



Example Introductory Information for OnusOne Enhanced Compensation System

PLEASE NOTE: This summary information is an example. Each instance of OnusOne is highly customized to the needs of each practice.

Summary:

Practice Name has decided to invest in all clinical team members by rolling out an enhanced compensation structure that offers a higher level of professional flexibility and immediate earning potential, in return for a high level of professional responsibility. Employees all across the country are enjoying greater autonomy and professional flexibility, and the opportunity to immediately increase earnings at any point. In short, the OnusOne system puts the employee in the driver's seat. Under this plan, *Practice Owner* will transition away from a full time treating provider. She will primarily focus on strategic growth initiatives for the clinic as well as providing one-on-one and group coaching services for each provider.

Plan Details:

- OnusOne is a compensation system that calculates pay on a weekly basis based on (1) base pay and (2) payment per visit on a sliding scale. Higher total visits per week results in higher pay per visit. Lower total visits per week results in lower pay per visits.
- All professional employees are classified as exempt. Under this professional classification, employees are not eligible for OT pay.
- Note: If no patients are treated in a given week, eligible for base pay only.
- Annual enrollment allowing opportunity to choose from 1 of 2 different plans
- Choice of 2 plans:
 - 80/20 model (higher base pay, lower total pay)
 - 50/50 model (lower base pay, higher total pay)
- Company benefit contribution is built into the base pay
 - Can choose to apply benefit to base pay, or use as a company contribution
- Base pay increases based on longevity
 - 4k base pay increase every 3 years (0-3, 4-6, 7-9 etc)
- Opportunity to enhance current pay structures
 - Current structure is based on \$77/visit avg
 - Opportunity to enhance pay structure payout if \$/visit increase is sustained

Keys to Success:

- Consider the current schedule you are offering to your patients (# of days, total hours, early vs late). The more availability you have, the more likely you are to be able to accommodate your patient needs.
- Do you actively work to re-capture failed appointments? (PTs vs front desk calling your patients, offer rescheduled times, create "verbal contracts" for patients with higher copays). Consider setting a standard that a patient who wishes to cancel for clinical reasons must first speak with a provider to confirm that cancelling the appointment is the correct clinical decision.
- Does your office staff understand what options are available if a patient can't attend their scheduled appointment?
- Consider regular community outreach. Build your clinical brand in the community!

Rollout Strategy:

- Activate employee portals
- Review FAQ section on OnusOne website
- Review your historical payroll data that has already been uploaded for you in your personal portal
- Schedule follow up FAQ meeting
- Nov 1-Jan 1:
 - All current pay scales will retain current structure until Jan 1
 - Personal portals will be active and data will be uploaded at the conclusion of each week, allowing you to view your exact pay on the OnusOne system.
 - Effect Jan 1, compensation will be calculated based on OnusOne