Introduction

We are pleased to announce ECG's seventh annual *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey*, commencing February 2013.

ECG is a national leader in the business and strategy of healthcare organizations. We are committed to delivering smart and practical resolutions to critical issues, on time and on budget, across the spectrum of healthcare organizations. In addition to our consulting practice, ECG conducts national compensation and production surveys, which are respected industry sources for comprehensive provider performance benchmarks.

The 2012 survey included data from 40 of the nation's premier children's organizations, representing over 4,000 providers in 40 pediatric subspecialties. The pediatric survey is recognized as the leading industry source of provider compensation and production benchmarks in the pediatric subspecialty market.

Survey Period and Report Date

Survey instruments will be distributed February 2013, with submissions accepted through mid-March. Preliminary data will be available via *www.ECGVault.com* in July. The final report will be published in October 2013.

Member Benefits

As a member of ECG's *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey*, participants receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of market trends within pediatric subspecialties, including the following:

- Detailed analysis of pediatric trends, issues, and opportunities by ECG's experts, including analysis of important compensation, production, benefits, and recruiting statistics for more than 40 pediatric specialties.
- Detailed compensation and production metrics by specialty and rank/title, including total compensation, gross professional charges, net professional collections, and work and total RVUs.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, composition of benefits plans, continuing medical education (CME) days and dollars, and paid time off (PTO).
- Additional metrics include clinical weeks worked, recruiting efforts by specialty, malpractice premiums by specialty, work standards, and other operating statistics.
- Exclusive access to ECG**Vault**, the online data portal that contains current and historical survey benchmarks at the market, organization, and provider-level. ECG**Vault** allows for robust organization and market trending of provider performance benchmarks by specialty, standard and custom reporting, as well as downloading of benchmarks and related materials (e.g., graphs, tables).

Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform participant responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2012 and 2013 CMS Medicare Physician Fee Schedule. To ensure data accuracy, five components of the full-time equivalent are defined in detail by ECG – clinical, research, teaching, hospital/medical direction, and other.

> *"ECG's* National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey *has provided us with the benchmarks we need to successfully recruit and retain pediatric subspecialists. ECG's in-depth understanding of the pediatric provider market and children's hospitals operations has given us the confidence we need to utilize the survey's benchmarks."*
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> Juan R. Gonzalez-Barroso, M.B.A., M.H.C.
> Vice President of Professional Services
> Miami Children's Hospital (Miami, FL),
> South Florida's only licensed specialty hospital exclusively for children.

2012 Members

Advocate Medical Group Oak Brook, IL
Akron Children's Hospital Akron, OH
All Children's Specialty Physicians St. Petersburg, FL
Arnold Palmer Medical Center/Orlando Health Orlando, FL
Banner Health Mesa, AZ
Cambridge Health Alliance Physician Organization Medford, MA
Carilion Clinic Roanoke Roanoke, VA
Children's Healthcare of Atlanta Atlanta, GA
Children's Hospital Los Angeles Medical Group Los Angeles, CA
Children's Hospitals and Clinics of Minnesota Minneapolis, MN
Children's Medical Group, Inc., and Children's Surgical Specialty Group, Inc./CHKD Norfolk, VA
Children's University Medical Group Seattle, WA
CHOC Pediatric Subspecialty Faculty, Inc. Orange, CA
Cohen Children's Medical Center of New York New Hyde Park, NY
Colorado Permanente Medical Group Denver, CO
Connecticut Children's Specialty Group, Inc. Hartford, CT
Driscoll Children's Hospital Corpus Christi, TX
Geisinger Health System Danville, PA
Legacy Health Portland, OR
Maimonides Infants & Children's Hospital Brooklyn, NY
Maine Medical Partners Scarborough, ME
Mary Bridge Children's Hospital & Health Center/MultiCare Health System Tacoma, WA
Miami Children's Hospital Miami, FL
Nemours North Wilmington, DE
Nemours South Jacksonville, FL
Our Lady of the Lake Physician Group Baton Rouge, LA
Pediatric Multi-Specialty Medical Group/Children's Hospital Oakland Oakland, CA
Peyton Manning Children's Hospital at St. Vincent Indianapolis, IN
Providence Physician Services Spokane, WA
Rady Children's Specialists Medical Foundation San Diego, CA
Rockford Health Physicians Rockford, IL
Specialty Medical Group Central California, Inc. Madera, CA
Spectrum Health Medical Group Grand Rapids, MI
Swedish Medical Center/Swedish Physicians Seattle, WA
UT Le Bonheur Pediatric Specialists Memphis, TN
Wake Forest Baptist Health Winston-Salem, NC
Warren Clinic/The Children's Hospital at Saint Francis Tulsa, OK
Washington University School of Medicine St. Louis, MO
Weill Medical College of Cornell University New York, NY
WellStar Medical Group Marietta, GA

About ECG

ECG offers a broad range of strategic, operational, financial, and technology-related consulting services to healthcare providers. For nearly 40 years, we have assisted numerous children's hospitals and pediatric organizations through operations improvement, strategy development, and incentive design. In recognition of their unique business, organizational, and financial challenges, we have helped our pediatric clients formulate fundamental strategies to revise hospital/physician relationships, strengthen financial performance, improve clinical productivity, and enhance clinical programs.

ECG's annual provider performance surveys include the *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey* and the *National Provider Compensation, Production, and Benefits Surveys*. In 2012, these surveys included data for more than 18,000 providers. ECG also conducts custom studies, including the *Cardiac Service Line Best Practices Survey* and the *Faculty Practice Plan Physician Reimbursement Survey*.

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National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey

YEAR 2013
Based on 2012 Data

PEDIATRIC

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