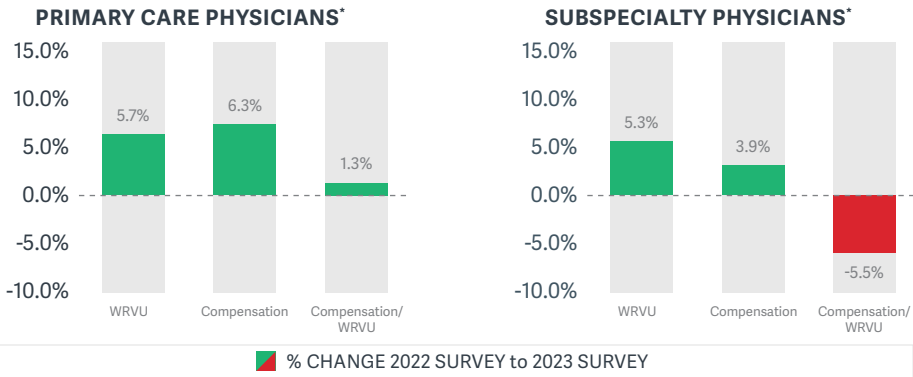


COMPENSATION and PRODUCTION TRENDS

COMPENSATION DID NOT MAINTAIN PACE

for subspecialists while primary care physicians realized an increase in compensation and a larger increase in production.








APP COMPENSATION % CHANGE 2022-2023



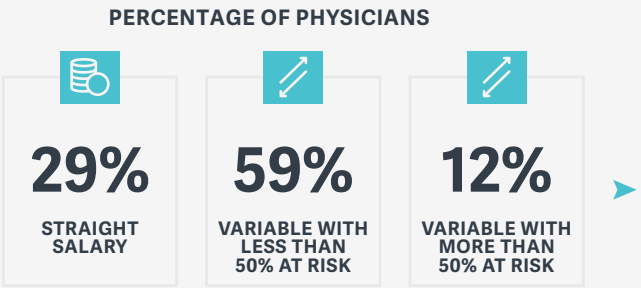
WRVU-ADJUSTED BENCHMARKS






To account for the impact of Medicare Physician Fee Schedule (MPFS) changes on survey benchmarks, ECG has published 2023 benchmarks using the 2020 and 2023 MPFSs.

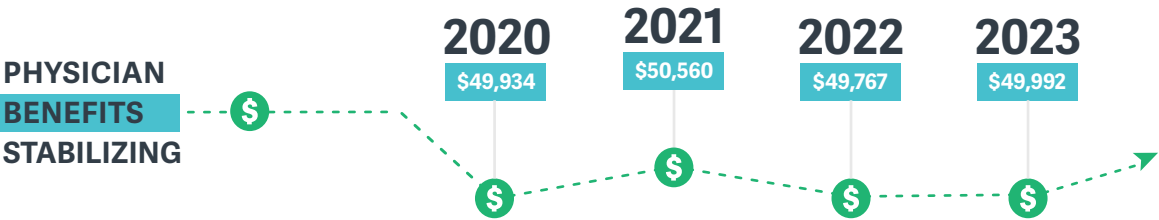
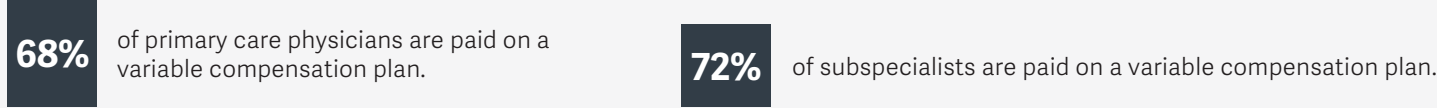
PERCENT CHANGE IN WRVUs 2023 VS. 2022 AND 2020 SURVEYS

SPECIALTY CATEGORY		2023 VS. 2022 (STANDARD MPFS)	2023 VS. 2020 (2022 MPFS)
	Primary Care	5.7%	-1.6%
	Hospital Based	6.0%	-1.7%
	Medicine	5.0%	-3.5%
	Surgery	5.7%	-4.0%
	All Physicians	5.7%	-2.6%

KEY COMPENSATION PLAN TYPE COMPONENTS







PHYSICIAN AND APP QUALITY AND PATIENT SATISFACTION COMPENSATION COMBINED		% of Total Compensation	Average \$
	Hospital Based	6.9%	\$27,453
	Medicine	7.5%	\$31,756
	Primary Care	10.2%	\$30,803
	Surgery	6.7%	\$37,286
	APPs	6.7%	\$8,548



The employer portion of benefit costs for physicians increased to **\$49,992** per physician FTE in 2023 while APP benefit costs increased to **\$31,389**. The cost of benefits varies across specialty categories, with primary care physicians having the lowest cost, and surgical physicians having the highest.



BENEFIT \$'S PER FTE PHYSICIAN	
	HOSPITAL BASED \$53,701
	MEDICINE \$55,906
	PRIMARY CARE \$46,403
	SURGERY \$62,904