

National Association of Physician Recruiters & National Association of Locum Tenens Organizations®



2018  
**ANNUAL  
CONVENTION**

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

*Onsite Program*



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



Wanda Parker,  
*NAPR President*



Stacey Stanley,  
*NALTO® President*

## Welcome to Florida!

Greetings Fellow Members and Friends!

We welcome you to the NAPR and NALTO® 2018 Annual Convention here in beautiful Orlando! This premier event offers you exceptional education, endless networking and professional development opportunities to help you stay informed and engaged.

With the continual changes in the nation's healthcare landscape, it is essential for all of us to remain on the cutting edge by attending educational forums such as this.

This year's dynamic keynote speakers Thomas Royer, MD, will provide insights into healthcare-related organizations' challenges and strategies, and Kevin Snyder, EdD, will present a dynamic glimpse into how to leverage your company's dedication to best practices into being more successful.

Our programs were specifically designed for you with a variety of powerful speakers, round-table discussions and much more! We are confident that you will find them impactful and valuable to your everyday recruiting.

Thanks to the Convention Committee for putting together an amazing experience. We are also very appreciative of our sponsors and exhibitors for their on-going support and to YOU for participating to help shape healthcare recruiting's future.

On behalf of the NAPR and NALTO® Boards of Directors, we hope that you will relax, learn, network and be inspired. Thank you for attending our Convention and for continuing to lead the industry's best practices.

Cordially,  
Wanda Parker  
*NAPR President*

Stacey Stanley  
*NALTO® President*

## NAPR & NALTO® CONVENTION COMMITTEE

### NAPR Convention Committee

- Wanda Parker, NAPR President
- Bob Bregant
- Michael Douglas
- Craig Fowler
- Patrice Streicher
- Sepi McDonnell
- Matt Robbins

### NALTO® Convention Committee

- Stacey Stanley, NALTO® President
- Ty Chambers
- Michael Sievert

# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



## Exhibitors & Sponsors

As of February 23, 2018

Avis Budget Car Rental  
BlueSky Medical Staffing Software  
CLS Healthcare Liability Insurance  
Cowles & Thompson, PL.  
DMD Marketing Corporation  
DocCafe.com  
Doximity Talent Solutions  
FSSolutions  
Health eCareers  
Indeed  
ISMIE Mutual Insurance Company  
LocumsMart  
The McMahon Group  
MedData Group

MMS, Inc.  
National Association for Health Care Recruitment  
NEJM CareerCenter  
PracticeLink  
PracticeMatch  
Profiles, Inc.  
Redi-Data  
Scheef & Stone, LLP  
Sheridan Insurance Group  
Siskind Susser PC Immigration Lawyers  
USI Southwest, Inc.  
Wolters Kluwer

## THANK YOU TO OUR SPONSORS

Diamond



doximity talent solutions

PracticeLink

Gold

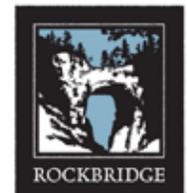


indeed

Silver



NEJM CareerCenter



Additional Sponsors



Golf Tee Sponsor



Golf Sponsorship



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

## Meet Our Thursday & Friday Keynote Speakers



**Thomas Royer, MD**

**“Successful Transformational Strategies for the Future: People are the Key”**

For 12 years Thomas C. Royer, MD, served as founding CEO

and President of CHRISTUS Health, transitioning to the CEO-Emeritus role in March 2011. He led CHRISTUS, an international health system, through a remarkable period of growth, making it one of the 10 largest Catholic healthcare systems in the country. Prior to CHRISTUS, he served as an integral part of the Henry Ford Health System, the Johns Hopkins Medical Services Corporation, and the Geisinger Medical Center. Dr. Royer is currently the CEO and Partner with Royer-Maddox-Herron Advisors. He has extensive experience in developing physician partnerships, focusing on providing measurable high quality patient care.



