

An Overview of the Salaries, Signing Bonuses, and Other Incentives Offered to Recruit Physicians, Physician Assistants and Nurse Practitioners. Based on a sample of 3,045 recruiting Search Assignments.

**TOP TEN PHYSICIAN  
STARTING SALARIES**

\$590,000



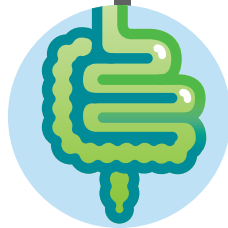
1.  
**Invasive  
Cardiologist**

\$533,000



2.  
**Orthopedic  
Surgeon**

\$487,000



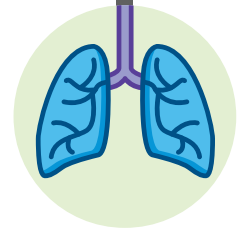
3.  
**Gastroenterologist**

\$425,000



4.  
**Dermatologist**

\$418,000



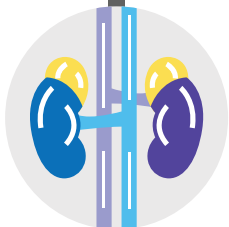
5.  
**Pulmonologist**

\$405,000



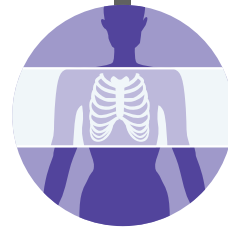
6.  
**Otolaryngologist**

\$386,000



7.  
**Urologist**

\$371,000



8.  
**Radiologist**

\$371,000



9.  
**Anesthesiologist**

\$358,000



10.  
**Emergency  
Medicine**

For a complete copy of Merritt Hawkins' 54-page 2018 Review of Physician and Advanced Practitioner Recruiter Incentives, visit [www.merrithawkins.com](http://www.merrithawkins.com) or email us at [info@merrithawkins.com](mailto:info@merrithawkins.com).