

November 2025



The National Association of  
Locum Tenens Organizations

# NEWSLETTER

## President's Message

Dear NALTO® Members,

It is an honor to address you for the first time as the President of NALTO. Having served as Vice President, President-Elect, and Chair of the Credentialing Committee, I am deeply grateful for the trust you have placed in me and humbled to continue serving an organization that has been instrumental in shaping the standards of our industry.

As we move into an important season for locum tenens staffing, I am inspired by the momentum across our committees and the meaningful work happening throughout our membership. In this newsletter, you'll find updates that reflect not just progress, but true partnership. From compliance and credentialing initiatives to advocacy efforts and educational programs, our committees continue to elevate the standards that define NALTO's mission.

Our recent NALTO Fall Fly-In Conference in Scottsdale, Arizona, was a tremendous success and a powerful reminder of the strength of our community. We were proud to welcome 30 new members, the highest number of first-time attendees at a NALTO conference in our organization's history. Their presence and engagement underscored the growing influence and relevance of NALTO across the healthcare staffing landscape.

One of the highlights of the event was our incredibly motivational keynote speaker, Olympic gold medalist and author Mike Schlappi, who challenged us with the unforgettable message: "If you can't stand up, stand out!" His story of resilience and leadership resonated deeply with everyone in the room.

The conference also featured our Executive Edge panel, where respected industry leaders shared how they scaled their organizations, navigated challenges, and built sustainable growth. The insights offered were practical, candid, and truly invaluable as we all prepare for the next chapter in our industry's evolution.

As we look ahead, our mission remains clear. We will continue championing the highest standards of ethics, transparency, and service in locum tenens staffing. We will support providers and clients with the integrity and professionalism that distinguish NALTO organizations. And together, we will advance the role locum tenens plays in delivering accessible, high-quality patient care across the country.

To our Board of Directors, Committee Chairs, and all members: thank you. Your commitment, collaboration, and leadership make this association strong. I am incredibly proud to serve alongside you.

I look forward to all that's ahead and to seeing all of you at our NALTO Spring Annual Conference at the Bellagio in Las Vegas, February 4–6. It promises to be an event you won't want to miss.

Warm regards,  
Liz Hale  
President, NALTO® Board of Directors



# Celebrating NALTO's Legacy—and Powering Your Future

## NALTO® News: Honoring Our Legacy and Expanding Member Benefits

NALTO is proud to introduce several exciting new initiatives that celebrate our history and enhance the member experience. Be sure to check out the newly unveiled [Past Presidents Timeline](#) and, *coming soon* [NALTO® Hall of Fame](#), recognizing the visionary leaders who helped shape our industry.



As a reminder, exclusive member resources are always available on the NALTO® website—including [educational webinar recordings](#), [credentialing tools](#), and other valuable materials designed to support your business and professional growth.

Visit [www.nalto.org](http://www.nalto.org) to explore the latest updates, access member-only content, and stay connected with all things NALTO®!

## NALTO's 2025 New Members and Vendor Partners

### Active & Affiliate

- Arc Health
- Assurgent Medical Staffing
- BridgeMed Locums (Specialist TeleMed)
- Concord Physician Solutions
- CT Assist
- Curehire
- Engage Locums
- GHR Healthcare, LLC
- ILR Health
- Legacy Locums
- Med Ninjas
- Merit Healthcare Partners

- National Health Care Solutions
- Nectar Locums
- Neurocoverage, LLC
- Ocean Healthcare Solutions
- On Call Solutions
- Palm Health Resources
- ProviderOne Solutions
- Solomon Page
- Staff HC Locums
- Treehouse Healthcare Staffing
- VieMed Healthcare

### Vendor

- Alpha Sophi
- Broad & Madison
- Oakwood Summit
- Oracle NetSuite
- PARQA
- PEO4YOU
- RefAssured
- WOLF

## Remembering Don DeCamp

The locum tenens staffing community mourns the loss of Don DeCamp, a visionary and well-respected leader who passed away on September 21 at the age of 81.

CHG Healthcare's first Chief People Officer, Don was guided by his belief that putting people first is the foundation of success. His work with NALTO and the National Association of Travel Healthcare Organizations (NATHO), where he helped elevate professional standards and collaboration across the entire healthcare staffing industry.



