

Compensation Trend Report

Hospitalist

Candidate Expectations

Compensation

| | |
|------------|-----------------------|
| Practicing | \$170,000 - \$190,000 |
| Resident | \$165,000 - \$170,000 |

Employment Status

Full-Time

Other Expectations

| | |
|---------------|----------|
| Signing Bonus | \$10,000 |
|---------------|----------|

MGMA Compensation Benchmarks 2008 Report Based on 2007 Data

| 90 th Percentile | 75 th Percentile | 25 th Percentile | Mean | Median |
|-----------------------------|-----------------------------|-----------------------------|-----------|-----------|
| \$275,067 | \$227,878 | \$172,999 | \$206,768 | \$197,872 |

AMGA Compensation Benchmarks 2008 Report Based on 2007 Data

| Average | Starting | East | West | South | North |
|-----------|-----------|-----------|-----------|-----------|-----------|
| \$205,445 | \$160,000 | \$183,200 | \$219,783 | \$213,625 | \$195,907 |

Cejka Search Placements (2005-2008)

Comp Range

| Year | Comp Range |
|------|-----------------------|
| 2005 | \$140,000 - \$200,000 |
| 2006 | \$130,000 - \$225,000 |
| 2007 | \$140,000 - \$225,000 |
| 2008 | \$140,000 - \$250,000 |

Average

| Year | Average |
|------|-----------|
| 2005 | \$155,000 |
| 2006 | \$156,500 |
| 2007 | \$178,700 |
| 2008 | \$172,300 |

Median

| Year | Median |
|------|-----------|
| 2005 | \$170,000 |
| 2006 | \$177,500 |
| 2007 | \$182,500 |
| 2008 | \$195,000 |

Signing Bonus Range

| Year | Signing Bonus Range |
|------|---------------------|
| 2005 | \$5,000 - \$35,000 |
| 2006 | \$5,000 - \$20,000 |
| 2007 | \$5,000 - \$10,000 |
| 2008 | \$10,000 - \$20,000 |

Average

| Year | Average |
|------|----------|
| 2005 | \$14,000 |
| 2006 | \$11,000 |
| 2007 | \$9,250 |
| 2008 | \$16,000 |