Career Guide

DERMATOLOGY
NEW YORK, NY

July 2019
Dermatologist BE/BC
• Beebe is committed to attracting and retaining top clinical talent
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www.beebemedicalgroup.org

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Lewes, DE 19958

Beebe Healthcare is a non-smoking and fragrance free system.
Contents

4 New York City is the city that never sleeps. Explore the big apple and enjoy a budget-friendly meal.

8 Find out why Saving for Retirement should begin sooner than later.

12 Read about Networking Strategies to help you get ahead.
NEW YORK CITY is one of the most populous cities in the world, known as the cultural, financial and media capital, as well as an economic superpower. Thanks to New York City’s round-the-clock transportation, there is always something to see, somewhere to go and something to do in the city that never sleeps. You can also find great eats at any time and on any budget!

New York City is known in particular for its world-class restaurants such as Nobu, Smith & Wollensky and Red Rooster as well as their celebrity chefs. However, these eateries can take a chunk out of your wallet and your schedule. Here is a list of some of New York’s lesser known eateries that you may not find on a top-ten list but are still quality eats.

**Dell’Anima**
A fabulous Italian restaurant located in the West Village, Dell’Anima changes its menu daily to make the most of seasonal produce. Not to mention, the pasta is made fresh daily, making it even more delicious. For all the wine lovers, there is an extensive wine list that can also be enjoyed at the wine bar next door, owned by the same proprietor as Dell’Anima. This reasonably priced Manhattan eatery is definitely worth a visit.

600 11th Avenue | New York, NY 10036 | 212-366-6633
dellanima.com

**Pietro Nolita**
This lower Manhattan Italian restaurant is an Instagram lover’s dream with its distinct bubblegum pink interiors. The food is excellent and on the healthier side, with lighter pasta classics and traditional entrees with a modern twist. Pietro Nolita doesn’t take reservations so bear that in mind if you are planning to visit. A firm favorite with the fashion crowd, this restaurant offers a great value for your buck.

174 Elizabeth Street | New York, NY 10012 | 646-998-4999
pietronolita.com

**Chinese Tuxedo**
This Chinatown restaurant is set in a former opera house and is elegantly designed with black leather banquettes, lush green foliage and chic marble tables. This is definitely a place to head to if you are in the mood for sharing some yummy Chinese food in one of New York’s most famous dining districts. The staff are friendly and the menu is kind on your wallet.

5 Doyers Street | New York, NY 10013 | 646-895-9301
chinesetuxedo.com

**Gray’s Papaya**
No trip to NYC is complete without a visit to one of its most iconic cheap eats. This 24-hour hot dog chain restaurant is famous for their high quality inexpensive hot dogs and non-alcoholic fruit drinks. Gray’s Papaya is a New York staple, and has been featured in movies and television shows from For Love of Money to Sex and the City and was featured in Anthony Bourdain’s No Reservations. Go for a late-night stroll around the city and find your way to Gray’s Papaya for two hot dogs with the works and a papaya drink. (Also has a Broadway location)

612 Eighth Avenue | New York, NY 10018 | 212-799-0234
grayspapaya.nyc

**Quality Eats**
Usually a steak dinner at a nice restaurant can be quite expensive, but Quality Eats bucks that trend and provides a broad and affordable menu. This up-and-coming steak
eatery has locations in NoMad (Madison Square Park North), Greenwich Village and the Upper East Side. The warm, relaxed ambiance makes it a wonderful destination for a night out.

19 Greenwich Ave. | New York, NY 10014 | 212-337-9988

Sugarfish
Originally from Los Angeles, Sugarfish’s New York branch is worth a visit when you are in the mood for some sushi. The chefs believe in creating incredibly delicious yet simple dishes using only quality ingredients. This is a stylish destination located in the Flatiron District, great for lunch or dinner with a price point that is affordable. (Also has a SOHO location)

Sugarfish prides itself on a “no tipping” policy.

