

# PACIFIC COMPANIES PARTNERSHIP PROGRAM

AMERICA'S TRUSTED ADVISOR IN  
HEALTHCARE PLACEMENT



[www.pacificcompanies.com](http://www.pacificcompanies.com)



## Pacific Companies Core Values

- **Attitude** - Believing is everything
- **Sense of Urgency** - We don't stop until after the job is done
- **Team Work** - We accomplish more together
- **Accountability** - To ourselves, team, candidates and clients
- **No Drama** - Save the drama for your mama!
- **Driven** - to win



2017, 2018, 2019, 2020, 2025

**Best Staffing Firms  
to Work For**

Modern Healthcare  
**Best Places to Work™**  
2017, 2018, 2019, 2020, 2021, 2025



NATIONAL ASSOCIATION OF  
Community Health Centers®

NACHC Corporate Member



THE ORANGE COUNTY  
**REGISTER**  
2018, 2019, 2020, 2022



2023, 2024

**Largest Locum Tenens  
Staffing Firms in the US**



2016, 2017, 2018,  
2019, 2020, 2021



2017, 2018, 2019, 2020, 2022, 2023

**Fastest Growing  
Staffing Firms**

## About Pacific Companies

Pacific Companies was founded in 2001 on the simple principles of customer service, delivering value and achieving results. Our firm has proven its effectiveness and commitment to each of these underlying principles while serving thousands of private practices, hospitals and integrated health systems, and tens of thousands of physicians looking for the right place to call home. Pacific Companies exists to create raving fans by delivering on our promise.

Our approach is unique for our industry and we consistently deliver outstanding results through a solution-oriented, innovative approach that emphasizes the highest level of customer service to both clients and candidates. Pacific Companies consultants have all specialties of both permanent and locum tenens.

# THE PC METHOD

## Permanent Placement

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# The Process

Our Proven Strategy  
For Successful Placements



Discovery

Marketing  
Advertising  
Procurement  
Sourcing

Candidate  
Selection & Screening

Securing Candidate &  
Follow-up



# Discovery

## Understanding Your Goals And Needs

- Confirm Parameters
- Onsite Profile of Community and Practice
- Create A Proprietary PC Compass Report









# Marketing & Sourcing Strategy

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## MARKETING







HOW YOU STAY IN FRONT OF PROVIDERS

-  SOCIAL MEDIA
-  DIGITAL MARKETING
-  RE-TARGETING
-  REVERSE MARKETING
-  TEXT MESSAGING
-  LOCATION TAGGING

A

## ADVERTISING


HOW YOU STAND OUT FROM THE REST

-  PAID TARGETED ADVERTISING
-  CUSTOMIZED DIRECT MAIL CAMPAIGNS
-  VIDEO
-  JOB BOARDS
-  CUSTOM MASS EMAIL CAMPAIGNS
-  MEDICAL SPECIALTY SOCIETIES

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## PROCUREMENT










HOW WE NURTURE YOUR LEADS

-  TRAINING PROGRAMS
-  AI SOURCING
-  JOB FAIRS
-  PROPRIETARY DATABASE OF OVER 500K
-  PC COMPASS REPORT

S

## STRATEGY

HOW OUR BRAND GIVES YOU A COMPETITIVE ADVANTAGE

-  ANALYTICS & TRACKING
-  AUDIENCE DEFINITION
-  SEO ASSIST
-  EDITORIAL & MEDIA CALENDAR
-  CONTENT AUTOMATION CYCLE
-  MOBILE OPTIMIZATIONS
-  NURTURE CAMPAIGNS
-  INNOVATION STRATEGIES
-  MARKETING PSYCHOLOGY





# Direct Marketing



  
Tampa, Florida  
**OBGYN**  
Create Your Schedule  
\$40K Signing Bonus  
501c3 Non-Profit

- Thriving Anti-Amyloid Treatment Program with Cutting-Edge Advancements
- Join a Collaborative Team and Practice with Well Renowned Specialists
- Unparalleled Career Growth & Support
- Fully Supportive Environment Designed to Help you Expand your Expertise
- Comprehensive Care: Amazing Patient Support through the UCI Health Susan Samueli Integrative Health Institute
- Robust Research and Clinical Trial Opportunities with UCI Alzheimer's Disease Research Center
- Teaching Opportunities with Neurology Residents and Medical Students
- Competitive Compensation with Full Benefits, PTO, and Pension Plan

