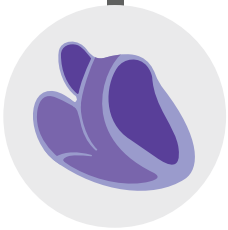


**2021 REVIEW**  
OF PHYSICIAN AND ADVANCED PRACTITIONER  
**RECRUITING INCENTIVES**

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



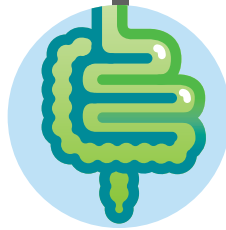
1.  
**Cardiology  
(Interventional)**

\$546,000



2.  
**Orthopedic  
Surgery**

\$453,000



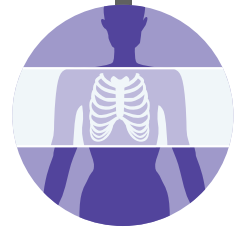
3.  
**Gastroenterology**

\$446,000



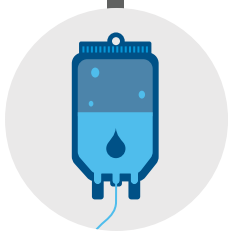
4.  
**Cardiology  
(Non-invasive)**

\$401,000



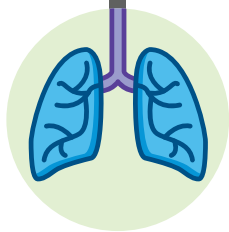
5.  
**Radiology**

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