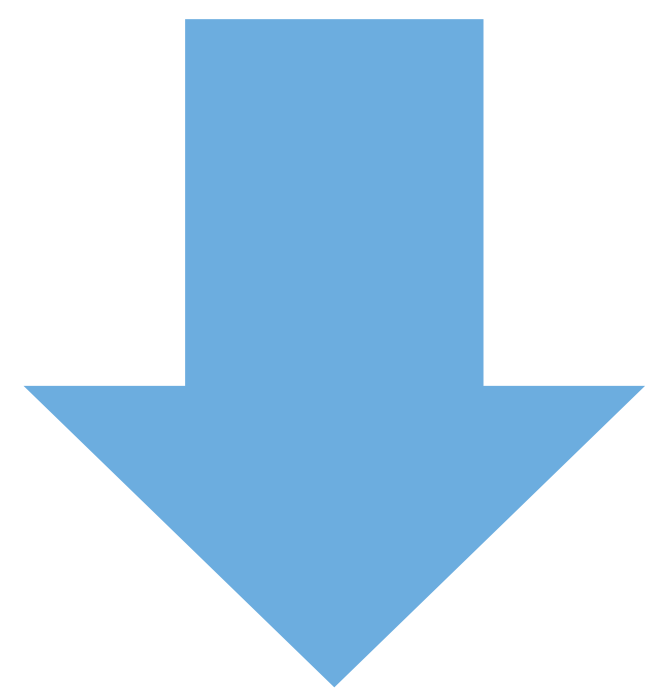


HOW PERFORMANCE PAY IS EARNED

UCHEALTH



UNDER THE CLINICAL ENTERPRISE MANAGEMENT RECOGNITION PLAN (CEMRP):

If individuals don't achieve their goals, they won't be rewarded.

This year, medical centers exceeded their goals.

For Senior Management Group members, a significant amount of their potential performance award is tied to achieving systemwide goals—as much as 50% for CEOs and 25% for other chief level and senior clinical enterprise leadership.



GOAL: decrease bloodstream infections by 10 %

RESULT: bloodstream infections reduced by more than 20% in the second half of fiscal 2009

GOAL: achieve \$4 million in savings from group purchasing related to pharmaceutical, medical supply, lab and IT expenses

RESULT: \$7.1 million savings

GOAL: increase clinical payment rates achieved by systemwide contracts with insurance plans by 4%

RESULT: clinical payment rates increased by more than 5%, or more than \$100 million