



The National Association of
Locum Tenens Organizations

NEWSLETTER

President's Message

Dear NALTO® Members,

I hope this message finds you well and energized as we move further into the year. It continues to be an incredible honor to serve as President of NALTO®, and I remain deeply grateful for the opportunity to work alongside such a dedicated and principled group of leaders who are committed to strengthening our industry.

Our recent Spring Annual Conference at the Bellagio in Las Vegas was a tremendous success and a powerful reminder of the strength, professionalism, and collaboration that define the NALTO® community.

The engagement, thoughtful dialogue, and shared commitment to advancing our profession were evident throughout the conference, and it was inspiring to see so many members come together to support one another and the future of our industry.

One of the most meaningful and historic moments of the conference was the inaugural induction into the NALTO® Hall of Fame. Establishing the Hall of Fame marks an important milestone for our association, allowing us to formally recognize the pioneers and leaders whose vision, integrity, and dedication helped build the foundation of the locum tenens industry.

It was a true privilege to honor John Daniel, Dr. Therus Kolff, and Patrick Donovan as the first inductees into the NALTO® Hall of Fame. Each of these individuals has made extraordinary contributions to our profession and has helped shape the standards, relationships, and professionalism that define NALTO® today. Their leadership and legacy have left a lasting impact on our industry, and it was both fitting and inspiring to celebrate their achievements together as a community.

We were also pleased to welcome John Pannucci of Alumni Staffing, Lynn Mitchell of VISTA Staffing, and Natasha Lee of Floyd Lee Locums to the NALTO® Board of Directors. Their leadership, experience, and perspectives represent the strength and diversity of our membership, and I am confident they will play an important role in guiding our continued progress.

As we look ahead, one of our key priorities remains advocacy, particularly the continued protection of the 1099 contractor model, which is foundational to the flexibility and responsiveness of the locum tenens workforce. This work is critical to the sustainability of our industry and the healthcare systems we support, and it requires continued engagement from all of us.

I also want to personally invite each of you to join us for our upcoming Fall Fly-In in Atlanta, Georgia. This event provides an important opportunity for our members to come together, share insights, strengthen relationships, and engage in meaningful conversations that help shape the future of our industry. Your participation plays a vital role in ensuring that NALTO® remains a strong and unified voice for locum tenens staffing.

To our Board of Directors, Committee Chairs, and every NALTO® member, thank you for your continued commitment to professionalism, collaboration, and service. The work you do each day supports healthcare providers, strengthens healthcare systems, and ultimately ensures that patients across the country receive the care they need.

Warm regards,
Liz Hale
NALTO® President



Momentum in Motion: Membership Updates & New Members

Inside Membership Committee

The Membership Committee experienced an exceptionally busy and productive year in 2025, with strong momentum continuing into the first quarter of 2026. It has been exciting to see so many new companies and vendors express interest in joining NALTO®, reflecting the continued strength and reputation of our organization.



In 2025, we welcomed nine new Active Members, thirteen new Affiliate Members (agencies in business less than 12 months), and eight new Vendor Members, for a total of 30 new companies. In the first quarter of 2026 alone, we have already admitted nine Active/Affiliate Members and two Vendor Members, signaling another strong year ahead.

NALTO® continues to uphold the highest standards in the industry. While we were pleased to accept these new members, the committee reviewed a total of 73 applications, and not all applicants met our membership criteria. One notable trend we have observed over the past several years is the increasing number of physician-owned locum tenens companies, highlighting ongoing changes within the industry.

To further reinforce the value of NALTO® membership, new members now receive an official NALTO® Placard to display at conference booths. This allows members to visibly represent their NALTO® affiliation and showcase their commitment to the Gold Standard of excellence within our industry.

It has been wonderful to see new agencies actively participating in NALTO® events, including the Spring Conference and Fall Fly-In, along with new vendors whose services directly support the locum tenens and staffing community. Our ongoing goal remains to ensure that every new member feels welcomed, supported, and fully engaged in the NALTO® community.

