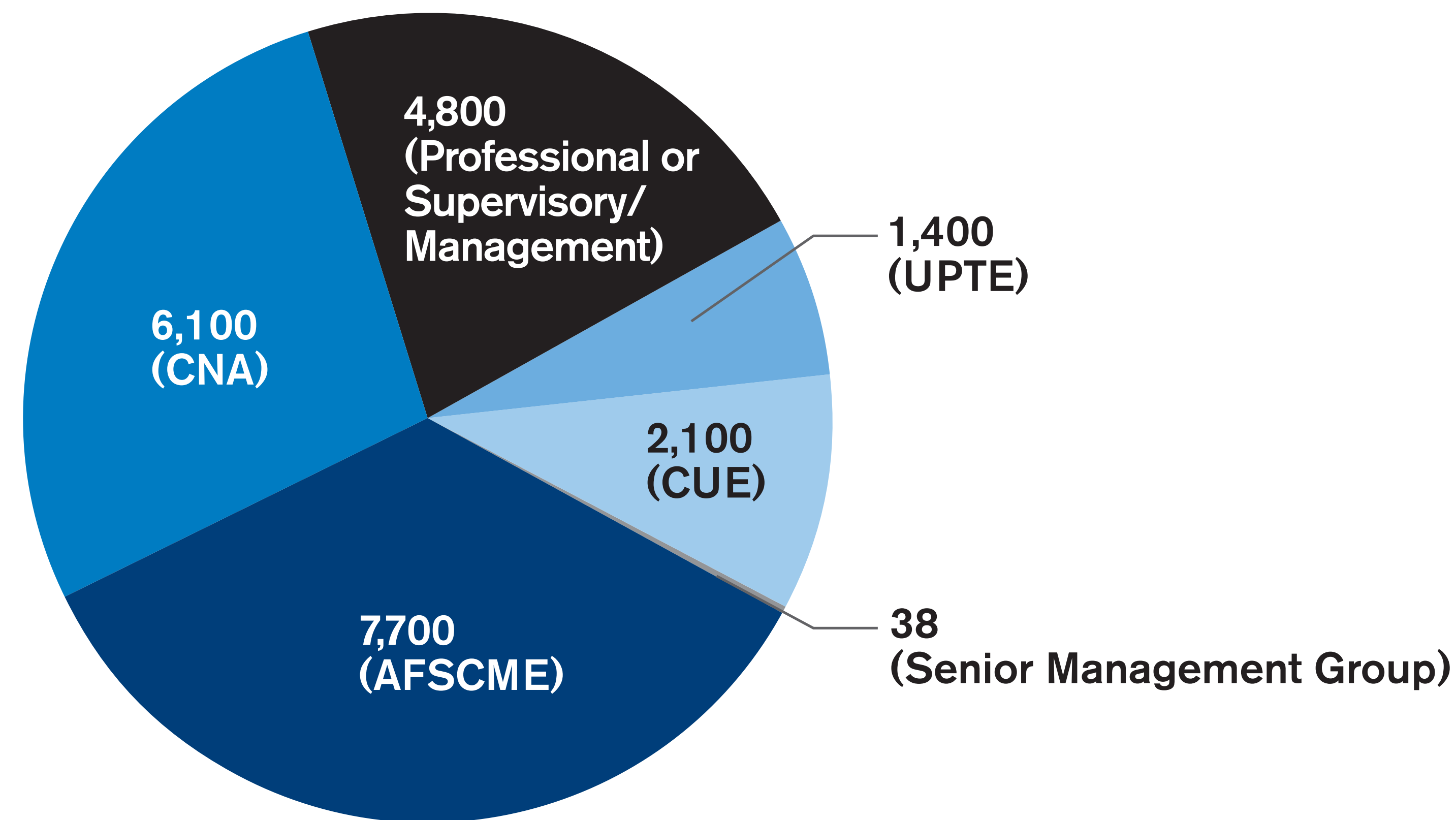


PERFORMANCE PAY IS OPEN TO MOST MEDICAL CENTER EMPLOYEES

WHO RECEIVES PERFORMANCE PAY

22,000 PARTICIPANTS IN 21 CLINICAL INCENTIVE PLANS AT UC'S FIVE MEDICAL CENTERS



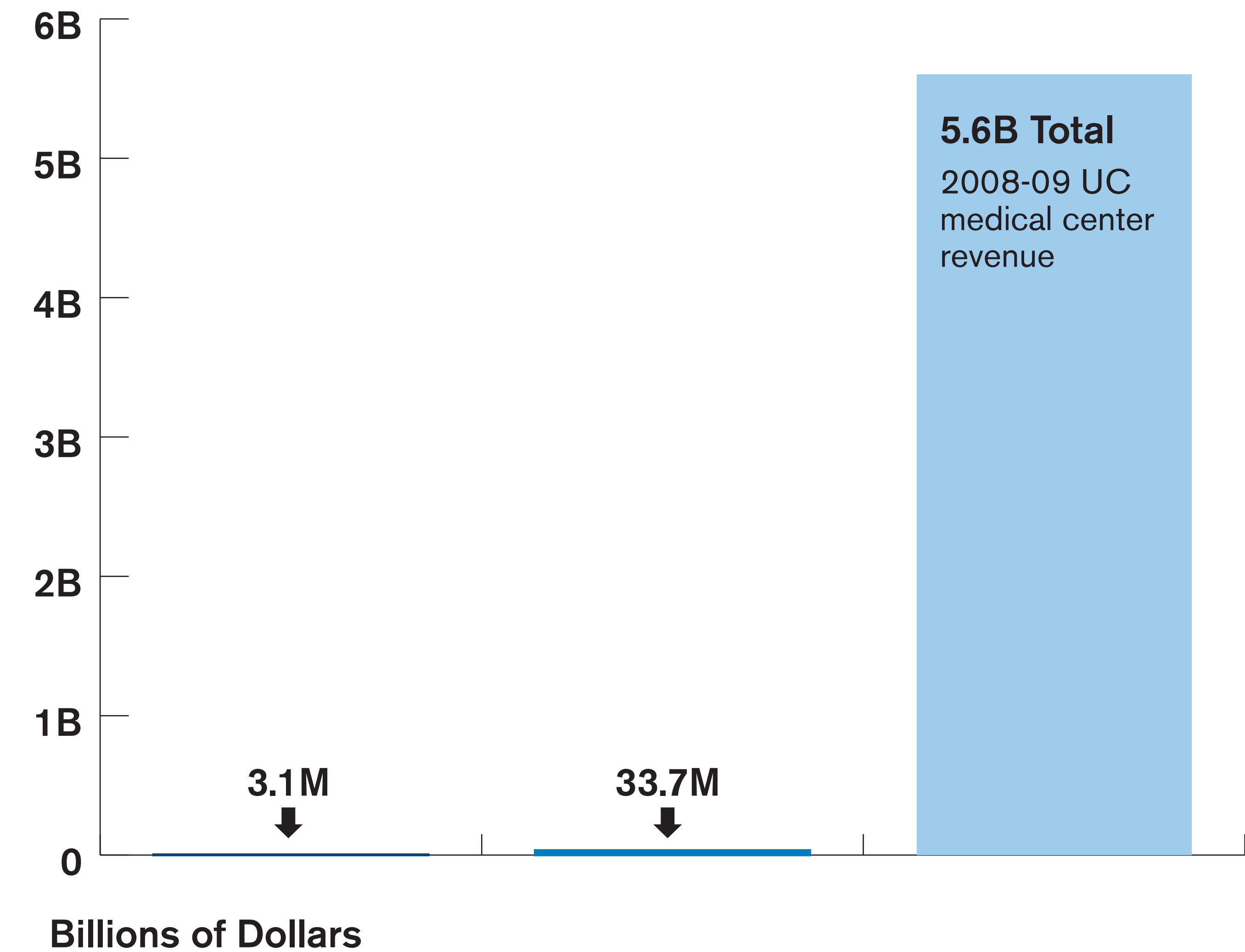
MORE THAN 17,000 (78%) ARE UNION EMPLOYEES WHO INCLUDE:

- 7,700 represented by the American Federation of State, County and Municipal Employees
- 6,100 registered nurses represented by the California Nurses Association
- 2,100 represented by the Coalition of University Employees
- 1,400 represented by the University Professional and Technical Employees

ADDITIONAL PARTICIPANTS:

- 4,800 professional or supervisory/management staff
- 38 administrators in the Senior Management Group

PERFORMANCE PAY VS. MEDICAL CENTER REVENUE



- \$3.1 MILLION**
38 Senior Management Group participants receiving individual payments ranging from 14.2% to 29.6% of base pay
- \$33.7 MILLION**
Total 2008-09 payout to 22,000 participants in all 21 clinical incentive plans including CEMRP (0.6% of total UC medical center revenue)
- \$5.6 BILLION**
Total 2008-09 UC medical center revenue