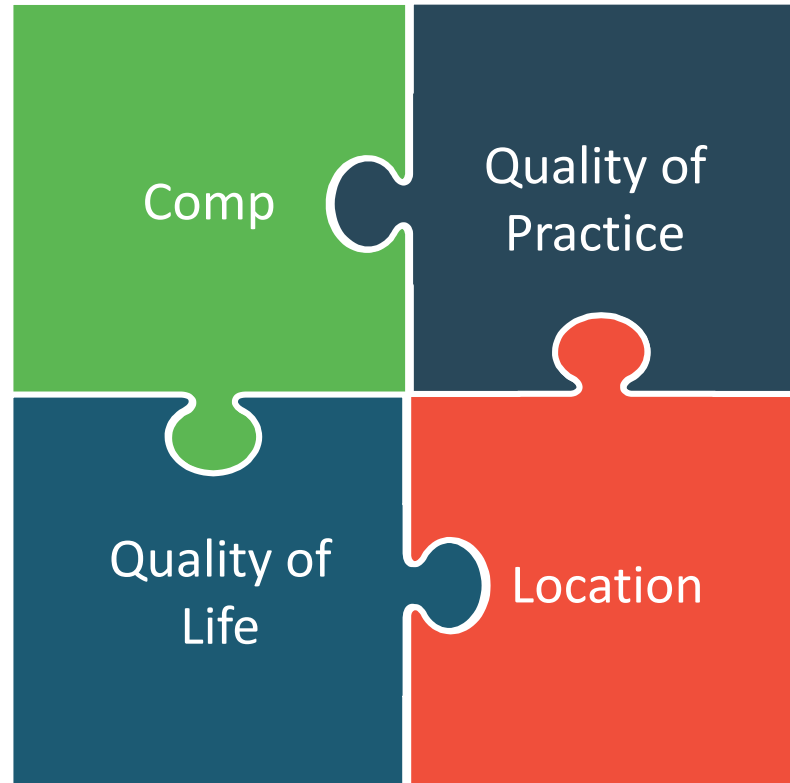


Balancing Compensation and Culture for the Right Fit



JACKSON
Physician Search

FINDING THE RIGHT FIT



MGMA Data – Most used benchmarks

- **Compensation:** Total compensation as reported on the W2.
 - Excludes fringe benefits
- **Work RVUs:** Reflects the relative time and intensity associated with furnishing a Medicare PFS (Physician Fee Schedule) service
- **Compensation to Work RVU Ratio:** Total compensation divided by the Work RVUs
 - This reflects only the sample of individuals that had both compensation and wRVUs submitted.
 - This is an important aspect of the Provider Compensation.
 - So many organizations pay based on productivity.
 - This measurement reflects what those providers are paid per wRVU.