**Kevin Snyder, Ed.D.**

**“How Effective Leaders Achieve Extraordinary Success!”**

Kevin Snyder is a professional speaker who has presented for over 1,150

audiences in all 50 states and several countries. He holds a Doctorate degree in Leadership, and is the author of several books, his best-selling book titled, “Think Differently to Achieve Success!” Before launching full-time into his speaking and writing career, Kevin held a career in Student Affairs and most recently served as the Dean of Students for High Point University. Through his presentations and leadership training, Kevin outlines a unique process showing how it’s possible for anyone, from any background, to think bigger than ever before and empower that same mindset in others. His proudest accomplishment is that he lived a childhood dream of meeting the game show host Bob Barker and winning BIG on the “The Price is Right!”



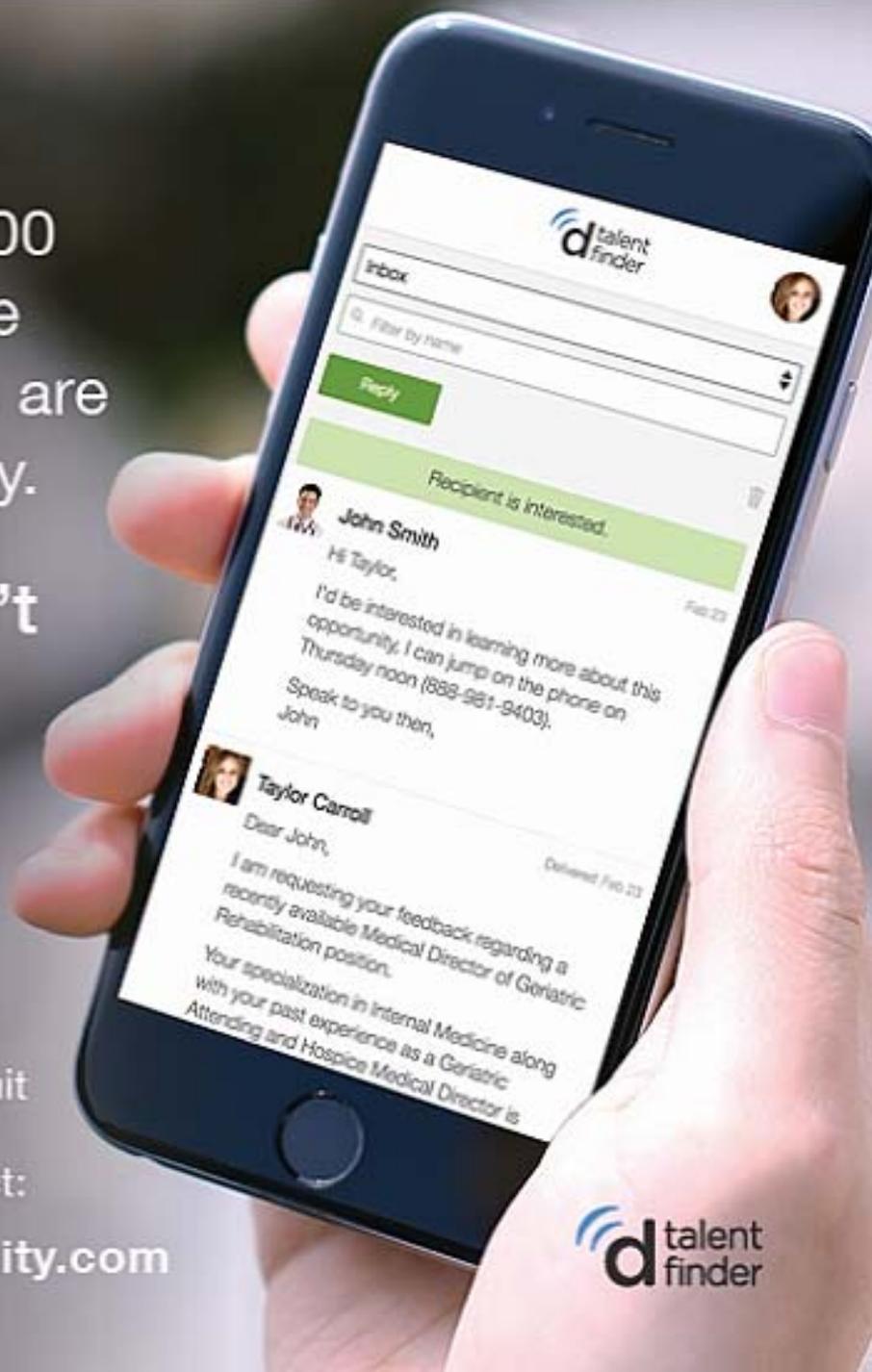
# The largest, fastest-growing network for U.S. clinicians

Over 900,000 health care professionals are on Doximity.

