

■ American Medical Group Association¹
■ Cejka Search
■ Daniel Stern & Associates

■ Delta Physician Placement
■ Hay Group
■ Hospital & Healthcare Compensation Service

■ Jackson & Coker
■ LocumTenens.com
■ Martin, Fletcher

Key continues on next page

ANESTHESIOLOGY

Compensation ranges from \$311,600 to \$446,994

HHCS	\$446,994	39.6%
MGMA	\$400,000	NA
Cejka	\$392,000	1
Martin	\$371,000	9.9
Medicus	\$371,000	2.5
Pacific	\$364,295	3
AMGA	\$362,904	1.5
Jackson	\$362,275	12.7
MDN	\$350,000	4.8
Locum	\$336,375	NA
Pinnacle	\$336,250	(9.1)
Merritt	\$336,000	12
Delta	\$321,806	1.2
Hay	\$311,600	(5)

Daniel NA NA

% change
2007-08

CARDIOLOGY (invasive)

Compensation ranges from \$389,000 to \$561,875

Pinnacle	\$561,875	2.6%
Pacific ³	\$496,235	12.2
HHCS	\$484,442	26.6
Martin	\$469,000	2
Medicus	\$469,000	0
MGMA	\$456,901	NA
Merritt	\$443,000	7.3
MDN	\$427,000	4.1
AMGA	\$420,106	(12.7)
Hay	\$401,400	(1.7)
Cejka	\$389,000	22

Daniel NA NA

Delta NA NA

Locum NA NA

Jackson NA NA

% change
2007-08

EMERGENCY MEDICINE

Compensation ranges from \$216,800 to \$300,000

Pinnacle	\$300,000	10.1%
HHCS	\$272,402	13.3
Pacific	\$269,826	6.6
AMGA	\$267,263	3.5
Jackson	\$257,630	2.4
MGMA	\$256,800	NA
MDN	\$253,000	3.3
Cejka	\$250,000	1
Daniel	\$250,000	NA
Delta	\$245,002	(6.2)
Merritt	\$240,000	0
Medicus	\$239,000	NA
Martin	\$235,000	0
Hay	\$216,800	4.4

Locum NA NA

% change
2007-08

FAMILY PRACTICE

Compensation ranges from \$150,763 to \$204,370

HHCS	\$204,370	30.4%
AMGA	\$201,779	3.3
Pinnacle	\$177,389	(6.8)
Medicus	\$176,000	1.7
MGMA	\$175,918	NA
MDN	\$175,000	1.2
Pacific	\$173,495	2.5
Jackson	\$172,556	7.8
Merritt	\$172,000	6.8
Cejka	\$170,000	(1.8)
Delta	\$168,277	0
Martin	\$165,000	13.8
Hay	\$163,500	(1.2)
Locum	\$150,763	NA

Daniel NA NA

% change
2007-08

HOSPITALIST

Compensation ranges from \$174,100 to \$217,052

AMGA	\$217,052	7.8%
Pacific	\$215,015	8
HHCS	\$203,520	3
Pinnacle	\$200,000	3
Cejka	\$198,000	2.8
MGMA	\$194,664	NA
Delta	\$191,964	0
MDN	\$191,000	2.1
Medicus	\$191,000	1.6
Jackson	\$184,289	(5.4)
Martin	\$182,000	0
Merritt	\$181,000	0
Hay	\$174,100	(2.7)

Daniel NA NA

Locum NA NA

% change
2007-08

INTERNAL MEDICINE

Compensation ranges from \$175,200 to \$209,845

AMGA	\$209,845	5.3%
Pinnacle	\$202,500	6.3
Martin	\$196,875	7.9
Pacific	\$193,102	1.5
MGMA	\$190,531	NA
HHCS	\$189,979	(1.8)
MDN	\$187,000	1.1
Medicus	\$187,000	1.6
Cejka	\$184,000	1.7
Delta	\$183,937	0
Jackson	\$181,420	(2.6)
Locum	\$179,806	NA
Merritt	\$176,000	1.1
Hay	\$175,200	0

Daniel NA NA

% change
2007-08

Note: Figures represent average total annual cash compensation, which includes salary and bonuses.

¹Company provided preliminary data. ²Company provided medians, not averages. ³Numbers for Interventional cardiology included.

