

EXTENDER INCENTIVE PROGRAM GUIDELINES

Based on Number of Patient Visits (rather than charges or receipts)

Patient Visits Target Levels:

- **Minimum Incentive Level Threshold** equals an average of 10 patient visits per day for the Year.
 - **Target Incentive Level Threshold** equals an average of 12 patient visits per day for the Year.
 - **Stretch Incentive Level Threshold** equals an average of 14 patient visits per day for the Year.
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- New Patient Visits = 3 Visit Credits
 - Transfer (from supervising physician) Patient Visits = 2 Visit Credits
 - Return Patient Visits = 1 Visit Credit
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- Will utilize the following **quarterly incentive bonus payout percentages**:
 - **Minimum Incentive Level Threshold** achievement will result in a bonus payout of what would be, when annualized, 10% of extender's annual base salary (or total earned wages if part time). E.g. $(\$80,000 \text{ base salary} \times .10)/4 = \$2,000$ quarterly bonus.
 - **Target Incentive Level Threshold** achievement will result in a bonus payout of what would be, when annualized, 20% of extender's annual base salary (or total earned wages if part time). E.g. $(\$80,000 \text{ base salary} \times .20)/4 = \$4,000$ quarterly bonus.
 - **Stretch Incentive Level Threshold** achievement will result in a bonus payout of what would be, when annualized, 30% of extender's annual base salary (or total earned wages if part time). E.g. $(\$80,000 \text{ base salary} \times .30)/4 = \$6,000$ quarterly bonus.
 - **Achievement of "in between" targets (e.g. 11 pt visits/day) will be prorated.** As opposed to all or nothing