

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

NAPR & NALTO® 2019 Annual Convention

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

Onsite Program



NAPR & NALTO® 2019 Annual Convention

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



Wanda Parker,
NAPR President

Welcome to La Jolla!



Stacey Stanley,
NALTO® President

Greetings Fellow Attendees and Friends!

We welcome you to NAPR and NALTO®'s 14th Annual Convention here in sunny La Jolla! This premier event offers you exceptional education, endless networking, and professional development opportunities to help you stay informed and engaged.

With the continual changes and growing challenges in the nation's healthcare landscape, it is essential for all of us to remain at the forefront by attending educational forums such as this.

This year's dynamic keynote speakers include Jason Leverant, who will provide invaluable insights regarding how technology will influence the future of recruiting, and Waldo Waldman, who will present a preeminent session about staying on top in today's highly competitive world.

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.

Thank you to the Convention Committee for putting together this amazing experience for you. We greatly appreciate our sponsors and exhibitors for their ongoing support and YOU for participating to help shape healthcare recruiting's future.

On behalf of the NALTO® and NAPR Boards of Directors, please relax, learn, network, and be inspired. Thank you for your involvement 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
Brigitta Glick

NALTO® Convention Committee
Stacey Stanley, NALTO® President
John Daniel
Matt Erickson
Michael Sievert

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Exhibitors & Sponsors

As of January 28, 2019

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CLS Health Care Liability
Definitive Healthcare
DMD Marketing Corp.
DocCafe.com
Doximity Talent Finder
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Meet Our Wednesday & Thursday Keynote Speakers



Waldo Waldman,
“Never Fly Solo”

Lt. Col. (ret.) Waldo Waldman — The Wingman — is a Hall of Fame leadership speaker, executive coach, and author of the *New York Times* and *Wall Street Journal* bestseller *Never Fly Solo*. He teaches organizations how to

build trusting, revenue producing relationships with their employees, partners, and customers while sharing his experiences as a combat decorated F-16 fighter pilot and businessman.



Jason Leverant,
“Technology and the Future of Recruiting”

In his over 13 years of experience within the staffing industry, Mr. Leverant has continually excelled not only professionally, but personally, being recognized by Staffing Industry Analysts in

their annual Staffing 100 list—recognizing the 100 most influential staffing industry professionals—for five consecutive years (2013-2018) as well as being honored as the American Staffing Association’s first Volunteer of the Year in 2016 for his consistent efforts to drive positive momentum for the staffing industry.

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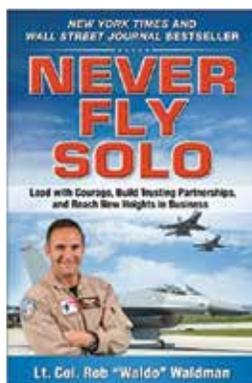
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*20% Discount valid during the 2019 NAPR/NALTO conference only. 15% off post-conference discount available February 22, 2019 - March 22, 2019. Discounts apply to new product/service contracts only, not valid on renewal services. Offer cannot be combined with any other offer.



Visit us at NAPR/NALTO to get your free copy of NEVER FLY SOLO by keynote speaker Lt. Col. Rob “Waldo” Waldman.

Lt. Col. Waldman will be in the PracticeLink booth after his speech for a meet and greet and the first, 50 visitors will receive an autographed copy of his book!


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Proud to be a Diamond sponsor for the NAPR/NALTO 2019 Annual Conference!

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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.

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.

CONTINUING EDUCATION CREDITS

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.

NEW this year! NAPR concurrent sessions accepted for credit toward recertification as a Fellow in the American College of Healthcare Executives (ACHE) and the Association of Staff Physician Recruiters (ASPR) as well as a NAHCR Certified Health Care Recruiter (CHCR).

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 Thursday will be eligible for door prize drawings. Winning attendees will be drawn on Thursday, February 21, 2019, between 9:30 a.m. and 10:30 a.m. You must be present to win.

Exhibit hours are:

Tuesday, February 19	6:30	p.m.	-	7:30	p.m.
Wednesday, February 20	8:00	a.m.	-	4:00	p.m.
Thursday, February 21	8:00	a.m.	-	10:30	a.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

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General Information

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.

