

Associate Compensation Schedule

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 eight months. The salary will be prorated the first month and adjusted every month starting at \$3500 per month, then moving to \$2500, \$1500, \$1000 and \$500.

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8
\$3500*	\$3500	\$3500	\$2500	\$1500	\$1500	\$1000	\$500

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	3120
Floor3	3740
Floor4	4360
Floor5	4980
Floor6	5600

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

up to	\$9,500	Range1	40.0%
up to	\$14,000	Range2	50.0%
up to	\$19,000	Range3	60.0%
up to	\$24,000	Range4	65.0%
over	\$24,000	Range5	75.0%

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 the break even point (actual share of overhead expenses) [approximately \$12,000 in collections] 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	\$9,500	Range1	65.0%
up to	\$14,000	Range2	70.0%
up to	\$19,000	Range3	75.0%
up to	\$24,000	Range4	80.0%
over	\$24,000	Range5	90.0%

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.

date
initials