

The American Academy of Emergency Medicine Job Bank Advertising Criteria



I attest that all of the following are true:

- 1) With the provisional period not to exceed one year, our physician group provides our 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 the AAEM *Practice Fairness Council*[™]. The *Practice Fairness Council*[™], using the principles outlined in the AAEM *Practice Fairness Toolkit*, may choose to contact the advertiser for clarification, and may elect to refund the advertising fee and remove the ad, if the Council concludes, on careful investigation, that the ad is significantly misleading and fails to provide a democratic and equitable work environment. The *Practice Fairness Council's*[™] written opinion on the ad in question will be sent to the advertiser and available in a databank, for AAEM member review.

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- By checking this box, I certify that each of these positions is in full compliance with AAEM's job bank advertising criteria, meaning the practice is wholly-owned by its physicians, with no lay shareholders; the practice is equitable and democratic; due process is guaranteed after a probationary period of no more than one year; there are no post-employment restrictive covenants; and board-certified emergency physicians are treated equally, whether they achieved ABEM/AOBEM/RCPSC certification via residency training or the practice track..
- By checking this box, I certify that these positions cannot be in full compliance with AAEM's job bank criteria, because they are employee positions with hospitals or medical schools and the practice is not owned by its emergency physicians. Thus there may not be financial transparency or political equity.
- By checking this box, I certify that these positions cannot be in full compliance with AAEM's job bank criteria, because they are government or military employee positions. The practice is not owned by its emergency physicians, and there may not be financial transparency or political equity.
- By checking this box, I certify that the position listing is an independent contractor position rather than owner-partner or employee position.

Name

Date

Signature

Location

Title

- I agree to the terms and conditions outlined on this form and certify that I am eligible to sign this form, having knowledge on all points listed above. I agree to notify AAEM, within 30 days, of any changes to our status as listed above which would affect our eligibility to participate in the AAEM Job Bank Service.