

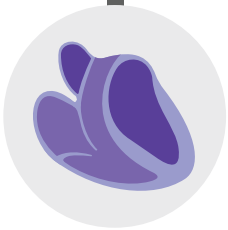
# 2021 REVIEW

## 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



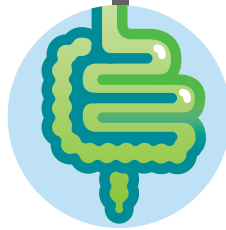
1.  
Cardiology  
(Interventional)

\$546,000



2.  
Orthopedic  
Surgery

\$453,000



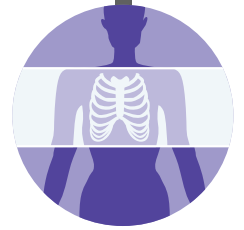
3.  
Gastroenterology

\$446,000



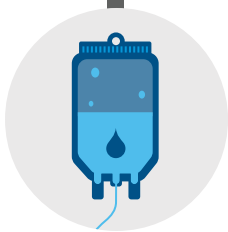
4.  
Cardiology  
(Non-invasive)

\$401,000



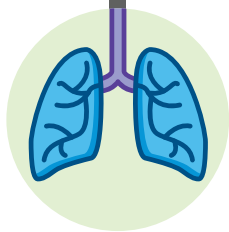
5.  
Radiology

\$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](http://www.merrithawkins.com) or email us at [info@merrithawkins.com](mailto:info@merrithawkins.com).