



Dear team members,

As a team member, your commitment to live out our purpose is laying the foundation for Prisma Health to be able to improve the health and well-being of the communities we serve. 32,000 team members strong, together we will change the state of health in South Carolina. As an organization, it is vitally important we reward our team members with competitive pay and opportunities for growth.

2019 market-based compensation adjustments

The HR team has completed a review of compensation ranges based on local, regional and national salary surveys. Based on this review and the overall financial performance of the organization, it is our goal to move our team members* closer to the industry-wide midpoint of their salaries at a faster pace. This will allow us to offer more competitive wages on the lower end of the pay scale, which will make us more competitive in the market as we recruit new team members to the organization.

Please be aware that a team member below the midpoint for their position's scale may see a higher increase than a team member who is already above the midpoint. Conversely, a team member who is already above the midpoint may see a lesser increase since they are already being paid at full market value. In the future, once a team member reaches or exceeds the midpoint of the range, they may continue to receive merit increases based on their performance.

A market-based compensation adjustment will take place this September for team members in various support positions. Your leader will let you know if you are included in this adjustment. Team members will see the increases reflected in their Friday, Sept 20 paycheck (Upstate) and Friday, Sept. 27 paycheck (Midlands).

Market adjustments are dependent on Prisma Health's overall financial performance. Subsequent increases for other positions in the organization are currently under review.

Moving to a common performance review date

As we move to a common performance review date across the organization, all team members* will receive a review from their Manager near the end of this calendar year. Team members will be reviewed for the period of time spanning from Oct. 1, 2018–Sept. 30, 2019 (FY19).



- All team members will receive a review from their Manager at the end of this year, even if they recently completed an annual review.
- These end-of-year reviews are not tied to any increases in compensation or bonus.
- We will provide Upstate leaders with an evaluation form to use for end-of-year reviews, along with the due date, within the next few weeks.
- Midland leaders will use the same evaluation forms from last year in the PERKS system for reviews to be conducted this year.
- Those team members in the Upstate with an annual review scheduled between now and the end of September will still have their review and receive a pro-rated merit increase, followed by the new end-of-year review.

We will provide leaders with a new FY20 evaluation form for next year's team member performance reviews. More details about next year's reviews, along with details about personal goal setting, will be communicated in mid-to-late-October.

Please note that FY20 performance reviews will not be tied to any increases in compensation. However, we are looking into the possibility of a performance based compensation program for the future.

Thank you for all you do. Without you, Prisma Health is just a name. Together, we bring it to life.

Amy Linsin
Interim Senior Vice President & Chief Human Resources Officer
Prisma Health

** Palmetto Health-USC Medical Group and University Medical Group (UMG) team members are included.*