2026 New Members and Vendor Partners

- **365 Healthcare**
- **Atlas Search Health Solutions LLC**
- **DocNow Locums**
- **HPA Healthcare**
- **LabEdge**
- **Macwell Health Partners**
- **OnCall Solutions**
- **Radixol Locums**
- **Roadside Medicine**
- **Wayne Medical Services**
- **Encore Funding**
- **LaborEdge**

ROUND TABLE

Risk, Revenue, & Reputation: What You Don't Know Can Hurt the Bottom Line

Tuesday, April 21 @ 1:00pm ET



Andrea West
Curative



Kemi Upchurch
Floyd Lee Locums



Whitney Mazurek
Alumni Healthcare



Erika Bantz
Butler Street Moderator



[Click here for this and other webinar recordings](#)

Driving Progress: NALTO® Advocacy Update

NALTO® Leads Advocacy Efforts

NALTO® continues to make meaningful progress advancing the interests of the locum tenens industry at both the federal and state levels. The first quarter of 2026 has been highlighted by the formal introduction of additional NALTO® supported federal legislation, as well as continued advocacy efforts in New York.



Federal Update: Introduction of H.R. 7686

NALTO®'s federal advocacy efforts continue to center around its primary legislation, H.R. 1160, which remains the association's lead vehicle for advancing long-term policy objectives for the locum tenens industry that has been referred to the Ways and Means committee.

NALTO® is pleased to announce that additional federal legislation has officially been introduced in the U.S. House of Representatives as H.R. 7686, the Rural and Underserved Health Care Staffing Act. Like H.R. 1160, the bill seeks to formally recognize the clinical role of locum tenens providers and clarify their classification as independent contractors for purposes of federal law. However, H.R. 7686 has been referred to the additional committees outside of Ways and Means where NALTO® has established strong relationships with members and has already engaged in productive conversations to build early support. NALTO®'s strategic objective is to gain traction within at least one primary committee while pursuing waivers from others to accelerate the legislative process. Advocacy efforts will continue to focus on education, stakeholder alignment, and demonstrating the critical role locum tenens providers play in addressing healthcare access challenges, particularly in rural and underserved communities



New York Budget and Rate Cap Advocacy

NALTO® remains actively engaged in New York as part of ongoing efforts related to reforming Article 29-K and proposed rate cap language by the Governor's office impacting temporary healthcare staffing agencies.

Recent developments in the New York budget proposal process reflect a mixed outcome:

- The Assembly's one-house budget notably excluded the proposed profit cap language, representing a positive step forward for the industry.
- The Senate version retained the Governor's proposed rate cap provisions, including language authorizing limits on agency profit margins and enhanced reporting requirements.

As outlined in the Senate proposal, the Department of Health would have authority to establish and enforce an "agency rate" limiting the amount staffing agencies may retain as profit, alongside expanded disclosure and audit requirements.

NALTO®, in coordination with its lobbyists and industry partners, is now focused on the next critical phase of the budget process to urge the Senate to align with the Assembly's position and remove the rate cap language from the final enacted budget. NALTO® remains encouraged by ongoing dialogue with policymakers and stakeholders and will continue to advocate for balanced, thoughtful regulation that supports both healthcare systems and the providers who serve them.

We will continue to provide updates as these efforts progress and encourage members to stay engaged as opportunities arise to support advocacy initiatives.

NALTO® HALL OF FAME

NALTO® Announces Inaugural Hall of Fame Inductees

On February 6, during the 2026 NALTO®/NAPR Annual Convention in Las Vegas, the locum tenens community came together to honor the inaugural NALTO® Hall of Fame class: Dr. Therus Kolff, John Daniel, and Patrick Donovan.

Each honoree has played a pivotal role in shaping the industry—founding influential organizations, advancing ethical standards, and expanding access to care nationwide. From Dr. Kolff's pioneering work with CompHealth, to John Daniel's decades of leadership and industry building, to Patrick Donovan's commitment to innovation and empowerment, these leaders helped define today's locum tenens landscape.

