



# NEWSLETTER

## President's Message

Dear NALTO Members,

As we reflect upon 2024, I want to take a moment to reflect on the tremendous progress we've made as an organization this year. Thanks to the dedication and tireless efforts of our volunteers serving on the Board of Directors, committees, and membership at large, we've achieved significant milestones that strengthen the locum tenens industry and position NALTO as a leading advocate and resource for our members.



## Advocacy and Legislative Efforts

Our work on Capitol Hill has been exceptional this year. We've made great strides advancing HR 5208, securing additional cosponsors to support this critical legislation that has positioned us perfectly for a shot at something great in 2025. At the same time, we've initiated a few state advocacy efforts such as to clarifying language in Article 29-K in New York, addressing complexities that directly impact our industry. These federal and state efforts highlight the importance of our collective voice in shaping policy and protecting the future of locum tenens staffing.

## Enhanced Resources and Industry Support

This year, we launched a refreshed NALTO website, providing members with a more user-friendly platform to access resources and stay informed. The Credentialing Committee has also delivered valuable new tools to streamline processes and support compliance.

Our webinar series has been a standout success, offering educational opportunities that cater to all facets of the locum tenens industry. We're particularly proud of the additional support provided this year for members engaged in government staffing, ensuring that we address the unique challenges of this sector.

## Conferences and Collaboration

Our conferences in Charlotte and Austin were incredible successes, bringing together professionals from across the country. These events were more than just networking opportunities—they were spaces for learning, collaboration, and fostering industry cooperation. While we've always been known for our networking and social events, 2024 demonstrated that NALTO is so much more. We are a hub for resources, advocacy, and uniting the locum tenens community to elevate the industry as a whole.

## Looking Ahead

As we head into 2025, I am filled with optimism about what lies ahead. Our collective efforts this year have laid a strong foundation for continued growth, advocacy, and support for our members. Thank you for your dedication to NALTO and to the locum tenens industry. Together, we are making a meaningful difference.

Wishing you all a successful and fulfilling year ahead. We look forward to seeing you in Florida for our annual conference.

**Warm regards,**  
**Jarin Dana**  
**NALTO® President**

# Committee Updates

## Education Committee:

The Education Committee had a strong 2024, delivering high-quality programming that supported professional growth across our membership. Heading into 2025, we're excited to expand on that success with dynamic educational content featuring a diverse range of perspectives and expertise. Stay tuned for what's to come!



## Marketing Committee



As we close out 2024, the NALTO Marketing Committee is proud to reflect on the accomplishments and initiatives that have helped strengthen our association's visibility and engagement throughout the year. From launching a newly redesigned, user-friendly website to promoting educational workshops and events, it has been a year of growth, innovation, and collaboration.

As we look toward 2025, the Marketing Committee is excited for the opportunities ahead. We will continue to build on our successes, with an emphasis on enhancing member engagement, expanding our digital presence, and delivering more high-quality content. The committee is committed to leveraging new technologies and strategies to further elevate NALTO's brand and strengthen our community.

We are eager to work alongside all members and partners to make 2025 another remarkable year of growth and achievement for NALTO.

Thank you to everyone who contributed to our efforts this year, and we look forward to a prosperous and impactful 2025!

## Membership Committee



The Membership Committee has been busy in 2024. Fifty companies applied for membership to join NALTO®. Almost half of the companies are new start-ups that have been in business less than 12 months and were seeking NALTO's® Affiliate membership status. Nine were new Vendor Members.

Part of the Membership Committee application process includes one of the committee members interviewing a representative of the company to gain better understanding of the company, their business model and to ensure they meet NALTO's® membership standards. With this many companies to interview, it was "an-all-hands-on-deck" year.

The committee has also played a role in membership renewal, and contacting all NALTO® members to encourage Fall Fly-In and our Annual Conference attendance.

We are looking forward in 2025 to assign committee members to continue to mentor these new companies to help elevate their success and ensure that they continue to use best practices to grow their business.

## Credentialing Committee

We want to remind you of an invaluable resource at your fingertips! The NALTO's® [website](#) is your go-to destination for a comprehensive collection of Credentialing Resources designed to support you and your team.

If you need additional assistance or have specific questions, our Credentialing Committee is here to help. Feel free to reach out to us at [Credentialing\\_Committee@nalto.memberclicks.net](mailto:Credentialing_Committee@nalto.memberclicks.net). We're committed to providing the support and guidance you need to succeed.





## Webinar Series: Four Great Truths

- ▶ Gain strategies to guide decisions
- ▶ Discover truths shaping outcomes
- ▶ Shape perceptions through timing
- ▶ Guide effectively using motivators



Rob Mosley

Stacy Napoles



Feb. 25 @ 1 pm ET

## Webinar

Join us on February 25, 2025, for an exclusive webinar, "Four Great Truths: Understanding How Clients and Candidates Think," featuring Rob Mosley of Next Level Exchange and Stacy Napoles of Caliber Healthcare Solutions. This interactive session will dive into the psychology behind decision-making, helping you close more locum tenens deals with advanced consultative techniques. Learn about the eight stages of the decision process, the four key truths that influence client and candidate choices, and how strategic entry points impact perception and influence. Gain expert insights on making better guiding suggestions that lead to more successful placements. Don't miss this chance to sharpen your skills—[register now on our website](#) and access exclusive resources from the webinar!



Mark your calendars! This year's Annual Conference is happening March 5–7 in beautiful Ponte Vedra Beach, FL.