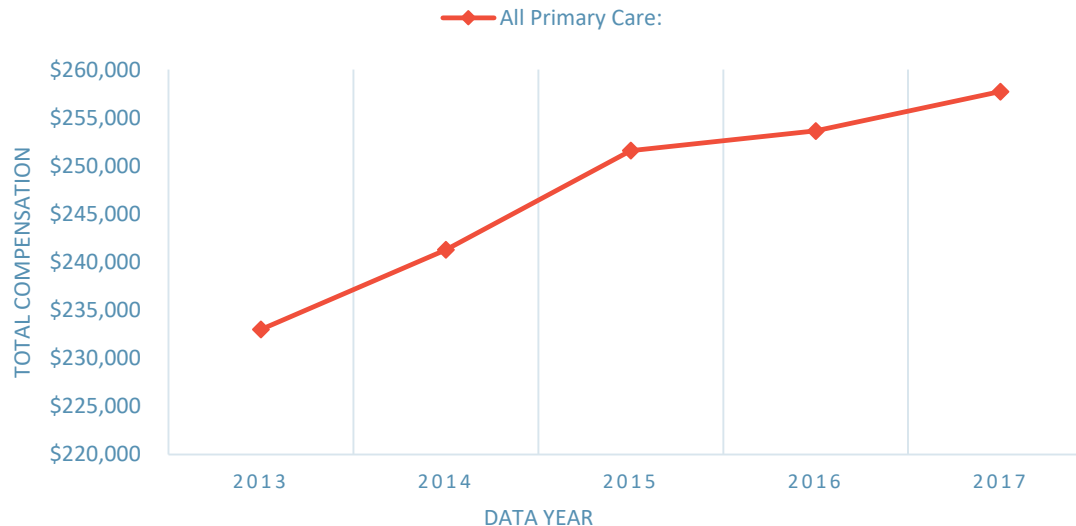


Key Trends in the 2018 MGMA Provider Compensation Data

Primary care physicians' compensation rose by more than 10% over the past five years

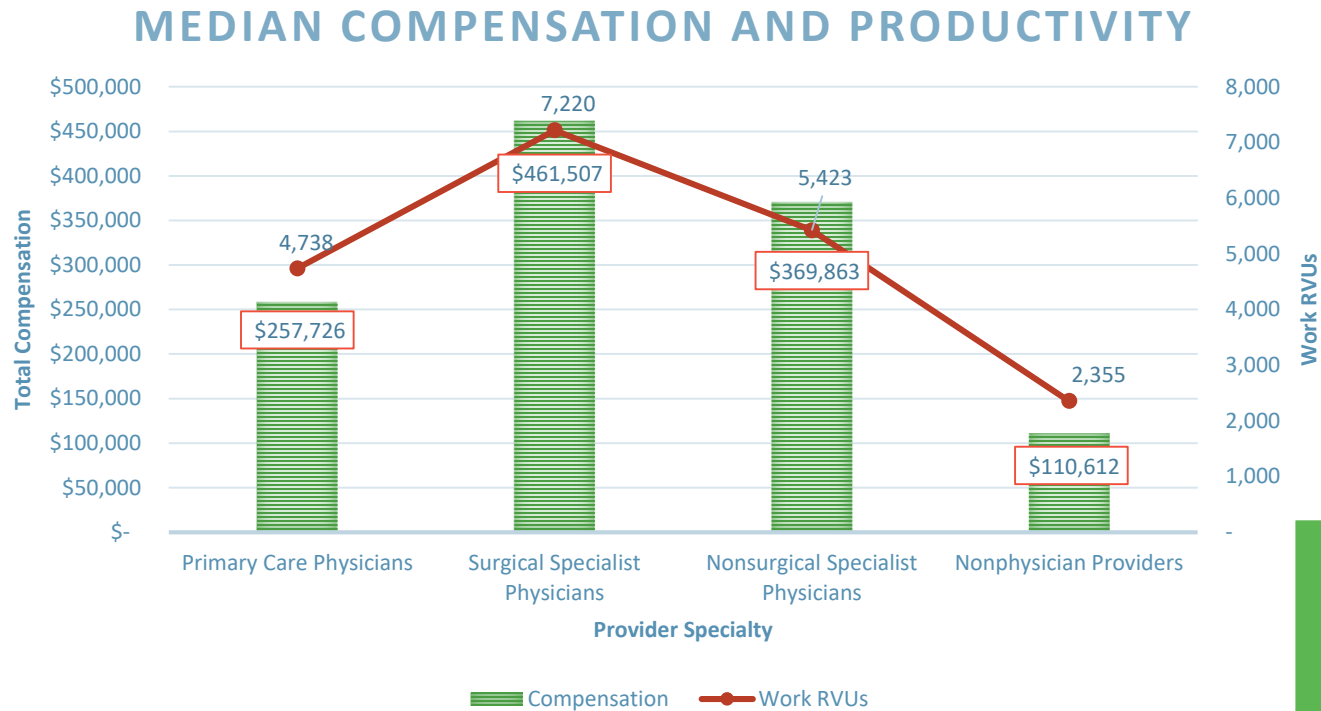
Evidence of the worsening primary care physician shortage in the American healthcare system.

