

1115 Broadway | New York NY 10010 | 212-796-8844

STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
<p>Alabama</p> <p>Chuck Lail 334-206-5438</p> <p>Chuck.Lail@adph.state.al.us</p> <p>http://www.adph.org/ruralhealth/index.asp?id=882</p>	<p>HPSA/MUA/MUP</p> <p>In FY 2017, 15 slots filled</p>	<p>At least 10 slots will be used for primary care family practice, internal medicine, pediatrics, geriatrics, OB/GYN, or psychiatry</p> <p>In FY 2017, 1 primary care slot was filled</p>	<p>Not accepted until first Monday in January, unless the employer is in a rural area, which is highly unlikely for most specialists.</p> <p>Each employer may file for only two (2) specialists per year until April 1. If any specialist slots remain, each employer may file an additional two.</p> <p>Annual limit is 20 spots</p> <p>In FY 2017, 14 specialist slots filled</p>	<p>Applications reviewed on a first-come-first-served basis starting October 1</p>	<p>Evidence of recruitment for 6 months prior to submission; ads must be placed at national level, in-state, and with Alabama's two medical schools</p> <p>(internet not acceptable)</p>	<p>Does not use FLEX program.</p>	<p>Hospitalist group must be incorporated and have a presence in Alabama.</p> <p>Does participate in PNIW program.</p>

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Alaska Jerrine Register 907-465-5669 http://dhss.alaska.gov/dph/HealthPlanning/Documents/workforce/assets/akPandP.pdf	HPSA/MUA In FY 2017, 0 slots filled Have not filled a waiver slot since 2015, when there were 2	Annual limit is 20 spots	Annual limit is 10 slots	Applications accepted on a rolling basis year-round	Evidence of recruitment for 6 months	10 FLEX spots available	Need personal statement from physician explaining why s/he does not want to fulfill home residency requirement Does recommend physicians for PNIW, needs evidence of extensive recruitment
Arizona Ana Lyn Roscetti 602-542-1066 ana.lyn.roschetti@azdhs.gov http://www.azdhs.gov/hsd/visa_waiver.htm	HPSA/MUA/MUP In FY 2017, 25 slots filled	22 slots reserved for primary care or psychiatrists. In FY 2017, 12 primary care slots filled	7 slots available for specialists, but may give more depending on need. In FY 2017, 13 specialist slots filled	Applications accepted from first business day in October until Nov. 30. If slots remain available at the end of the first application period, applications are accepted for a second cycle. Duration of second cycle depends on amount of slots available. See website.	Must document recruitment efforts for 6 months (indicate number of job applicants and interviewees)	Does not use FLEX slots	Need 3 letters of community support Supports PNIW only for physicians who obtained J-1 visa waivers.

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Arkansas Jane Gaskill 501-661-2201 Jane.gaskill@arkansas.gov http://www.healthy.arkansas.gov/Pages/default.aspx	HPSA /MHPSA /MUA/MUP/ FQHC In FY 2017, 28 slots filled by the middle of May. Typically, they do not fill up all the slots	No distinction between primary care and specialists	Specialists & Primary Care treated the same	Applications reviewed on a first-come-first-served basis from Oct. 1 to Sept. 15 (unless specific permission for a late submission is obtained from the Arkansas Program) Fast turnaround. Generally 10-21 days No fee	Evidence of recruitment for 6 months.	10 FLEX slots typically used early in fiscal year Document at least 30% from neighboring HPSA(s) or MUA/P(s) In FY 2017, 10 FLEX slots filled by mid-December. FLEX always fills up	Must have Letter of Need from the head of the facility addressed to the Waiver Program Manager
California Corinne Chavez 916-324-7937 Corinne.chavez@dhs.ca.gov www.dhcs.ca.gov/services/rural/Pages/J-1VisaWaiver.aspx	HPSA/MUA In FY 2017, all 30 slots filled by late January. As of 11/30/17, only 4 slots left in FY2018.	Priority given to primary care (internist, family practice, pediatrics, psychiatry, OB/GYN) In FY 2017, all 30 slots went to primary care	Specialists may apply after July 1 if slots remain, but this rarely happens. In FY 2017, no specialist slots allotted	October 1 - June 30 first come first serve For any applications after June 30, if there are slots available, applications will be held for a 30 day period and prioritized based on a number of factors; priority care will still be prioritized	Must have evidence of recruitment efforts, but no specific time period required	Do not accept FLEX.	The applicant physician must provide services to a caseload that is comprised of at least 30% Medicaid (Medi-Cal) patients or a combination of 30% Medi-Cal and uninsured patients PNIW accepted with less stringent req's. Contact 916-449-5770 or j-1waiverprogram@dhcs.ca.gov

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Colorado Rich Marquez 303-691-4916 rich.marquez@state.co.us or Kent O'Connor, Kent.oconnor@state.co.us (FY2017) 303-692-6399 http://www.cdphe.state.co.us/pp/primarycare/img/j1.html	HPSA/MUA Typically only fill 12-15 slots per year. In FY 2017, only 8 slots filled.	Specialists & Primary Care treated the same In FY 2017, 3 primary care slots filled	Specialists & Primary Care treated the same In FY 2017, 5 specialist slots filled	Applications reviewed year-round on first-come-first-served basis. No formal start/end dates.	Like to see 3-5 examples of recruitment methods, with a span of dates from the beginning to the end of the 6-month period	Designate 14 of their 30 as potential FLEX spots. Have never used them all.	\$1,000 application fee. PNIW accepted. Kent O'Connor is primary contact for PNIW, and all J-1 matters, including Conrad 30.

