

Compensation Trend Report

Orthopaedic Surgery

Candidate Expectations

Compensation

| | |
|-----------------|-----------------------|
| Practicing | \$450,000 - \$475,000 |
| Resident/Fellow | \$350,000 - \$375,000 |

Employment Status

Full-Time

Other Expectations

| | |
|-----------------------------------|----------------------|
| Signing Bonus | \$25,000 - \$50,000 |
| Stipend for Residents/ Fellows | \$3,000/mo for 12 mo |

MGMA Compensation Benchmarks 2008 Report Based on 2007 Data

| 90 th Percentile | 75 th Percentile | 25 th Percentile | Mean | Median |
|--------------------------------|--------------------------------|--------------------------------|-----------|-----------|
| \$799,883 | \$595,643 | \$359,654 | \$497,303 | \$446,303 |

AMGA Compensation Benchmarks 2008 Report Based on 2007 Data

| Average | Starting | East | West | South | North |
|-----------|-----------|-----------|-----------|-----------|-----------|
| \$450,000 | \$312,208 | \$382,561 | \$461,829 | \$358,801 | \$450,000 |

Cejka Search Placements (2005-2008)

Comp Range

| Year | Comp Range | Average | Median |
|------|-----------------------|-----------|-----------|
| 2005 | \$225,000 - \$500,000 | \$300,000 | \$312,500 |
| 2006 | \$225,000 - \$450,000 | \$325,000 | \$337,500 |
| 2007 | \$250,000 - \$550,000 | \$358,900 | \$400,000 |
| 2008 | \$250,000 - \$425,000 | \$383,000 | \$337,500 |

Signing Bonus Range

| Year | Signing Bonus Range | Average |
|------|----------------------|----------|
| 2005 | \$10,000 - \$15,000 | \$11,250 |
| 2006 | \$25,000 | \$25,000 |
| 2007 | \$20,000 - \$75,000 | \$40,000 |
| 2008 | \$10,000 - \$100,000 | \$62,150 |