Colleagues remember Don for his humility, optimism, and genuine care of others. His leadership inspired a culture of compassion and connection, and his influence continues to shape healthcare staffing today.

NALTO honors Don's remarkable legacy and extends heartfelt condolences to his family, friends, and colleagues.

## NALTO Advocacy Efforts on New York Temporary Healthcare Staffing Regulations

By Autumn Begay

In October, NALTO participated in a productive discussion in Albany, New York, regarding S5150A/A8700, legislation reforming New York's Article 29-K temporary healthcare staffing regulations. Having the opportunity to represent NALTO at the roundtable along with other representatives of the healthcare staffing industry, I gained valuable insights into stakeholder perspectives on the requested amendments, and in particular in response to the requested carve-out for locum tenens physicians.

During the conversation, Assembly Member Stirpe reviewed the proposed amendments section by section, inviting concerns about the language and effects of the changes. Various stakeholders raised questions about staffing rates, profit margins, and gross profit data from DOH transparency reports. Many are using this information to influence labor price negotiations. We addressed each concern.

When I asked about specific objections to carving out physicians, none were raised beyond the general issue that healthcare costs are rising while reimbursement is decreasing, creating pressure on systems seeking cost reductions through every avenue. While labor organizations voiced the strongest opposition, they offered no concrete substantive response at the time for their objection to the carve-out. Instead, they acknowledged needing more time to develop their position on the physician carve-out and indicated openness to considering it.

Fellow NALTO member Amber Sprengard, VP of Government Relations at Health Carousel, provided important testimony on Article 29-K's impact on foreign nurse staffing and joined in addressing our shared concern about provisions prohibiting expense recovery when providers transition to direct employment. This practice undermines fair business relationships and legitimate investment recovery.

This experience reinforces the value of ongoing stakeholder engagement as we approach January's legislative session. NALTO remains committed to collaborative discussions that demonstrate how locum tenens agencies support New York's healthcare workforce while addressing stakeholder concerns about regulatory frameworks. We'll continue these important conversations in the weeks ahead.



## Save the Date

Join us at the Bellagio Hotel & Casino in Las Vegas on February 4-6, 2026, for the NALTO Spring Annual Conference. Building on standout moments from past meetings—game-changing strategies, powerful connections, and real-world insights—2026 promises to be an event you won't want to miss.

Registration is now open—mark your calendar and make plans to attend!



## Fly-In 2025

The NALTO 2025 FFI in Scottsdale AZ Oct 9-10 welcomed 100 attendees representing over 25 agency members and 24 vendor affiliates. The keynote speaker, Mike Schlappi, delivered a powerful and uplifting message that blended humor, candor, and inspiration. His focus on finding purpose, overcoming adversity, and leading with intention offered a refreshing and resonant take on keynote programming for NALTO. The day continued with a legislative panel featuring state and federal updates from McGuire Woods, NALTO's lobbying partners. Due to the government shutdown, progress on the Healthcare Provider Shortage Minimization Act was temporarily paused. Advocacy efforts remained focused on mobilizing support at the provider and client levels, especially among associations that would be directly impacted. NALTO officially welcomed Liz Hale of MPLT as the new President and announced the launch of the NALTO Hall of Fame and call for nominations. The day concluded with the Executive Edge panel and roundtable discussions, which centered on professional development and industry insights, offering valuable networking opportunities for members.



## December Webinar

Tune in to the next NALTO Webinar Series, "Beyond the Basics: Advancing Your Negotiation Strategy With Confidence & Clarity," on December 9, 2025, at 2:00 PM. Don't miss this opportunity to sharpen your skills and walk into your next negotiation with confidence and clarity.

**Register now** to reserve your spot and take the next step in elevating your negotiation strategy.

### Beyond the Basics: Advancing Your Negotiation Strategy with Confidence & Clarity

Take your fundamentals to the next level. Stay in control, address objections with confidence, and turn tough conversations into stronger partnerships