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Connecticut Stephen Carragher 860-509-7590 Stephen.Carragher@ct.gov http://www.ct.gov/dph/cwp/view.asp?a=3121&q=453806	HPSA/MUA/MUP In FY 2018, all 30 slots filled on the first day	No distinction between primary care and specialists; first come, first served In FY 2018, 19 waivers were primary care	Specialists & Primary Care treated the same In FY 2018, 11 waivers went to specialists	Applications accepted on first-come-first-served basis starting the first Monday of October. In FY 2018, accepted hand-delivered applications only. Far more than 30 applicants waited in line to submit applications. No scoring system	Must submit evidence that recruitment efforts have failed (e.g. advertisements)	5 FLEX spots available In FY 2018, no FLEX waivers were allotted	Waiting to see whether guidance about the review process will change for FY 2019. Please monitor the department of health website, as any changes will be reflected there.
Delaware Joan Barnwell 302-744-4786 joan.barnwell@state.de.us http://dhss.delaware.gov/dhss/dph/hsa/j1visahome.html	HPSA/MUA In FY 2017, 20 slots filled	In FY 2017, 6 primary care (HPSA) slots filled	No distinction between primary care and specialty in terms of adjudication priority In FY 2017, 12 specialist (HPSA) slots filled	Applications reviewed on first-come-first-served basis until June 30 Sites must be pre-approved to sponsor a J-1 physician Board convenes four times a year to review applications submitted by approved medical sites after physician hire	Evidence of recruitment for 6 months prior to filing– both description and documentation	10 FLEX spots In FY 2017, 2 FLEX slots filled	Must submit 3 letters of support from community leaders residing in service area, including at least 1 from an elected public official and 1 from a medical professional \$200 site application fee; \$250 physician application fee. Supports physicians for PNIW applications.

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District of Columbia New contact: Ginger Pierce 202-442-5892 Geraldine.pierce@dc.gov Former contact: Urvi Patel 202-442-4948 (currently on maternity leave) urvi.patel@dc.gov http://doh.dc.gov/service/j1-visa-waiver-program	HPSA In FY 2017, 15 slots filled.	At least 10 slots reserved for primary care physicians In FY 2017, 8 primary care slots filled	20 slots for both primary care and specialists, with preference given to primary care In FY 2017, 7 specialist slots filled	Applications reviewed on first-come-first-served basis starting Oct. 1 No scoring system, just a checklist to ensure that application is complete	Must show proof of recruiting 6 months prior to application	10 FLEX spots In FY 2017, 1 FLEX slot filled.	Physicians' sponsoring facility must serve a patient population of which at least 30% are Medicaid-insured or of which at least 45% are Medicaid-insured, Alliance-insured and/or charged reduced fees according to an established Sliding Scale Fee policy Does support PNIW applications, but no period of applicant's J-1 Waiver service will count towards the 5-year service requirement.

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Florida Debbie Reich 850-617-1471 Debbie.reich@flhealth.gov http://www.floridahealth.gov/provider-and-partner-resources/community-health-workers/conrad-30-program-j-1-visa/index.html	HPSA/MUA In FY 2017 all 30 slots filled at deadline.	No distinction.	No distinction.	Starting in FY 2017, applications accepted only during the first two weeks in October (10/2/2017 – 10/13/2017). Applications will be approved on a first-come first-served basis if less than 30. If more than 30 complete applications are received (which there always are), then the 30 to be sponsored are chosen by a lottery process.	No requirements regarding recruitment	Complies with federal guidelines	The acceptance policy is new as of FY 2017, and could be subject to change in subsequent years.
Georgia David Glass 229-401-3094 dglass@dch.ga.gov Beth Walker Beth.walker@dch.ga.gov http://dch.georgia.gov/00/channel_title/0_2094.31446711_40949889.00.html	HPSA/MUA/ Federally Qualified Health Center In FY 2017, all 30 slots filled by February	20 slots for internal medicine, family practice, pediatrics, OB/GYN, geriatrics, psychiatry, and hospitalists In FY 2017, 20 primary care slots filled	10 slots for specialists On April 1, unused slots open to primary care or specialists In FY 2017, 10 specialist slots filled	Applications reviewed on first-come-first-served basis starting Oct. 1	Must show evidence of good faith recruitment	10 FLEX slots In FY 2017, 5 FLEX slots filled (both specialists)	Supports PNIW applications. New guideline of 3 letters of community support instead of 5

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Hawaii Scott Daniels 808-961-9460 Scott.daniels@doh.hawaii.gov http://hawaii.gov/health/family-child-health/rural-health/j1visa.html	HPSA/MUA In FY 2017, 7 slots filled	Primary care includes family practice, pediatrics, internal medicine, OB/GYN, and psychiatry In FY 2017, 0 primary care slots filled	In FY 2017, 7 specialist slots filled.	Applications reviewed starting Oct. 1 on first-come-first-served basis No scoring system because spots do not fill up	Require recruitment for 6 months	10 FLEX slots In FY 2017, 7 FLEX slots filled (all slots were FLEX)	Does support PNIW applications, with no specific guidelines.
Idaho Casey Suter 208-334-5993 Casey.Suter@dhw.idaho.gov noblea@dhw.idaho.gov http://healthandwelfare.idaho.gov/Health/RuralHealthandPrimaryCare/J1VisaWaiverNationalInterestWaiver/tabid/413/Default.aspx	HPSA/MUA/MUP In FY 2017, 0 slots filled	Must be primary care (internal medicine, pediatrics, OB/GYN, general surgery, or psychiatry) In FY 2017 0 primary care slots filled	No specialists	Applications reviewed on first-come-first-served basis throughout the year	Must document recruitment efforts during 6 months	FLEX waivers now available starting April 1 (max of 5 to specialists)	\$1000 application fee Does support PNIW program

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Illinois Donald Jones 217-782-1624 don.jones@illinois.gov http://www.idph.state.il.us/about/rural_health/rural_home.htm#j1	HPSA/MUA/MUP All 30 slots filled in FY 2017 by February	In FY 2017, 13 primary care slots filled	In FY 2017, 17 specialist slots filled	Applications accepted October 1 – 31. If all slots do not fill during the first application period, subsequent application periods will be Jan 1-31 and April 1-30. Please contact the Dept of Health to see if additional application periods are open. Typically fills all 30 slots in October	Want a description of recruitment efforts but do not require documentation	5 FLEX spots for facilities that document at least 51% come from a HPSA or MUA/P Does not usually use many FLEX slots. In FY 2017, no FLEX slots were allocated.	\$3000 application fee, which must accompany the application when it is submitted; the fee is not refundable. Does support PNIW applications.
Indiana Natalie Morrison 765-918-4431 nmorrison@indianapca.org http://www.in.gov/i_sdh/24409.htm	HPSA/MUA/MUP All 30 slots filled in FY2017. Close to filling them for FY2018 as of 11/28/2017.	Priority given to primary care physicians; specialists can apply, but primary applications jump to front of the line.	In FY 2017, 7 or 8 specialist slots filled.	Opens Sept. 1, but no applications will be processed until Oct. 1. Applications accepted on a rolling basis until 30 slots filled	Must have evidence of recruitment for at least 4 months	10 FLEX slots Must submit a year of data confirming 50% of services to underserved. In FY 2017, no FLEX slots used.	Need 2 letters of community support. Supports PNIW applications. Handled directly by the state. Contact is Anne Alley 317-233-7451 aalley@isdh.in.gov