- World Report)
- World-Class Entertainment: Close to Disneyland, Six Flags, Universal Studios, and Knott's Berry Farm
- Stunning Coastline: Spend your days at Santa Monica, Huntington, Newport, Laguna, and Malibu Beaches
- Vibrant Lifestyle: Explore Wineries, Breweries, Luxury Shopping, Fine Dining, Theaters, and Museums
- Major League Sports: Home to the Anaheim Angels and a Short Drive to Dodger Stadium and Crypto Arena
- Convenient Travel: Access Three Major Airports – John Wayne, LAX, and Long Beach

**PACIFIC COMPANIES**

SCAN ME!



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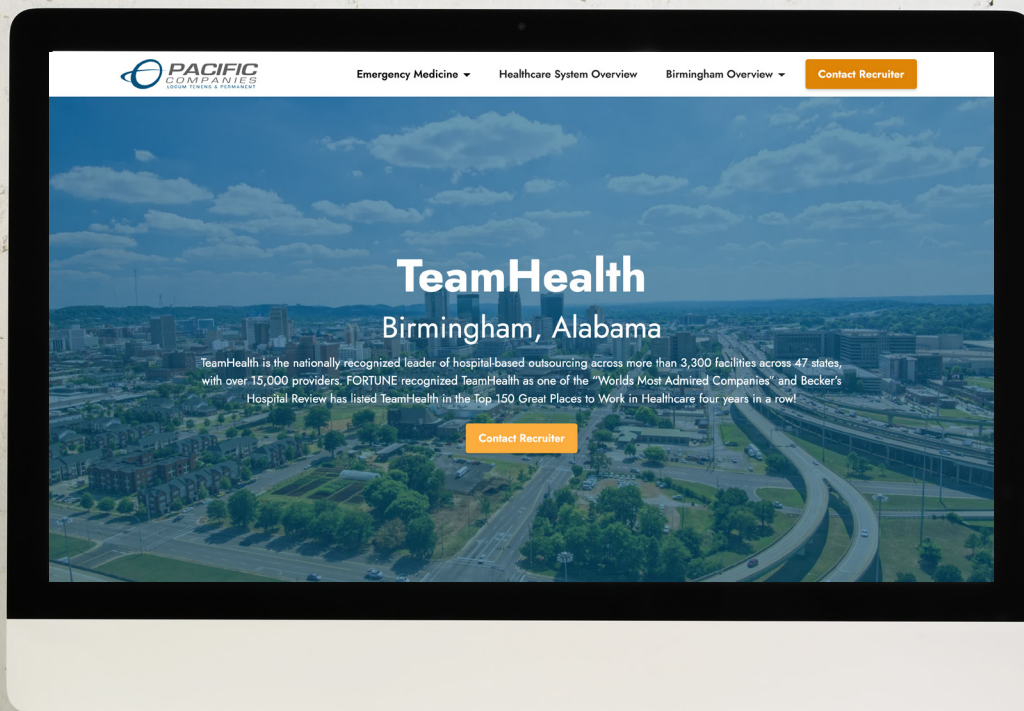
PRSR STD  
US POSTAGE  
PAID  
TWMS

**COMMUNITY**


7 Consecutive Years!  
es, Mountains, Lakes, National Parks,  
ool District in the U.S. (U.S. News &



# PC Compass Report








Emergency Medicine Healthcare System Overview Birmingham Overview [Contact Recruiter](#)


## TeamHealth

### Birmingham, Alabama

TeamHealth is the nationally recognized leader of hospital-based outsourcing across more than 3,300 facilities across 47 states, with over 16,000 providers. FORTUNE recognized TeamHealth as one of the "World's Most Admired Companies" and Becker's Hospital Review has listed TeamHealth in the Top 150 Great Places to Work in Healthcare four years in a row.


