

National Provider Compensation, Production, and Benefits Survey

YEAR 2015 *Based on 2014 Data*

In 2015, ECG continues to expand our surveys to include organizations from all regions and states as well as profiles for independent, integrated, and academic provider organizations. This expansion has provided member organizations with enhanced national, state, and region-specific data and benchmarks as well as specific benchmarks by medical group size,

Survey Period and Report Date

Survey instruments will be distributed February 2015, with submissions accepted through mid-March.

Preliminary data will be available via ECGVault.com in July. The final report will be published in October 2015.

ownership, practice type, and teaching affiliation. ECG's surveys deliver an in-depth review of provider market trends, including provider compensation, production, benefit packages, compensation plan design and metrics by specialty, recruiting efforts and signing bonuses by specialty, CPT code physician profiling, and numerous other key data points.

The 2014 ECG surveys included data from more than 100 physician specialties and nine advanced practice provider specialties from 100 physician organizations, representing more than 24,000 practitioners. Together, they contributed to what were our most comprehensive reports to date.

ECG reports state and regional data separately, as well as in a combined national data set, which provides broad sample sizes and allows for year-to-year specialty-specific comparisons that would not otherwise be available within each state, given our stringent data standards.

Select 2014 Members

Advocate Medical Group Oak Brook, IL
Baylor College of Medicine Houston, TX
Carilion Clinic Roanoke, VA
Carle Foundation Urbana, IL
Colorado Permanente Medical Group Denver, CO
DuPage Medical Group Downers Grove, IL
The Everett Clinic Everett, WA
Group Health Permanente Seattle, WA
The Iowa Clinic West Des Moines, IA
Legacy Health Portland, OR
Medical College of Wisconsin Milwaukee, WI
MedStar Health Columbia, MD
Ministry Health Care Milwaukee, WI
MultiCare Health System Tacoma, WA
Northern Arizona Healthcare (Verde Valley Medical Center) Flagstaff, AZ
Northwest Permanente Portland, OR
Pacific Medical Centers Seattle, WA
Palo Alto Medical Foundation Mountain View, CA

PeaceHealth Medical Group Vancouver, WA
Providence Medical Group Portland, OR
Scott and White Memorial Hospital Temple, TX
Scripps Clinic La Jolla, CA
SIU Healthcare Springfield, IL
Spectrum Health Medical Group Grand Rapids, MI
Springfield Clinic Springfield, IL
St. Luke's Hospital Chesterfield, MO
Straub Clinic & Hospital Honolulu, HI
Sutter Pacific Medical Foundation San Francisco, CA
University of Oklahoma College of Medicine Oklahoma City, OK
University of Rochester Rochester, NY
University of Vermont Medical Group Burlington, VT
University of Wisconsin Medical Foundation Madison, WI
Vanderbilt University Medical Center Nashville, TN
Virginia Mason Medical Center Seattle, WA
Wake Forest Baptist Health Winston-Salem, NC
Warren Clinic Tulsa, OK

Member Benefits

As members of ECG's *National Provider Compensation, Production, and Benefits Survey*, participants receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of state, regional, and national market trends, including the following:

- **Detailed analysis of provider trends, issues, and opportunities** by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- **Summary graphs, charts, and detailed tables** of relevant compensation and production statistics.
- **Detailed compensation and production metrics** by specialty, including compensation, gross revenue, net collections, net professional collections, and work and total RVUs.
- **Benefits information**, including benefits expense by specialty, benefits as a percentage of compensation, benefits plan composition, continuing medical education (CME) days and dollars, and paid time off (PTO).
- **Additional metrics**, such as primary care panel size, clinical weeks worked by specialty, recruiting efforts by specialty, malpractice premiums by specialty, work standards, and other operating statistics.
- **Access to ECGVault** (www.ECGVault.com), the online data portal that contains current and historical survey benchmarks at the market, organization, and provider level. ECGVault allows for robust organization and market trending of provider performance benchmarks by specialty, standard and custom reporting, and downloading of benchmarks and related materials (e.g., graphs, tables).

Straight Talk

"ECG's commitment to quality is reflected in its annual surveys. We have been a participant in the Northwest survey since its initiation in 2000 and rely on the complete and comprehensive information it provides to assess our competitiveness. I encourage all of our peer organizations to participate in ECG's survey and believe other markets would benefit from working with ECG to customize a survey in their local market."

Mr. Richard H. Cooper, Chief Executive Officer,
The Everett Clinic (Everett, Washington), a nationally recognized 500-provider, 2,000-staff locally owned and operated multispecialty physician group practice caring for more than 300,000 patients.

Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2014 and 2015 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents (FTEs) are defined in detail by ECG.

About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. With nearly 150 consultants, ECG is a national leader in the industry, providing specialized expertise to community hospitals, academic medical centers, health systems, and medical groups. For more than 40 years, our consultants have played an instrumental role in developing and implementing innovative and customized solutions that effectively address the issues confronting healthcare providers.

ECG's annual provider performance surveys include the *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey* and the *National Provider Compensation, Production, and Benefits Survey*. In 2014, these surveys included data for more than 24,000 providers. ECG also conducts custom studies, including the *Cardiac Service Line Best Practices Survey* and the *Faculty Practice Plan Physician Reimbursement Survey*.

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