ALL PRIMARY CARE COMPENSATION TREND



Comp

Key Trends in the 2018 MGMA Provider Compensation Data

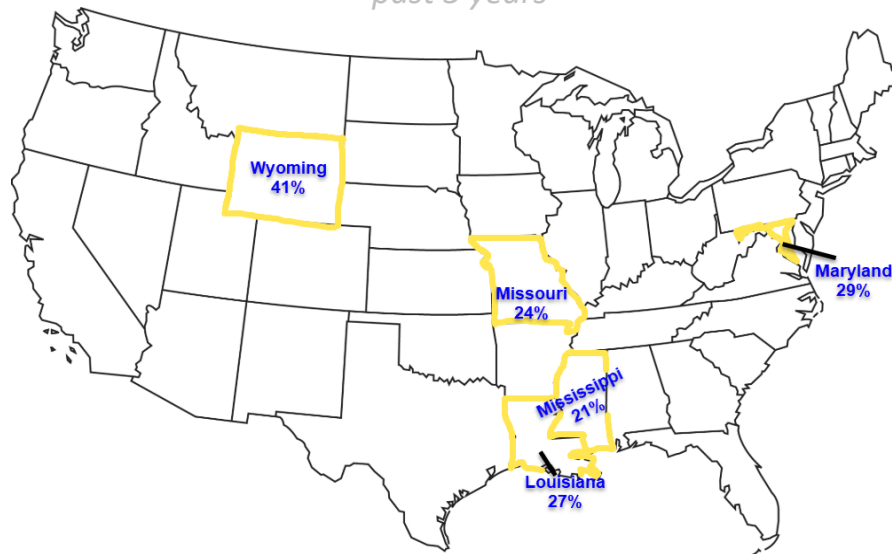


Comp

Key Trends in the 2018 MGMA Provider Compensation Data

Depending on medical specialty, the difference in physician compensation between the highest-paid state and the lowest-paid state range between \$100,000 and nearly \$270,000.

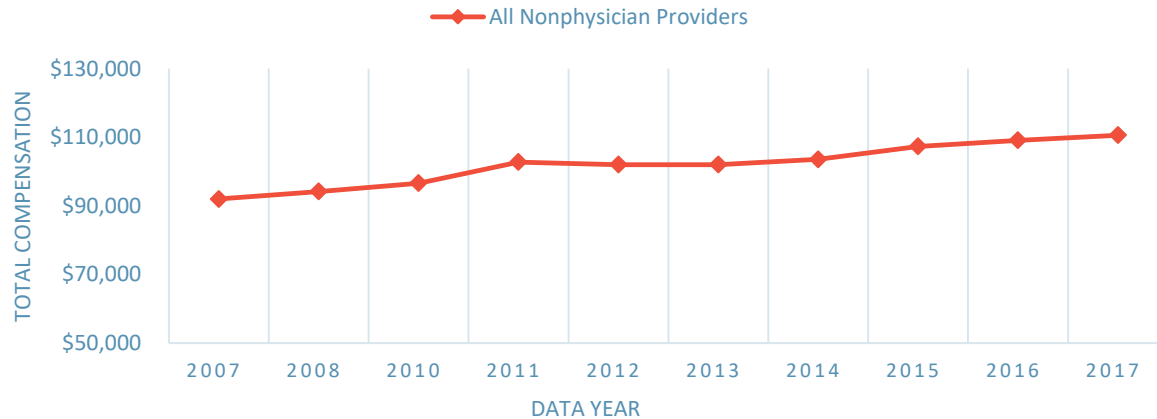
Top 5 states with increase in median total compensation
past 5 years



Key Trends in the 2018 MGMA Provider Compensation Data

Over the past five years, overall nonphysician provider compensation has increased at a rate of 8%. Looking at the changes over the past 10 years, the rate has doubled to 17%.

