

DATE

NAME

ADDRESS

To Whom It May Concern:

I am writing this letter to inform you that MedChi, The Maryland State Medical Society, has entered into a collaborative agreement with Merritt Hawkins to develop member resources pertaining to physician recruiting, compensation, and related topics.

The employment market for physicians has become increasingly complex given ongoing mergers, changing reimbursement models, and proliferating sites of service. Merritt Hawkins is the national thought leader in physician search and offers a wide range of expertise that physicians can draw from regarding today's employment environment. We look forward to working with them on resources that can be of assistance to both MedChi members who are recruiting physicians and to those who may be seeking practice opportunities.

MedChi's 2018 *Survey of Maryland Physician Compensation* is one example of how we have worked with Merritt Hawkins in the past. The survey, conducted jointly by MedChi and Merritt Hawkins, tracked average annual compensation of Maryland physicians as well as compensation models, average hours worked, benefits offered by employers, and related data. Based on comparative numbers and analysis provided by Merritt Hawkins, the survey indicated that Maryland physicians are compensated at lower levels by specialty than national averages and also revealed significant disparities between the incomes of male and female physicians in Maryland.

I encourage MedChi members to reference Merritt Hawkins' information and data, which includes white papers on topics such as how to assess a medical practice opportunity, how to get the most from job interviews, trends in value-based compensation, and others. The firm offers survey data on physician recruiting incentives, physician practice patterns, and physician-generated revenue and also has developed a series of speaking presentations covering topics ranging from physician employment contracts to the rise of convenient care. Merritt Hawkins recruits physician executives and academic leaders and can provide market information on employment trends in these areas. As a national recruiter of advanced practice professionals, Merritt Hawkins also provides market data on nurse practitioners (NPs) and physician assistants (PAs).

I welcome any suggestions from MedChi members regarding the types of information you would like to see developed through our teamwork with Merritt Hawkins and any questions you may have about our ongoing collaboration.

Sincerely,

Gene M. Ransom, III
Chief Executive Officer