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Iowa Kevin Wooddell 515-242-6879 kevin.wooddell@idph.iowa.gov http://idph.iowa.gov/ohds/rural-health-primary-care/primary-care	HPSA/MUA/MUP 37 applications in FY 2017 by 10/28/16. Exact number not available, but all slots likely filled.	Priority given to primary care (family practice, general surgery, general internal medicine, OB/GYN, pediatrics, psychiatry) <i>Kevin says this preference is not necessarily official policy.</i>	Must demonstrate that the specialty services are essential to the medical needs of the underserved in Iowa <i>Kevin says this preference is not necessarily official policy.</i>	Applications accepted from the first Tuesday in September through the last Friday in October. Decisions by 2 nd Friday in December. If additional slots are available, applications accepted after Nov. 1	Must demonstrate recruitment efforts for at least 6 months	10 FLEX slots Must show how the physician will meet an unmet need in Iowa In FY 2017, 10 FLEX slots filled	Priority given to health care safety net, facilities in rural areas, and non-profit organizations. Supports PNIW applications. Contact is Katie Jerkins (515-423-2690)
Kansas Rubina Ranjit (new) 785-291-3819 rubina.ranjit@ks.gov http://www.kdheks.gov/olrh/j-lvisa_waiver_overview.htm	HPSA/MUA/MUP In FY 2017, roughly 25 or 26 slots were filled. For FY2018, 12 slots filled as of 12/6/17.	No explicit priority given, but if more than 30 applications in Phase 1, may be considered.	No explicit priority given, but if more than 30 applications in Phase 1, may be considered.	Phase 1: open 9/1 – 10/31. Decisions on or before 12/15. If more than 30 received, factors “considered” (not necessarily preferred) are primary/specialty, rural/urban, underserved population, etc. Phase 2: case by case consideration, only if slots remain after Phase 1.	Must show evidence of recruitment efforts over 6 a month period, including regional and national print advertising. Requirements for specialists and FLEX spots are stricter: must provide specific info on Medicare and low-income patients.	10 FLEX slots In FY2017, very few were used.	The waiver request must contain 3 letters of community support. Accepts PNIW applications. Rubina is the best contact.

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<p>Kentucky</p> <p>Medina Tipton 502-564-8966 ext. 4012</p> <p>Medina.Tipton@ky.gov</p> <p>http://chfs.ky.gov/dph/info/dpqi/KY+J1+Visa+Waiver+Program.htm</p>	<p>HPSAs or MUAs</p> <p>29 slots were filled during FY 2017.</p>	<p>Priority given to primary care (family & internal medicine, pediatrics, ob/gyn, psychiatry).</p> <p>In FY 2017, 5 slots were used by Primary Care physicians</p>	<p>Specialists (including Hospitalists) are only offered slots after primary care, and are prioritized by HPSA/MUA score.</p> <p>In FY 2017, 24 slots were filled by specialists</p>	<p>Applications are accepted from 10/1 – 10/31. If any slots remain, KY will continue to accept until 7/30, or all slots filled.</p>	<p>Recruitment conducted at least 3 months prior to submission, but not longer than 12 months prior to submission.</p>	<p>10 FLEX slots</p> <p>All 10 slots used in FY 2017.</p> <p>Facility must evidence at least 30% Medicaid patients, or 45% publically insured and/or charged based on sliding scale fees.</p>	<p>Physicians eligible for ARC or DRA waiver should use those programs.</p> <p>For FY 2018, 5 Slots (including 1 FLEX) remaining as of 12/6/2017.</p>
<p>Louisiana</p> <p>Dorie Tschudy 225-342-1583</p> <p>dorie.tschudy@la.gov</p> <p>http://new.dhh.louisiana.gov/index.cfm/page/792</p>	<p>HPSAs</p> <p>10 slots were filled during FY 2017.</p>	<p>24 slots reserved for primary care from 10/1–3/31 (Internal medicine, pediatrics, family practice, OB/GYN, psychiatry)</p> <p><i>LA DHH will not release breakdown</i></p>	<p>6 slots reserved for specialists from 10/1–3/31</p> <p>On April 1, remaining slots available to specialists on first-come, first-served basis</p> <p><i>LA DHH will not release breakdown</i></p>	<p>Adjudication on first-come, first-served basis (80%/20% priority in slots to PC/SPC)</p>	<p>Recruitment documentation from the prior six-month period, and must include at least 3 different types.</p>	<p>10 FLEX slots</p> <p>Must show that approx. 30% of patients are HPSA residents.</p>	<p>Eligible providers must have a sliding-fee scale policy, and if waiver is approved, must submit quarterly reports.</p>

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Maine Nicole Breton 207-287-5524 nicole.breton@maine.gov http://www.maine.gov/dhhs/mecdc/dlrs/rhpc/j1.shtml	HPSA/MUA/MUP All 30 slots tend to fill.	Considered on equal priority with specialists, slots not separated out	Although same priority as primary care, review may be more stringent in some areas	Reviewed on first-come, first-served basis (applications are reviewed within 30 days). Once all slots filled, cases are bumped to next fiscal year.	Must show a reasonable effort over a prolonged period of time, including copies of advertisements.	10 FLEX slots Special consideration given to nature of the medical facility and physician's expected practice plan.	Request must be accompanied by a letter from the head of sponsoring medical facility and at least 3 letters of professional recommendation.
Maryland Temi Oshiyoye 410-767-4467 temi.oshiyoye@maryland.gov https://pophealth.health.maryland.gov/Pages/J-1-Visa-Waiver-Program.aspx	HPSA or MUA For FY 2017, all 30 slots filled in December 2016.	Priority given to primary care, but a mix of primary and specialists tend to get slots. In FY 2017, 16 slots went to primary care.	Priority given to primary care, but a mix of primary and specialists tend to get slots. In FY 2017, 14 slots went to specialists.	Applications are accepted between 10/1 and 12/1. Both primary care and specialists can apply, but primary are given priority. All applications are reviewed <i>after</i> 12/1.	Six months of recruitment required, including ads in newspapers, national medical journals, and/or Maryland medical schools. Can be reduced in cases of extreme need.	10 FLEX slots	Policy changes for FY2018 include changes to adjudication period. Accept PNIW applications. Temi Oshiyoye is best contact.