[Contact Recruiter](#)





Emergency Medicine Healthcare System Overview Birmingham Overview [Contact Recruiter](#)

## Position Overview



Emergency Medicine Overview

St. Vincent's is a 30-bed Community Hospital with 24/7 Emergency Department that has an annual ER volume of about 20,000 (53 patients per day). According to Dr. Sean Vanlandingham they average 2.1 patients/hour (roughly 25 patients per 12-hour shift). The ED has 11-beds and has 1 ED provider at all times with 1 NP that works the swing shift (1PM-9PM) on weekdays and essentially operates independently, also seeing more than 2 patients an hour. Recently they hired a new grad NP that will be learning on the job and working during the day.

This position is a bread-and-butter rural Emergency Medicine opportunity and the physician that accepts must be prepared and competent to see anything that may potentially walk through the door. According to Dr. Vanlandingham, "We need someone that can work solo and be self-sufficient. There will be periods of rest when there will be no patients at all and periods of 4-6 patients in an hour. We must adjust and make it happen."

The support staff is minimal. Anesthesiologist backup is available 6 hours per day. There is one General Surgeon who is accessible by phone 4 days per week. The cardiologist conducts stress tests and inpatient consults 5 days per week. The hospitalist admits and manages patients on the inpatient side. Only about 5% of patients need to be admitted, and another 5% need to be transferred out, the rest are able to be treated at St. Vincent's.

On site imaging includes CT, X-ray, ultrasound (Available most of the day; Midnight-7AM on call), MRI (8AM-5PM). Labs onsite can handle most requests; anything the lab can't handle is sent to UAB (2-hour turnaround). TeamHealth has a great relationship with the larger hospitals in Birmingham and providers consult with specialists at UAB and St. Vincent's East as necessary.



Emergency Medicine Opportunity in Alabama!

Watch Later Share




Watch on 

### Emergency Medicine Overview

Discover a rewarding opportunity at St. Vincent's, a 30-bed community hospital with a 24/7 Emergency Department. Join a dedicated team of providers handling a diverse array of cases, with the freedom to work independently and experience a high level of patient appreciation. Enjoy an accommodating schedule, 10-12 shifts per month, and competitive compensation at \$225/hour plus a negotiable \$10,000 sign-on bonus. TeamHealth is seeking a skilled, self-sufficient physician who thrives in a rural Emergency Medicine environment. New graduates and IM/FP physicians with Emergency Medicine experience are welcome. Embrace the challenge and make a difference at St. Vincent's!

[Learn more](#)





### Healthcare System Overview

Established in 1979, TeamHealth is a renowned physician-led healthcare organization that supports hospitals across 47 states and is recognized as the nation's leading outsourcer of hospital-based medicine – outsourcing physicians in Anesthesiology, Hospital Medicine, Emergency Medicine, Critical Care, Obstetrics, Orthopedic Surgery, General Surgery, Ambulatory Care, and more to approximately 3,300 acute and postacute facilities nationwide. FORTUNE recognized TeamHealth as one of the "World's Most Admired Companies" and Becker's Hospital Review has listed TeamHealth in the Top 150 Great Places to Work in Healthcare four years in a row!

[Learn more](#)

### Community Overview

Birmingham, Alabama, beckons physicians and their families with its vibrant community, excellent educational opportunities, diverse cultural scene, and robust healthcare sector. This thriving city offers an affordable cost of living, a rich history, and numerous outdoor recreational activities. With top-rated schools, esteemed higher education institutions, and a variety of places of worship, Birmingham provides a welcoming and supportive environment for families. Physicians looking to make a positive impact and enjoy an unparalleled quality of life will find Birmingham, Alabama, to be the perfect destination for their personal and professional pursuits.

[Learn more](#)





# Clinical Component

### Job Details

The current team consists of 3 Full-Time providers doing 10-12 shifts per month and 2 parttime providers covering a combined 10-12 shifts per month. Though the hospital does not have a trauma designation, they are located next to the interstate, so they do see trauma, STEMI, strokes and a little bit of everything. Paramedics present patients to the ER to stabilize and ship, so the ED will intubate & potentially put in a chest line then put them back on the helicopter. There is great telemed support (cardiology and stroke support; neurologist can share the patient tele support); the helipad is very accessible and located right outside of the ER.

For Cardiac cases, STEMI, they partner with Shelby Baptist Medical Center. If a patient presents, they consult with the Shelby team to stabilize then transfer.

