

## Physician and Advanced Practice Provider (APP) Compensation Survey

ECG is pleased to announce the 2025 membership of the *Physician and APP Compensation Survey*, the most extensive and comprehensive survey of its kind, offering the highest-quality data in the market. This year's survey, encompassing national, pediatric, academic, and APP data, represents insights from over 207,000 physicians, APPs, other nonphysician providers, and allied health professionals. The 2025 survey included the following participating organizations.

| 2025 Survey Members <sup>1</sup>      | Corporate Location |
|---------------------------------------|--------------------|
| Adena Health System                   | Chillicothe, OH    |
| Adventist Health Physician Services   | Roseville, CA      |
| Advocate Health                       | Downers Grove, IL  |
| Akron Children's Hospital             | Akron, OH          |
| Allergy Partners                      | Asheville, NC      |
| Altais                                | Oakland, CA        |
| AltaMed                               | Los Angeles, CA    |
| AnMed Medical Group                   | Anderson, SC       |
| ArdentHealth                          | Brentwood, TN      |
| Ascension St. Vincent's Medical Group | Indianapolis, IN   |
| Ascension Seton Family of Hospitals   | Austin, TX         |
| Aultman Hospital                      | Canton, OH         |
| Banner Health/Banner Medical Group    | Phoenix, AZ        |
| Baptist Health Jacksonville           | Jacksonville, FL   |
| Baptist Health Kentucky               | Paducah, KY        |
| Baxter Health                         | Mountain Home, AR  |
| BayCare Medical Group                 | Tampa Bay, FL      |
| Bay Imaging Consultants Medical Group | Walnut Creek, CA   |
| Baylor Scott & White Health           | Dallas, TX         |
| Baystate Health                       | Springfield, MA    |
| Beacon Health System                  | South Bend, IN     |
| Black River Health                    | Maple Hill, NC     |

<sup>1</sup> Includes subsidiary medical groups.

| 2025 Survey Members <sup>1</sup>   | Corporate Location |
|--|--------------------|
| Bon Secours Mercy Health   | Cincinnati, OH     |
| Boulder Community Health   | Boulder, CO        |
| Brigham and Women's Physicians Organization                                | Chestnut Hill, MA  |
| Cameron Hospital   | Angola, IN         |
| Carilion Clinic  | Roanoke, VA        |
| Carle Health   | Urbana, IL         |
| Cascade Medical Center   | Cascade, ID        |
| Cayuga Health  | Ithaca, NY         |
| Cedars-Sinai Medical Group   | Los Angeles, CA    |
| CentraCare   | Saint Cloud, MN    |
| Children's Healthcare of Atlanta   | Atlanta, GA        |
| Children's Hospital Los Angeles Medical Group                              | Los Angeles, CA    |
| Children's Hospital of Philadelphia  | Philadelphia, PA   |
| Children's Medical Group and Children's Surgical Specialty Group/CHKD      | Norfolk, VA        |
| Children's National Medical Center   | Washington, DC     |
| Children's Specialty Physicians/Children's Hospital & Medical Center Omaha | Omaha, NE          |
| Children's University Medical Group  | Seattle, WA        |
| CHOC Children's Specialists  | Orange, CA         |
| ChristianaCare   | Wilmington, DE     |
| Christie Clinic  | Champaign, IL      |
| Cincinnati Children's Hospital   | Cincinnati, OH     |
| Colorado Permanente Medical Group  | Denver, CO         |
| Columbus Regional Health   | Columbus, IN       |
| CommonSpirit   | Chicago, IL        |
| Community Health Network   | Indianapolis, IN   |
| Connecticut Children's Specialty Group                                     | Hartford, CT       |
| Cook Children's Physician Network  | Fort Worth, TX     |
| Core Physicians  | Exeter, NH         |
| Corewell Health  | Grand Rapids, MI   |
| Dartmouth Health   | Lebanon, NH        |

