

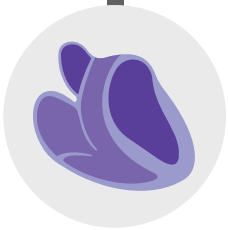
2021 REVIEW

OF PHYSICIAN AND ADVANCED PRACTITIONER RECRUITING INCENTIVES

An overview of the salaries, signing bonuses, and other incentives offered to recruit physicians, physician assistants and nurse practitioners. Based on a representative sample of 2,458 search engagements..

TOP TEN PHYSICIAN STARTING SALARIES

\$611,000



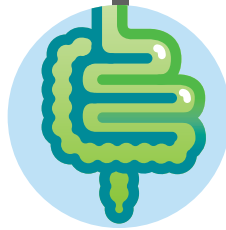
1.
**Cardiology
(Interventional)**

\$546,000



2.
**Orthopedic
Surgery**

\$453,000



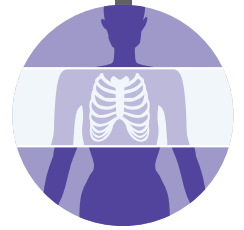
3.
Gastroenterology

\$446,000



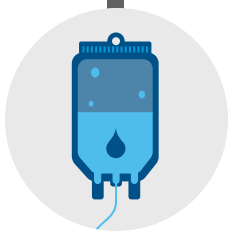
4.
**Cardiology
(Non-invasive)**

\$401,000



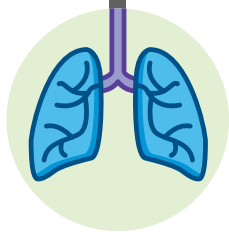
5.
Radiology

\$385,000



6.
**Hematology/
Oncology**

\$385,000



7.
Pulmonology

\$378,000



8.
Dermatology

\$367,000



9.
Anesthesiology

\$349,000



10.
**Oral Maxillofacial
Surgery**

For a complete copy of Merritt Hawkins' 2021 Review of Physician and Advanced Practitioner Recruiting Incentives, visit www.merrithawkins.com or email us at info@merrithawkins.com.