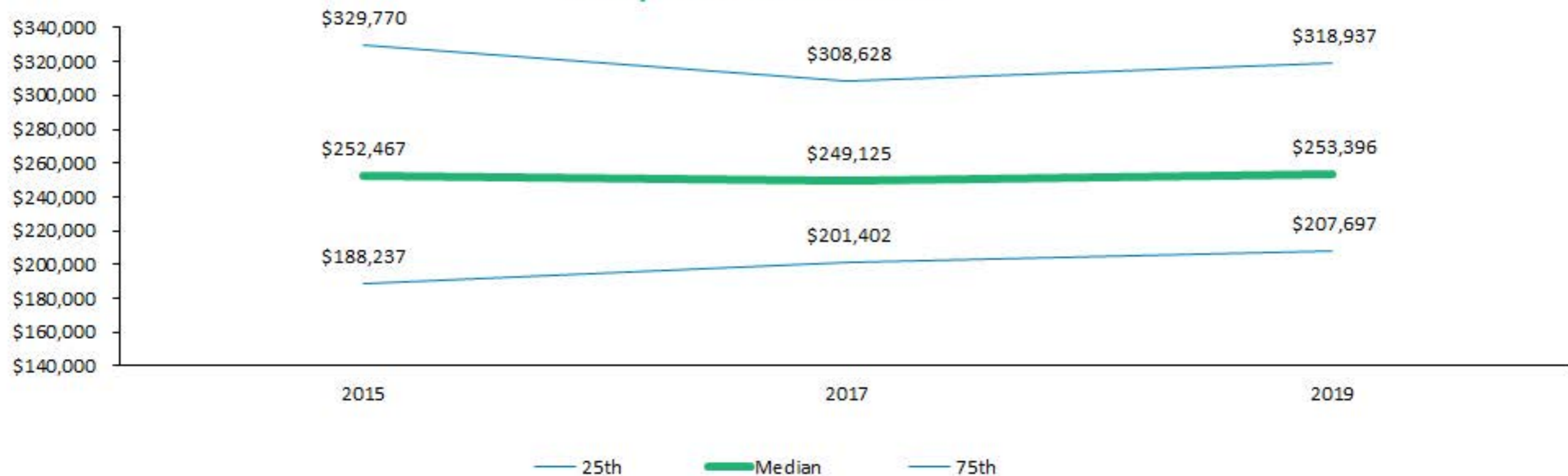


Compensation for 1.0 FTE



Measure	Three-Year CAGR		
	25 th	50 th	75 th
Compensation per 1.0 FTE	2.5%	0.1%	-0.8%

Note: Benchmark trends are based on data from the following benchmark sources: MGMA, ECG, and IDSA surveys for 2015, 2017, and 2019