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Northern California Physician “Benefits Overview”

Benefits Overview

Shareholder

The Permanente Medical Group provides the opportunity for Physicians to become Shareholders in the Medical Group. After election to Shareholder status, and the purchase of two shares in the corporation, Physicians have voting rights on matters at the Regional and Facility levels.

In order to become a Shareholder, a Physician must be Board Certified in the Specialty in which the Physician practices, and works a minimum of 24 hours per week. Physicians must successfully satisfy two elections in order to obtain Shareholder status.

The Path to Shareholder with TPMG

- Year One: Associate Physician eligible for merit increase after first year
- Year Two: Associate Physician eligible for merit increase at the end of year two
- Year Three: Typically eligible for election to Participant status (Compensation Program changes)
- Year Four: Typically eligible for Election to Senior status (Shareholder)

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