Why aren't you?

To find and recruit clinicians on Doximity, contact:

[talentfinder@doximity.com](mailto:talentfinder@doximity.com)





# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

## General Information

### ADDITIONAL TICKETS

Tickets to all social events are included in full convention registration. Spouses who are not registered for the entire Convention may purchase a ticket for any of the social events. A limited number of additional tickets may be purchased at the NAPR & NALTO® Registration Desk. Remember, no ticket, no entry! NAPR & NALTO® cannot purchase or refund unused event tickets.

### ANTI-RECRUITMENT POLICY

All NAPR & NALTO® educational meetings are designed to enhance your professional knowledge. NAPR & NALTO® meetings are not for the purpose of luring away employees or clients from other physician recruiting organizations. The NAPR and NALTO® Boards of Directors believe that each attendee is morally bound to refrain from such “pirating” activities during this meeting.

### ATTIRE

To promote a more relaxed atmosphere for learning, networking, and enjoyment, business casual dress is encouraged for the entire Convention.

### BADGES

Be sure to wear your badge at all times during the meeting. Admission to all events will be by badge only. (Social events require tickets.) Exhibitors, speakers, sponsors, Board members, NAPR and NALTO® members, and “First Timers” will have identification ribbons on their badges.

### CHECK-OUT TIME

Check-out time at the hotel is 11:00 a.m. If you wish to arrange late check-out, please contact the hotel’s reservations department immediately.

### EXHIBITS/DRAWINGS

You are encouraged to visit each exhibitor in the exhibit hall. Please take time to thank each exhibitor for attending and supporting the associations. Convention attendees who complete the Exhibit Hall Bingo Card by 9:30 a.m. on Friday will be eligible for door prize drawings. Winning attendees will be drawn on Friday, March 9, 2018, between 9:30 a.m. and 10:30 a.m. You must be present to win.

Exhibit hours are:

Wednesday, March 7 .....	6:30	p.m.	-	7:30	p.m.
Thursday, March 8 .....	8:00	a.m.	-	4:00	p.m.
Friday, March 9.....	8:00	a.m.	-	1:30	p.m.

### FIRST TIMERS

Let’s all watch for those wearing the “First Timer” ribbon so we can give them a warm NAPR & NALTO® welcome!

### IMPORTANT NOTICE

The content of this Convention reflects the views of the speakers and does not necessarily represent the position of NAPR & NALTO®. Neither NAPR & NALTO® nor their officers, members or staff assume responsibility or liability for the accuracy of information presented or the appropriateness of its use with specific clients. Each attendee is advised to make an independent judgment regarding the content and use of this information.

# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



## General Information

### MEETING ROOM INFORMATION

Signs will be posted at the entrance to each function. An interactive venue map is also available on the event app.

### NAPS CREDIT

In order to receive NAPS (National Association of Personnel Services) Continuing Education credits, send a copy of the program and your certificate of attendance to NAPS Headquarters at P.O. Box 2128, Banner Elk, NC 28604.

### REGISTRATION DESK

The NAPR & NALTO® Registration Desk will be open during the following hours:

Wednesday, March 7 (Hotel Lobby) .....	11:00	a.m.	-	4:00	p.m.
Wednesday, March 7 (Mediterranean Foyer) .....	5:00	p.m.	-	7:00	p.m.
Thursday, March 8 .....	7:30	a.m.	-	5:30	p.m.
Friday, March 9.....	7:30	a.m.	-	1:30	p.m.

### SPOUSES

Spouses who are registered for the Convention are welcome to attend any of the sessions. This gives your spouse an excellent opportunity to better understand your profession as well as to make lasting friendships with other spouses and recruiters. Social functions require tickets.

### STATEMENT ON ANTITRUST

NAPR and NALTO® support free enterprise and both organizations comply with all laws, including antitrust laws.