33 E 20th Street | New York, NY 10003 | 347-705-8100
sugarfishsushi.com

Babbo New York
Babbo is a Michelin star restaurant that, while it has a higher price point, deserves to be on this list for its exceptional Italian food. For a truly outstanding culinary experience, try one of their tasting menus with a wine pairing.

110 Waverly Place | New York, NY 10011 | 212-777-0303
babbonyc.com

Buvette
With outposts in Paris and Tokyo, this French eatery is located in the West Village. It serves fantastic French food with lots of small plates on offer. The management sources food as locally as possible and really believes in nurturing their relationships with their suppliers. The food is delicious, fresh and all set within a chic setting and an affordable menu. Buvette really shines for brunch, so it’s perfect for a weekend visit.

42 Grove Street | New York, NY 10014 | 212-255-3590
ilovebuvette.com

Minetta Tavern
This French-style bistro attracts the rich and famous and its price may reflect that. It is also a Michelin star-rated restaurant which is a testament to the mouthwatering food it serves as well as some of the best wine selections available.

113 Macdougal Street | New York, NY 10012 | 212-475-3850
minettatavernny.com

New York City is known for its world-class restaurants. However, these eateries can take a chunk out of your wallet and your schedule.
Sacramento VA Medical Center

We are seeking a full-time incumbent to provide MOHs consultation and continuing care for dermatology patients. Academic appointment with UC Davis School of Medicine is possible as are opportunities for collaborative clinical investigation.

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Job Number 00038825

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At Dermatology Medical Partners, our mission is to improve the lives of dermatologists, patients, and staff by providing non-clinical business support in a collaborative and patient focused environment. We are seeking board certified or board eligible dermatologists who are interested in partnering with a highly experienced, physician-led team to advance patient care, improve local communities in Texas and Florida, and promote team member growth.

Dermatology Medical Partners can help find what works best for you.

For additional information, please contact Jenni Kelly at jkelly@dermmedpartners.com or 727-643-6103
www.DermMedPartners.com
Retirement planning is an essential but much under-appreciated part of life for any profession. For physicians, planning for retirement presents its own particular challenges, including the high rates of burnout and the high debt levels upon entering the profession.

The 2016 Survey of America’s Physicians: Practice Patterns and Perspectives conducted for The Physicians Foundation by Merritt Hawkins reported that 46.8% of physicians plan to accelerate their retirement plans in order to retire early. This is an increase in the number of physicians who reported that they planned to do so compared to the previous survey in 2014. At the same time, a greater number of physicians are continuing to practice beyond the traditional retirement age of 65.

This uncertainty about projected retirement age can make planning for retirement difficult. For a physician just out of medical school, thinking about possible burnout or future retirement isn’t at the top of the agenda; there are many competing demands for their salary following years of accruing student debt. However, successful planning that allows for much-needed flexibility requires physicians to start saving for their retirement as early as possible.

The Importance of Savings

Medscape’s 2019 Physician Compensation Report found that the average income for all physicians in the report has risen steadily since 2011. It states average income rose to $294,000 in 2017. With compensation packages of this kind, retirement planning should be straightforward.

However, the reality isn’t so simple. According to the AMA Insure, the average student loan debt a medical student graduated with in 2012 was $166,750. The Association of American Medical Colleges (AAMC) has found that 79% of medical school graduates carry $100,000 or more of education debt.

There are many competing demands on a physician’s salary, including malpractice insurance, buying a home and the cost of raising a family. Added to this, a physician typically doesn’t start achieving higher rates of income until well into mid-career. For those coming late to the profession, the limited time available for paying into a plan creates even more of a challenge.

Given the way pension saving works, a lack of investment into pension schemes and the loss of the potential compound interest during these early years of a career can create a serious hole in pension funding.

Options for Employed and Self-employed

Increasing numbers of physicians are turning to employment rather than self-employment, as the options for pension planning and employer contributions are more readily available.

The Medscape Physician Compensation Report 2016 found that 66% of employed physicians had a retirement plan with employer match, compared to just 39% of self-employed physicians. Those benefitting from retirement plans without employer match was found to be 27% for employed physicians and 25% for self-employed physicians. The findings, while encouraging for the majority of employed physicians, highlight
Self-Employed Pension Planning

The pension plans available differ for employed and self-employed physicians as well as for physicians working in government facilities and for-profit healthcare facilities.