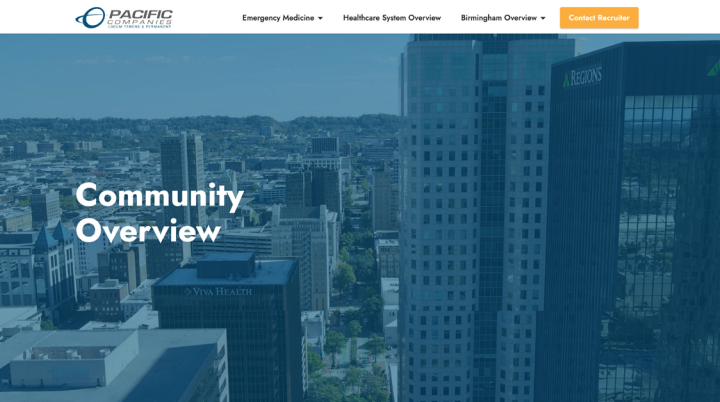
The ED commonly treats patients with minor accidents, (fishhook in hand, etc), broken wrist in a fall, chest pain, abdominal pain, minor car accidents, lacerations & general illnesses. Rarely does the ED treat psychiatry, chronic disease, or dialysis patients. Overall, it's a very enjoyable patient population that is high appreciation of the hospital and providers.

Required procedural strengths: tracheal intubation; central venous line [catheter]; complex lacerations.

### Schedule

This position requires 10-12 12-hour shifts per month. The hours are 7am – 7pm – 7pm – 7am, and there will be an equal distribution of days and nights for all providers. Providers can expect to work 2 weekends a month and two major holidays per year. This expectation is the same for all providers. Providers that have seniority are not given priority and equally share nights, weekends, and holidays.

Dr. Vanlandingham creates the schedule 2-3 months in advance. Providers may request their days and Dr. Vanlandingham does his best to accommodate. Each provider can reserve 5 days off per month, which they will not be scheduled to work. Overall, the group is very accommodating, and everyone works well to make things work for each other.



# Community Overview

### Birmingham, Alabama

Nestled in the heart of the Southeastern United States, Birmingham, Alabama, is a vibrant city that beckons physicians to establish their roots in this thriving community. As you soar above the landscape, the picturesque scenery reveals a blend of urban sophistication and natural beauty. The rolling Appalachian foothills, nearby Oak Mountain State Park, and tranquil Cahaba River showcase the region's diverse topography and offer endless recreational opportunities.

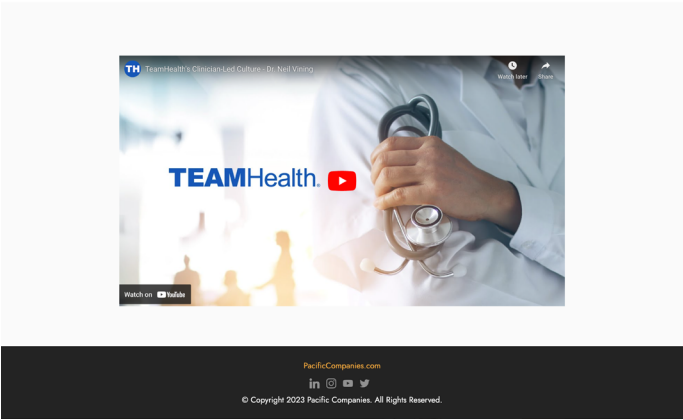
Birmingham's reputation as an economic powerhouse and cultural epicenter has not gone unnoticed. The city has received national recognition from U.S. News & World Report as one of the "Best Places to Live" and "Best Places to Retire" in the country. With a rich history rooted in the Civil Rights Movement, the city is home to significant landmarks such as the Birmingham Civil Rights Institute, which fosters a deep appreciation for the struggles and triumphs of the past.

The climate in Birmingham is characterized by four distinct seasons and an abundance of sunshine. Boasting over 210 sunny days per year, the city's warm summers and mild winters provide the perfect setting for outdoor enthusiasts to enjoy hiking, cycling, and fishing throughout the year.

The city's thriving economy is anchored by a diverse mix of industries, including healthcare, manufacturing, and technology. The University of Alabama at Birmingham (UAB) and its affiliated hospital system are key drivers of the local economy, offering world-class healthcare and cutting-edge research opportunities. Moreover, the city's revitalized downtown area features award-winning restaurants, art galleries, and entertainment venues that cater to residents and visitors alike.

