

Statement

More than ever, health care administration requires strong, business-savvy leaders who can manage the complexities and challenges the industry is facing – and retaining top talent requires a competitive compensation package. As a nonprofit health system, we don't have the luxury of providing stock options and other typical corporate perks. We're proud of how our CEO and executive leadership team have continued to elevate and expand top-quality services and access, focused on providing all individuals with the opportunity to live their healthiest lives.

Our teammates are foundational to all we do to care for the patients and communities we are so privileged to serve. Over the course of 2022, we are proud to have invested over \$138 million into our deserving teammates, beyond their previous or regular salaries. This included base-pay increases, market adjustments, incentives and other awards. In recent months, months, we have invested an additional \$271 million into base-pay increases and incentives. Additionally, with a commitment to every community we serve, Atrium Health provides \$2.46 billion per year in free and uncompensated care and other community benefits.

It's important to note that, as prescribed by the Internal Revenue Service, our governing board determines the compensation of our executives based upon independent, expert advice and national data on organizations of similar size, scope and complexity.

FY 2022 Executive Compensation Information
The Charlotte-Mecklenburg Hospital Authority d/b/a Atrium Health

Executive	Position	Base Salary	Bonus Compensation	Plan-Based Incentive Compensation	All Other Compensation	Aggregate Compensation
Eugene A. Woods	President & Chief Executive Officer	\$ 3,733,333	\$ 5,400,000	\$ 2,500,000	\$ 2,340,936	\$ 13,974,269
Anthony C. DeFurio	Enterprise Executive Vice President, Chief Financial Officer	\$ 1,567,917	\$ 1,590,000	\$ -	\$ 494,148	\$ 3,652,065
Ken D. Haynes	Enterprise Executive Vice President, President Greater Charlotte Region	\$ 1,372,667	\$ 1,392,000	\$ -	\$ 437,045	\$ 3,201,712
Scott C. Rissmiller, MD	Enterprise Executive Vice President, Chief Physician Executive	\$ 1,165,583	\$ 1,182,000	\$ 250,000	\$ 379,770	\$ 2,977,353
Brett J. Denton	Enterprise Executive Vice President, Chief Legal Officer	\$ 990,178	\$ 1,004,124	\$ -	\$ 330,644	\$ 2,324,946
Jim Dunn, PhD	Enterprise Executive Vice President, Chief People & Culture Officer	\$ 994,000	\$ 1,008,000	\$ -	\$ 321,928	\$ 2,323,928
Carol A. Lovin	Enterprise Executive Vice President, Chief Integration Officer, System Chief of Staff	\$ 976,605	\$ 990,360	\$ -	\$ 347,154	\$ 2,314,119
Rasu B. Shrestha, MD	Enterprise Executive Vice President, Chief Strategy & Transformation Officer	\$ 988,083	\$ 960,250	\$ -	\$ 324,314	\$ 2,272,647
Terry G. Williams	Enterprise Executive Vice President, Chief Population, Corporate & Government Affairs Officer	\$ 857,917	\$ 833,750	\$ -	\$ 288,496	\$ 1,980,163
Delvecchio S. Finley	Executive Vice President, Atrium Health and President & CEO, Atrium Health Navicent	\$ 1,017,667	\$ 688,000	\$ -	\$ 177,892	\$ 1,883,559

FY 2022 Executive Compensation Information
The Charlotte-Mecklenburg Hospital Authority d/b/a Atrium Health
Hospital Chief Management and Administrative Officials

Executive	Position	Base Salary	Bonus Compensation	Plan-Based Incentive Compensation	All Other Compensation	Aggregate Compensation
Vicki J. Block	Senior Vice President, Market President - Central	\$ 643,104	\$ 412,238	\$ -	\$ 104,360	\$ 1,159,702
Michael J. Lutes	Senior Vice President, Market President - South (January - September 2022)	\$ 462,199	\$ 517,585	\$ -	\$ 34,032	\$ 1,013,817
Brian D. Gwyn	Senior Vice President, Market President - West	\$ 533,572	\$ 352,391	\$ -	\$ 92,075	\$ 978,038
Robert G. Larrison	Group Vice President, Enterprise Atrium Health Rehabilitation Network and Carolinas Rehabilitation	\$ 394,943	\$ 179,059	\$ -	\$ 69,730	\$ 643,732
Roy L. Hawkins, Jr.	Senior Vice President, Market President - Northeast	\$ 572,000	\$ 104,488	\$ -	\$ 131,760	\$ 808,248

How Atrium Health's Investments Are Shaping the Future

Delivering the Future

The past year has been a defining period for Atrium Health as it continues strategically invest in its people, programs and infrastructures that will reshape the landscapes of medical education, research and care delivery – both locally and around the world.

In recent months, Atrium Health broke ground on Wake Forest University School of Medicine Charlotte, the academic core of the enterprise, which promises to assemble among the most diverse student bodies of learners of medical education – those who will treat and teach others in the decades ahead. The experiential training and research capabilities provided can be the catalyst to bring new medical breakthroughs to market better and faster than ever before. We expect to seat its first class in 2024.