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|---|--------------------|
| Deaconess Clinic                                  | Evansville, IN     |
| Decatur County Memorial Hospital                  | Greensburg, IN     |
| Emory Healthcare                                  | Atlanta, GA        |
| Enloe Medical Center                              | Chico, CA          |
| Essentia Health                                   | Duluth, MN         |
| Evergreen Medical Group                           | Kirkland, WA       |
| Fisher-Titus Medical Center                       | Norwalk, OH        |
| Gillette Children's Specialty Healthcare          | St. Paul, MN       |
| Goshen Health                                     | Goshen, IN         |
| Grand Lake Health Systems                         | St. Marys, OH      |
| Hancock Health                                    | Greensfield, IN    |
| HealthPartners & Park Nicollet                    | Minneapolis, MN    |
| HealthPoint Community Health Center               | Renton, WA         |
| Henry Community Health                            | New Castle, IN     |
| Henry County Hospital                             | Napoleon, OH       |
| Hoag Health                                       | Orange County, CA  |
| Holland Hospital                                  | Holland, MI        |
| Indiana University Health—IU Health               | Indianapolis, IN   |
| Inova Health System                               | Falls Church, VA   |
| Intermountain Healthcare                          | Salt Lake City, UT |
| Jefferson Health                                  | Philadelphia, PA   |
| Jefferson Healthcare                              | Port Townsend, WA  |
| Johns Hopkins All Children's Specialty Physicians | St. Petersburg, FL |
| Johnson Memorial Health                           | Franklin, IN       |
| JPS Health Network                                | Fort Worth, TX     |
| Kansas University Health System                   | Kansas City, KS    |
| Kapi'olani Medical Specialists                    | Honolulu, HI       |
| KIDZ Medical Services                             | Coral Gables, FL   |
| Kirk Kerkorian School of Medicine at UNLV         | Las Vegas, NV      |
| Lee Health  | Fort Myers, FL     |

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|--|---------------------|
| Legacy Health  | Portland, OR        |
| Lehigh Valley Health Network                           | Palmer Township, PA |
| Lexington Medical Center                               | West Columbia, SC   |
| MaineHealth  | South Portland, ME  |
| Major Health Partners                                  | Shelbyville, IN     |
| Mankato Clinic   | Mankato, MN         |
| Marion Health  | Marion, IN          |
| Marshall Medical Center                                | Placerville, CA     |
| Marshall University Joan C. Edwards School of Medicine | Huntington, WV      |
| Mary Rutan Hospital                                    | Bellefontaine, OH   |
| Massachusetts General Physicians Organization          | Boston, MA          |
| Mayo Clinic  | Rochester, MN       |
| Medical College of Wisconsin                           | Milwaukee, WI       |
| Mercy Medical Center                                   | Baltimore, MD       |
| MetroHealth System                                     | Cleveland, OH       |
| Montage Health   | Monterey, CA        |
| Monument Health  | Rapid City, SD      |
| Munson Healthcare                                      | Traverse City, MI   |
| MyMichigan Medical Group                               | Midland, MI         |
| National Church Residences                             | Columbus, OH        |
| Nebraska Medicine                                      | Omaha, NE           |
| Nemours Children's Health                              | Wilmington, DE      |
| NewYork-Presbyterian                                   | Flushing, NY        |
| NextCare   | Phoenix, AZ         |
| Nicklaus Children's Health System                      | Miami, FL           |
| Northwest Permanente                                   | Portland, OR        |
| Norton Medical Group/Norton Healthcare                 | Louisville, KY      |
| Novant Health  | Winston-Salem, NC   |
| OhioHealth   | Columbus, OH        |
| Ohio State University (The)                            | Columbus, OH        |