Birmingham's strategic location within the Southeast offers easy access to notable attractions and major cities. The stunning Gulf Coast beaches are just a four-hour drive away, while Atlanta, Georgia, and Nashville, Tennessee, are both within a comfortable two-hour drive. The city is also serviced by Birmingham-Shuttlesworth International Airport (BHM), offering non-stop direct flights to 18 domestic destinations, such as New York, Dallas, and Chicago.

People are drawn to Birmingham for its rich culture, affordable cost of living, and exceptional quality of life. With its diverse blend of natural beauty, economic opportunity, and welcoming Southern charm, Birmingham, Alabama, is the ideal destination for physicians looking to make a lasting impact in a flourishing community.



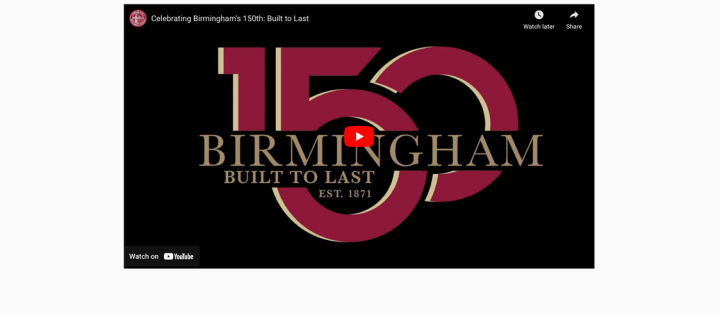
### Travel Guide

For all its small town charm, Birmingham is a sophisticated, well-heeled international community. With a rich history of Italian, Lebanese, Creek, Asian, Hispanic and Eastern European immigrants, Birmingham benefits from the gifts of many backgrounds. The influences are all around us and beautifully melded into the diversity of our Southern culture.

It's nice to have you in Birmingham.

Enjoy the vibe.

[View Guide](#)



### History

Birmingham, Alabama, boasts a rich and storied history that has shaped its identity and paved the way for its current prosperity. Founded in 1871 during the post-Civil War Reconstruction era, Birmingham quickly emerged as an industrial hub due to its abundant natural resources, such as coal, iron ore, and limestone, which proved instrumental in the development of the city's steel and iron industries. Known as the "Magic City" for its rapid growth, Birmingham became the South's leading industrial center within a few decades.

# Selection & Screening

- Communicate with Candidate and Spouse
- Review the PC Compass Report
- Complete Candidate Packet

## Securing & Follow-up

- Pre-interview via Zoom / Facetime
- Post-interview Discussions & Follow-up
- Contract Review





# Candidate Cover Letter



## Family

Dr. Chadi Richeh is Dr. Wael Richeh's identical twin brother. He is a dedicated family man. He is married, and his wife holds a Master's in Healthcare and Law degree. She is currently focused on raising their 9-year-old son but may return to the workforce in the future, but does not need a job upon relocating. Their son is an active soccer player, and their family enjoys an engaged and balanced lifestyle.

The family currently resides in a 5,000 sq. ft. home in San Angelo, where they also care for three dogs and a cat. Dr. Richeh has expressed a desire for a family-friendly community in his next location, ensuring that both his personal and professional needs are met.

## BACKGROUND/MALPRACTICE

None, Clean

## BOARD CERTIFICATIONS

ENDO, IM, Obesity

## STATE LICENSE

CA, IL, TX, IN

## Outclause

Need to confirm

## House to Sell

Yes

## Non-Compete

No

## Malpractice Tail Coverage

Yes

## INTERVIEW AVAILABILITY

Phone: flexible, after 3 pm PST most days  
Onsite: flexible



## Dr. Chadi Richeh Endocrinology

### PHYSICIAN OVERVIEW

Dr. Chadi Richeh is a board-certified Endocrinologist and Obesity Medicine specialist with over ten years of experience post-fellowship. He currently serves as the Chief of the Department of Endocrinology, Director of the Diabetes and Endocrinology Medical Lab, and Head of the Department of Obesity Medicine at Shannon Medical Center in San Angelo, Texas. His expertise spans all aspects of endocrinology, including thyroid, pituitary, and metabolic disorders, with a specialized focus on diabetes management, insulin pumps, and obesity treatment.

