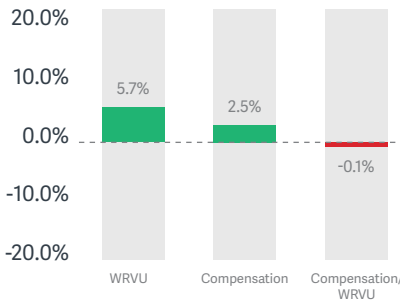


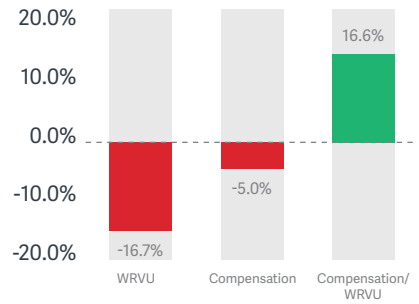
PEDIATRIC COMPENSATION and PRODUCTION TRENDS

Despite gains compared to last year, compensation and production are **STILL SIGNIFICANTLY BELOW PRE-COVID MEDIANS.**

PEDIATRIC PHYSICIANS 2021-2022



PEDIATRIC PHYSICIANS 2020-2022



% CHANGE 2020/2021 SURVEY TO 2022 SURVEY

*WRVU comparisons calculated using the 2021 MPFS for 2020, 2021, and 2022 benchmarks.

APP COMPENSATION % CHANGE 2021 SURVEY TO 2022 SURVEY

4.3%

APP COMPENSATION PERCENTAGE CHANGE 2021-2022

28

NUMBER OF SPECIALTY-SPECIFIC NP/PA BENCHMARKS

WRVU-ADJUSTED BENCHMARKS

To account for the impact of Medicare Physician Fee Schedule (MPFS) changes on survey benchmarks, ECG has published 2022 benchmarks using the 2021 and 2020 MPFS.

PERCENT CHANGE COMPENSATION PER WRVU 2022 SURVEY VS. 2021 SURVEY

SPECIALTY CATEGORY	2022 VS. 2021 BENCHMARKS	CHANGE FROM 2021 TO 2022 USING 2021 MPFS
Hospital Based	-3.5%	-2.5%
Medicine	-9.0%	1.3%
Surgery	-12.7%	-8.2%
Primary Care	-12.0%	-2.1%
All	-7.2%	-0.1%

VALUE-BASED COMPENSATION BECOMING MORE PREVALENT

PERCENTAGE OF ORGANIZATIONS



86%

of organizations report that WRVUs are the predominant metric utilized to determine physician compensation.

SPECIALTY CATEGORY	QUALITY COMPENSATION		PATIENT SATISFACTION COMPENSATION	
	% of Total Compensation	Median \$	% of Total Compensation	Median \$
Hospital Based	2.7%	\$7,890	3.6%	\$8,400
Medicine	2.7%	\$8,701	3.8%	\$9,362
Surgery	2.7%	\$14,023	3.6%	\$20,549
Primary Care	6.0%	\$16,420	3.8%	\$10,549
All	3.2%	\$12,357	3.7%	\$9,860

90.7%

of total compensation is attributed to base compensation.

PHYSICIAN BENEFITS TRENDING DOWN

The employer portion of benefit costs for physicians decreased for the second consecutive year to **\$47,268** per physician FTE in 2022, while APP benefit costs **increased by 4%** to **\$29,564** per APP FTE. The cost of benefits is variable across pediatric specialty categories, with primary care physicians having the lowest benefit expenses and surgical physicians having the highest.

APP BENEFITS EXPENSE \$29,564 2022 % of Total Compensation = 24.2%

BENEFIT \$'S PER FTE PHYSICIAN

HOSPITAL BASED	\$48,878
MEDICINE	\$46,674
SURGERY	\$56,491
PRIMARY CARE	\$35,617