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<p>Massachusetts</p> <p>Nicole Watson 617-624-6051</p> <p>Nicole.Watson@MassMail.State.MA.US</p> <p>http://www.mass.gov/eohhs/gov/departments/dph/programs/community-health/primarycare-healthaccess/healthcare-workforce-center/workforce-help/j1/</p>	<p>HPSA or MUA/MUP</p> <p>28 slots were filled during FY 2017.</p>	<p>Priority given to primary care: internal & family medicine, pediatrics, geriatrics, ob/gyn, and psychiatry.</p> <p>In FY 2017 10 were primary care.</p>	<p>Preference is for primary care, but many specialists accepted, based on need.</p> <p>In FY 2017 18 were specialists.</p>	<p>Applications accepted from 10/1 through 12/31 for both primary care and specialists.</p> <p>Review should be complete in February, and notifications sent out by March.</p> <p>If slots remain, those not selected in initial round may reapply during second review period.</p>	<p>Must document duration of position vacancy, list of recruitment efforts, and responses.</p>	<p>10 FLEX slots</p> <p>Facilities must show that 30% or more of patients served are located in underserved areas.</p> <p>4 FLEX slots were utilized in FY 2017.</p>	<p>Physicians that speak the foreign language comprising a large percentage of the community will receive preference.</p> <p>Three applications max per employer, per fiscal year.</p> <p>Non-Complete clauses prohibited.</p> <p>5 applications received as of 12/6/2017 (4 PC, 1 Specialist/flex)</p>

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<p>Michigan</p> <p>Brittany Brookshire 517-284-4986</p> <p>BrookshireB1@michigan.gov</p> <p>http://www.michigan.gov/mdhhs/0,5885,7-339-71551_2945_4763_5-215616--,00.html</p>	<p>HPSA or MUA/MUP (Priority for HPSA)</p> <p>In FY 2017, all 30 slots were filled by deadline. (45 applications received)</p>	<p>Most years, the breakdown is approximately 20 PC/10 SPC</p> <p>In FY 2017, 10 slots were filled by primary care physicians.</p>	<p>Only available if unused slots remain after all primary applicants have been accepted.</p> <p>In FY 2017, 20 slots were filled by specialists.</p>	<p>Applications accepted from 9/1–11/1, with 11/1 as the final deadline. Waiver decisions announced after 1/1.</p>	<p>No required recruitment</p>	<p>10 FLEX slots</p> <p>Only if unused slots after waivers allocated to HPSA/MUA</p> <p>1 FLEX slot was utilized in FY 2017</p>	<p>Application fee eliminated.</p> <p><i>New Contact.</i></p> <p><i>Department of Health and Human Services now directly administers program.</i></p> <p>5 primary care and 36 specialists applied for FY 2018 by deadline.</p>
<p>Minnesota</p> <p><i>Interim Contact</i> Will Wilson 651-201-3842</p> <p>will.wilson@state.mn.us</p> <p>http://www.health.state.mn.us/divs/orhpc/workforce/j1/</p>	<p>HPSA, MHPSA, MUA, MUP</p> <p>In FY 2017, all slots 30 slots were filled by deadline.</p>	<p>No preference.</p> <p>In FY 2017, 5 slots were filled by primary care physicians</p>	<p>In FY 2017, approx. 25 slots were filled by specialists</p>	<p>Applications accepted from Sept. 15 until last business day of November. Up to 30 will be selected based on state need. If fewer than 30 apply, the application period may be extended. During extended application period, adjudication will be on first-come, first-served basis until all slots are filled.</p>	<p>Must show that reasonable effort was made.</p>	<p>10 FLEX slots</p> <p>In FY 2017, 8 slots were FLEX</p>	<p><i>New Interim Contact</i></p> <p><u>Contact until 12/12/2017:</u> Darwin Flores Trujillo 651-201-3850 darwin.flores.trujillo@state.mn.us</p>

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Mississippi Kara Aldridge 601-576-7226 kara.aldridge@msdhs.state.ms.us http://www.msdsdhs.state.ms.us/msdhsite/index.cfm/44,455,112,181.html	HPSA/ MHPSA 2 slots were filled in FY 2017.	No primary care slots were used in FY 2017.	Considered Flex: limit of 10 per year 2 specialist slots were used in FY 2017.	Adjudication on first-come, first-served basis	Must show that some sort of recruitment effort was made over a period of at least 3 months at both regional and national levels.	10 FLEX slots available for specialists Must show that 30% of patients reside in a HPSA 2 Specialists used FLEX slots in FY 2017.	\$1,500 application fee For FY 2018, 2 slots (Specialist/FLEX) filled as of 12/12/2017.
Missouri Lee Temmen 573-751-6219 opcrhinfo@health.mo.gov http://health.mo.gov/living/families/primarycare/j1visa/	HPSA only All 30 slots filled as of March 2017.	5 slots were filled by primary care physicians.	25 slots were filled by specialists.	Cases reviewed on first-come, first-served basis, starting 10/1. Primary care reviewed first, and once primary care recommendations are made, specialists are considered. Preference to regions with higher HPSA scores.	Must show copies of recruitment efforts. Recruitment must be both national and state level.	Does not use FLEX spots.	FY 2018 Program closed on 10/11/2017 (2 primary care, 28 specialty)