Dr. Richeh began his medical career in interventional cardiology before transitioning to endocrinology, seeking a better quality of life while maintaining efficiency and excellence in patient care. His background in cardiology and internal medicine, combined with his extensive experience in high-volume outpatient settings, makes him a uniquely well-rounded physician. He is fluent in English, French, German, and Arabic, which has been beneficial in treating diverse patient populations.

### INTEREST IN YOUR PRACTICE

A significant factor in his decision to relocate is his aging parents in Huntington Beach, who require more assistance with their health. He is drawn to opportunities in California that would allow him to be closer to his family while continuing to practice in a high-volume, well-supported environment. Dr. Richeh has expressed interest in your facility due to its structured setup, strong support team, and efficient operations, which align with his vision for an ideal practice. (He his brother raved about his interaction with the team and tour of the facility during his recent onsite interview)

His ideal position would offer a high patient volume (minimum 35 patients per day), a structured salary + RVU compensation model, and ample support. He is also open to leadership roles if the practice desires his expertise in shaping the endocrinology department, but it is not a requirement. He is eager for a role that provides adequate staffing and operational support, allowing him to maintain efficiency while delivering high-quality care.

### CURRENT POSITION

Dr. Richeh has been with Shannon Medical Center since 2015, where he has built and led the Endocrinology Department. As a solo Endocrinologist, he oversees a busy outpatient practice (95% OP, 5% IP consults) with a daily patient volume of 45-55 patients in clinic. He initially started with 25-26 patients per day, gradually increasing due to growing demand and his own efficiency. His Monday-Friday practice (8 AM - 5 PM) includes a team of five medical assistants and a scribe, all of whom assist with patient workups, vitals, orders, and imaging/lab coordination. He started out with 2 MA's and grew as demand grew. He also currently uses Epic, leveraging its messaging system for streamlined communication.

<https://www.shannonhealth.com/providers/chadi-richeh-md/>

His compensation structure includes a base salary of \$300K plus RVUs. He has even forwarded me his RVU reports for your review, to substantiate his current volumes. He does not need to match his current volume, but he would like to continue to be a high producer.

### RECRUITER COMMENTS

Dr. Richeh is an exceptional candidate for any high-volume endocrinology practice. His strong clinical expertise, leadership experience, and proven ability to manage high patient volumes efficiently make him an asset to any medical institution. He brings ten years of post-fellowship experience, a track record of administrative leadership, and a commitment to both patient care and medical education.

His ideal opportunity would provide:

- A structured compensation model (salary + RVU-based incentives).
- A well-staffed practice
- A high-volume setting (minimum 35 PPD, ideally 45-55 PPD).
- Opportunities for professional growth
- A location that offers a strong family environment and proximity to his parents.

His start availability is early August, and he is flexible for phone calls and onsite visits as needed. Dr. Richeh's ability to streamline patient flow while maintaining exceptional care makes him a valuable addition to any organization seeking a highly skilled, efficient, and well-rounded Endocrinologist. His impressive professional background, commitment to patient care, and leadership skills make him an outstanding fit for your practice.



# PC Fee Structure



# NO

Hidden Fees  
Search Initiation Fees  
Interview Fees

## Professional Fees:

- Capped Professional Fees
- Search Completion Fee
- Onsite Recruiter Profile Reimbursement
- All Inclusive M.A.P.S. Campaign