MEETING ROOM INFORMATION

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

REGISTRATION DESK

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

Tuesday, February 19	2:00	p.m.	-	7:00	p.m.
Wednesday, February 20	7:30	a.m.	-	5:30	p.m.
Thursday, February 21	7:30	a.m.	-	12:30	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.

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Alternative risk reviews and program design from our staff of CPAs and actuaries.



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Program Schedule

Monday, February 18, 2019

9:00 a.m. - 5:00 p.m. **NAPR Board of Directors Meeting**
La Jolla Canyon

10:00 a.m. - 5:00 p.m. **NALTO® Board of Directors Meeting**
La Jolla Shore

Tuesday, February 19, 2019

7:00 a.m. - 12:00 p.m. **Business Networking Golf Tournament**
Torrey Pines South Golf Course (Ticket Required)

2:00 p.m. - 7:00 p.m. **Registration Desk Open**
Ballroom Foyer

5:00 p.m. - 6:00 p.m. **NALTO® New Member/First Timer Training Session**
Scripps Ballroom 2

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

6:00 p.m. - 6:30 p.m. **NALTO® New Member/First Timer Reception**
Scripps Ballroom 2

6:00 p.m. - 6:30 p.m. **NAPR New Member/First Timer and VIP Reception**
Scripps Ballroom 1

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

Wednesday, February 20, 2019

7:30 a.m. - 5:30 p.m. **Registration Open**
Ballroom Foyer

8:00 a.m. - 8:30 a.m. **Breakfast With Exhibitors**
Salon A-C

8:00 a.m. - 4:00 p.m. **Exhibit Hall Open**
Salon A-C

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Wednesday, February 20, 2019 (cont.)

8:30 a.m. - 9:00 a.m.

Welcome and Announcements
Salon D-E

9:00 a.m. - 10:00 a.m.

Keynote Speaker
Never Fly Solo

Speaker: Waldo Waldman, Lt. Colonel (Retired), Atlanta, GA
Salon D-E

In today's highly competitive business world of constant change, leaders who build trust, lead with courage, and collaborate effectively with their teams will dodge the missiles of adversity and win. In this high energy and interactive keynote, decorated fighter pilot and Hall of Fame Speaker Waldo Waldman will share tools and techniques to overcome obstacles, adapt to change, and build more loyal, committed teams during adverse times. You'll discover how to re-commit yourself to excellence and collaborate with your team of wingmen with trust, mutual support, and courage.

Sponsored by: PracticeLink

10:00 a.m. - 10:30 a.m.

Refreshment Break With Exhibitors
Salon A-C

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

NAPR: The Magic of Attraction – How to Captivate, Charm, and Capture Candidates in Today's Market

Speaker: Greg Doersching, CPC, Bullseye Recruiter Training, Greendale, WI
Scripps Ballroom 1-2

Every recruiter today is looking for that magic formula that will help them find more candidates willing to hear about and pursue a new opportunity. Yet most recruiters have no idea what ingredients go into creating it. As a matter of fact, about 90% of recruiters overlook and ignore the very fundamental framework of Attraction that could spellbind someone into truly listening to a new opportunity. Join Greg Doersching as he unveils for you the "Spell of Attraction". He will give you a powerful formula that will change the way to talk to people and the results will be truly magical!

Sponsored by: Doximity Talent Finder

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Wednesday, February 20, 2019 (cont.)

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

NALTO® Town Hall Salon D-E

Moderators: Stacey Stanley, Matt Erickson, John Daniel, Matt Young, and Anne B. Anderson

NALTO® members gather in a casual open forum for a Q & A session with peers and other industry leaders to discuss the current challenges and opportunities in the locums space. Topics to include NALTO® bylaws, code of ethics, best practice guidelines, physician freedoms to contract, MSP/VMS, 1099 status, etc.

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

NAPR Business Meeting & Awards Ceremony Scripps Ballroom 1-2

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

NALTO® Business Meeting Salon D-E

12:15 p.m. - 1:15 p.m.

NAPR/NALTO® Networking Luncheon (Ticket Required) Fairways Ballroom Sponsored by: DMD Marketing Corp.