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<p>Montana</p> <p>Brandy Kincheloe 406-444-3934</p> <p>BKincheloe@mt.gov</p> <p>http://dphhs.mt.gov/publichealth/primarycare/J1-Visa-Program</p>	<p>HPSA (preference), MUA, MUP</p> <p>In FY 2017, 6 slots were filled.</p> <p>Montana divides as 20 Primary Care, and 10 Specialists.</p>	<p>In FY 2017, 1 slot was for a primary care physician</p>	<p>In FY 2017, all 5 slots were filled by specialists</p>	<p>Cases reviewed on first-come, first-served basis</p>	<p>Proof of prior 6 months' recruitment efforts: ads posted, applicants interviewed, and reasons for rejection.</p>	<p>No Flex slots.</p>	<p>Applications require 3 letters of recommendation in support of professional abilities and qualifications.</p> <p>Contract must include clause mandating that physician owes \$100,000 in the event of candidate default.</p> <p><i>Ann Buss, Supervisor</i> abuss@mt.gov</p>
<p>Nebraska</p> <p>Tom Rauner 402-471-0148</p> <p>Thomas.rauner@nebraska.gov</p> <p>http://dhhs.ne.gov/publichealth/RuralHealth/Pages/WaiverProgram.aspx</p>	<p>HPSA, MUA, and MUP</p> <p>15 slots were filled in FY 2017.</p>	<p>In FY 2017, 1 slot was filled by primary care physicians</p>	<p>In FY 2017, 14 slots were filled by specialists</p>	<p>Adjudicated on first-come, first-served basis. Review usually takes 3-4 months.</p>	<p>Must provide copies of ads, list of interviewed candidates, and reasons why other candidates were not selected.</p>	<p>10 Flex slots</p> <p>In FY 2017, 10 slots were Flex.</p>	<p>Employer letter must describe shortage needs of community and reasonable but unsuccessful attempts to recruit US citizens.</p> <p>For FY 2018, 4 slots have been issued, and 10 FLEX applications have been issued conditional approval so far.</p>

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Nevada Scott Jones 775-684-4047 scottjones@health.nv.gov http://dpbh.nv.gov/Programs/Conrad30/Conrad30-Home/	HPSA, MHPSA, MUA, MUP 8 slots were filled in FY 2017 For FY 2018, 1 specialist (Hospitalist) slot filled as of 12/6/2017.	Family medicine, general internal medicine, pediatrics, OB/GYN In FY 2017, 3 primary care slots were filled.	Accepted, but priority is for primary care. In FY 2017, 5 primary care slots were filled.	Adjudicated on first-come, first-served basis. Starting date is 10/1, but not as important, since slots are always available.	Must show reasonable effort of recruitment from past six months, but no formal requirements.	10 Flex slots. In FY 2017, no FLEX slots were used.	\$500. Application Fee (Possible to apply for fee waiver and/or pay over time) 2-5 slots fill per year, and Nevada is excited to have more physicians apply!
New Hampshire Jan (Janine) Wainwright 603-271-4741 Janine.wainwright@dhhs.state.nh.us http://www.dhhs.nh.gov/dphs/bchs/rhc/visa.htm	HPSA, MHPSA, MUA, MUP, & E-MUPs (Designated by the Governor and community leaders) 22 slots were filled in FY 2017.	Preference to primary care: family & internal medicine, Pediatrics, ob/gyn, psychiatry In FY 2017, 11 slots were primary care	Priority to hospitalists, geriatrics, general radiology and general surgery who will practice for safety net sites. In FY 2017, 11 slots were specialists	Adjudicated on first-come, first-served basis starting 10/1 – 07/1.	Must show recruitment efforts of at least 6 months prior to submission, as well as results of recruitment.	10 Flex slots FLEX slot applications must be pre-approved All 10 FLEX slots used in FY 2017.	Employer must have a sliding-fee-scale in place, and must submit payor mix for the last 6 months as a % of revenue at the service site. Non-Complete clauses prohibited 26 FY2018 slots remain as of 12/6/2017, 6 of which are FLEX slots.

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New Jersey Nashon Hornsby 609-984-1856 Nashon.Hornsby@doh.nj.gov http://www.state.nj.us/health/fhs/primarycare/provider-placement/index.shtml	Only HPSAs 4 slots were filled in FY 2017.	Family practice, OB/GYN, general pediatrics, internal medicine. Priority given to physicians working in outpatient settings. In FY 2017, 1 slot was primary care.	In FY 2017, 3 slots were filled by specialists.	Applications accepted starting 09/01/2017 until all slots filled.	Minimum 6 months of recruitment documented by copies of ads and a detailed summary of efforts.	10 flex slots MUA/P facilities and Specialists must use FLEX slots. In FY 2017, three flex slots were used.	PROGRAM OVERHAUL FOR FY 2018. <i>New Contact</i> Non-Compete clauses prohibited No slots filled for FY 2018 as of 12/7/2017
New Mexico Crystal Begay 505-222-8679 Crystal.Begay@state.nm.us https://nmhealth.org/about/phd/hsb/oprh/jvwp/	Primary Care: HPSA, MHPSA, Specialists: MUA, MUP 24 applications received as of 12/01/2017 for FY 2018.	General internal medicine and family practice, ob/gyn, pediatrics and psychiatry. In FY 2017, 8 slots were filled by primary care physicians	Hospitalists are specialists. In FY 2017, 22 slots were filled by specialists	Applications accepted beginning 9/1. Adjudicated on first-come, first-served basis, with priority given to primary care out-patient physicians.	Must show reasonable recruitment effort over six-month period—online postings alone are insufficient, as are non-site-specific ads.	10 FLEX slots In FY 2017 all 10 FLEX slots were utilized. 10 FLEX slots filled as of 9/7/2017	Contract must include clause mandating that physician will owe up to \$250,000 if physician defaults. Non-Compete clauses prohibited <i>New Contact</i>

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<p>New York</p> <p>Steve Swanson 518-473-7019</p> <p>Sas03@health.state.ny.us</p> <p>http://www.health.ny.gov/professionals/j-1 Visa waivers/</p>	<p>HPSA, MUA, MUP</p> <p>In FY 2017, all 30 slots were filled by December.</p> <p>Deadline for 2017: 11/29, 60 applications were received.</p>	<p>Internal medicine, family medicine, pediatrics, psychiatry</p> <p>In FY 2017, 21 slots were filled by primary care</p> <p>(including 4 psychiatrists, which are largely handled separately from PCP and SPCs, Mental Health HPSAs)</p>	<p>Accepted, and are usually about half of all accepted applications.</p> <p>In FY 2017, 8 slots were filled by specialists</p>	<p>Application deadline is usually the week after Thanksgiving. For FY 2017: 11/29. Decisions made in early March.</p> <p>While primary care providers are encouraged, the breakdown is usually evenly divided.</p> <p>Adjudicated with attention paid to HPSA scores, volume of services provided, and % of Medicaid patients.</p>	<p>Must demonstrate reasonable recruitment within the six months before submitting application.</p>	<p>10 Flex slots</p> <p>In practice, very few Flex slots awarded priority is given to HPSA/MUA practices.</p>	<p>New for FY 2018: Employer letter must now be signed by the CEO or Chief Medical Officer of facility/organization submitting application on behalf of the physician.</p> <p>Community support letters are very important, especially for Flex cases.</p> <p>Priority given to physicians treating highest % of Medicaid patients</p>