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|---|--------------------|
| Old Dominion University/EVMS Medical Group                      | Norfolk, VA        |
| OSF Healthcare  | Peoria, IL         |
| Overlake Medical Clinics  | Bellevue, WA       |
| Packard Children's Health Alliance                              | Palo Alto, CA      |
| Palo Alto Medical Foundation                                    | Mountain View, CA  |
| Parkview Health System  | Fort Wayne, IN     |
| Pella Health  | Pella, Iowa        |
| Phoebe Physician Group  | Albany, GA         |
| Phoenix Children's Hospital                                     | Phoenix, AZ        |
| Premier Health  | Dayton, OH         |
| Presbyterian Intercommunity Hospital                            | Whittier, CA       |
| Prevea Health   | Green Bay, WI      |
| Prisma Health   | Greeneville, SC    |
| Providence  | Renton, WA         |
| Providence Medical Group & Clinical Network Northern California | Petaluma, CA       |
| Rady Children's Specialists of San Diego                        | San Diego, CA      |
| Renown Health   | Reno, NV           |
| Revere Health   | Provo, UT          |
| Riverview Health  | Noblesville, IN    |
| Rochester Regional Health                                       | Rochester, NY      |
| Rush Memorial Hospital  | Rushville, IN      |
| St. Luke's University Health Network                            | Bethlehem, PA      |
| Scripps Coastal Medical Center                                  | San Diego, CA      |
| Seattle Children's Hospital                                     | Seattle, WA        |
| Sisters of Charity Health System                                | Broomfield, CO     |
| SIU Healthcare  | Springfield, IL    |
| SLUCare Physician Group–SSM Health                              | St. Louis, MO      |
| SouthEast Alaska Regional Health Consortium                     | Klawock, AK        |
| Southeast Permanente Medical Group (The)                        | Atlanta, GA        |
| Southwest Health  | Platteville, WI    |

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|--|---------------------|
| Spartanburg Regional Healthcare System                           | Spartanburg, SC     |
| Stanford Health Care   | Stanford, CA        |
| Stanford University School of Medicine                           | Stanford, CA        |
| Stephen F. Austin Community Health Network                       | Alvin, TX           |
| Straub Clinic & Hospital   | Honolulu, HI        |
| SUNY Upstate Medical University                                  | Syracuse, NY        |
| Sutter East Bay Medical Foundation/Sutter East Bay Medical Group | Lafayette, CA       |
| Trinity Health   | Livonia, MI         |
| UC Irvine School of Medicine                                     | Irvine, CA          |
| UC San Diego School of Medicine                                  | San Diego, CA       |
| UCSF Health  | San Francisco, CA   |
| UNC Health   | Chapel Hill, NC     |
| UnitedHealth Group   | Minnetonka, MN      |
| United Health Services   | Binghamton, NY      |
| UnityPoint Health  | West Des Moines, IA |
| University Hospitals Health System                               | Cleveland, OH       |
| University of Colorado Anschutz Medical Campus                   | Aurora, CO          |
| University of Illinois Physicians Group                          | Chicago, IL         |
| University of Miami Health System & Miller School of Medicine    | Miami, FL           |
| University of Missouri Faculty                                   | Columbia, MO        |
| University of Rochester  | Rochester, NY       |
| University of Texas Medical Branch                               | Galveston, TX       |
| University of Utah   | Salt Lake City, UT  |
| University of Vermont Medical Group                              | Burlington, VT      |
| UPMC   | Pittsburgh, PA      |
| US Anesthesia Partners   | Dallas, TX          |
| USC Care Medical Group   | Los Angeles, CA     |
| UT Health San Antonio  | San Antonio, TX     |
| UT Le Bonheur  | Memphis, TN         |
| UT Regional One Physicians                                       | Memphis, TN         |

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|--|--------------------|
| UW Medicine  | Seattle, WA        |
| UWPN   | Seattle, WA        |
| Valley Children's Specialty Medical Group Central California | Madera, CA         |
| Valley Medical Center  | Renton, WA         |
| Vantage Radiology & Diagnostic Services                      | Federal Way, WA    |
| Vancouver Clinic (The)                                       | Vancouver, WA      |
| VCU Health   | Richmond, VA       |
| Warren Clinic  | Tulsa, OK          |
| Washington Permanente Medical Group                          | Seattle, WA        |
| Welia Health   | Pine City, MN      |
| WellSpan Health  | York County, PA    |
| Wellstar Health System                                       | Marietta, GA       |
| Western Anesthesiology Associates                            | Ballwin, MO        |
| Witham Health Services                                       | Lebanon, IN        |