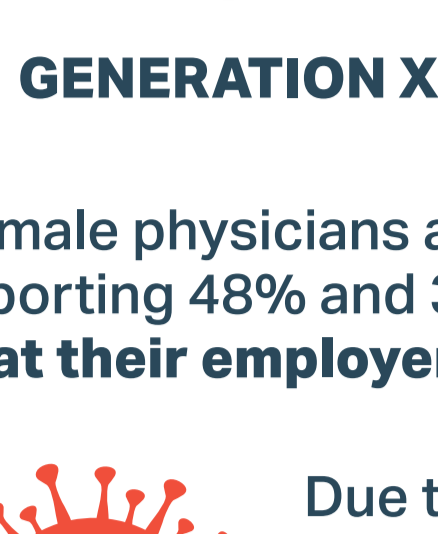


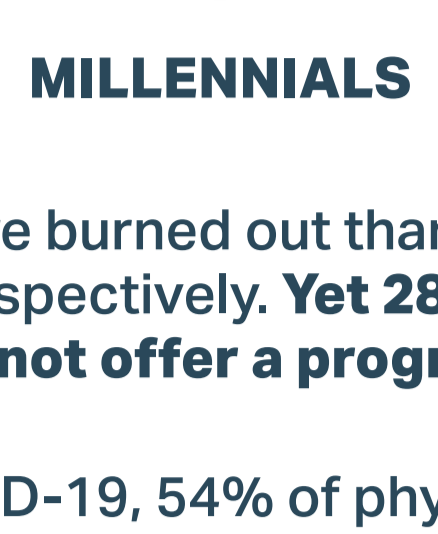
PHYSICIAN PRACTICE TRENDS TO WATCH

1

MORE THAN HALF OF PHYSICIANS REPORT BURNOUT



GENERATION X

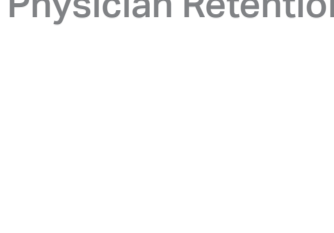


MILLENNIALS



BABY BOOMERS

Female physicians are more burned out than their male counterparts, reporting 48% and 37% respectively. **Yet 28% of physicians report that their employer does not offer a program to mitigate burnout.**

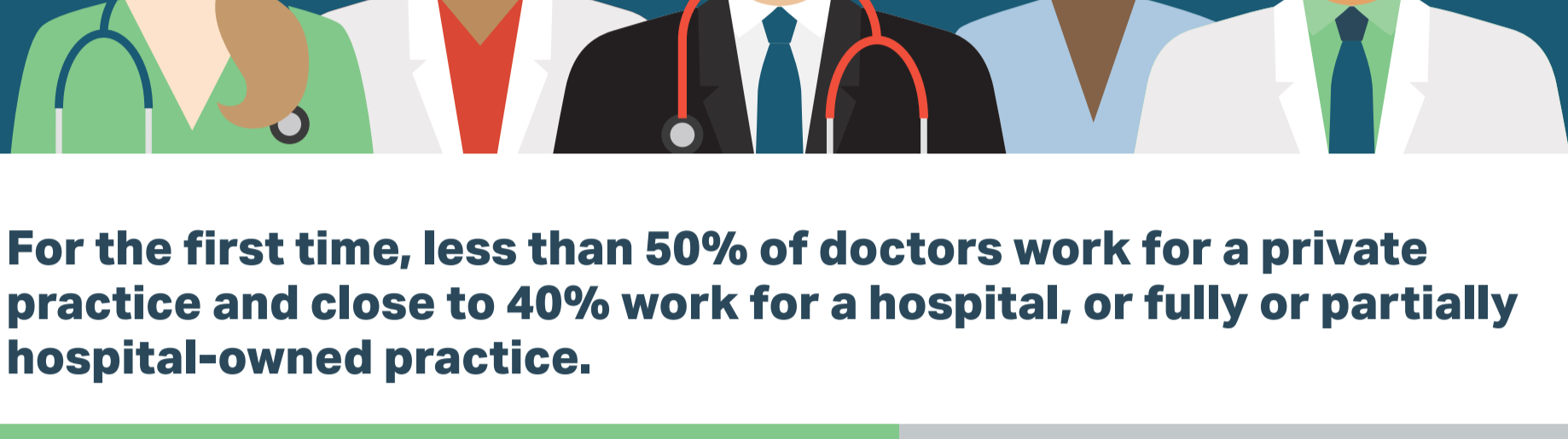


Due to COVID-19, 54% of physicians plan to make an employment change. 36% of those respondents are considering early retirement or leaving medicine altogether and another 50% are considering leaving their current employer for another.

Sources: September 2020 Modern Healthcare Article, January 2020 Medscape National Physician Burnout & Suicide Report 2020: The Generational Divide, February 2021 Jackson Physician Search Physician Retention Survey Results White Paper

2

MORE PHYSICIANS ARE EMPLOYED



For the first time, less than 50% of doctors work for a private practice and close to 40% work for a hospital, or fully or partially hospital-owned practice.