ALL NONPHYSICIAN PROVIDER COMPENSATION 10 YEAR TREND



Comp

Successfully Benchmarking Compensation

Filter the data to get the most relevant data to compare against. MGMA filters include:

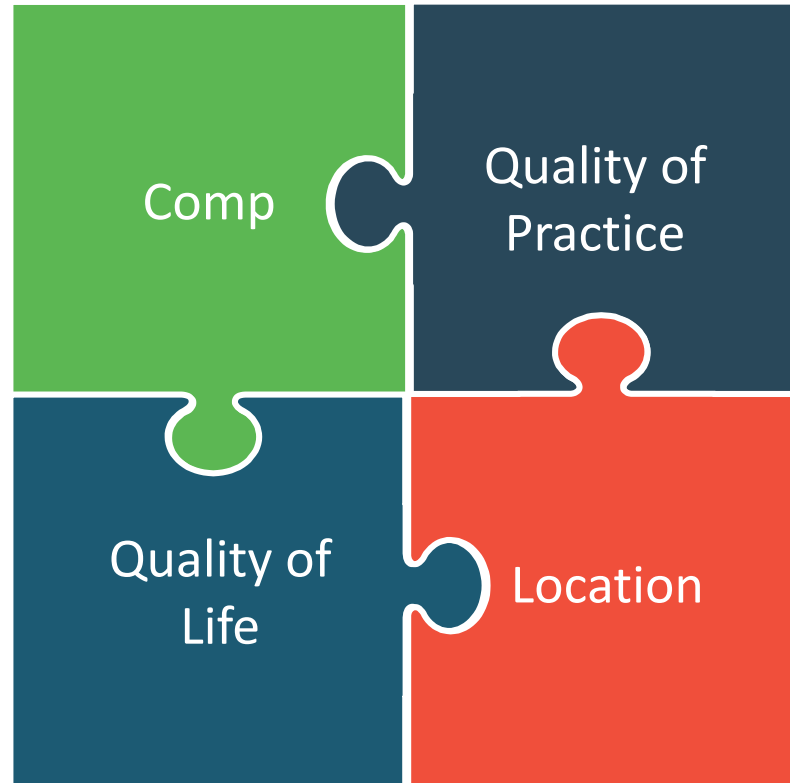
- Organization Ownership (Hospital vs Physician owned)
- Demographic Classification (Metro vs Nonmetro)
- Geographic Section (Eastern, Midwest, Southern, Western)
- Number of FTE Physicians
- Practice Type (Single Specialty vs Multispecialty)
- Years in specialty
- Etc.

