



AAEM/RSA Career Fair Advertising Criteria

I confirm/certify that all of the following are true:

- 1) With the provisional period not to exceed one year, our physician group provides emergency physicians access to predefined due process.
- 2) Our physician group does not impose post contractual restrictive covenants (i.e., non-compete clauses).
- 3) The practice is not owned directly or indirectly in part or whole by a lay entity. Physicians, or physician-extenders working under the direct supervision of physicians, make all clinical decisions in our practice. Our physicians have a primary fiduciary responsibility to their patients, not to a corporate entity or shareholders.
- 4) The position being advertised is one that provides a democratic and equitable work environment.
- 5) The position does not restrict potential employment for board-certified emergency physicians based upon a requirement of emergency medicine residency training.

Any changes in business practices that negate the above attestation will result in prompt notification to AAEM.

Check One of the Boxes Below:

- By checking this box, I certify that our positions are in compliance with the above elements AAEM deems essential to participating in the AAEM/RSA Career Connections Fair.
- By checking this box, I certify that our position listings are hospital, non-profit or medical school employed positions and are therefore not able to be in compliance with all AAEM Policy Statements on Fairness in the Workplace.
- By checking this box, I certify that our position listings are military/government positions and are therefore not able to be in compliance with all AAEM Policy Statements on Fairness in the Workplace.

Recruiters

- I hereby attest that the positions I wish to promote are ones that provide a democratic and equitable work environment including provisions for due process and the absence of restrictive covenants. The positions being advertised are one of the following: 1) employment by a hospital, university, or non-profit corporation or foundation, or 2) a physician group that is not owned directly or indirectly in part or in whole by a lay entity or individual.
- I agree to the terms & conditions outlined on this form. I also certify that I am eligible to sign this form, having knowledge on all points listed above.

Name

Date

Signature

Location

Title