

# *Physician Compensation Model*

## *Mid-Year Incentive*

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### Rationale:

We are pleased to provide the FPN Faculty Mid-Year Incentive on August 15, 2011. Our 2011 Plan Physician Compensation Model moved approximately 20% of total physician compensation to an incentive payment program, and our incentives are normally paid in mid-February of the following year. To assist in our transition to the new compensation model, the Mid-Year Incentive payout was created to transfer a portion of the incentive payment to our eligible FPN Faculty much earlier this year.

### Eligibility:

Only physicians who were hired before January 1, 2011 and are at target or stretch for their productivity goal (wRVU for most physicians) are scheduled to receive a mid-year incentive payment.

### Payment Date:

August 15, 2011

### Recurrence:

No, The Mid-Year Incentive is for 2011 only



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# Physician Compensation Model

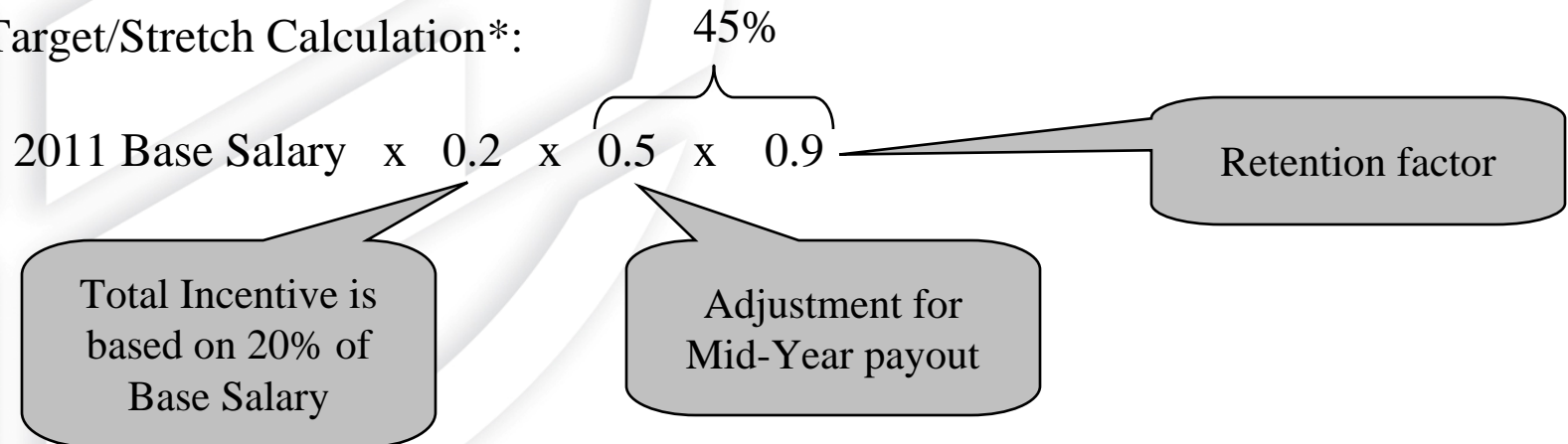
## Mid-Year Incentive

### Calculation

Mid-Year Incentive Payout based on Productivity Goal achievement:

|                 |   |
|-----------------|---|
| Below Threshold | no mid-year incentive                                       |
| Threshold       | no mid-year incentive                                       |
| Target*         | max 45% of projected year-end bonus at <u>Target</u> levels |
| Stretch*        | max 45% of projected year-end bonus at <u>Target</u> levels |

Max Target/Stretch Calculation\*:



\* = calculation will include adjustment for achievement on non-productivity goals



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