

Kaiser Permanente's Performance Sharing Program (PSP)/Variable Pay Program (VPP) improves the Southern California region's performance in quality, service, safety, attendance, and affordability. Labor Management Partnership employees are eligible to share in the benefits of this incentive plan based on their contributions to the attainment of KPSC goals and the region's yearly financial performance above a pre-established financial target.

The PSP payout awards are ranked below in order of goal achievement. The "Percentage of Goals Achieved KFH/HP/SCPMG" column shows how each facility fared during the performance period.

Individual base payouts (not including the Attendance achievement) range from \$1697.55 to \$2606.68 and are based on each employee's work location as of the last pay period in 2017. If a medical center had achieved the maximum performance level in all goals, PSP participants at the facility could have received an estimated payout of \$3410.10 (not including Attendance and LOS).

For more information, please refer to the Inside KP@Southern California website for details (<http://kpnet.kp.org/scal/portal/kppperformance/psp.html>) or contact your local subject matter specialist.

The reverse side of this document provides your local results.

2017 PSP Payout Results in KFH/HP Result Order

Location	Percentage of Goals Achieved KFH/HP / SCPMG	PSP Base Payout KFH/HP (Without the Attendance achievement)	PSP Base Payout SCPMG (Without the Attendance achievement)	Last Minute Sick* (Add if you achieved the Last Minute Sick goal) 3 days / 4 days	Non-Protected Absence** (Add if you achieved the Non-Protected Absence goal)
Downey	89.97% / 85.80%	\$2466.87	\$2324.56	\$672.37 / \$255.76	\$142.82
Panorama City	84.90% / 82.40%	\$2482.55	\$2397.30	\$489.21 / \$255.76	\$115.85
Orange County	83.58% / 80.60%	\$2594.40	\$2492.78	\$459.92 / \$255.76	\$0
Kern County	83.44% / 83.98%	\$2317.67	\$2336.08	\$695.98 / \$255.76	\$107.39
San Bernardino County	83.30% / 57.28%	\$2584.85	\$1697.55	\$435.51 / \$255.76	\$0
Moreno Valley	83.26% / 74.49%	\$2219.46	\$1920.51	\$666.21 / \$410.45	\$123.21
Baldwin Park	83.17% / 84.24%	\$2570.30	\$2606.68	\$406.38 / \$255.76	\$0
Regional Labs	82.98% / 84.81%	\$2181.49	\$2244.01	\$709.04 / \$453.28	\$152.16
Woodland Hills	81.48% / 82.35%	\$2517.68	\$2547.46	\$382.60 / \$255.76	\$0
Antelope Valley	80.57% / 86.67%	\$2278.18	\$2486.20	\$590.48 / \$255.76	\$108.54
South Bay	79.92% / 84.75%	\$2290.56	\$2455.38	\$631.70 / \$255.76	\$0
San Diego	73.72% / 70.95%	\$2152.46	\$2058.11	\$430.55 / \$255.76	\$113.27
Riverside	72.80% / 65.82%	\$2226.79	\$1988.77	\$419.68 / \$255.76	\$0
Regional Operations	71.47% / 73.30%	\$2181.55	\$2243.84	\$412.50 / \$255.76	\$0
Regional CSC	71.47%	\$2181.55	\$0	\$453.09 / \$255.76	\$0
West LA	71.03% / 84.09%	\$2046.35	\$2491.71	\$540.92 / \$255.76	\$0
Los Angeles	62.95% / 77.56%	\$1875.67	\$2373.77	\$446.44 / \$255.76	\$0

If a facility did not achieve the Non-Protected Absence Attendance goal, \$0 will be listed in the column.

**Employees who have not exceeded FOUR (4) DAYS of Last Minute Sick will be awarded one of the payouts listed in the Last Minute Sick column in addition to the base payout. If you are not sure if you achieved the goal or which target you reached, please contact your local supervisor or HR attendance manager.*

***If the facility made the Non-Protected Absence goal, employees who have not exceeded 11 DAYS of Non-Protected Absence will be awarded the payout listed in the Non-Protected Absence column in addition to the base payout. If you are unsure if you achieved the goal, please contact your local supervisor or HR attendance manager. Please see the reverse to see if your facility made the goal.*

If an employee had fewer than 1800 hours in 2017, the payout will be prorated.