

EXHIBIT I.4e DATA USED TO CONSTRUCT ZMG HOSPITALIST PRACTICE'S FIXED LABOR SALARIES AND BENEFITS

	Number of FTEs	Average Salary	Base Salary	Benefit Percentage	Date of Next Raise	Raise Percentage
Physician I	12	\$200,000	\$2,400,000	15%	Feb 02	5%
Physician II	8	\$220,000	\$1,760,000	15%	Jul 02	5%
Physician assistant	1	\$100,000	\$100,000	20%	Nov 02	5%
Nurse practitioner	1	\$100,000	\$100,000	20%	Nov 02	5%
Administrative director	1	\$100,000	\$100,000	20%	Feb 02	5%
Office staff I	1	\$50,000	\$50,000	25%	Feb 02	5%
Office staff II	3	\$30,000	\$90,000	25%	Jun 02	5%

Note: All salaries and wages are paid twice monthly in equal amounts. The second payment is made on the last day of each month.

EXHIBIT 1.5c CALCULATION OF RVU PRODUCTIVITY CAPACITY IN JANUARY

Givens Physician Productivity

A	Number of Physician I	12
B	Number of Physician II	8
C	Shifts per year per full-time physician	204
D	Hours per shift per physician	10
E	Minutes per RVU	15
F	RVUs per hour	4
G	Physician efficiency	87%
H	Days in this month	31

PA or NP Productivity

I	Number physician assistants	1
J	Number nurse practitioners	1
K	Shifts per year per full-time PA or NP ^a	230
L	Hours per day per PA or NP	8
M	RVUs per hour	4
N	PA or NP productivity	87%
O	Days in this month	31

Calculations	Physician I	Physician II	Total	
P Number	(A) and (B)	12	8	
Q RVUs per physician per year (365 days)	(C × D × F × G)	7,099	7,099	
R RVUs per day per physician	(Q / 365)	19.4	19.4	
S Days in this month	(H)	31	31	
T RVU capacity this month	(P × R × S)	7,235	4,824	12,059
U Number	(I) and (J)	1	1	
V RVUs per PA or NP per year	(K × L × M × N)	6,403	6,403	
W RVUs per day per PA or NP	(V / 365)	17.5	17.5	
X Days in this month	(O)	31	31	
Y RVU capacity this month	(U × W × X)	544	544	1,088
Z Total RVU capacity this month	(T + Y)			13,147

^aAssumes 3 weeks of vacation, 1 week of sick leave, and 2 weeks of holidays.