During your discussions, NAPR & NALTO® advise you of the following guidelines:

1. Do not discuss current or future prices.
2. Do not discuss what is a fair profit level.
3. Do not discuss price adjustments.
4. Do not discuss mark-ups or discounts.
5. Do not discuss credit terms.
6. Do not discuss wage rates.
7. Do not discuss activities of competitors.
8. Do not discuss market allocations.
9. Do not discuss refusing to deal with customers.

**NAPR & NALTO® are professionally managed by:**

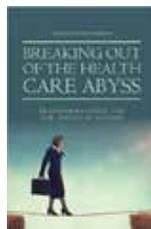




“I started receiving **PracticeLink Magazine** as a third-year resident to explore my options, and **applied to my job on PracticeLink.com.**”

–NITASA SAHU, M.D.

## Proud to be a Diamond sponsor for NAPR/NALTO 2018!



**Be sure to visit us while at NAPR/NALTO** and pick up a copy of *Breaking Out of the Health Care Abyss: Transformational Tips for Agents of Change* by **keynote speaker Thomas Royer, M.D.**

Dr. Royer will be in the PracticeLink booth after his speech for a meet and greet. First 50 visitors will receive an autographed copy.



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



## Program Schedule

### Tuesday, March 6, 2018

9:00 a.m. - 5:00 p.m. NAPR Board Meeting  
*Almeria 1*

11:00 a.m. - 5:00 p.m. NALTO® Board Meeting  
*Monterey*

### Wednesday, March 7, 2018

8:00 a.m. - 2:00 p.m. Business Networking Golf Tournament (Shotgun Start) & Networking Luncheon  
(Ticket Required)  
*The Ritz-Carlton Golf Club*  
Sponsored by: Pinnacle Graphics

11:00 a.m. - 4:00 p.m. Registration Desk Open  
*Hotel Lobby*

11:00 a.m. - 2:00 p.m. NAPR & NALTO® Welcome Brunch  
*Whisper Creek Farm: The Kitchen*  
Sponsored by: Rockbridge Underwriting

5:00 p.m. - 7:00 p.m. Registration Desk Open  
*Mediterranean 6-8 Foyer*

5:00 p.m. - 6:00 p.m. NAPR Gives Back  
*Cataluna 1*

5:00 p.m. - 6:00 p.m. NALTO® Member New & TENURED: (re)Aquaint with What NALTO® Offers  
Hosted by: Matt Erickson, Board Member, LocumTenens.com  
*Cataluna 2*

6:00 p.m. - 6:30 p.m. NAPR New Member & Committee Reception  
*Cataluna 1*

6:00 p.m. - 6:30 p.m. NALTO® Welcome Reception  
*Cataluna 2*

6:30 p.m. - 7:30 p.m. NAPR & NALTO® Presidents' Welcome Reception & Exhibit Hall (Ticket Required)  
Grand Opening  
*Coquina North Hall*  
Sponsored by: Health eCareers



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

## Program Schedule

Thursday, March 8, 2018

7:30 a.m. - 5:30 p.m. Registration Desk Open  
*Mediterranean 6-8 Foyer*

8:00 a.m. - 4:00 p.m. Exhibit Hall Open  
*Coquina North Hall*

8:00 a.m. - 8:30 a.m. Continental Breakfast with Exhibitors  
*Coquina North Hall*  
Sponsored by: Arthur J. Gallagher

8:30 a.m. - 9:00 a.m. Welcome and Announcements  
*Mediterranean Ballroom 6-7*

9:00 a.m. - 10:00 a.m. **Keynote Speaker**  
**Successful Transformational Strategies for the Future: People are the Key**  
*Speaker: Thomas Royer, MD, Royer-Maddox-Herron Advisors*  
*Mediterranean 6-7*  
Sponsored by: PracticeLink

Based on the large number of significant challenges, there is an urgent need for all healthcare related organizations to transform. Strong leadership at all levels is a critical success factor. This presentation will review these challenges and articulate the key transformational strategies which will be necessary to assure success. One of the most critical strategies will be the commitment to implementing the Value Equation. This implementation is very dependent on the competency of the leaders, board members, physicians, and all staff. Consequently, this presentation will also highlight the three key "people" qualities which are essential for future success.

