



# Duly's Promise and Purpose

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A destination for independent physicians and team members to "do their best work"



**duly**  
HEALTH AND CARE

World class outcomes and innovative models of care with an unrivaled patient experience

for one collective purpose: **Helping Humans Flourish**


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# A Diversified Independent Multispecialty Platform

# Duly at a Glance



**1,000+**  
PHYSICIANS



**2 million+**  
TOTAL PATIENTS



**150+**  
SITES OF SERVICE



**90**  
PATIENT  
TRUST SCORE



**94%**  
AVERAGE PHYSICIAN  
RETENTION RATE



# A Differentiated Physician Model

## Physician-Management Dyad

- Shared strategic & operational oversight
- Physician leaders paired with a business leader

## Support and Engagement

- Interdisciplinary care teams
- Numerous communication and engagement vehicles to empower and develop physicians

## Aligned Incentives

- Competitive compensation with performance-based structure (including patient experience) and a path to ownership

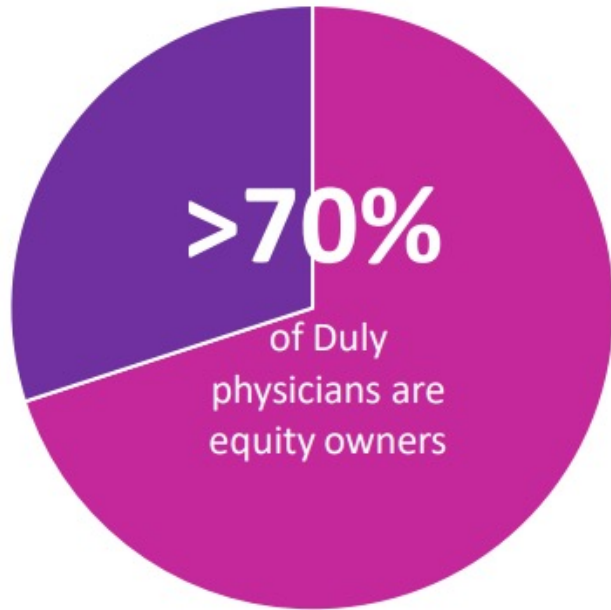
## Physician Leadership

- Multi-level physician leadership roles and training programs within and across disciplines
- Extensive, diverse physician leadership participation including department chairs, clinical board members, division chiefs and medical directors

## Physician Directed Care

- ✓ Clinician voice in all decisions that impact care delivery
- ✓ Close partnership with management at all levels (DYAD Structure)
- ✓ Engagement in recruitment and retention of Physicians
- ✓ Assessment and optimization of Physician Performance
- ✓ Partner in Physician/Staff leadership development
- ✓ Prominent representation in Business Ownership & Governance
- ✓ Partnership in Service Line Development

## Physician Organizational Alignment via Equity



***Over 700 physician shareholders in Duly Health and Care***