1:30 p.m. - 2:30 p.m.

NAPR Industry Trends Survey Highlights

Speaker: Amy Chang, Staffing Industry Analysts, San Diego, CA
Scripps Ballroom 1-2

Gain insights from last month's NAPR Industry Trends Survey, conducted in partnership with Staffing Industry Analysts, DocCafe.com and Wolters Kluwer. Attend this session presented by Amy Chang, SIA's Healthcare Analyst, and be prepared to use the recruitment trends and operational benchmarks to drive your company's growth, strategic decision making and operational performance.

1:30 p.m. - 2:30 p.m.

NALTO®: Current Trends in Credentialing and Medical Staff Services

Speaker: Susan DuBois, Asst Vice President, Office of Physician & APC Professional Affairs, Intermountain Healthcare, Salt Lake City, UT
Salon D-E

This session will focus on current trends and updates from a medical staff services and credentialing perspective covering the following topics:

- Trends in the industry from the facility/hospital perspective
- Trends in physician behavior and the impact of those behaviors on credentialing/privileging
- Updates on interstate medical licensing
- Changes in telemedicine and what the recruiter should be on the lookout for
- Status of states working toward a national standard on physician credentials

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Wednesday, February 20, 2019 (cont.)

- | | | | |
|-----------|---|-----------|--|
| 2:30 p.m. | - | 3:30 p.m. | Refreshment Break With Exhibitors
Salon A-C |
| 3:30 p.m. | - | 5:30 p.m. | NAPR/NALTO® Networking with Purpose: Sharing Experiences and Ideas
Salon D-E |
| 6:30 p.m. | - | 8:30 p.m. | Casino Night (Ticket Required)
Salon D-E, Scripps 1-2
Sponsored by: IHG |

Thursday, February 21, 2019

- | | | | |
|-----------|---|------------|---|
| 7:30 a.m. | - | 12:30 p.m. | Registration Open
Ballroom Foyer |
| 8:00 a.m. | - | 8:30 a.m. | Breakfast With Exhibitors
Salon A-C |
| 8:00 a.m. | - | 10:30 a.m. | Exhibit Hall Open
Salon A-C |
| 8:30 a.m. | - | 9:30 a.m. | Keynote Speaker
Technology and the Future of Recruiting
Speaker: Jason Leverant, President/COO, Artwork for You, Knoxville, TN
Salon D-E

<i>Technology is disrupting industries at an unprecedented rate, changing the way we act and how we transact with one another. With advances in artificial intelligence, automation, machine learning, blockchain, etc. impacting almost every industry, we are not immune in recruiting and staffing.</i>
Sponsored by: Doximity Talent Finder |
| 9:30 a.m. | - | 10:30 a.m. | Refreshment Break & Drawings With the Exhibitors
Salon A-C |

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Thursday, February 21, 2019 (cont.)

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

NAPR: Partnership Power in a New Era of Physician Recruitment

Speaker: Emerson Nagle, Vice President and Managing Partner, KPG Provider Services, El Segundo, CA
Scripps Ballroom 1-2

The session will provide an exciting overview of the state of the physician recruitment industry with an emphasis placed on the value of relationships and finding mutually beneficial creative solutions. Gain strategic insight to shift toward key partnerships and enduring competitive advantage in the battle for provider acquisition.

Sponsored by: PracticeLink

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

NALTO®: Learning About ASPR (Association of Staff Physician Recruiters) and How Locum Tenens Helps Their Members

Speakers: Lynne Peterson, ASPR President-Elect & Carey Goryl, MSW, CAE, ASPR Executive Director
Salon D-E

Join Lynne Peterson, president-elect ASPR and Carey Goryl, executive director ASPR for an informative hour on the strategic direction of the association and how locums helps their members.

