

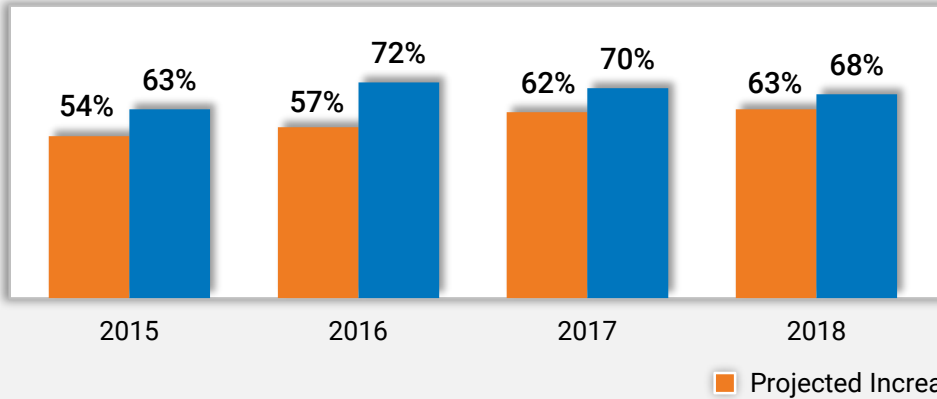
2018 Advanced Practice Provider Compensation and Pay Practices Survey



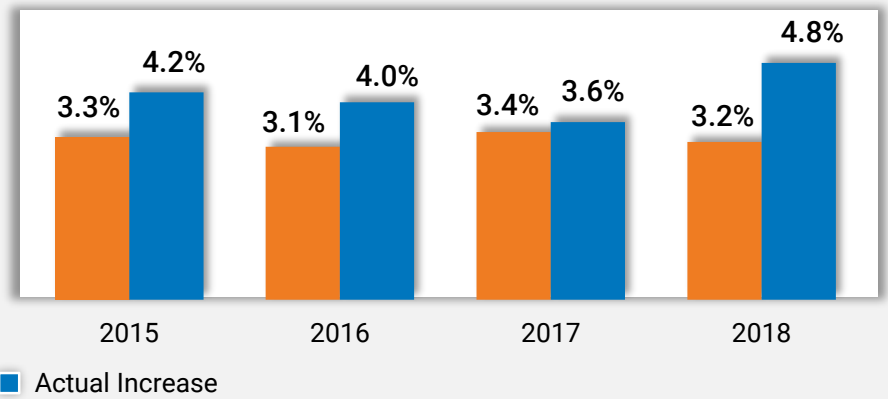
Advanced Practice Providers will continue to play an important role in achieving greater access, lowering the cost of care and addressing the growing physician shortage.

Upward pressure on compensation continues as the demand for APPs outpaces expectations due to the industry's focus on more efficient care delivery.

Percentage of Organizations Increasing APPs



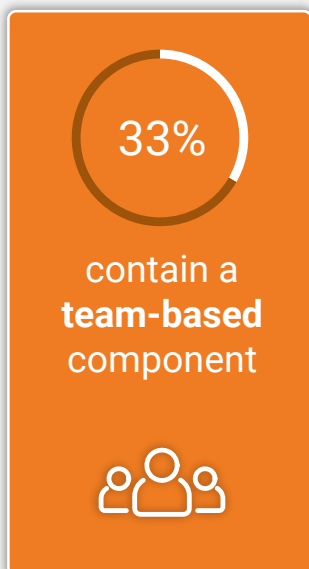
Average Increase in Base Pay



Integrated care models require greater alignment between APP and physician rewards strategies, resulting in the continued evolution of APP utilization and compensation practices.

