



Market Analysis

The largest single source of physicians for our nation is our Uniformed Services/Armed Forces with about 11500 physicians currently on active duty. The average rate of retention to 20 years of service is approximately 19%. That means every year a significant number of military physicians will leave the service and enter the civilian market place.

There are 7 branches of the Uniformed Services (Air Force, Army, Coast Guard, Navy, Marine Corps, Public Health Service and the National Oceanic and Atmospheric Commission). An approximate breakdown of the current active duty military physicians highlights the relative size of each branch of the Armed Forces: 4400 Army physicians, 3700 Navy physicians (Navy physicians also support the Marine Corps), and 3400 Air Force Physicians.^{1,2,3} The Public Health Service (PHS) provides 57 out of their 941 physicians to the US. Coast Guard.

Mission

To provide comprehensive transition services for military healthcare professionals leaving active military service for civilian healthcare employment and practice.

Core Values

- * Open, honest communication
- * Veracity and integrity in all relationships
- * Attention to detail and creativity
- * Experts in the military-to-civilian transition
- * Life-nurturing work environment
- * Sound fiscal management
- * Personal accountability and trustworthiness

History

Established in 2005, USHPP was formed by former U.S. Army physician Joseph Endrizzi, and retired U.S. Army Medical Service Corps and Chaplain Corps officer Mark Lenneville. The company was formed to provide comprehensive transition services to the active duty military physician moving to civilian practice. Over the course of the last 4 years, USHPP has had exponential yearly growth and has established itself as the “go to” resource for transitioning military personnel. We take pride in the private, professional and responsive relationships that we develop with our candidates and clients. To



date, over 700 active duty military physicians have approached USHPP for transition assistance. USHPP is the only physician placement firm exclusively serving the transitioning military physician population.

Strengths

Candidate relationships

- Candidate centric, military specific focus has allowed USHPP to gain a reputation as a trusted resource among military physicians. We have access to current active duty physicians.
- Maintain an archive of military physicians who have previously sought transition services through USHPP. We have access to former active duty military physicians.
- Provide a full range of transition services to candidates to include civilian contract review and legal opinion resources, private transition counseling and transition seminars to all military physicians.

Administrative leadership

- Established an industry unique approach for marketing candidates to health care industry via an active and current web based list of all military physicians actively searching for civilian employment.
- Developed candidate and client versions of "Military Transitions" journal that is published quarterly giving our contacts access to up to date military physician specific transition information.
- Initiated an effective marketing plan to continue gathering access to the candidate and client markets that we serve.

Goal

To be the military physician's single reliable source for information and assistance in their transition from the military into civilian practice.

USHPP: Serving those Who Served US.

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1. Presentation by Army Medical Corps Branch Chief, Sept 2008
 2. Presentation by Navy Deputy Chief Medical Corps, Jan 2009



3. Rand Corporation Study, “Air Force Physician and Dentist Multiyear Specialty Pay, Current Status and Potential Reforms”, 2009

PLACEMENT AGREEMENT

TERMS AND CONDITIONS: The Uniformed Services Health Professional Placement, LLC, hereafter referred to as USHPP, agrees to provide healthcare professional recruiting services to the client under the following terms and conditions:

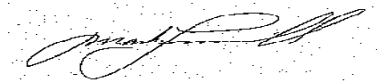
The USHPP agrees to make every effort to identify and present qualified candidates meeting the client's practice requirements.

The Client agrees to pay the USHPP a placement fee if a USHPP referral is signed to a contract, granted staff privileges or is employed in any form by the Client (or others to whom the Client refers the physician) for a period of one year from the date of separation from the military.

The placement fee shall be \$20,000 for each physician placed with the Client (or others to whom the Client refers the physician). The placement fee for each mid-level shall be ½ of the physician fee. This fee is earned and payable as follows: one-half upon the acceptance of the position by a candidate referred by USHPP and the second-half is due on the first day of employment of the candidate.

Failure to pay the fee promptly, within 30 days, will result in a finance charge to the Client of one and one-half percent per month on any unpaid balance (18% per year). In addition, the Client agrees to pay reasonable costs associated with any collection efforts if the Client fails to pay as agreed. This includes, but is not limited to attorney fees and court costs. This agreement is deemed to have been made in the State of Missouri, county of Stone and it shall be governed by and construed in accordance with the Laws of the State of Missouri. The Client consents to the jurisdiction of the Courts in the State of Missouri.

The Client agrees to the terms and conditions as set forth in this Placement Agreement by signing below or by interviewing a candidate referred by USHPP.



Authorized Signature

Mark W. Lenneville
Managing Partner
Uniformed Services Health
Professional Placement, LLC

Printed or Typed Name

Date:

Title

Company/Hospital/Institution