The NALTO® Hall of Fame recognizes individuals whose achievements, integrity, and vision have left a lasting mark on the profession. This inaugural class represents the foundation of the industry and sets the standard for future generations.



Now Accepting Nominations: Class of 2026

In support of NALTO®'s mission—and in recognition of individuals who have made meaningful, lasting contributions to the locum tenens industry—the NALTO® Hall of Fame was established to celebrate excellence at the highest level.

This distinguished honor recognizes individuals whose achievements, leadership, and character have shaped not only the organizations they serve, but also the broader communities impacted by locum tenens. The Hall of Fame exists to preserve the legacy of those who have elevated the industry through innovation, advocacy, and an unwavering commitment to professionalism.

NALTO® is proud to open nominations for the Locum Tenens Hall of Fame Class of 2026. This is an opportunity to recognize colleagues, mentors, and industry leaders whose work has made a lasting difference.

Submit your nomination by July 16.

Eligibility at a Glance:

- 10+ years with a NALTO® member company
- Demonstrated high ethical standards and professionalism
- Peer nominations and endorsements
- Proven leadership and mentorship
- Active involvement in NALTO® advocacy and services
- Innovation and a lasting impact on the industry



REGISTER TODAY!

Westin Peachtree Plaza
Atlanta, GA

TUES, SEPT 15 & WED, SEPT 16

NALTO®
2026 FALL FLY-IN
SEP 15-16 | ATLANTA



Mark Your Calendar

The National Association of Locum Tenens Organizations is bringing members together this September for one of the most anticipated events of the year—the 2026 Fall Fly-In.

Held at the iconic Westin Peachtree Plaza in Atlanta, this two-day gathering is designed to deliver high-impact education, meaningful connections, and critical insight into the evolving locum tenens landscape.

Why Attend

The Fall Fly-In is more than a meeting—it's where the industry comes together to move forward. Attendees will gain:

- Timely legislative and regulatory updates
- Practical, peer-driven insights through roundtables and panels
- Direct access to industry partners and exhibitors
- Opportunities to strengthen relationships that shape careers and organizations

As one of the year's most important member events, the Fall Fly-In offers a unique chance to stay ahead of change while helping shape the future of the profession.

An Evening To Remember

The experience continues beyond the meeting rooms. On Wednesday evening, attendees will head to the Georgia Aquarium—one of the largest aquariums in the world—for a truly unforgettable networking event.

It's a chance to unwind, connect, and enjoy an extraordinary setting alongside colleagues from across the industry.

Event Highlights

Tuesday, September 15 — Setting the Stage

- Registration & Exhibitor Hall Opening
- President's Welcome & Keynote Presentation
- Interactive Roundtable Discussions
- Evening Reception with Exhibitors

Wednesday, September 16 — Education & Impact

- Kick-Off Panel Session
- Legislative Update (Federal & State)
- Networking Lunch with Exhibitors
- Concurrent Educational Sessions
- Closing Keynote & Hall of Fame Nominations

Locums Crossword

Down

1. Keeping clinicians in roles long-term
3. Use of technology to reduce manual work
6. Informal shorthand for flexibility
7. Recruitment process outsourcing
8. Amount of assigned work
10. Measure of how much a resource is used
11. Shorthand for hospital privileging
12. Legal permission to practice
13. Shorthand for psychiatry
18. Bringing staffing functions in-house
20. Temporary coverage for an absent provider
21. Filled clinical staffing needs

Across

2. Legal risk exposure
3. Independence in clinical decision-making
4. Critical care hospital unit
5. Process of starting a new assignment
9. Projection of future staffing needs
10. Specialty focused on the urinary tract
14. Imaging specialty with sustained locum demand
15. Overnight work periods
16. Shorthand for gastroenterology
17. Step-by-step logic used in AI systems
19. Scheduled work periods
20. Exhaustion from prolonged stress
22. Multi-state licensing agreement
23. Informal shorthand for job opportunities
24. Length of time in a role
25. Available staffing ability
26. After-hours responsibility
27. Lengthen an assignment