PHYSICIAN COMPENSATION SURVEY (2 of 4)

 MD Network	 Medical Group Management Association ²
 Medicus Partners	 Pacific Cos.
 Merritt, Hawkins & Associates	 Pinnacle

CARDIOLOGY (noninvasive)

Compensation ranges from \$332,900 to \$439,233

Delta	\$439,233	3.9%
AMGA	\$420,106	(1.9)
MGMA	\$410,784	NA
MDN	\$394,000	5.1
Merritt	\$392,000	0
Pinnacle	\$392,000	14.2
HHCS	\$390,392	34.1
Pacific⁴	\$380,201	(18.7)
Martin	\$380,000	4.1%
Jackson	\$372,600	(6.9)
Cejka	\$365,000	0
Hay	\$332,900	(4.3)
Daniel	NA NA	% change
Locum	NA NA	2007-08
Medicus	NA NA	

GASTROENTEROLOGY

Compensation ranges from \$330,000 to \$498,762

Pacific	\$498,762	1.5%
Medicus	\$482,000	4.8
AMGA	\$420,898	3.4
MGMA	\$418,139	NA
Martin	\$410,000	1.2
MDN	\$402,000	10.7
Jackson	\$396,620	(10.1)
Delta	\$381,404	10.3
HHCS	\$379,682	33.6
Merritt	\$379,000	3.8
Hay	\$361,000	14.6
Pinnacle	\$338,750	(15.7)
Cejka	\$330,000	0
Daniel	NA NA	% change
Locum	NA NA	2007-08

NEUROLOGY

Compensation ranges from \$203,200 to \$298,503

Pacific	\$298,503	(3.5)
Jackson	\$264,889	20.1
Pinnacle	\$252,857	(11.6)
HHCS	\$252,700	27.4
AMGA	\$246,924	4.1
Martin	\$245,000	0
Delta	\$244,326	3.1
Medicus	\$241,000	(2.4)
MDN	\$239,000	2.1
Merritt	\$230,000	(1.7)
MGMA	\$227,670	NA
Cejka	\$219,000	(1.1)
Hay	\$203,200	(2.9)
Daniel	NA NA	% change
Locum	NA NA	2007-08

DERMATOLOGY

Compensation ranges from \$287,832 to \$385,953

Pacific	\$385,953	20%
AMGA	\$371,871	3.9
Delta	\$365,000	(1.8)
MGMA	\$357,945	NA
Jackson	\$329,267	(5.1)
Cejka	\$326,000	1.9
MDN	\$323,000	44.8
Merritt	\$315,000	0
Hay	\$294,700	4.2%
HHCS	\$287,832	(3.3)
Daniel	NA NA	% change
Locum	NA NA	2007-08
Martin	NA NA	
Medicus	NA NA	
Pinnacle	NA NA	

GENERAL SURGERY

Compensation ranges from \$271,000 to \$356,938

AMGA	\$356,938	2.9%
HHCS	\$336,731	0
Merritt	\$321,000	6.6
Martin	\$318,000	5
MGMA	\$316,909	NA
Medicus	\$316,000	2.9
Pinnacle	\$314,900	7.7
Jackson	\$308,927	(3.7)
MDN	\$307,000	6.2
Delta	\$301,733	4.4
Pacific	\$301,195	14
Hay	\$286,500	6.8
Locum	\$284,078	NA
Cejka	\$271,000	2.9
Daniel	NA NA	% change
Locum	NA NA	2007-08

OBSTETRICS/GYNECOLOGY

Compensation ranges from \$231,514 to \$304,689

AMGA	\$304,689	2.4%
Pacific	\$287,306	(2.5)
Medicus	\$286,000	0
MGMA	\$280,629	NA
MDN	\$279,000	1.5
Pinnacle	\$265,167	2.8
Martin	\$265,000	0
HHCS	\$261,869	5.6
Jackson	\$259,613	(4.2)
Merritt	\$255,000	3.2
Delta	\$253,214	(4.8)
Cejka	\$243,000	5
Hay	\$238,500	(3.6)
Locum	\$231,514	NA
Daniel	NA NA	% change
Locum	NA NA	2007-08

Percentages rounded. Zero percentage change indicates increase or decrease of less than 1%. NA = Not available.

⁴Numbers for invasive/noninterventional included.

Source: Modern Healthcare's 2008 Physician Compensation Survey

PHYSICIAN COMPENSATION SURVEY (3 of 4)

ONCOLOGY (including hematology)⁵

Compensation ranges from \$296,500 to \$410,000

Medicus	\$410,000	NA	
Merritt	\$365,000	NA	
MGMA	\$363,428	NA	
Cejka	\$361,000	NA	
HHCS	\$359,158	NA	
Delta	\$345,833	NA	
AMGA	\$345,537	NA	
MDN	\$342,000	NA	
Pinnacle	\$330,000	NA	
Martin	\$312,500	NA	
Pacific	\$305,785	NA	% change 2007-08
Hay	\$296,500	NA	

Daniel NA NA
 Jackson NA NA
 Locum NA NA

PEDIATRICS

Compensation ranges from \$140,000 to \$202,547

AMGA	\$202,547	2.6%	
Pacific	\$191,908	1.9	
Cejka	\$184,000	9.2	
MGMA	\$182,727	NA	
Pinnacle	\$178,333	0	
HHCS	\$177,251	1.3	
MDN	\$176,000	1.7	
Medicus	\$174,000	(1.1)	
Delta	\$172,346	0	
Jackson	\$169,434	0	
Hay	\$166,800	3.1	
Merritt	\$159,000	0	% change 2007-08
Locum	\$154,446	NA	
Martin	\$140,000	0	