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North Carolina Cindy Leighton 919-527-6452 Cindy.leighton@dhhs.nc.gov http://www.ncdhhs.gov/providers/provider-info/health-care/recruitment-for-providers	HPSA, and MHPSA 30 slots do not usually fill, breakdown of FY 2017 numbers was not available.	20 slots are reserved for primary care Most slots are allocated to primary care physicians.	Practice must be located in an area proven to have a shortage for the specialty applying.	Adjudicated on first-come, first-served basis starting October 1.	Must show good faith recruitment, including advertisements, etc.	10 Flex slots available each year for specialists.	Physicians eligible for other waiver programs should try those first. All applications must document that 80% of patients seen by physician will be from HPSA or specialty storage area.
North Dakota Stacy Kusler 701-777-3300 Stacy.kusler@med.und.edu https://ruralhealth.und.edu/projects/primary-care-office/jl	HPSA/MUA In FY 2017, 12 slots filled, including 8 FLEX	Family practice, internal medicine, general surgery, OB/GYN, psychiatry In FY 2017, 12 slots were filled by HPSA primary care physicians	Considers specialists	First-come, first-served starting October 1. From Oct 1 – April 1, only 1 application per month per facility. After April 1, no limits to how many applications per facility.	No recruitment requirement	Uses FLEX In FY 2017, used 8 slots FLEX slots used to be reserved for subspecialists, now after April 1, if any FLEX slots remain, can be filled by any specialty	PNIW applications considered on a case by case basis, does not typically see many.

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<p>Ohio</p> <p>Hend Mostafa Colleen Schwartz 614-466-1629</p> <p>HealthPolicy@odh.ohio.gov</p> <p>https://www.odh.ohio.gov/odhprograms/chss/pcrh_programs/recruitment/jvisa.aspx</p>	<p>HPSA or MHPSA, certain MUA/Ps</p> <p>In FY 2017, 25 slots filled by mid-September 2017 (cycle opened end of Jan 2017)</p>	<p>Family practice, internal medicine, OB/GYN, pediatrics, psychiatry</p> <p>In FY 2017, 4 waivers were primary care</p>	<p>Specialists are considered starting at the same time as PC, but application window closes earlier for specialists.</p> <p>In FY 2017, 21 waivers were specialists (including 8 FLEX)</p> <p>Almost always more specialists than primary care.</p>	<p>In FY 2017, applications were accepted starting end of Jan 2017, closed March 31 (for non-PC/non-HPSAS) and closed July 17 (extended) for HPSA/PC applications. See comments for FY 2018 guidelines.</p> <p>Preference for primary care physicians in HPSAs. Please see website for tiered priorities, including addiction specialists in HPSA areas.</p>	<p>Must document efforts to recruit a U.S. worker over past 12 months. Submit summary description of recruitment efforts.</p>	<p>Uses FLEX, application window also closes sooner than for primary care/HPSA applications. FLEX slots can be very competitive.</p> <p>In FY 2017, 8 FLEX slots were filled</p>	<p>\$3,571 application fee.</p> <p>For FY 2018, application cycle opened 11/28/17, accepting Primary Care and Behavioral Health Placements until June 30, 2018. Specialists and all others accepted until March 31, 2018.</p>

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<p>Oklahoma</p> <p>Jana Castleberry 405-271-9444 ext. 56520</p> <p>JanaC@health.ok.gov</p> <p>https://www.ok.gov/health/Organization/Center_for_Health_Innovation_and_Effectiveness/Office_of_Primary_Care_and_Rural_Health_Development/J-1_Waiver_Documentation/index.html</p>	<p>HPSA, MHPSA, or MUA</p> <p>In FY 2017, 26 slots filled, 16 regular, 10 FLEX</p>	<p>Priority given to general internal medicine, family practice, general pediatrics, OB/GYN</p>	<p>All specialties if will increase access to care of the uninsured and underinsured</p>	<p>Non-FLEX slots adjudicated on first-come, first-served basis, Oct 1 – Sept 15</p> <p>FLEX are prioritized for academic medical center through Nov 30. If FLEX slots are open after Nov 30, they are adjudicated on first-come, first-served basis</p>	<p>Must include copies of advertisements, agreements with placement services, or other like documentation demonstrating good faith efforts to offer American physicians an opportunity to apply for the vacant physician position.</p>	<p>Uses FLEX</p> <p>In FY 2017, all 10 FLEX slots filled</p>	<p>New guidelines from FY 2017 increased application numbers</p> <p>Utilizes PNIW on a case-by-case basis. Contact is Office of Primary Care.</p>
<p>Oregon</p> <p>Dia Shuhart 503-373-0364</p> <p>dia.shuhart@state.or.us</p> <p>http://www.oregon.gov/OHA/HPA/HP-PCO/Pages/J1.aspx</p>	<p>HPSA/MUA and FLEX</p> <p>In FY 2017, filled 27 slots as of mid-August</p> <p>Usually doesn't fill all 30 slots, but have gotten close in the past few years</p>	<p>Family medicine, general internal medicine, pediatrics, OB/GYN, general psychiatry. Hospitalists considered primary care.</p> <p>In FY 2017, 17 slots were primary care</p>	<p>Priority given to primary care, but sub-specialties accepted.</p> <p>In FY 2017, 10 slots went to specialists</p>	<p>Applications accepted on first-come, first-served basis, Oct 1.</p> <p>If the 30 slots fill up, any additional applications will be rolled over to Oct 1 of the following year.</p> <p>Adjudication based primarily on Medicaid average</p>	<p>Employer must try to actively recruit a US doctor for at least 6 months</p>	<p>Uses FLEX</p> <p>FLEX requires prior approval from OHA</p> <p>In FY 2017, 2 slots were FLEX.</p>	<p>\$2,000 application fee</p> <p>Does support PNIW cases, with Dia Shuhart as the contact.</p>