Ensure you are looking at the correct group of physicians

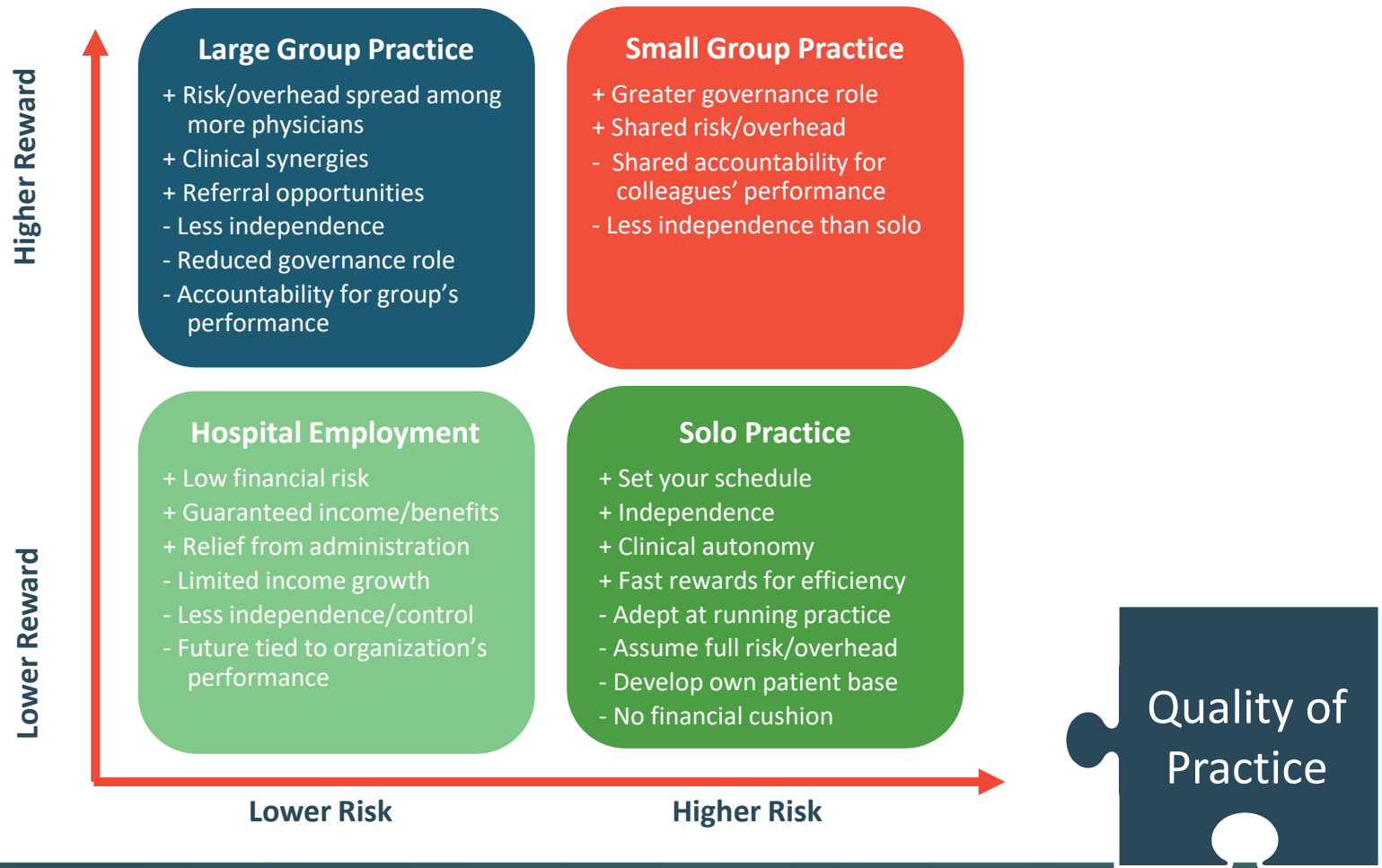
- Academic vs Non-academic
- Newly hired providers
 - Just out of residency/fellowship vs not