Self-employed physicians will first need to make the decision about whether they should choose a tax-deferred retirement plan or a tax-qualified pension plan. Plans such as a 401(k) are tax-deferred plans which enable self-employed physicians to defer up to $18,000 on a pre-tax basis. This rises to an allowance of $24,000 over the age of 50. After the age of 59½ qualified distributions are taxed as ordinary income.

The most common form of tax-qualified pension plans for self-employed physicians are defined benefit plans, such as the cash balance plan. These provide the option of a lifetime annuity, but via an individual account for each covered employee, complete with a specified lump sum. They offer a higher maximum contribution rate than a 401(k) plan; in 2017, a maximum contribution was $149,203 versus a 401(k)’s maximum contribution of $60,000. Contribution limits vary by age, but this type of plan need not necessarily be an alternative to a 401(k) plan; it is possible to own both plans for additional future security.

Employed Pension Planning

If employed by a facility or an organization, the physician will need to choose whether to use the pension savings plan offered by the employer or to seek an alternative. If the employer is offering to make contributions, this choice is an easy one; the
A physician will want to take advantage of this significant benefit and use the employer's plan. This is likely to be:

- a 401(k) plan, a defined benefit plan that for-profit facilities offer;
- a 403(k) or 457(b) tax-deferred retirement plan offered by nonprofit (government or non-governmental) organizations; or
- an Individual Retirement Account (IRA).

Each type of plan has its own characteristics, so it is important to seek expert independent advice to determine which option on the table is right for your retirement goals and whether the retirement plan your employer offers should be supplemented by additional arrangements in order to achieve those goals.

For those physicians choosing to pay into an employer's plan, this doesn't—and shouldn't—preclude the possibility of making additional arrangements beyond the employer's scheme; for example, making further savings contributions to tax-efficient investments in taxable accounts, or making further contributions into a private defined benefit plan.

It is important to seek expert and independent investment advice. However, by far the most important decision that a physician can make when planning their retirement savings is to start preparations as early as possible.

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Study finds many doctors don't save enough for retirement, Janet Kidd Stewart (December 2015) - Chicago Tribune
Types of Retirement Plans - United States DEPARTMENT OF LABOR

Dermatologists
MINNESOTA AND WISCONSIN
HealthPartners Medical Group is one of the largest multi-specialty physician practices in the Upper Midwest. We're proud of our extraordinary team and their contribution to the care of and service to the people of Minnesota and western Wisconsin. Our practice opportunities are ideal for BC/BE experienced or recently graduated dermatologists interested in becoming part of a successful group that is making a difference!

MN: Our robust metropolitan practice is based at HealthPartners Specialty Center in St. Paul. There you’ll join a talented team of board-certified Dermatologists, Dermatopathologists, Pediatric Dermatologist and fellowship-trained Mohs surgeons, providing care to a large, diverse patient population.

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HealthPartners offers a patient-centered practice within a respected healthcare organization, competitive compensation, generous benefits, and great colleagues and support staff. Apply online to these exciting opportunities at healthpartners.com/careers or email your CV and cover letter to lori.m.fake@healthpartners.com. For more details, call Lori at 800-472-4695 x1. EOE

CHA Cambridge Health Alliance
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Cambridge Health Alliance is looking for a Dermatologist to join our award-winning health system. We provide innovative primary, specialty and emergency care to our diverse patient population. As a Harvard Medical School and Tufts University School of Medicine affiliate, we offer teaching opportunities with medical students and residents.

- Our Department of Dermatology is increasing access for patients 1.0FTE (full time)
- Clinical time includes outpatient adult and pediatric dermatology plus inpatient consults
- Our current dermatology team of providers includes 3 physicians and 1 PA
- Opportunity exists to expand CHA’s existing teledermatology services in the near future

Ideal candidates will be Board Certified, have 2+ years of post-residency experience, have a demonstrated commitment to CHA’s diverse, underserved patient population, have superior communication skills, and a willingness to work in a collaborative, team-based environment.