Daniel NA NA

RADIATION ONCOLOGY⁶

Compensation ranges from \$357,000 to \$463,293

MGMA	\$463,293	NA	
Hay	\$463,000	NA	
Cejka	\$454,500	NA	
Pacific	\$427,653	NA	
AMGA	\$394,034	NA	
HHCS	\$381,733	NA	
MDN	\$357,000	NA	
Daniel	NA	NA	
Delta	NA	NA	
Jackson	NA	NA	
Locum	NA	NA	
Martin	NA	NA	% change 2007-08
Medicus	NA	NA	
Merritt	NA	NA	
Pinnacle	NA	NA	

ORTHOPEDIC SURGERY

Compensation ranges from \$372,400 to \$512,500

Pinnacle	\$512,500	10.1%	
Delta	\$506,489	10.6	
Medicus	\$502,000	4.8	
AMGA	\$483,247	0	
Pacific	\$467,432	3.6	
MDN	\$463,000	8.7	
HHCS	\$448,148	(3.6)	
MGMA	\$446,303	0	
Martin	\$432,500	2	
Jackson	\$422,638	(11.2)	
Merritt	\$413,000	0	% change 2007-08
Cejka	\$401,000	1.4	
Locum	\$374,200	NA	
Hay	\$372,400	3.7	

Daniel NA NA

PLASTIC SURGERY

Compensation ranges from \$300,000 to \$791,510

HHCS	\$791,510	112.7%	
AMGA	\$390,744	1.4	
Hay	\$390,400	36	
Delta	\$387,833	NA	
Jackson	\$385,546	(7.9)	
Pacific	\$372,100	(20.5)	
MGMA	\$368,986	NA	
MDN	\$357,000	0	
Cejka	\$350,000	10.8	
Merritt	\$312,000	(8.5)	
Pinnacle	\$300,000	(9.1)	

Daniel NA NA
 Locum NA NA
 Martin NA NA
 Medicus NA NA

RADIOLOGY

Compensation ranges from \$386,755 to \$600,000

Pinnacle	\$600,000	57.9%	
Medicus	\$491,000	6	
HHCS	\$487,591	38.1	
Pacific	\$472,804	1.1	
MGMA	\$466,309	NA	
Jackson	\$441,890	(3.9)	
AMGA	\$438,040	1.1	
MDN	\$436,000	6.3	
Martin	\$432,500	1.8	
Delta	\$429,532	(6.4)	
Hay	\$418,100	11.5	
Cejka	\$401,000	(3.7)	% change 2007-08
Merritt	\$401,000	5.5	
Locum	\$386,755	NA	

Daniel NA NA

Note: Figures represent average total annual cash compensation, which includes salary and bonuses.

Percentages rounded. Zero percentage change indicates increase or decrease of less than 1%. NA = Not available.

⁵Percentage-change figures not available because the specialty parameters changed for 2008.

⁶Percentage-change figures not available because the specialty is newly added for 2008.

PHYSICIAN COMPENSATION SURVEY (4 of 4)

PATHOLOGY

Compensation ranges from \$239,000 to \$331,842

HHCS	\$331,842	65.5%
AMGA	\$311,174	0
MGMA	\$310,780	NA
Cejka	\$298,000	16
MDN	\$275,000	3
Pacific	\$269,623	(4.3)
Jackson	\$255,561	(14.9)
Hay	\$251,700	10.7
Merritt	\$239,000	(6.3)

Daniel NA NA
Delta NA NA
Locum NA NA
Martin NA NA
Medicus NA NA
Pinnacle NA NA

% change
2007-08

PSYCHIATRY

Compensation ranges from \$173,800 to \$248,198

Pacific	\$248,198	(14%)
AMGA	\$216,202	3.1
Cejka	\$210,000	2.9
MDN	\$208,000	10.1
Delta	\$207,080	(2.4)
Medicus	\$205,000	0
Jackson	\$193,262	(26.5)
MGMA	\$192,148	NA
HHCS	\$191,828	8.2
Merritt	\$189,000	1.6
Locum	\$183,232	NA
Martin	\$182,000	0
Pinnacle	\$180,000	(22.3)
Hay	\$173,800	(5.1)

Daniel NA NA

% change
2007-08

UROLOGY

Compensation ranges from \$325,200 to \$426,000

Pinnacle	\$426,000	6.9%
Martin	\$410,000	7.9
AMGA	\$407,953	4.3
Medicus	\$407,000	3
Pacific	\$402,591	1
MDN	\$393,000	4
MGMA	\$388,125	NA
Merritt	\$387,000	(3.3)
HHCS	\$386,037	18.5
Delta	\$383,161	(2.3)
Cejka	\$382,000	15.8
Jackson	\$340,616	(1.2)
Hay	\$325,200	20.6

Daniel NA NA
Locum NA NA

% change
2007-08

Note: Figures represent average total annual cash compensation, which includes salary and bonuses. Percentages rounded. Zero percentage change indicates increase or decrease of less than 1%. NA = Not available.