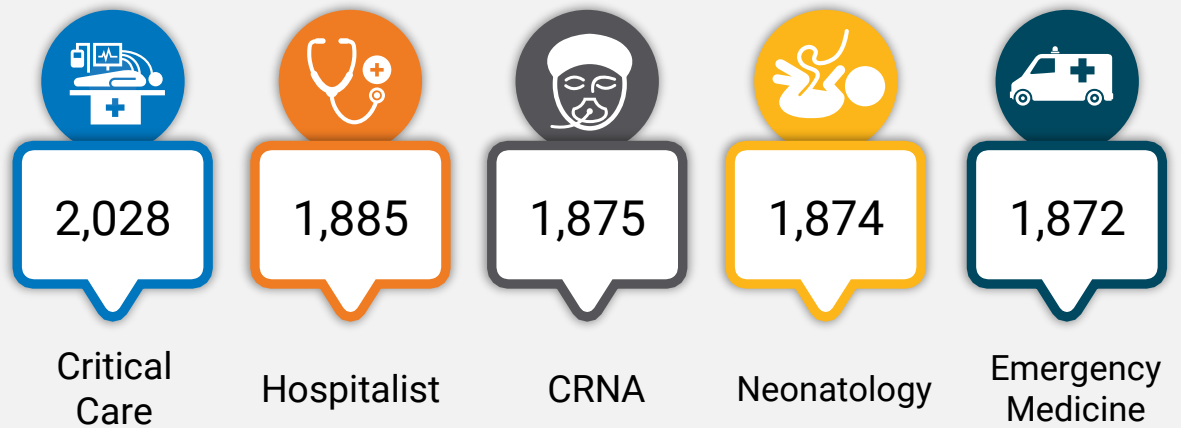
Incentive Practices

Nearly 50% of organizations provide incentive pay to at least some APPs



Minimum Number of Annual Clinical Work Hours Required

(Median for Full-Time APP)



APP Productivity

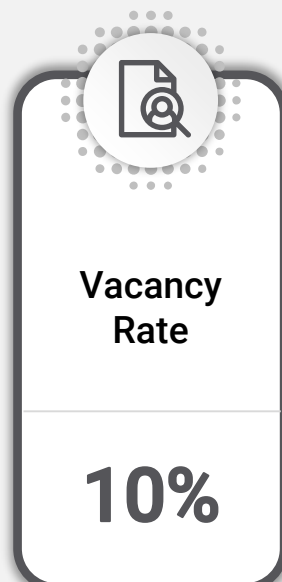
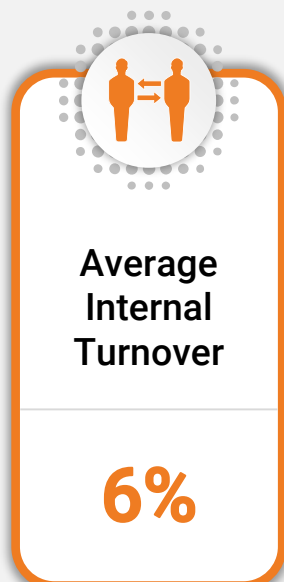
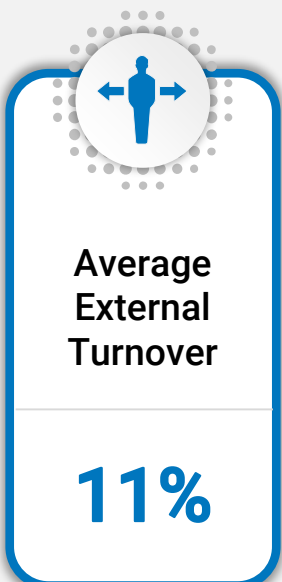
The survey reports wRVU data for over 15,000 individual APPs



This has increased by 186% since 2015



Continued pressure to recruit and retain top APP talent will require a focus on competitive compensation and engagement strategies.



Prevalence of Recruitment and Retention Practices

Moving Allowance	Sign-On Bonus	Retention Bonus
76%	87%	49%



Prevalence of Premium Pay Practices

CME Expense Allowance	PTO Allowance for CME	Certification / Licensure Reimbursement
85%	70%	64%



Source: SullivanCotter 2015-2018 Advanced Practice Provider Compensation and Pay Practices Survey Report