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Dermatology, Aesthetic Medicine & Mohs Surgery – PIH Health

PIH Health is seeking a full-time general dermatologist to join our established dermatology practice. There is opportunity to do some minor surgical procedures and cosmetic procedures in addition to general dermatology clinic, if desired.

To be successful in this position, you’ll need to have the following:

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- Successful completion of an ACGME or AOA approved residency program in Dermatology
- Demonstrated expertise in diagnosing and treating general skin conditions
- Excellent patient rapport and desire to build a successful practice

The PIH Health Dermatology, Aesthetics & Mohs Surgery Center provides a full spectrum of general dermatological services, including medical, surgical and laser procedures as well as aesthetic and cosmetic treatments.

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Why HealthySkin Dermatology?

Well established in Tucson, Arizona and the surrounding communities, HealthySkin Dermatology has been providing medical and cosmetic dermatology to Southern Arizonan residents for over 20 years. We are a team of 12 providers committed to our patients and staff. Our group consists of 5 general Dermatologists, 1 Mohs surgeon, 1 General Surgeon, and 5 Physician Assistants.

In addition, we have 2 Cosmetic R.N. Injectors and 4 aestheticians offering skin care services at 3 of our 4 beautiful practice locations. We offer a 4-day work week (no nights, no weekends), a guaranteed competitive salary, production bonuses, comprehensive benefits, and an opportunity for partnership.

Tucson offers a unique opportunity to live and work in a community that blends metropolitan living with year-round outdoor activities.

Interested applicants should send their CV to Lewis Baker, Practice Administrator, at lbaker@hsdermatology.com or call (520) 293-5757, x.7113, for more information.

www.hsdermatology.com
In the business world, networking is an important skill. As a physician, the benefits of growing a network of colleagues are likely to be far reaching and long lasting. Because there are so many jobs available for physicians, networking may not seem necessary. However, if you have your eye on a leadership role or if you are interested in searching for a non-traditional job in the medical field, then networking is a good way to locate those opportunities at any stage in your career.

Maintaining a professional network of associates and co-workers can also help to keep your own skills and knowledge current and relevant. It will enable you to stay informed about the latest challenges, trends and best practices. By staying in touch with a variety of medical practitioners in different work environments, you can stay up-to-date with emerging areas of medicine, new specialty fields and job opportunities. Also, by interacting with other physicians, you will be in a better position to develop a big picture view of healthcare. The perspective and insight gleaned from professional networks can help you to identify new ways to address old, familiar problems. A broader, informed perspective can also facilitate serving in leadership roles that may help shape medical research priorities or determine healthcare standards and practices in need of revision.

By and large, the majority of job opportunities for physicians are not widely advertised. Finding these types of opportunities requires creative problem-solving. Often, doctors who hold leadership roles or who have non-clinical jobs explain that they were asked or invited to assume such positions. This can only happen if those who are hiring for such positions know who you are and have a strong sense of what you can bring to the table which often requires networking. In fact, statistics from the U.S Bureau of Labor Statistics show that 70 percent of all jobs are found through networking.

The first step in creating a strong network is to determine your professional goal and what you intend to achieve. Networking requires a give and take and will only pay dividends if you are genuine about wanting to get to know and help others. This might sound counter intuitive, but only if you are sincere about helping others will they want to help you in return. Heidi Moawad, MD, in an article in MD Magazine advises that it is important to enter into any networking opportunity without a ‘me first’ attitude in order to maximize the benefit for everyone - including yourself.

Now, let’s take a look at seven networking strategies that you can use to expand your network:

1. Identify people who are likely to have the connections and knowledge to help you reach your goals. Start from your list of co-workers and associates. Begin with those you know and expand outward from there.

2. Expand your physician job opportunities by staying in close touch with your recruitment specialist. Prepare a high-level pitch. Keep practicing until you can convey who you are and your professional goals by speaking calmly, naturally and without hesitation.