Presented by Robert Reid

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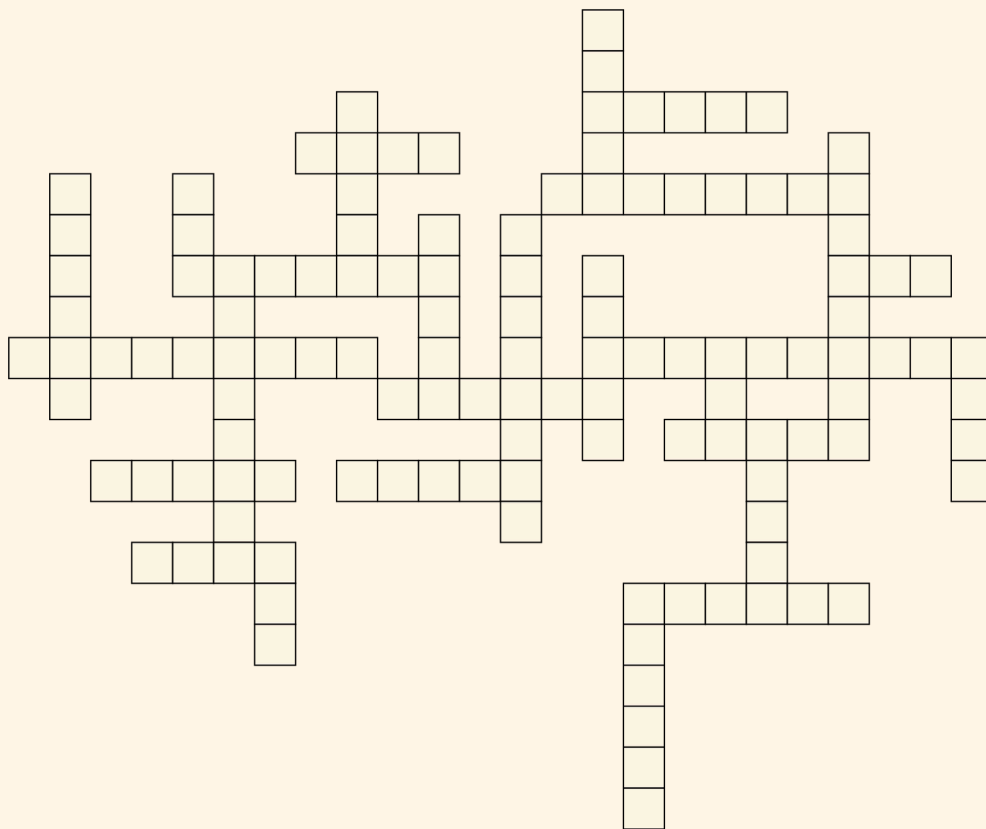
#### Highlights:

- Leverage insights to guide the conversation
- Strengthen your position with influence-based techniques
- Maintain control when talks get tough
- Create value—not concessions

**Tuesday, Dec 9<sup>th</sup>**  
**@ 2 PM ET**

**NALTO**  
The National Association of  
Locum Tenens Organizations

# Giving Thanks for Locums Crossword



## Across

3. What type of staffing NALTO focuses on.
4. Last name of NALTO's newly elected president.
8. Month when Thanksgiving is celebrated in the U.S.
11. The site of the first-ever NALTO Fall Fly-In.
14. Sleepy feeling after a big meal.
15. Ethical \_\_\_\_ are central to NALTO's mission.
16. The first locum tenens agency founded by Kolff, now one of the industry's largest.
19. The solo Texas family-practice doctor whose "a-ha" moment led to one of the first national locum networks.
20. The city hosting the 2026 NALTO/NAPR Annual Convention.
22. The world-travelling Utah-based physician who founded the first locum tenens agency in 1979.
23. NALTO's seasonal mini-conference held in the fall.
24. The compact that streamlines multistate physician licensing.
26. The day after Thanksgiving, a shopping frenzy.

## Down

1. The professional association founded in 2001 to establish ethical standards for the locum tenens industry.
2. First name of the outgoing NALTO president.
5. The "ski bum" internal-medicine doc who helped launch the modern locum tenens model.
6. Gravy is often poured over this.
7. Global research and advisory firm focused on staffing and workforce solutions.
9. Cranberry \_\_\_\_, a tart side dish.
10. Savory side dish made from seasoned bread.
12. Shared Thanksgiving expression: "I'm \_\_\_\_ for..."
13. Relative known for controversial takes at the dinner table.
17. Sweet dessert served after Thanksgiving dinner.
18. The nonprofit institute at the University of Utah that pioneered placing physicians in rural clinics.
21. Decorative vegetable often placed on fall tables.
25. Office that handles verifying locum licensure, certification, and malpractice coverage.
26. What many people gather with on Thanksgiving.