# Our Key Differences

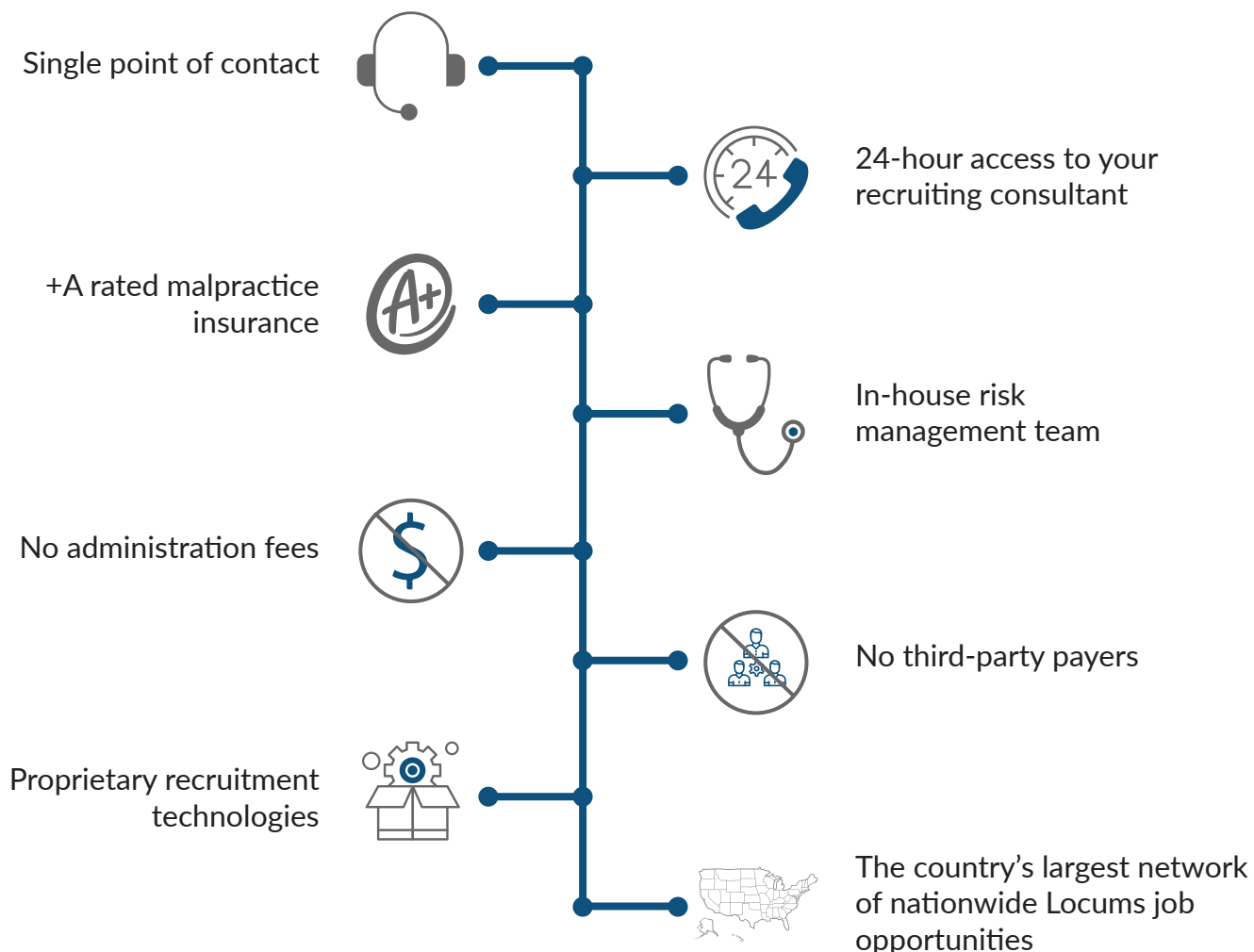


- One Point of Contact for Permanent & Locum Tenens
- Opportunity Overview and Online Portal
- Client-Centered, Evidence-Based Approach
- 2 to 1 Interview to Placement Ratio
- 5% of Revenue goes into Training Programs for all PC Employees
- Client-Friendly HOLD Policy
- Placement Guarantee
- Innovative Recruitment Technology
- Permanent & Locum Tenens Placement
- Trustworthy, Determined & Agile
- All Recruiters & Business Development Team Members Go Through A Minimum 18 Month Training Program
- Access To Proprietary & Exclusive Recruiting Technologies





# Locum Tenens Services



## Our Credentialing Process



Facilitate smoother communications between hospital staff and physicians.



Assist in pre-filling applications, so they are returned complete and with a shorter turnaround.



Follow up with any verifications that may be slow to reply to the hospital staff, including references, affiliations, insurance claims histories, etc.



Ask for supporting documents in advance, so they are ready to go when the hospital requests them. (Drivers license, case logs, COIs, etc.)

# Core Values

## Attitude

Believing is everything.

## Sense of Urgency

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## Team Work

We accomplish more together.

## Accountability

To ourselves, team, candidates and clients.

## No Drama

Save the drama for your mama!

## Driven

to win.