

# Associate Compensation Schedule 2

## Employee Management Resource

### New DC Transition:

The New Associate Doctor pay during the transition period is based on a tapering salary, monthly performance bonuses, and an increasing percentage of monthly overhead expenses.

The New Associate Doctor salary tapers over the first six months. The salary will be adjusted every two months, starting at \$3000 per month, then moving to \$2000, then \$1100.

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8
\$3000	\$3000	\$2000	\$2000	\$1000	\$1000	\$3000	\$3000

Overhead expenses are subtracted from collections in order to establish the “bonus basis”. The overhead expenses will be adjusted every two months and will be subtracted from collections will be according to the following ramped schedule:

Floor1	\$2500
Floor2	\$2800
Floor3	\$3100
Floor4	\$3400
Floor5	\$3700
Floor6	\$4000

Monthly bonus percentages increase as collections increase. The basis for production bonuses are as follows:

up to	\$10,000	Range1	40.0%
up to	\$15,000	Range2	45%
up to	\$20,000	Range3	50%
up to	\$25,000	Range4	55%
over	\$25,000	Range5	60%

The higher percentages will be paid in a graduated fashion starting with the first dollar over the next lowest range.

### Profit Sharing Plan:

After three consecutive months of exceeding \$17,000 in collections, or 12 calendar months, which ever comes first, the New Associate Doctor will transition to the Profit Sharing Plan. This can happen at any time, but will be no later than 12 months following initial date of employment, regardless of actual collection rate or amount.

This portion of the pay schedule will allow the Associate Doctor to pay a full share of operating expenses, but be reimbursed at a higher percentage of collected revenues, according to the following schedule:

Floor \$6600	\$10,000	Range1	50%
up to	\$15,000	Range2	55%
up to	\$20,000	Range3	60%
up to	\$25,000	Range4	70%
over	\$25,000	Range5	80%

The Associate Doctor will receive credit for any billed and collected services rendered to the Senior Doctor's patients during routine office hours. In exchange, each year the Associate Doctor will provide four weeks of service to the Senior Doctor's patients for pre-planned vacation time. Services provided to these patients by the Associate Doctor during this vacation time will not be credited to the Associate Doctor's ledger.

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