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

General Session: How to Build a Great Company Culture

Speaker: Jeff Freeman, SVP of People and Culture, CompHealth (a division of CHG), Midvale, UT
Salon D-E

Do you have an engagement problem at your facility? More than a decade ago, CHG Healthcare (CHG) was facing high turnover rates and low employee engagement. Today, turnover is low, and its culture and practices have been awarded multiple "best places to work" awards, including nine years on Fortune's annual list of best places to work. How do you turn your culture around? CHG found that putting its people first led to greater employee retention, higher engagement scores, and better business results. Jeff Freeman, Senior Vice President at CompHealth (a Division of CHG), will share the fundamentals of creating a people-centric culture that attracts, and retains, top talent.

12:30 p.m.

Convention Adjourns



What makes a buying experience **exceptional?**

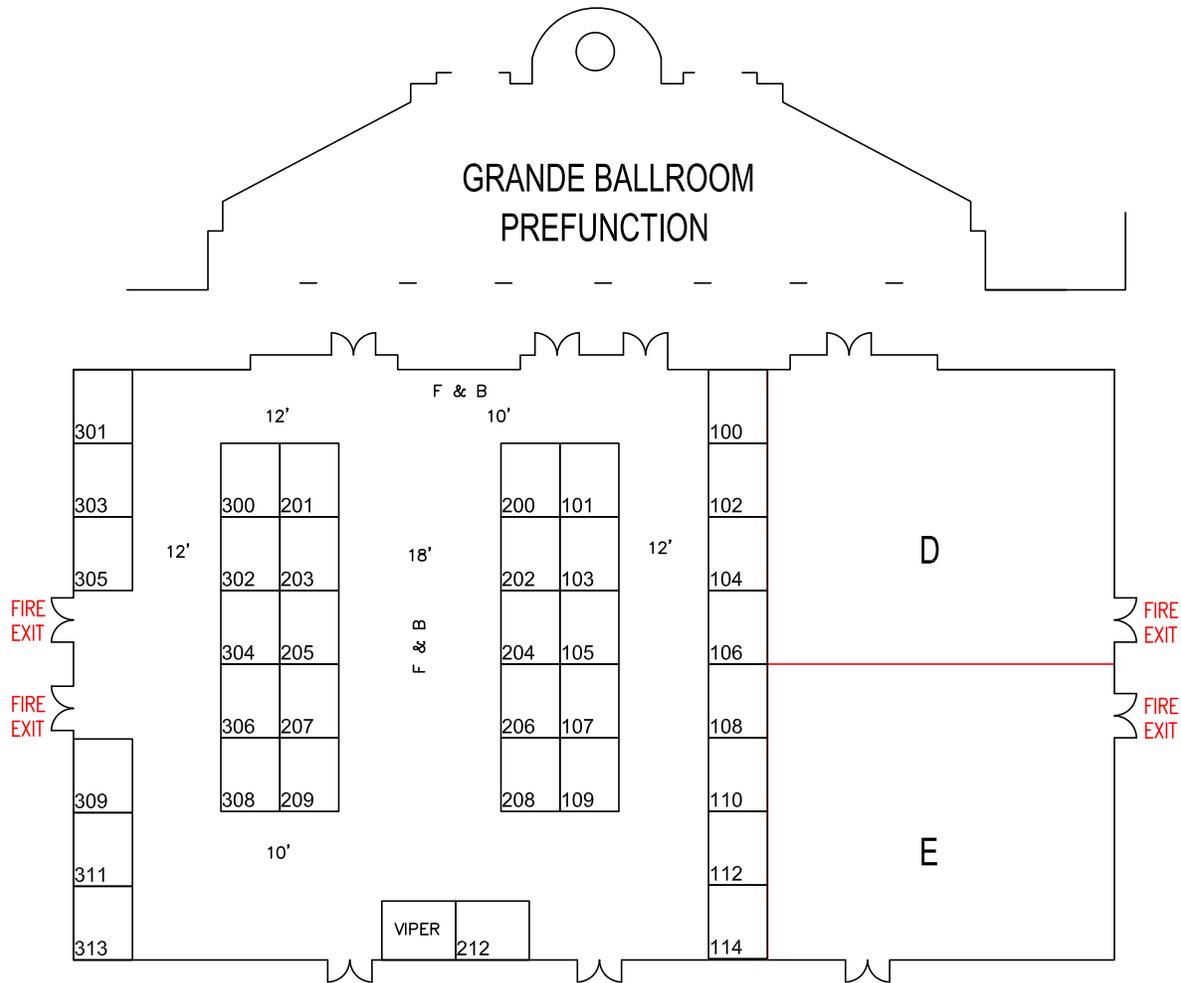
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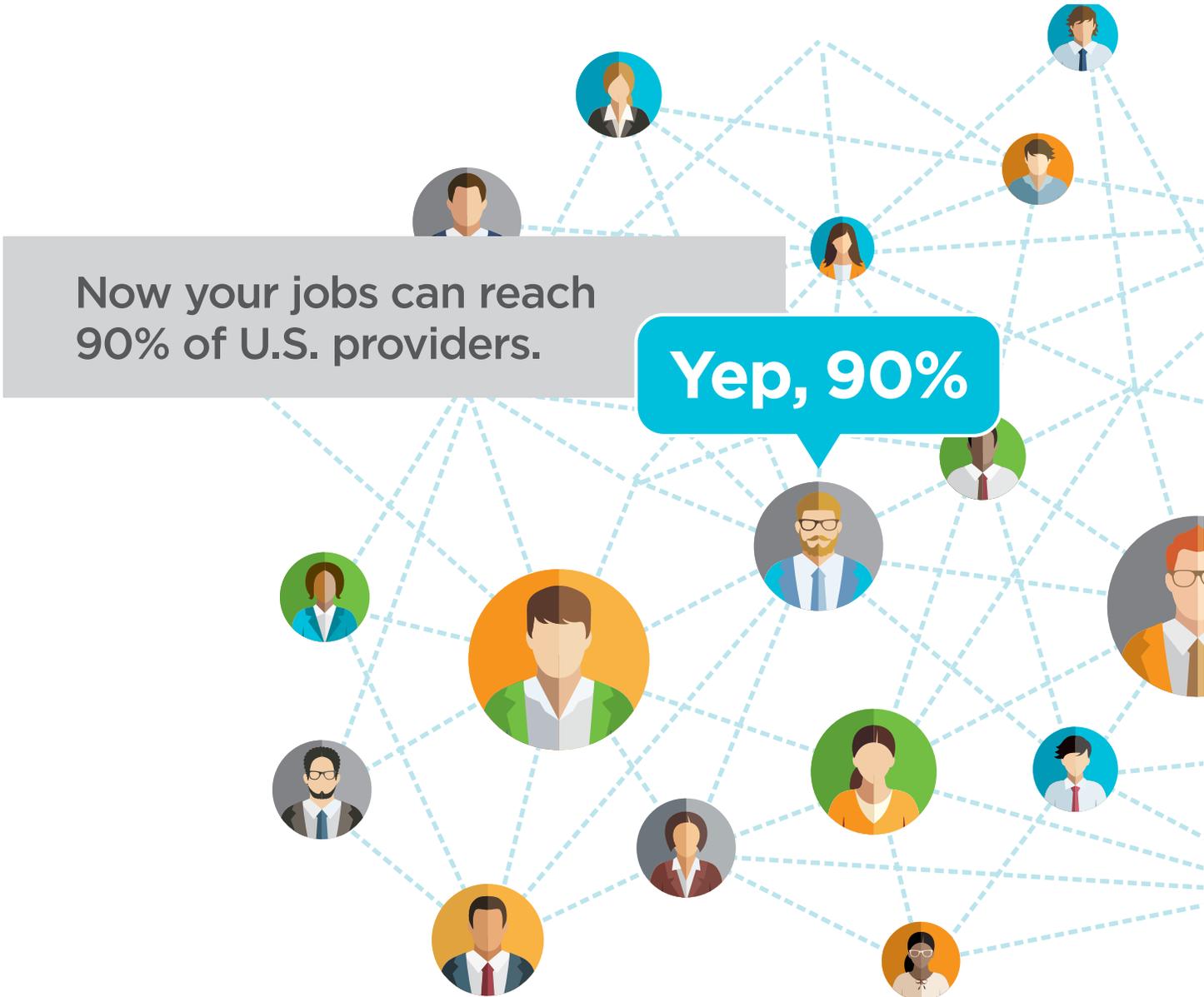


