



MEDIA STATEMENT

MEDIA STATEMENT REGARDING INCENTIVE COMPENSATION

Attribute to: Dignity Health

San Francisco, CA – October 2012 – Dignity Health’s executive compensation philosophy is designed to attract and retain the caliber of executives required to fulfill its mission of care. This is particularly important given the breadth, complexity, and scope of Dignity Health’s \$13 billion healing ministry.

By design, a substantial portion of the compensation for executive-level staff is “at risk” as it is linked to organizational performance. For the last decade, executive compensation at Dignity Health has been tied to the achievement of key clinical and patient satisfaction measures, as well as to charity care, community benefit investments, and financial performance.

These performance-based compensation metrics are established and approved each year by the Board of Directors’ Human Resources and Compensation Committee, which is made up of independent members of Dignity Health’s Board of Directors.

The Committee, in collaboration with third-party compensation consultants and legal counsel, has established the total compensation of Dignity Health executives to approximate the prevailing market conditions for companies of similar size and revenues.

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About Dignity Health

Dignity Health, one of the nation’s five largest health care systems, is a 16-state network of nearly 10,000 physicians and 56,000 employees who provide patient-centered care at more than 300 care centers, including hospitals, urgent and occupational care, imaging centers, home health, and primary care clinics. Headquartered in San Francisco, Dignity Health is dedicated to providing compassionate, high-quality and affordable patient-centered care with special attention to the poor and underserved. In 2012, Dignity Health provided \$1.6 billion in charitable care and services. For more information, please visit our website at www.dignityhealth.org. You can also follow us on [Twitter](#) and [Facebook](#).