10:00 a.m. - 10:30 a.m. Refreshment Break with Exhibitors  
*Coquina North Hall*

# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



## Program Schedule

Thursday, March 8, 2018 (continued)

10:30 a.m. - 11:30 a.m.

### **NAPR: Value-Based Metrics and Population Health's Impact on Physician Recruitment**

Speaker: Craig Hunter, Corker Group  
*Mediterranean 6-7*  
Sponsored by: PracticeLink

As we shift to value-based metrics and population health, health systems will need to adapt as the need for additional physicians continues to rise in the future. Value-based Reimbursements will require providers to have certain capabilities that have not previously been looked for in recruited physicians/providers; Value-based Reimbursements will also require providers who are comfortable with new indicators/evaluation processes. Population health management, in particular, will require providers to focus on areas that have not garnered a significant amount of attention in the past. In addition, some specialties will require more recruitment in the near future due to VBRs and PHM. This session is designed to focus on these key areas BEFORE you organizationally are required to do so.

10:30 a.m. - 11:30 a.m.

### **NALTO: Interstate Medical Licensure Compact (IMLC) - What Is It, How It Works, How a Firm/Provider Might Benefit From It**

Speaker: Diana "Di" Hall, CPCS, CPMSM, FMSP, Medical Doctor Associates/CREDENT  
*Mediterranean 8*  
Sponsored by: Doximity Talent Solutions

The Interstate Medical Licensure Compact offers a new, voluntary expedited pathway to licensure for qualified physicians who wish to practice in multiple states. While making it easier for physicians to obtain licenses to practice in multiple states, the Compact strengthens public protection by enhancing the ability of states to share investigative and disciplinary information.

11:30 a.m. - 12:00 p.m.

### **2018 NAPR Membership & Awards Meeting**

*Mediterranean 6-7*

Join NAPR President, Wanda Parker for a quick sneak peek behind the scenes to learn more about the board of directors activity over the past year and to honor some of your colleagues for outstanding service to the association. If you have specific questions regarding your membership or anything NAPR related this is your chance to have your voice heard. This session is open to all NAPR members.



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

## Program Schedule

### Thursday, March 8, 2018 (continued)

- |                         |   |
|-------------------------|---|
| 11:30 a.m. - 12:00 p.m. | <p>2018 NALTO® Membership &amp; State of the Industry Business Meeting<br/><i>Mediterranean 8</i></p> <p>Join NALTO® President, Stacey Stanley for an update on the activities of the board of directors &amp; committee updates over the past year and 2018 plans. We will review topics that are drivers and influencers in our industry and review the content for networking sessions. We look forward to all NALTO® members attending this session and getting feedback for the continuing improvement of NALTO® (reminder: membership requires a minimum of one business meeting every two years).</p>  |
| 12:00 p.m. - 1:30 p.m.  | <p>NAPR/NALTO® Networking Luncheon<br/><i>Coquina North Hall</i></p>  |
| 1:30 p.m. - 2:30 p.m.   | <p><b>General Session</b><br/><b>Scaling an Organization from Start-up to 'Success'</b><br/>Speaker: Jeff Bowling, The Delta Companies, Accountable Healthcare &amp; Bullhorn<br/><i>Mediterranean 6-7</i><br/>Sponsored by Doximity Talent Solutions</p> <p>Hear real-life stories from Jeff Bowling, founder and former CEO of Dallas-based The Delta Companies. Under his leadership, TDC grew from a 20-person, \$6M revenue direct hire company to a 250-member organization, doing both direct hire and contract work, with revenues of \$120M in multiple sub-niches of healthcare. Take away practical strategies for handling the emotional tolls, designing organizational infrastructure and addressing financial methods.</p> |
| 2:30 p.m. - 3:30 p.m.   | <p>Refreshment Break with Exhibitors<br/><i>Coquina North Hall</i></p>  |
| 3:30 p.m. - 5:30 p.m.   | <p><b>NAPR/NALTO® Networking with Purpose: Sharing Experiences and Ideas</b><br/><i>Mediterranean 6-7</i></p>   |
| 6:00 p.m. - 8:00 p.m.   | <p>A Sophisticated Marketplace Evening (Ticket Required)<br/><i>Fairways</i><br/>Sponsored by: DMD Marketing Corporation</p>  |

# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



## Program Schedule

Friday, March 9, 2018

7:30 a.m. - 1:30 p.m. Registration Open  
*Mediterranean 6-8 Foyer*

8:00 a.m. - 1:30 p.m. Exhibit Hall Open  
*Coquina North Hall*

8:00 a.m. - 8:30 a.m. Continental Breakfast with Exhibitors  
*Coquina North Hall*  
Sponsored by: Arthur J. Gallagher

8:30 a.m. - 9:30 a.m. **Keynote Session: How Effective Leaders Achieve Extraordinary Success!**  
*Speaker: Kevin Snyder, Ed.D., KCS Leadership Programs*  
*Mediterranean 6-7*  
Sponsored by: Doximity Talent Solutions

How do they do it? How do some organizations achieve remarkable success and differentiate themselves despite extraordinary adversity? What do extraordinary leaders do differently to empower their people and foster an inspiring culture of innovation? In this special customized presentation, you will learn the fascinating stories, leadership secrets and strategies of breakthrough performance that will transform your thinking about personal motivation, exceeding expectations, and building lasting relationships. Based on his best-selling book, "Think Differently ... to Achieve Success" Kevin will share best practices and "outside the box" examples from his experience working with over 1,150 organizations in all 50 states and numerous countries. You'll not only be energized and entertained throughout the presentation—but you'll be inspired to take action and apply new concepts that will add lasting value for you personally and throughout your organization.

9:30 a.m. - 10:30 a.m. Refreshment Break with Exhibitors & Exhibitor Drawings  
*Coquina North Hall*

10:30 a.m. - 11:30 a.m. **NAPR: The Science of Talent Attraction**  
*Speaker: Kevin Walker, Indeed*  
*Mediterranean 6-7*  
Sponsored by: Indeed

Forget everything you've ever been told about recruiting or sourcing, and get a fresh perspective that's based on the realities of what it takes to attract talent today. You'll learn why the old myths about recruiting no longer apply and how to put the new science of talent attraction to work.



# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida

## Program Schedule

Friday, March 9, 2018 (continued)

10:30 a.m. - 11:30 a.m.

### **NALTO®: Locums Roundtables**

Moderated by: Ty Chambers and Stacey Stanley  
*Mediterranean 8*

Learn from others on pressing topics: back office woes (timekeeping, payroll, billing, receivables), benchmark data (onboarding timeframes, ramp goals, commission structures), standards of practice, leveraging NALTO® with providers and clients. Let's talk about it!

11:30 a.m. - 12:30 p.m.

### **Reputation: How to Build, Maintain and Leverage Healthcare Staffing's Most Persuasive Sales Tool**

Speaker: Eric Gregg, MBA, Inavero  
*Mediterranean 6-7*

It's the core of trust in any business relationship, yet how strategic is your firm in cultivating, measuring, and amplifying its reputation? Join the staffing industry's leading expert on service quality for a lively, informative discussion on how to build, measure, maintain, and amplify your firm's reputation with clients and clinicians. This session highlights hard-earned lessons and pragmatic tactics for building a service worth talking about and amplifying the impact—both online and off. Learn how buyers buy and physicians decide which firms to engage with, and how top firms amplify the voices of their most loyal fans.

12:30 p.m. - 1:30 p.m.