3. Join professional groups and associations and take advantage of their physician networking opportunities by regularly attending meetings and conferences. Merritt Hawkins has this suggestion: When meeting a new, professional contact, get to know the person a little and start by asking for information—
not a job. By talking to contacts, you can find out more about the person. Once you have made a new professional contact, make sure you have each other’s information by exchanging business cards and follow up. Nothing beats sending a text, email, or even a handwritten note to demonstrate your appreciation and interest.

In an interview with ENT Today, Dr. Lisa Ishii, chief quality officer at Johns Hopkins School of Medicine in Baltimore says it’s important to take advantage of as many growth and development opportunities as possible. Advancing your medical career “does require someone to stretch beyond their comfort zone.” In fact, staying within your immediate circle means you will end up with a limited point of view. She adds, “It’s really just a matter of stretching yourself to do it. If you stretch yourself to seek other ideas, thoughts, and innovative ways to address problems, then you’ll come up with a more comprehensive [network].”

Dr. Ishii goes on to say that when you are at social events, you should limit your drinking. Getting intoxicated at social events with other physicians is unwise - your contacts could be scared off from your behavior and that could cost you valuable referrals.

4. Participate in online discussions and forums in order to make new contacts who you can meet later at conferences and/or networking events.

5. Connect via social media. The proliferation of social media sites such as LinkedIn is a game-changer for relationship building. While the traditional method of networking is attending local, regional, or national events, Dr Ishii says social media is “enabling people to stay connected in a way that they were never able to do.” Now, with just a few clicks, you can read about what someone was doing.

She adds, “With Twitter, Instagram, Facebook, and Snapchat, we have instant access with people all of the time. If anything, one has to be careful to limit oneself to not spending hours a day just browsing around, seeing what people are up to. But, with discipline, obviously, it’s a great tool to stay connected with people.”

When using social media to network, pay extra attention to what you post and how you represent yourself online. Based on the American Medical Association’s policy statements, the American College of Physicians and the Federation of State Medical Boards have social media guidelines.

6. Stay in contact with former colleagues and employers. Allow 5-10 minutes each day for a call; slow and steady relationship building is the foundation of good professional networking.

7. If and when you leave a facility or practice for another, resist the temptation to bad-mouth your ex-employer. According to Merritt Hawkins, it is important not to burn bridges with the people you are leaving behind. The medical community is small. If you leave a practice, fire an employee, divorce another doctor or experience any other touchy circumstance, don’t aggravate people too much in the process because you will pay the price when they try to sabotage your practice. Other disgruntled doctors can just as easily become your new practice’s whistleblower to the medical board, initiate a hospital peer review, or go on a negative online smear campaign.

By all accounts, there are many reasons why cultivating a professional network is important for physicians. At the end of the day, expanding the depth and variety of your professional relationships helps you become better at what you do, and can
translate into an abundance of new—and often unexpected—professional opportunities.

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ABOUT THE AUTHOR
Melanie Grano is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including ThirdCertainty and Computer Times.

Dermatologists
Mинnesota and Wisconsin

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- In 2017, achieved a perfect 100% MIPS score; in 2018, ranked as the #1 lowest beneficiary cost ACO in the country

Our Mission: To provide excellence in healthcare through a patient-focused, physician-governed multi-specialty clinic

Why choose Dermatology at The Iowa Clinic?
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- ClearFX Skin Microdermabrasion 5000, Permark UltraEnhancer Pigment Machine, Rejuvapen
- Micropigmentation System, and UVB Light Phototherapy Unit
- Profit sharing from aesthetic department ancillary revenues
- Guaranteed base salary with eligibility for additional compensation and two-year shareholder track
- Education stipends available

Why Des Moines?
As Iowa’s capital city, Des Moines is a hub of government action, business activity and cultural affairs. With a metro population over 655,000, Des Moines is truly a bustling metropolis with a small-town atmosphere. There are tons of activities to enjoy, such as shopping, restaurants, 100+ miles of trails, golf, performing arts, Blank Park Zoo, Des Moines Botanical Center, and both amateur and professional sports.

