

Performance Incentive Plan (PIP)

Fiscal Year 2021 Year-End Results

PIP results were measured in four areas of performance: Safety and Quality, Patient Experience, Employee Engagement and Financial Performance.

For fiscal year 2021, **employees** achieved a payout of **3 percent** out of a potential 3 percent of eligible earnings. Payouts will be Dec. 2.

Four Areas of Performance	Measure	Threshold	Target	Maximum	Actual
Patient Safety and Quality (25%)	Percentage of diabetic patients age 17-75 with Hemoglobin A1c>9	22.4%	21.4%	20.4%	17.2%
Patient Experience (25%)	Ease of scheduling appointments	82.4	82.5	82.8	82.9
Employee Engagement (25%)	DEI Program Participation	8.6%	12.6%	15%	75.9%
Financial (25%)	Operating Margin	-0.01%	0.70%	1.30%	1.4%

- **Met Maximum** - Exceeded performance goals
- **Met Target** - Reached performance goals
- **Met Threshold** - Achieved at an acceptable level, but short of target
- **Below Threshold**