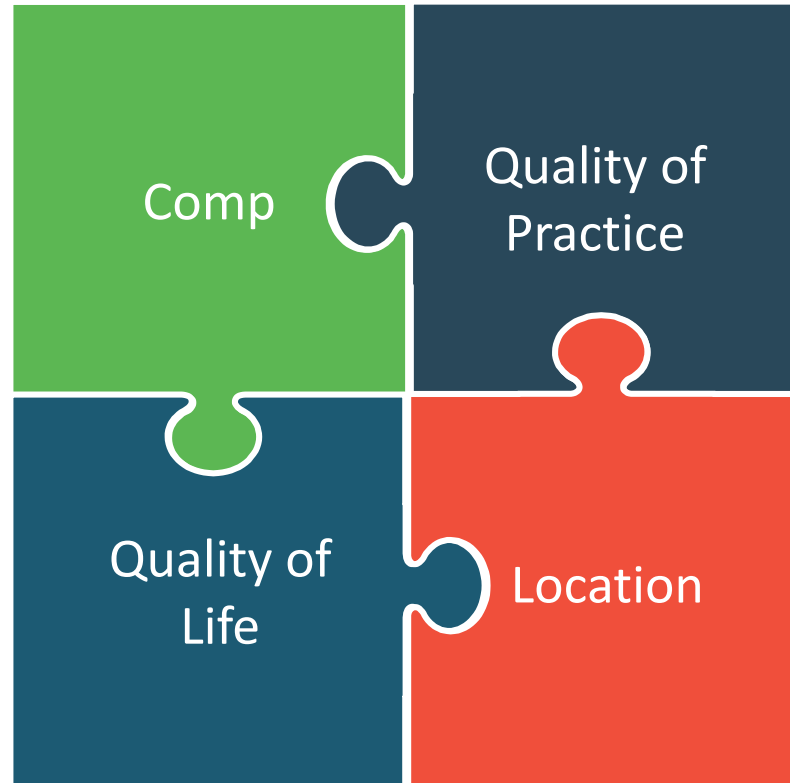
FINDING THE RIGHT FIT



Balancing Risk and Reward for Your Ideal Practice



FINDING THE RIGHT FIT



CASE STUDY

Cost of Living in Albany, Georgia Compared to Atlanta, Georgia

Cost of Living Indexes	Albany	Atlanta
Overall	81	102
Food	107	103
Housing	45	103
Median Home Cost	\$84,100	\$191,600
Utilities	89	94
Transportation	98	104
Health	91	102
Miscellaneous	97	100

100 = national average



Quality of
Life

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Physician Search

CASE STUDY

Cost of Living in Albany, Georgia Compared to Atlanta, Georgia

\$300,000 in Albany should increase to \$375,184 in Atlanta



Quality of
Life

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CASE STUDY

Cost of Living in Albany, Georgia Compared to Atlanta, Georgia

Albany vs. Atlanta: \$399,900



**2509 Old Ivy Ln,
Albany, GA 31721**

4 beds · 4 baths · 4,045 sqft

WALKING IN A PRIVATE WONDERLAND! This Southern Living Plan home is situated on +/-7 acres of wooded property that has a CREEK as a boundary. If love to walk in the woods or watch the wildlife that abounds, this is property is for you. This home has been painted top to



**1204 Barnes St NW,
Atlanta, GA 30318**

3 beds · 1 bath · 1,256 sqft

This 1256 square foot single family home has 3 bedrooms and 1.0 bathrooms. It is located at 1204 BARNES ST NW