57% OF WOMEN ARE EMPLOYED

47% OF MEN ARE EMPLOYED

58% of Family Medicine physicians are employed



39% own their own practice
3% are independent contractors

53% of General Surgeons are employed



42% own their own practice
5% are independent contractors

46% of OBGYNs are employed



48% own their own practice
6% are independent contractors

37% of Radiologists are employed



54% own their own practice
9% are independent contractors

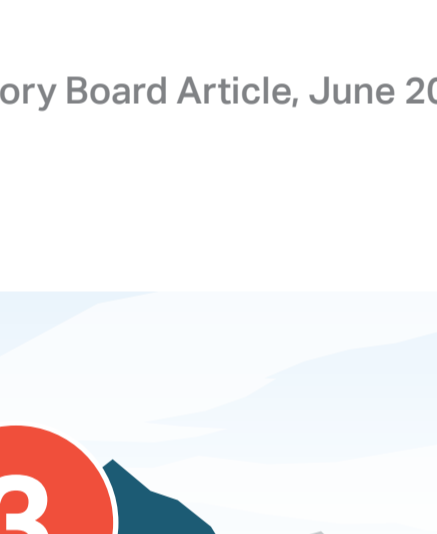
21% of residents are planning on owning their own practice, 28% are seeking employment, and 20% are considering both options. Recent graduates often seek larger organizations that can offer secure employment.



PLANNING ON OWNING



SEEKING EMPLOYMENT



CONSIDERING BOTH OPTIONS

Increase in Physician Practice Acquisitions During COVID



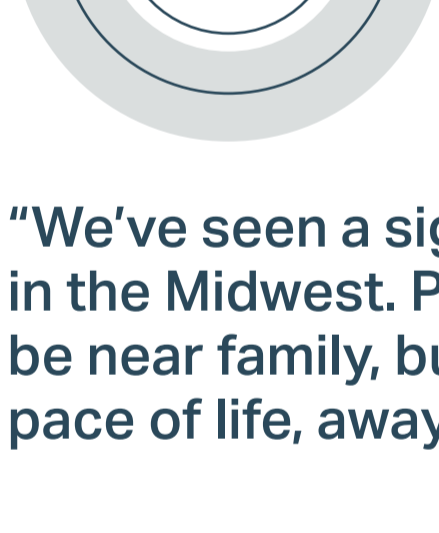
From January 2019 to January 2021, there was a 21% increase in the number of physician practices owned by corporations or hospitals.



Sources: 2020 AMA Physician Practice Benchmark Survey, May 2021 Advisory Board Article, June 2021 Physicians Advocacy Institute Study

3

MORE PHYSICIANS CONSIDERING RURAL HEALTHCARE



20% of the US population lives in rural locations, but only 11% of physicians practice there.

"We've seen a significant influx of candidates seeking physician jobs in the Midwest. Physicians who want to come back to the Midwest to be near family, but there are others who are just looking for a slower pace of life, away from those busier metropolitan markets."

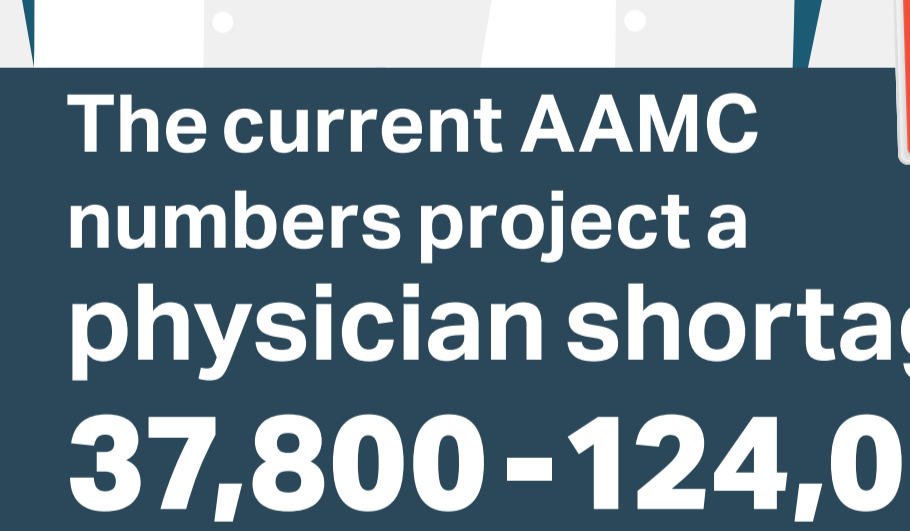
- Carly Clem

Jackson Physician Search Regional Vice President of Recruiting

Source: February 2020 AAM Article, July 2021 Jackson Physician Search COVID Changed the Physician Job Market White Paper

4

MORE PHYSICIANS IN DEMAND



The current AAMC numbers project a physician shortage between **37,800 - 124,000** by 2034.