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<p>Pennsylvania</p> <p>Jackie Austin 717-772-5298</p> <p>WaiverPrograms@pa.gov</p> <p>http://www.health.pa.gov/Your-Department-of-Health/Offices%20and%20Bureaus/Health%20Planning/Pages/J-1-and-National-Interest-Waivers.aspx#.V63UjiU0dU</p>	<p>HPSA/MUA/MUP</p> <p>In FY 2017, filled all 30 slots as of June</p>	<p>Family practice, general internal medicine, OB/GYN, general pediatrics or psychiatry</p> <p>Priority for primary care physicians and out-patient ambulatory care sites</p> <p>In FY 2017, 18 slots were primary care</p>	<p>Specialists must document the need for the proposed specialist using objective, population-based data relevant to proposed specialty.</p> <p>Only considered after primary care applications reviewed</p> <p>In FY 2017, 12 slots were specialists</p>	<p>Initial Application Period: 9/30 – 12/15, reviewed according to state priorities, successful applicants notified by 1/10</p> <p>Second Application Period: 1/1 – 6/15, if slots available, applications reviewed according to state priorities. Applications not initially selected may be resubmitted if slots are available.</p> <p>Final Application Period: 7/1 – 9/15, if slots available.</p>	<p>Must demonstrate unsuccessful good faith recruitment efforts with a summary of the recruitment process.</p>	<p>Uses FLEX</p> <p>Only 1 per employer per FY, at least 20% of patients are from HPSA or MUA/P</p> <p>In FY 2017, 5 FLEX slots were used</p>	<p>Participates in ARC.</p> <p>Check the website for current slot availability</p> <p>Does support PNIW Applications, see website for guidelines</p>

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
Rhode Island Jill D’Errico 401-222-1488 Jill.DErrico@health.ri.gov http://www.health.ri.gov/programs/physicianvisawaiver/	HPSA, MUA or MUP For FY 2017, all 30 slots filled up by January.	Primary care (including family medicine and internal medicine), as well as OB/GYN, psychiatry, anesthesiology, or radiology In FY 2017, 8 of the slots were primary care	Most slots filled by specialists. In FY 2017, 22 slots were filled by specialists	Applications adjudicated on first-come, first-served basis starting October 1. From Oct 1 – Dec 1, open to Specialists and Primary Care physicians ONLY, Hospitalists can apply starting Jan 1. Preference given to primary care physicians who completed residency in Rhode Island	Summary of efforts Must include a 5-year site review of prior J-1 placements (for health centers/clinics, not hospitals)	FLEX used In FY 2017, 4 slots were FLEX	Check website for new requirements as of FY 2018, including requirement of completing 2 of 3 of the following: 1) Volunteer Hours 2) MAT Certification 3) CLAS Champion Supports PNIW applicants, had 5 in FY 2017
South Carolina Mark Jordan 803-898-0766 jordanma@dhec.sc.gov http://www.scdhec.gov/Health/FHPP/WaiversforHealthcareProfessionalsStages/ApplicationReviewProcess/	HPSA/MUA/MUP or FLEX In FY 2017, 20 slots filled	Family practice, pediatrics, general internal medicine, OB/GYN, and psychiatry In FY 2017, 10 slots were primary care.	All specialties eligible In FY 2017, 10 slots were filled by specialists.	Applications accepted starting October 1. All employers must be pre-approved by the Primary Care Office A facility must have been providing care for 12 months in SC before submitting request	No documentation of recruitment efforts required	Uses FLEX In FY 2017, 6 FLEX slots were filled	Does support PNIW applications

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South Dakota Jill Dean 605-773-2706 jill.dean@state.sd.us https://doh.sd.gov/providers/ruralhealth/J1-Waiver/default.aspx	HPSA or MUA In FY 2017, 11 slots filled 30 slots never fill	Family practice, OB/GYN, internal medicine, pediatrics, and psychiatry In FY 2017, 6 slots were primary care	All specialists eligible to apply In FY 2017, 5 slots were filled by specialists	Adjudicated on first-come, first-served basis starting Oct 1. Since all 30 never fill, review as they arrive. Some competition for the 10 FLEX slots.	Provide copies of efforts or detailed narrative of efforts	FLEX used In FY 2017 – all 10 FLEX slots used.	\$200 application fee No recent history of PNIW applications requesting support
Tennessee Ann Cranford 615-741-2101 Ann.Cranford@state.tn.us http://tn.gov/health/article/j1	HPSA or MUA In FY 2017, 13 slots filled	Family practice, general pediatrics, OB/GYN or general internal medicine Goal is 70% primary care in HPSAs/MUA; 30% specialist in hospital in HPSA/MUA In FY 2017, 1 slot was primary care	List of specialties on website. Goal is 70% primary care in HPSAs/MUA; 30% specialist in hospital in HPSA/MUA In FY 2017, 12 were specialists (including hospitalists)	Applications reviewed starting Oct 1, priority given to primary care, with no more than 1/3 of slots going to specialists until June 30. After June 30, all applications considered for all slots.	Efforts for the past 6 months must be provided (copies of national ads, agreements with placement services, etc.)	Uses FLEX 3 FLEX slots filled in FY 2017	Supports PNIW applications, check the website and contact Ann Cranford for details.

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<p>Texas</p> <p>Clay Daniel 512-776-3862</p> <p>https://www.dshs.state.tx.us/chpr/j1info.shtm</p>	<p>Geographic Primary Care HPSAs, MUAs for specialists</p> <p>In FY 2018, 29 slots filled in the first two weeks.</p> <p>In years past, all slots filled on the first day</p>	<p>Family medicine, internal medicine, pediatrics, psychiatry, OB/GYN</p> <p>Typically less than half of waivers are for primary care. In FY 2018, approx 4 slots were primary care.</p>	<p>Sub-specialists include hospitalist, geriatrics, and all who received fellowship training.</p> <p>Typically at least two-thirds of waivers are specialists. In FY 2018, approx. 25 slots were specialists</p>	<p>Applications adjudicated starting September 1.</p> <p>New guidelines for FY 2018: applications accepted 9/1 – 9/14, and adjudicated based on HPSA score or MUA score.</p>	<p>No recruitment required</p>	<p>10 FLEX</p> <p>As of FY 2018, FLEX slots no longer being used</p>	<p>\$3,000 fee</p> <p>Must include 4-6 community support letters; for specialists, 2 letters from local physicians.</p> <p>Please refer to new FY 2018 guidelines for more info</p>
<p>Utah</p> <p>Owen Quinonez 801-273-6620 oquinone@utah.gov</p> <p>Matt McCullough 801-273-6621 mmccullough@utah.gov</p> <p>http://health.utah.gov/primarycare/?p=prgPco&sub=visa</p>	<p>HPSAs, but does NOT use MUA/Ps</p> <p>Typically never fills all of its slots</p> <p>In FY 2017, 4 slots filled, all FLEX</p>	<p>Family practice, internal medicine, general pediatrics, OB/GYN, and psychiatry</p>	<p>Specialists and sub-specialists practicing in non-HPSA designated areas, if the site meets FLEX requirements</p>	<p>Applications accepted starting October 1 through September 30</p>	<p>Must document that unsuccessful efforts were made for at least 1 year</p>	<p>Uses FLEX</p> <p>In FY 2017, all 4 waiver slots were FLEX slots</p>	<p>Has not participated in PNIW program in the past, but this might be due to low interest.</p>