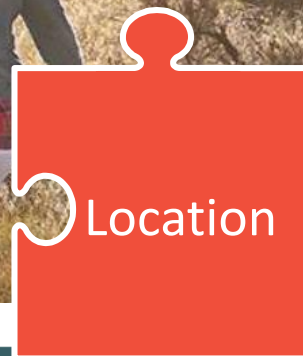
Quality of
Life

JACKSON
Physician Search

FINDING THE RIGHT FIT



Find Your Idea Practice Location



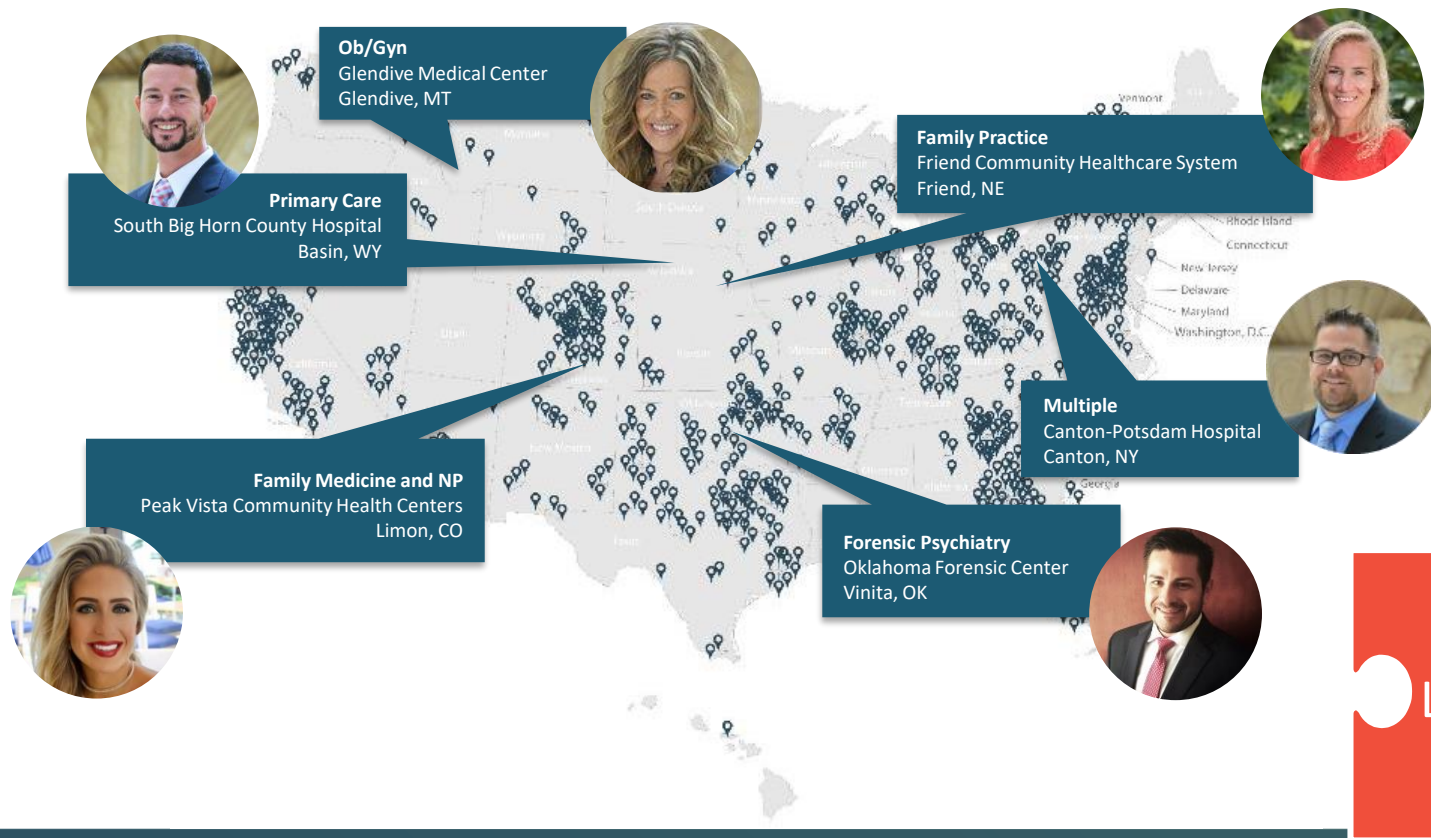
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Keep an Open Mind

50% of physician candidates selected an opportunity in a location they didn't previously consider.