The specialties in the highest demand:

- Primary Care
- Emergency Medicine
- Obstetrics and Gynecology
- Internal Medicine
- Psychiatry

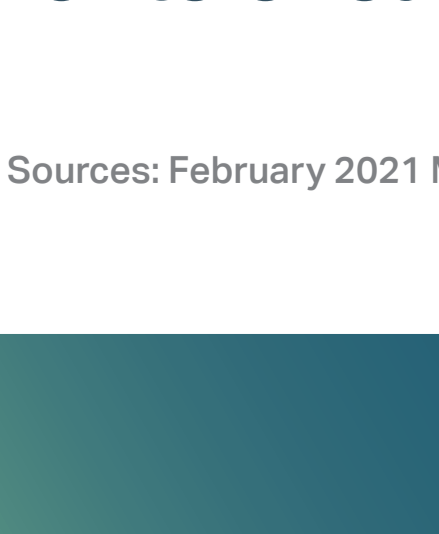
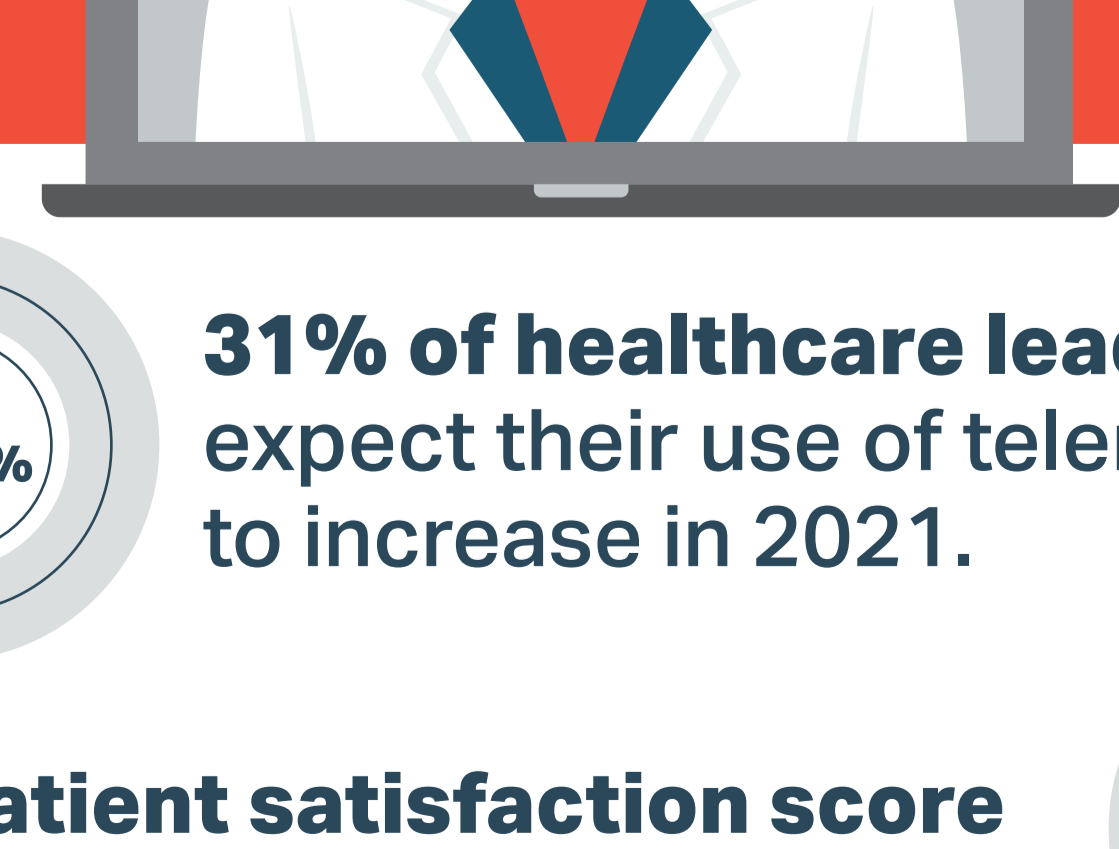
Physician Shortage Estimates by Specialty



Sources: June 2021 AAMC The Complexities of Physician Supply and Demand: Projections From 2019 to 2034 Report, May 2021 St. George University Article

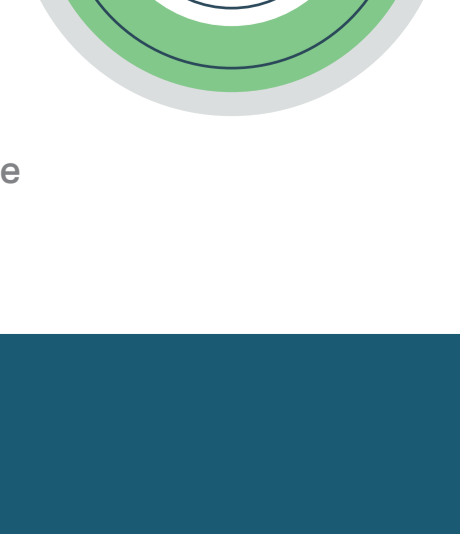
5

MORE TELEMEDICINE



31% of healthcare leaders expect their use of telemedicine to increase in 2021.

86% patient satisfaction score for telehealth services.



Sources: February 2021 MGMA Stat Poll, October 2020 J.D. Power Press Release