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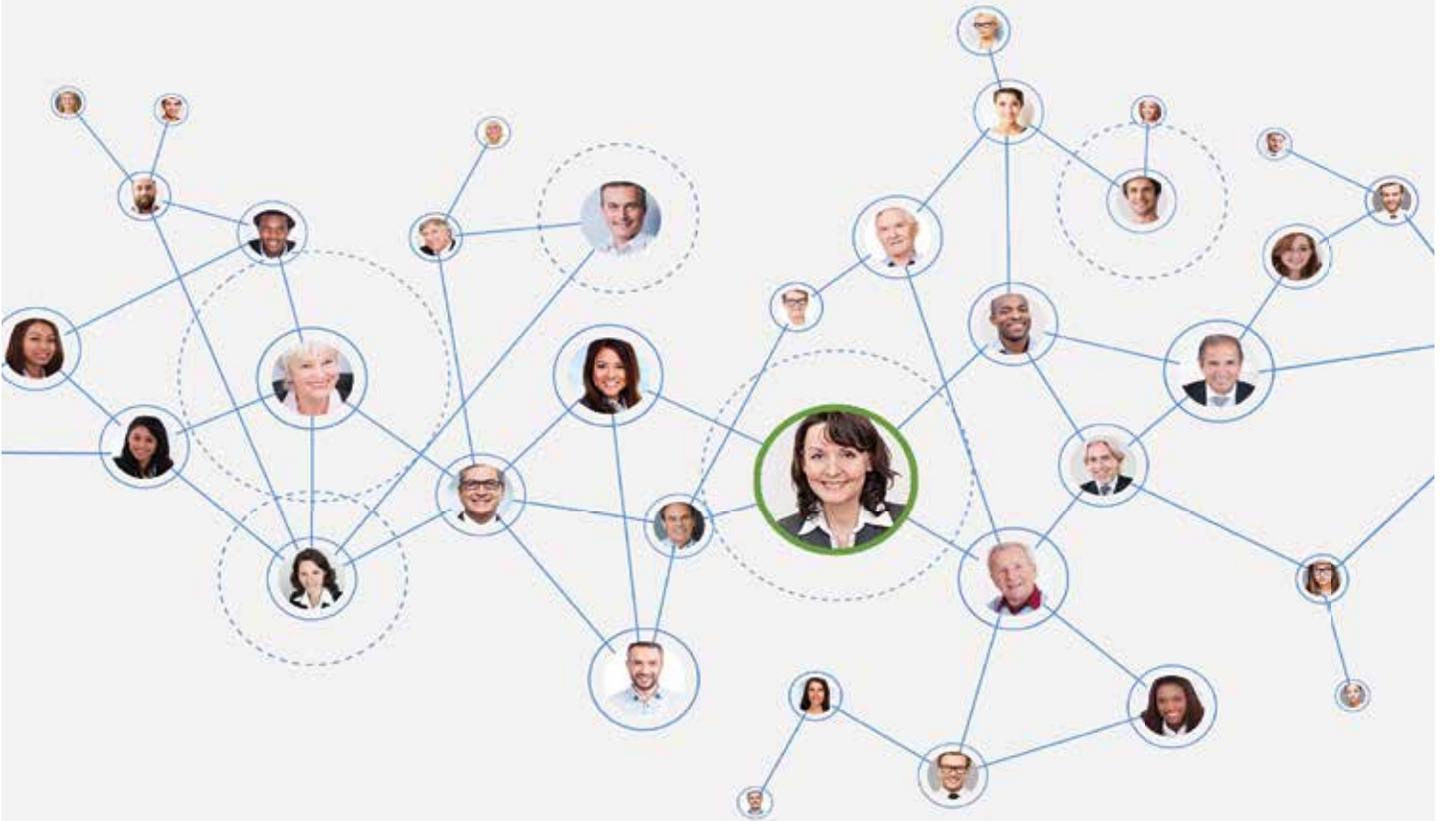


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TAMPA

MARK YOUR CALENDAR



NAPR & NALTO® 2020 Annual Convention

March 11-13, 2020

*Tampa Marriott Waterside Hotel & Marina
Tampa, Florida*