Atrium Health is also continuing to make good on its commitments to provide care close to home – and is doing so while also adding state-of-the-art technology. In 2018, Atrium Health announced plans to invest \$1 billion into the expansion of its health care facilities in the Charlotte region and beyond. In 2022, the health care organization continued to realize those plans as it:

- **Opened Atrium Health Union West, the first newly built Atrium Health hospital in over 30 years** and, in January, **opened a new Atrium Health Carolinas Rehabilitation facility**, which replaced a 70-year-old structure.
- **Broke ground on a \$69 million investment into a new, advanced radiation facility** for the local community – which will be the first site in the Charlotte region to offer both proton beam therapy and gamma knife radiosurgery to adults and children with complex tumors. When the new radiation facility opens, it will be the only center of its kind between Washington, D.C., and Atlanta, and one of just 38 proton beam therapy sites in the country.
- **Opened Atrium Health Mountain Island Emergency Department to patients** of northwestern Mecklenburg County communities in January 2022.
- **Partnered with Johnson C. Smith University Health Center to open an expanded, on-campus health center**, part of a \$3 million commitment to improve access for students, faculty and staff to on-campus health care providers, lab services and more.
- **Advocate Aurora Health and Atrium Health finalized their formal combination to create Advocate Health, the fifth-largest nonprofit, integrated, health system in the nation**, with a combined revenue of \$28 billion.

A Center for Innovation

In 2022, Atrium Health began unveiling details about “The Pearl” innovation district, the future home of Wake Forest University School of Medicine Charlotte, as well as a hub of life-sciences research and entrepreneurial activity. Named to pay homage to the heritage of the Pearl Park area of the city, it will not only reshape the skyline of the Queen City, but also its economy.

One of the anchors of The Pearl will be the exclusive North American headquarters of IRCAD, a France-based surgical training institute. In keeping with the commitment to research and medical education, IRCAD North America will draw thousands of physicians to Charlotte each year for advanced training.

Care For All

Atrium Health continued to fulfill its mission to improve health, elevate hope and advance healing – for all, by addressing the needs of its community, including:

- Making significant investments into the communities we are privileged to serve. We provide **\$2.46 billion per year in free and uncompensated care** and other community benefits.
- Opened Atrium Health Community Care Primary Care Archdale Family Medicine, **the sixth community care primary care facility in the Charlotte region**. It offers enhanced community resources, including Spanish-speaking staff and a Spanish language bilingual translator onsite, along with interpretation services for a variety of languages.

- **Expanded our School-Based Virtual Care program to support kids** with minor issues like allergies, colds and stomachaches right in the school building. This program helps reduce emergency room visits, eases logistical burdens for parents and keeps kids in class.
- **Transitioned four vaccine mobile units to begin providing primary care services** in the Charlotte region, beginning in August 2022, serving an estimated 9,000 patients a year.

All of this occurred in a year that began with highly contagious omicron variant of COVID-19, requiring Atrium Health to once again to meet the needs of the communities it serves with innovative approaches to prevention, testing and treatment.

Taking Care of Atrium Health's Teammates

Over the past three years, Atrium Health teammates have demonstrated incredible levels of commitment, compassion and resilience. The leadership at Atrium Health has continued to recognize this with ongoing investments into teammates' wages and programs designed to compensate them fairly and in such a way that it can continue to attract and retain the best talent available. **This includes an investment of \$138 million in 2022 for base-pay increases, market adjustments, incentives and awards.**

Specifically, Atrium Health has:

- **Invested more than \$50 million into market adjustment compensation for teammates** across the Atrium Health.
- **Increased the minimum wage for the greater Charlotte and Winston-Salem area teammates to \$16 per hour** and, in July, Atrium Health made an additional investment for teammates working in our Georgia facilities, raising the minimum wage there to \$13.50 per hour.
- Additionally, earlier this year, Atrium Health **made an additional \$271 million investment into base pay increases and incentives for teammates** throughout the Atrium Health footprint.

Atrium Health has also continued to make significant investments into teammate career development programs, education assistance and support services - including an emergency fund, access to affordable housing programs and a robust well-being program. In 2022, we expanded our tuition reimbursement benefit to eliminate income barriers for teammates making less than \$45,000 a year. This allows those teammates to attend school and pursue a degree in nursing and allied health sciences.

Executive Compensation Process

Over the past few years, Atrium Health has emerged as a leading health system, nationally, known for its medical expertise and thought leadership in important areas of medicine. Talent and culture are the foundational elements of that success, from those working at the bedside to those in leadership and executive roles. Atrium Health continues to recruit and retain some of the most respected leaders in the industry. Those leaders have positioned Atrium Health in such a way that, today, we are part of an organization that is larger than both McDonald's and Kraft Heinz, as well as leading local Fortune 500 firms like Duke Energy and Truist, in terms of total annual revenue.

As in years past, and in accordance with North Carolina law, Atrium Health publicly discloses our executive compensation arrangements to requesting media outlets and organizations. The process we use to evaluate our executives' compensation is reviewed and affirmed annually. It is thoughtfully designed to attract, recruit and retain high-performing executives by providing market-competitive, reasonable and fair compensation.

Atrium Health's governing board, through its Diversity, Inclusion and Compensation Committee, follows a rigorous process, consistent with IRS guidelines, that is in line with industry-standard best practices for well-governed tax-exempt organizations. The committee engaged independent, third-party expert advisors to review the total compensation program and provide comparative data on organizations of similar size, scope and complexity. Compensation for Atrium Health's top ten executives equates to less than 1% of total compensation for all teammates.

As Atrium Health fulfills its mission to improve health, elevate hope and advance healing – for all, we are more committed than ever to providing compassionate and personalized care to our patients and the communities we are privileged to serve.