

## Frequently Asked Questions

### **Does your company also do permanent placements?**

**Answer:** Yes. Pacific Companies represents the best cross section of permanent and locum tenens opportunities in the country. Occasionally a locum tenens assignment may develop into a permanent position if it's a good fit.

### **Why should I use Pacific Companies to find a locums assignment instead of another agency?**

**Answer: Pacific Companies Pledge:** Pacific Companies not only preaches customer service, we live it. As a Pacific Companies candidate, you will have one point of contact and one partner for your permanent and one partner for your locum tenens assignments. By taking this approach we can develop a better working relationship with you and you will not have to take dozens of calls from other recruiters. We will work tirelessly to not only meet your expectations, but to exceed them. Our company also gets you the rate you require and you will be paid on a semi-monthly basis via direct deposit. We understand you are busy, which is why we have an in-house credentialing department here to assist you every step of the way with the hospital credentialing paperwork making your life much easier.

### **I currently have a full time position. Can I still practice locums on my time off?**

**Answer:** Absolutely. Many of our clients have intermittent needs to cover for a day, a couple of days and/or weekends. We have many locums physicians that will work assignments on their scheduled time off from their full time position to supplement their income.

### **What do I need to do to get started?**

**Answer:** First, we need to speak with you for a few minutes on the phone to identify your requirements for an assignment. We will then need you to send a CV and fill out our initial locum tenens application. As soon as we receive it, we can begin presenting you with various practice opportunities that meet your parameters. Once we have established the assignments you are interested in, we will then, and only then, submit your CV to the facility to see if there is an interest on their end. We don't send any of your information to any of our facilities without your permission.

### **Can I work with multiple locum tenens agencies?**

**Answer:** Yes. Since you will be an independent contractor, your employment is "at will" so you can pick and choose what assignments best suit your needs and what agency you prefer working with. However, if you use multiple agencies to represent you, you will have to accept the assignment through the agency who presented your information first. With that being said, at Pacific Companies we don't claim ownership of our locum tenens physicians, so you are welcome to work with us and other recruiting firms at the same time.

### **How am I compensated?**

**Answer:** As a locum tenens physician working for Pacific Companies, each time you work with us you will be paid bi-weekly, so you can count on being paid for your work. Pacific Companies pays you on time. We don't wait to collect from the hospital/facility like other firms' do, which can result in you waiting months to get paid. We will pay you via direct deposit on a semi-monthly basis or we can mail you a check if you prefer. Depending on your specialty and type of assignment, you will be compensated on an hourly or daily basis. Some assignments also pay extra for call in the evenings and weekends. We do not withhold taxes from your compensation since you will be an independent contractor and you will be responsible for paying your own taxes.

### **Who pays for the malpractice insurance and travel/accommodation expenses?**

**Answer:** Pacific Companies covers the malpractice insurance which is a claims made policy of 1 million/ 3million. We can also help with your travel arrangements. Many of our clients have direct bill arrangements with preferred hotels, local rental car companies and frequently work directly with travel agents, so in most instances you will not be out-of-pocket for these expenses. In the event you do incur travel expenses directly, we will get you reimbursed once we receive copies of your receipts.

### **What is the travel process like?**

**Answer:** One of our consultants will work with you and our client to arrange all of your travel/accommodations. We will send you a detailed information before your travel date and the start of your assignment including your flight itinerary, rental car and hotel information with confirmation numbers and check in/out dates. We can also provide you with driving directions from the airport to hotel, and from your hotel to the client facility. Generally, the only out-of-pocket expenses you will incur will be for meals, gratuities and personal purchases.

### **How many points of contact will I have with your firm?**

**Answer:** Unlike many other locums firms, you will only work with one Pacific Companies consultant who will be your primary point of contact throughout the entire process. He/she will not only present you opportunities and set you up for assignments, but also take care of all of your travel, licensure and privileging needs.

### **Why is it important to explain gaps in my CV?**

**Answer:** Client facilities may have questions regarding gaps in your CV, so it is best to address it beforehand so they know what was going on during those times of your career. We recommend you include both month and year for all dates on your CV.

### **What if I have a Visa requirement?**

**Answer:** As a general rule of thumb, we are able to work with H1-B Visas if you can obtain a lawyer's letter stating that you are legally able to work in the United States as an independent contractor. There may be other requirements; each situation is evaluated on a case-by-case basis.

**Do I need board certification?**

**Answer:** Board certification is not required to work as a locum tenens physician, although a lot of hospitals' by-laws require it to work there. Generally, if you are recently trained, board eligibility qualifies you to work most assignments.

**Where do you offer assignments?**

**Answer:** We represent opportunities across the United States.

**Am I an employee or independent contractor?**

**Answer:** As a locum tenens physician, you are considered an independent contractor and can pick and choose not only where you work but with whom you work. This means you will be paid on a 1099 not W-2 basis, which in some cases has tax advantages. As an independent contractor, you will also be responsible for the payment of taxes from income earned with Pacific Locums.

**What if I need help after hours?**

**Answer:** You will have your Pacific Companies consultant's mobile phone number and they will be accessible 24/7. We are all about customer service and are always available to our clients and candidates.

**What is the minimum length of assignment?**

**Answer:** There is no minimum or maximum length of locums assignments; every one is different. We represent some opportunities that are as short as a single day.

**I am interested in one of your opportunities, but I am not licensed in that state, can Pacific Companies help me?**

**Answer:** Absolutely. Our licensure department specializes in expediting this process. We will not only help you with the paperwork, but also follow up with the state's licensure board. Depending on the need and the length of commitment, some client facilities may cover the cost of your licensure in that state.

**How long does a licensure take to obtain?**

**Answer:** The timeframe for licensure varies widely from state to state ranging from as little as one week to as long as six months. However, our team is experienced at expediting this process and can help you obtain your license as quickly as possible.

**How do I get credentialed?**

**Answer:** We have an in-house dedicated credentialing team that can assist you from start to finish, saving you a lot of time and headache.