Don't miss this incredible opportunity to connect, learn, and grow alongside industry leaders and peers. Visit our [website](#) today to explore the full conference agenda, hotel details, registration information, networking events, and exhibitor list. We can't wait to see you there!

## 2025 NAPR & NALTO Annual Convention

### Description

**Collaborate with Colleagues**  
Network face-to-face, share ideas, and gain fresh perspectives while reconnecting with old friends and meeting new ones.

**Learn from Industry Leaders**  
Enjoy sessions led by top speakers and experts, offering the tools and insights you need to thrive in today's competitive environment.

**Explore Innovative Solutions**  
Visit our interactive exhibit hall to connect with trusted partners, discover new solutions, and strengthen vendor relationships.

## Fly-In 2024

A heartfelt thank you to everyone who helped plan and attended NALTO's® Fall Fly-In this past September! Your dedication and enthusiasm made this event truly special.

From insightful discussions to meaningful connections, we're grateful for the memories we created together. It's moments like these that strengthen our community and pave the way for future successes.

If you couldn't attend or want a refresher, visit the Past Events tab on our [website](#) to explore the Recap, Legislative Updates, Regulatory Updates, and Closing Notes. Plus, hear directly from attendees through their testimonials!



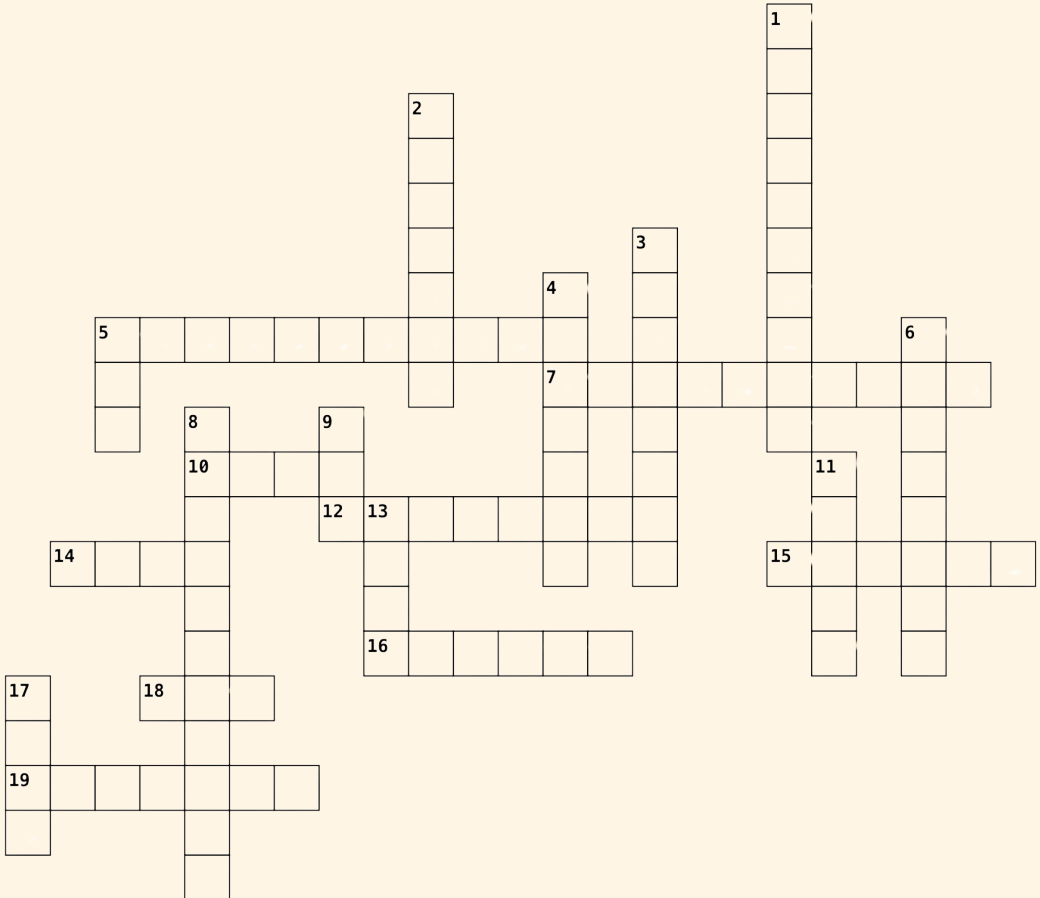
## Save the Date 2025 Fly-In

We're thrilled to announce our upcoming Fall Fly-In! Mark your calendars for October 9–10, 2025, at the Westin Kierland in Scottsdale, AZ.

This can't-miss event promises a dynamic, two-day experience for physician staffing professionals, featuring networking opportunities, expert insights, and interactive sessions. From insightful discussions to meaningful connections, past events have strengthened our community and paved the way for future successes—we can't wait to build on that momentum together.



# Locum Tenens Terms Crossword



## ACROSS

5. Legal protection for professional errors.
7. Proof of qualifications or experience.
10. Long-term employment arrangement.
12. The act of arranging workers for open roles.
14. Scheduled availability for urgent needs.
15. Adding personnel to fill roles.
16. Relocation-related arrangements for workers.
18. Compensation for professional services.
19. Submission of charges for services provided.

## DOWN

1. Actively sourcing talent for roles.
2. Online location for professional opportunities.
3. Filling a temporary or long-term need.
4. To seek and connect professionals with opportunities.
5. Organization managing staffing for multiple sites.
6. A location where professionals provide care.
8. The process of seeking a position.
9. Technology platform used to organize staffing tasks.
11. A specific period of work time.
13. A quick communication method between contacts.
17. Open positions for professionals in healthcare.