

PEDIATRIC COMPENSATION and PRODUCTION TRENDS

COMPENSATION

CONTINUES TO GROW,

while production for pediatric physicians is stagnant.

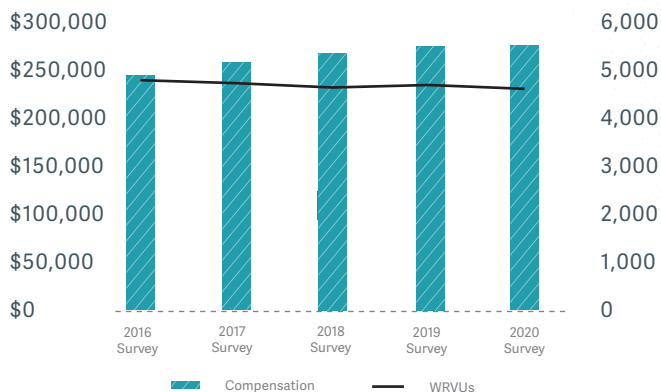


Higher producing physicians' market rates differ from overall market rates.

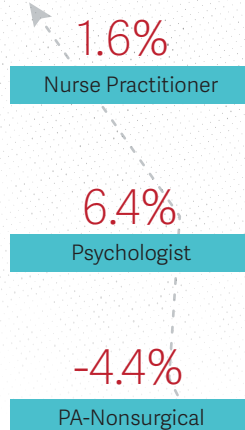
	Market Median	Higher Producing Physicians	% Difference In Compensation per WRVU Median
Pediatric Primary Care	\$53.64	\$47.47	-11.5%
Pediatric Medicine	\$70.20	\$62.72	-10.7%
Pediatric Surgery	\$87.52	\$81.06	-7.4%
Pediatric Hospital-Based	\$67.90	\$58.10	-14.4%
All Pediatric Physicians	\$65.43	\$57.91	-11.5%

Note: Higher Producing Pediatric Physicians have WRVU production between the 50th and 75th percentile.

COMPENSATION AND PRODUCTION TRENDS: ALL PEDIATRIC PHYSICIANS



APP COMPENSATION % CHANGE 2019-2020



Compensation planning efforts should consider the impact on market benchmarks of lower producing pediatric physicians. Compensation per WRVU benchmarks for higher producing pediatric physicians are below the overall market median by **11.5%**.

PRODUCTION INCENTIVES REMAIN PREDOMINANT, BUT VALUE BASED COMPENSATION IS BECOMING MORE PREVALENT.

PERCENTAGE OF ORGANIZATIONS



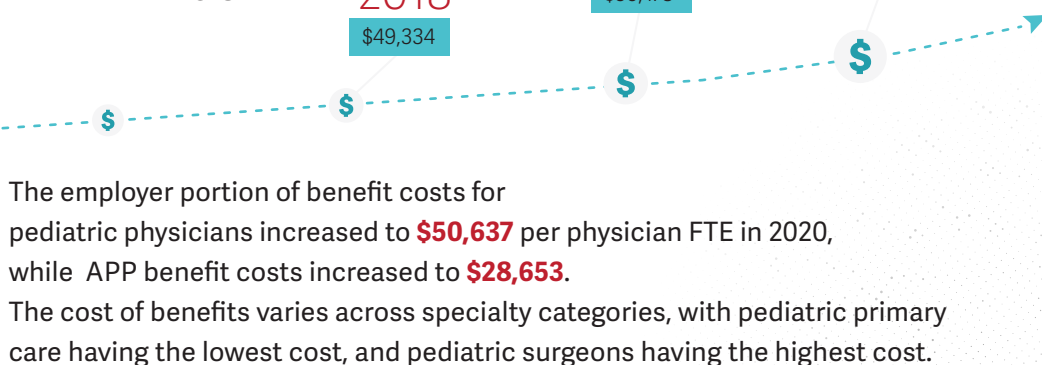
	Percentage of Total Compensation	Median \$
WRVU Compensation	24.6%	\$37,276
Clinical Quality Compensation	4.5%	\$16,276
Patient Satisfaction Compensation	0.5%	\$9,961

37.9% is the average percentage of variable compensation across all types of pediatric physicians.

78% of pediatric physicians are paid under variable plans; 22% are paid under a straight salary plan.

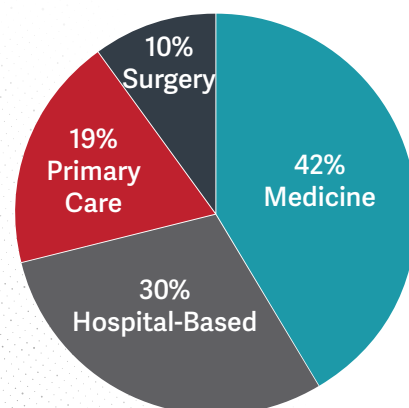
PHYSICIAN BENEFITS

ARE LEVELING OFF



PEDIATRIC RECRUITMENT TRENDS

Organizations are recruiting an average of 8.3 physicians, with 42% of those in medical specialties.



APP BENEFIT EXPENSE → \$28,653 → 2020 → % of Total Compensation = 22.5%



FOR INFORMATION REGARDING PARTICIPATING IN ECG'S SURVEYS, PLEASE CONTACT ANGELA COLLINS 469-729-2600

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