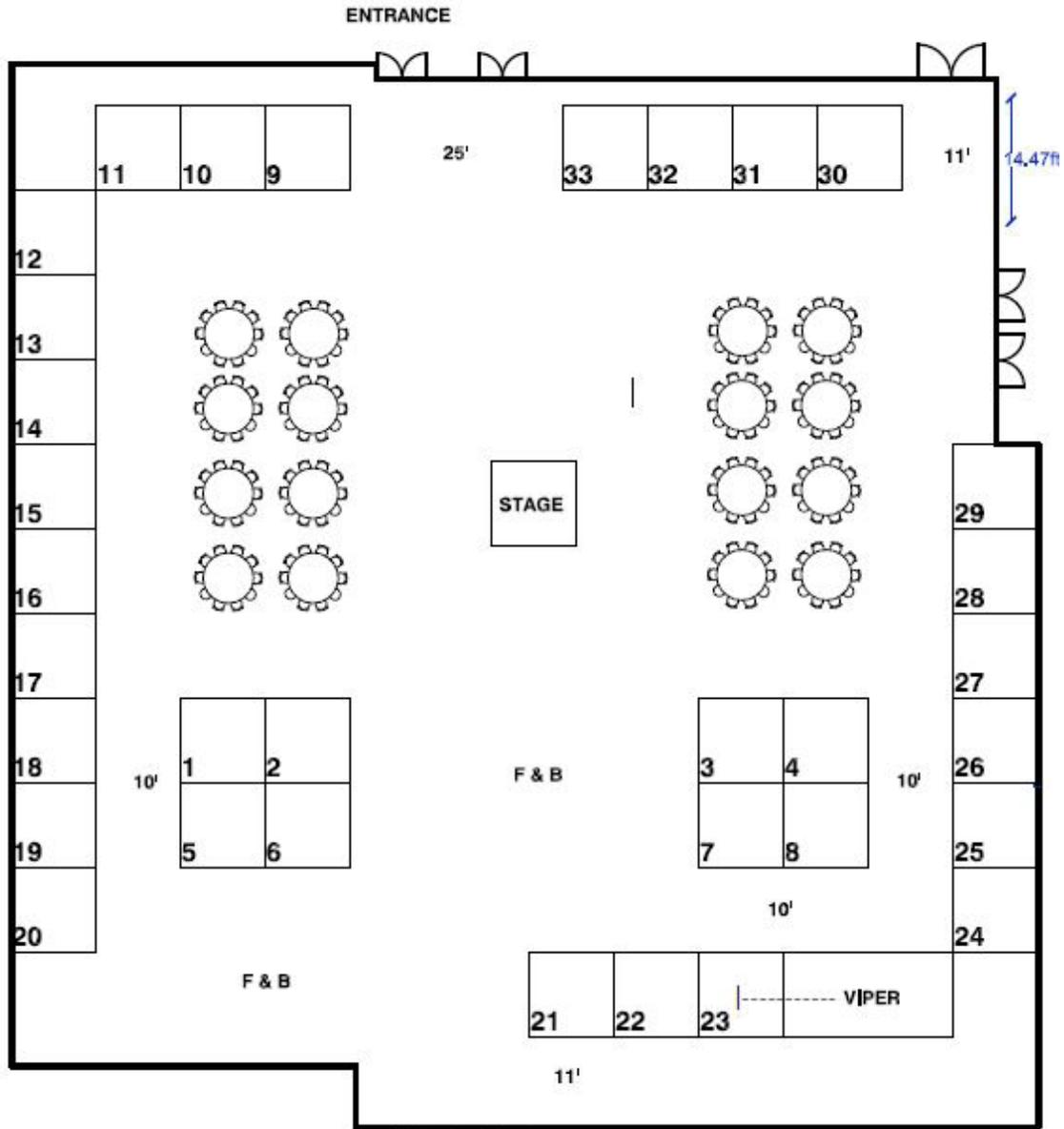
Box Lunch with Exhibitors  
*Coquina North Hall*  
Sponsored by NEJM CareerCenter

1:30 p.m.

