

Total Rewards COMPENSATION

2020 Coalition Performance Sharing Program Plan and Payouts

We value the many ways our employees contribute to Kaiser Permanente's success and are committed to recognizing their achievements. We are pleased to tell you that payouts for Kaiser Permanente Southern California's 2020 incentive pay program will appear in the March 12 paychecks for eligible Labor Management Partnership (LMP) employees. Performance against goals differed across the region, so award payouts will vary accordingly.

Kaiser Permanente Southern California's Performance Sharing Program (PSP) was designed to reward employees for success in implementing our region's strategy of delivering superior quality care, service, and value.

As you may remember from Greg Adams' message in December, in recognition of the incredible challenges of 2020 the enterprise planned on funding all non-executive incentive plans and bonus programs that did not fully meet their 2020 business performance at a minimum of 100% of their business results (which includes both financial and goal performance, i.e. the target performance) this year.

Please click on the link below to reference the 2020 overall regional results for the PSP which includes the Appreciation bonus:

<http://kpnet.kp.org/scal/portal/kpperformance/psp.html>

2020 Financial and Performance Results

In 2020, Southern California achieved an operating margin that exceeded the financial target by enough to open the financial gate for payouts and fund the incentive program at 150%. **Actual payouts will depend on multiple factors, including each location's, specialty's, and entity's performance relative to the goals.**

Example: Service Area Z business results achieved: 75% x 150% regional financial modifier = 112.50% payout.

KFH/HP Coalition

Location	Business Results	Regional Financial Modifier	Business Results After Modifier	Adjusted Results	Max Award
ANTELOPE VALLEY	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74
BALDWIN PARK	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
DOWNEY	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
FONTANA	83.00%	150.00%	124.50%	124.50%	\$ 3,147.04
KERN COUNTY	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74
LOS ANGELES	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
MORENO VALLEY	80.00%	150.00%	120.00%	120.00%	\$ 3,033.29
ORANGE COUNTY	82.00%	150.00%	123.00%	123.00%	\$ 3,109.12
PAN CITY	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
REGIONAL OPERATIONS	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74
RIVERSIDE	80.00%	150.00%	120.00%	120.00%	\$ 3,033.29
SAN DIEGO	73.00%	150.00%	109.50%	109.50%	\$ 2,767.88
SOUTH BAY	83.00%	150.00%	124.50%	124.50%	\$ 3,147.04
WEST LA	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
WOODLAND HILLS	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
REGIONAL LABS	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74
REGIONAL CSC	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74

SCPMG - Coalition

Location	Business Results	Regional Financial Modifier	Business Results After Modifier	Adjusted Results	Max Award
ANTELOPE VALLEY	63.67%	150.00%	95.50%	100.00%	\$ 2,527.74
BALDWIN PARK	85.00%	150.00%	127.50%	127.50%	\$ 3,222.87
DOWNEY	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
FONTANA	68.10%	150.00%	102.15%	102.15%	\$ 2,582.09
KERN COUNTY	71.67%	150.00%	107.50%	107.50%	\$ 2,717.32
LOS ANGELES	72.00%	150.00%	108.00%	108.00%	\$ 2,729.96
MORENO VALLEY	72.60%	150.00%	108.90%	108.90%	\$ 2,752.71
ORANGE COUNTY	81.45%	150.00%	122.18%	122.18%	\$ 3,088.39
PAN CITY	71.70%	150.00%	107.55%	107.55%	\$ 2,718.58
REGIONAL OPERATIONS	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
RIVERSIDE	72.60%	150.00%	108.90%	108.90%	\$ 2,752.71
SAN DIEGO	65.00%	150.00%	97.50%	100.00%	\$ 2,527.74
SOUTH BAY	69.30%	150.00%	103.95%	103.95%	\$ 2,627.59
WEST LA	61.40%	150.00%	92.10%	100.00%	\$ 2,527.74
WOODLAND HILLS	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71
REGIONAL LABS	75.00%	150.00%	112.50%	112.50%	\$ 2,843.71