We are proud of titles like...
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- #1 Physicians’ Top Places to Live and Work (Physicians Thrive, 2017)

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Dermatology Physician Opportunity

Pensacola, Florida

◆ Established Dermatology practice on Florida’s Gulf Coast seeking BC/BE Dermatologist ◆

Ascension Sacred Heart Medical Group, the premier medical group in the Florida panhandle, is looking for a patient-focused general dermatologist with an interest in developing our growing practice in cosmetic dermatology to join our well-established, well-respected group in Pensacola, FL. In 2020, our dermatology group plans to move into their brand-new outpatient service center on Summit Boulevard that includes facilities for medical dermatology, cosmetic dermatology and Mohs surgery.

Education, Training and Experience Required
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- Licensed in the State of Florida or willingness to obtain license
- Ready-made practice where the right candidate can ramp up quickly

Benefits of Sacred Heart Medical Group
- Affiliated with Ascension Health, the largest non-profit health system in the nation
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- University town with active arts community
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- Rapidly growing community
- No state income tax
- Cost of living below national average

For more information, please contact:

Valarie Baker
Physician Recruiter
Sacred Heart Health System
Email: vrbaker@ascension.org
Phone: 850-416-7623
Fax: 850-475-4770

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- Neurology • Oncology • Primary Care • Urology
The Dermatology and Plastic Surgery Institute is currently recruiting BC/BE General Dermatologists to meet the needs of our expanding programs within the Cleveland Clinic Health System.

The first is a “community clinical dermatologist” track. Our community clinical dermatologists practice in one of our many, state-of-the-art Family Health Centers (FHCs) located throughout the greater Cleveland area.

These individuals have dynamic dermatology practices that include clinical dermatology, surgical excisions and incisional biopsies, oversight of phototherapy, and the opportunity for performing laser procedures depending on qualification and experience. Our community clinical dermatologists see patients presenting with the full spectrum of dermatologic problems and develop strong relationships with patients from the local community. They have access to an exceptionally strong physician referral network that includes other specialists at each FHC and dermatologists at the Main campus who specialize in complex dermatologic diseases. Highly qualified candidates should be committed to excellence in patient care and possess strong clinical skills.

The second is an “academic clinical dermatologist” track. Our academic clinical dermatologists practice at the Main campus, which provides care to the local community and additionally serves as an international tertiary care referral center. Although these physicians also see the full spectrum of dermatologic disease, there is an abundant and exciting array of patients with complex dermatologic diseases who are either referred directly from outside physicians or indirectly from other CCF physicians who will be evaluated and treated. Such individuals tend to focus on medical dermatology, and often a medical dermatology subspecialty, but incorporating some surgical dermatology is an option. In addition to practicing clinical dermatology, our academic clinical dermatologists actively participate in resident education, our hospital inpatient consultation rotation, lecturing at local, national and international conferences, and research that is protected with access to state-of-the-art resources. Such individuals should have a strong desire to advance both their reputation and the department’s reputation as world leaders in dermatology.

These dynamic opportunities command a very competitive salary enhanced by an exceptional benefits package, relocation, and a collegial work environment.

Interested candidates should submit an application online
https://jobs.clevelandclinic.org/physicians.html

Allison T. Vidimos, RPh, MD, Chair, Department of Dermatology
Frank A. Papay, MD, FACS, Chairman, Dermatology and Plastic Surgery Institute

The same vitality that charges Cleveland Clinic extends to almost every aspect of life in Greater Cleveland. The melting-pot culture that has helped establish Cleveland as a vibrant and versatile metropolitan area adds a unique flair to the lifestyle here. The Cleveland area is a very comfortable and affordable place to live with a variety of available activities, good school systems, a world renowned orchestra, and a great place to raise a family.

Cleveland Clinic is pleased to be an equal employment /affirmative action employer: Women/Minorities/Veterans/Individuals with Disabilities. Smoke/drug free environment.
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LET’S CONNECT

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