Convention Adjourns

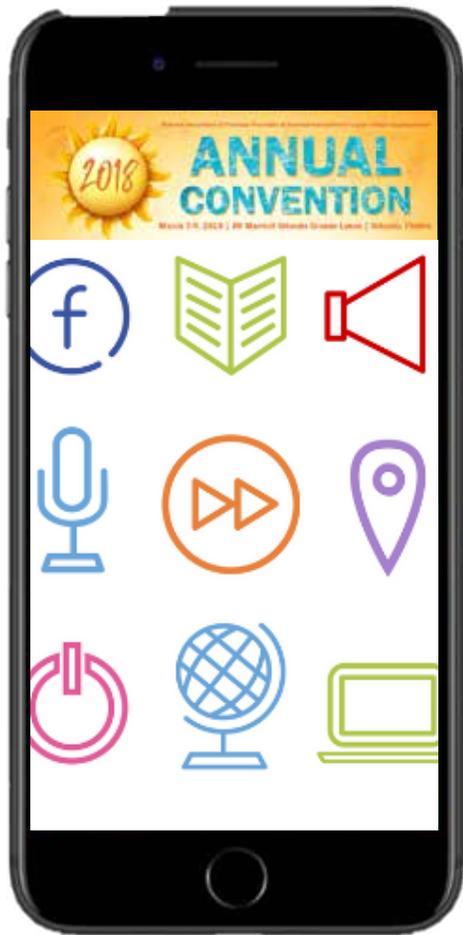
# ANNUAL CONVENTION

March 7-9, 2018 | JW Marriott Orlando Grande Lakes | Orlando, Florida



Avis Budget Car Rental.....	33	MMS, Inc .....	29
BlueSky Medical Staffing Software .....	14	National Association for Health Care Recruitment .....	31
CLS Healthcare Liability Insurance.....	18	NEJM CareerCenter .....	25
Cowles & Thompson, PL.....	26	PracticeLink.....	4
DMD Marketing Corporation .....	1	PracticeMatch.....	22
DocCafe.com.....	3	Profiles, Inc. ....	28
Doximity Talent Solutions.....	2	Redi-Data .....	13
FSSolutions .....	10	Scheef & Stone, LLP.....	20
Health eCareers.....	21	Sheridan Insurance Group.....	27
Indeed.....	9	Strelcheck & Associates .....	11
ISMIE Mutual Insurance Company .....	24	USI Southwest, Inc.....	12
LocumsMart.....	15	Wolters Kluwer.....	19
The McMahon Group.....	17		
MedData Group.....	32		





# Download the NAPR & NALTO® Convention Mobile App!

- View the program agenda & speaker information.
- Stay up to date on any last-minute changes.
- View interactive hotel maps.
- Find information on area restaurants and attractions.
- Connect with your fellow NAPR and NALTO® attendees with messaging.
- Receive important notifications from NAPR and NALTO® staff.



- 1** Download "Guidebook" from the App Store or Google Play Store.
- 2** Open Guidebook, search for "NAPR and NALTO® 2018 Annual Convention" and download.
- 3** Enjoy! If you need help navigating the app, find a NAPR and NALTO® staff person and we'll be happy to help!

**Thank you to our  
Mobile App Sponsor:**



## NAPR & NALTO® 2019 Annual Convention

February 19-21, 2019  
Hilton La Jolla Torrey Pines  
La Jolla, California

More information and the preliminary program  
will be posted on the  
NAPR and NALTO® websites  
when available.

# The #1 Source for Your Physician Recruitment Needs

**We're dedicated to giving recruiters the tools to source hard-to-find candidates.**

DocCafe.com connects you to qualified physicians and physician assistants. Search **thousands of candidates** to fill your job openings.



## The #1 Physician Job Board

- Unlimited Job Postings
- Search and Target Qualified Candidates
- Hire Fast & Increase ROI
- Candidate Matches
- Premium Job Add-Ons
- Dedicated Customer Support

Contact us today and make sure to visit us at NAPR/NALTO® 2018

sales@doccafe.com  
(574) 453 - 3131



Proud to be a sponsor for  
NAPR/NALTO® 2018!



(574) 453 - 3131

sales@doccafe.com



We've tagged over 800,000 HCPs, so you'll know who's coming to your website.



These aren't just any 800,000 HCPs. They're all opted-in, authenticated, and commercially viable. With DMD's Audience Identity Manager<sup>SM</sup> (AIM), you can see the identity — name, NPI#, specialty, state — of any tagged physician who looks at a job opportunity on your site, along with the open positions they've browsed. You'll gain a new level of audience insight, as well as the ability to tailor their interaction in real time. Learn why more than 300 healthcare brands have adopted AIM at [dmdconnects.com](https://dmdconnects.com)

**MARK YOUR CALENDAR**

**NAPR & NALTO®**  
**2019 Annual Convention**

February 19-21, 2019  
Hilton La Jolla Torrey Pines  
La Jolla, California