Look Beyond the Easy and Obvious



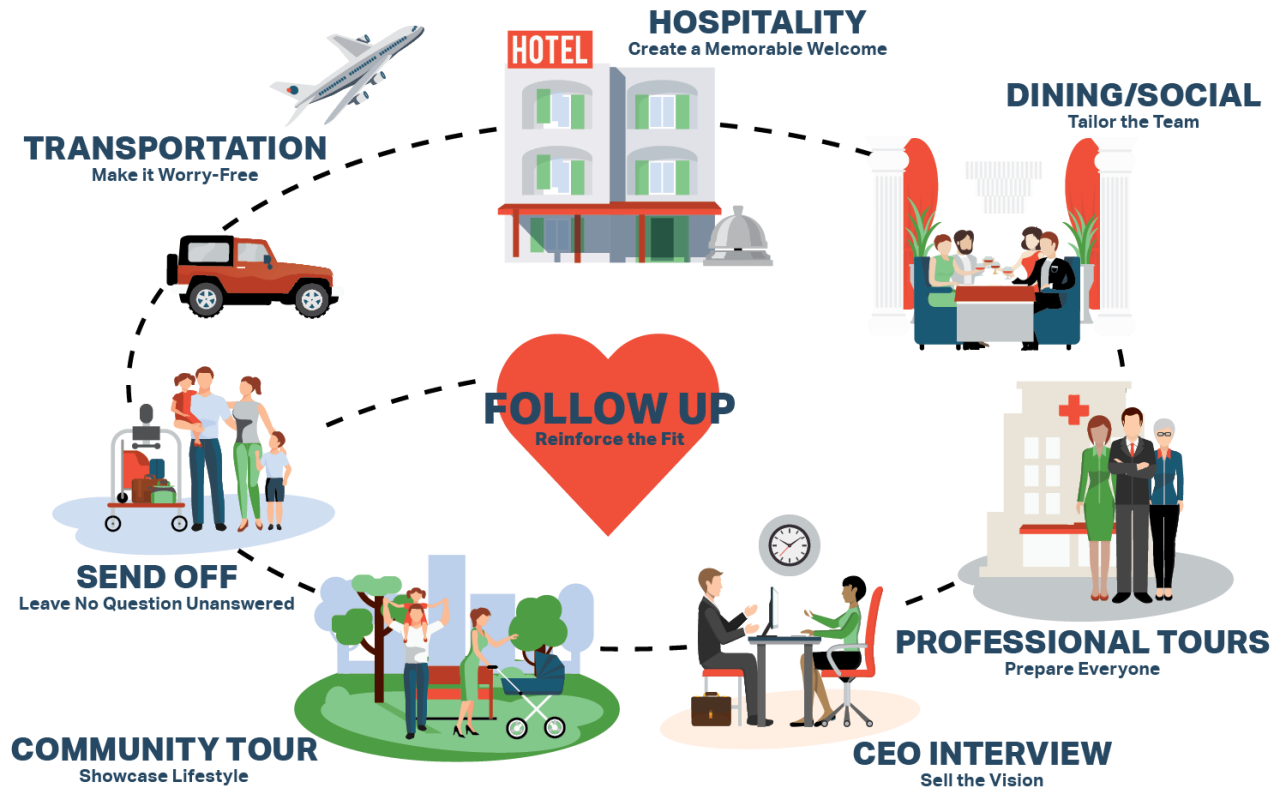
Culture: Do All the Pieces Fit?

Culture

The sum of the parts -- underscored by values, beliefs, attitudes, and behaviors that employees share and exhibit on a daily basis in their work and in the community



Cultural Showcase: The Site Visit



Evaluating Fit



OPTIMISTIC
Hoping to Fulfill
Needs and Wants



CAUTIOUS
On the Lookout for
Risks or Challenges



The 3 C's of Culture and Fit

The distinguishing factor will be the connection, comfort and confidence you feel



The Total Package

Manage Your Decisions Strategically

Compensation

- Learn How it Works: Understand benchmarks, benefits & incentives

Quality of Practice

- Balance Risk and Reward: There is little variation geographically

Location

- Expand Your Horizons: Compare cost of living and quality of life

Culture

- Fit Matters: The number one reason for turnover is poor fit

Decide

- Trust your Gut: Don't sit on an offer too long or let terms kill a great fit

ADDITIONAL RESOURCES

[Physician Salary Calculator](#)

[White Paper: Physician Workforce Through 2030](#)

[Guide to Developing a Strategic Physician
Recruitment Plan](#)

[Infographic Guides: Physician Trends, Engagement and Networking](#)

[Case Studies](#)