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STATE	30 SLOTS	PRIMARY CARE	SPECIALISTS	ADJUDICATION	RECRUITMENT	FLEX	COMMENTS
Vermont Luca Fernandez 802-859-5921 Luca.Fernandez@vermont.gov http://healthvermont.gov/systems/health-professionals/j1-visa	HPSA/MUA In FY 2017, 3 slots were filled. Vermont never fills all of its slots each year, and would like more applicants!	Priority given to primary care physicians Family practice, general internal medicine, pediatrics and OB/GYN In FY 2017, no slots was filled by primary care	All specialties accepted In FY 2017, 3 slots were filled by specialists	Adjudicated on first-come, first-served basis, rolling throughout the year since slots are always available. Review typically is completed within 2-3 weeks.	Brief description of recruitment efforts required	Uses FLEX	
Virginia Olivette Burroughs 804-864-7435 olivette.burroughs@vdh.virginia.gov http://www.vdh.virginia.gov/omhhe/primarycare/incentives/j1visa/index.htm	HPSA, MHPSA, MUA or MUP In FY 2017, 30 slots filled, the last one in early August	Family practice, internal medicine, pediatrics, OB/GYN, and psychiatry In FY 2017, 25 waivers were primary care	Yes Must fill a documented community health care need In FY 2017, 5 waivers were filled by specialists	Adjudicated on first-come, first-served basis, from September 1 – August 31	No specific requirements, please refer to website (http://www.vdh.virginia.gov/omhhe/primarycare/incentives/j1visa/documents/2015/pdf/Conrad%2030%20Waiver%20Program%20Official%20Approved%20Guidelines.pdf) for information on eligible practice sites willing to offer employment	FLEX slots are now available, but only after Feb 1, and if any HPSA/MUA/P slots remain. In FY 2017, 3 FLEX slots were allocated	5 slots reserved as “discretionary slots” allotted at the discretion of VDH based on the prevailing critical needs for specific health care professionals. Does support PNIW applications for physicians located in HPSA/MPSA/MUA.

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Washington Renee Fullerton 360-236-2814 Renee.Fullerton@doh.wa.gov http://www.doh.wa.gov/ForPublicHealthandHealthcareProviders/RuralHealth/ResourcesforClinicians/J1VisaWaiverProgram	HPSAs only and FLEX In FY 2017, 29 slots had filled as of August Usually, all 30 slots fill earlier in the year.	In FY 2017, 15 slots were allocated to primary care	In FY 2017, 14 slots were filled by specialists (including 2 FLEX waivers)	Adjudicated on first-come, first-served basis, starting Oct 1.	Must be able to document 6 months of unsuccessful recruitment activity	10 FLEX slots, available as of January 15 In FY 2017, 2 FLEX slots filled	Prior to June 1, a single employer can only have 3 waivers, with 2 waivers max per practice location and 1 hospitalist per hospital. Does support PNIW applications
West Virginia Melissa Wheeler 304-558-4382, 1-888-442-3456 Melissa.S.Wheeler@wv.gov Bethlehem Amare Bethlehem.S.Amare@wv.gov https://www.3rnet.org/locations/west-virginia	HPSA or MUA In FY 2017, 21 slots filled, with the last one filling in August	General or family practice, internal medicine, pediatrics, OB/GYN, and psychiatry In FY 2017, 2 primary care slots filled	Yes, must document need for specialty or sub-specialty In FY 2017, 19 specialist slots filled	Adjudicated on first-come, first-served basis starting Oct 1.	Must document 6 months of unsuccessful recruitment	10 FLEX slots In FY 2017, 3 FLEX slots filled FLEX slots often fill very quickly	West Virginia will be using the ARC J-1 Visa Waiver Program for Primary Care providers more than in past years. Does support PNIW physician applications, and must practice in West Virginia for one year prior to requesting an attestation letter.

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Wisconsin Jaime Olson 608-267-1440 jaime.olson@dhs.wisconsin.gov https://www.dhs.wisconsin.gov/primarycare/j-1visa/index.htm	HPSA, MHPSA, MUA, MUP In FY 2017, 28 slots were filled (as of July). On average, Wisconsin does not usually fill 30 each year	Family practice, general pediatrics, general internal medicine, general OB/GYN, and general psychiatry In FY 2017, 10 slots were primary care	Accepted; hospitalists included as specialists. Considering adding Medical Examiners, to treat opioid addiction issues In FY 2017, 18 slots were specialists.	Adjudicated on first-come, first-served basis starting Oct 1. Can send FLEX applications early to be processed in Oct 1, quite competitive	Must demonstrate 6 months of unsuccessful recruitment efforts Can provide contracts with recruiter, and ads, as documentation for recruitment efforts	10 FLEX slots The earlier the better for filing FLEX slots, in FY 2017, all 10 FLEX slots filled by Dec.	New FLEX program as of 2015: see “FLEX Placement Criteria” on website. For FLEX: At least 30% of physician’s patients must come from surrounding HPSA or MUA/P areas, or meet 3 of 5 alternative criteria.
Wyoming Keri Wagner 307-777-6512 keri.wagner@wyo.gov http://www.health.wyo.gov/publichealth/rural/officeofruralhealth/primary-care-office	HPSA, MHPSA In FY 2017, 5 slots were filled, 4 of them FLEX Regular slots rarely fill—occasionally 1 or 2 tops.	Internal medicine, family practice, pediatrics, OB/GYN, and psychiatry In FY 2017, none of the waiver recipients were primary care	Yes, no preference given to primary care In FY 2017, all 5 waivers were given to specialists	Adjudicated on first-come, first-served basis, starting Oct 1	Recruitment/retention efforts must be described with copies of ads	10 FLEX spots FY 2017, 4 slots filled, tend to be specialists	