

A photograph of three healthcare professionals standing in a hospital hallway. On the left is a Black woman with long dark hair, wearing a white lab coat over a black top, smiling. In the center is a man with a beard and mustache, wearing teal scrubs, holding a white document. On the right is a woman with dark hair and glasses, wearing a white lab coat over a purple top, smiling. The background is a bright, modern hospital hallway with recessed lighting. A large orange rectangle is overlaid on the background behind the text.

ORLANDO
HEALTH®

**Orlando Health
Medical Group**

As part of the Orlando Health system, **our physicians play a key role in delivering care** to nearly 3 million Central Florida residents. Orlando Health recognizes and embraces the **pivotal role our physicians play in building a quality healthcare system** that delivers the highest-performing patient outcomes and experiences. We are committed to creating a **work environment that allows our physicians to develop a successful career path**, working alongside a team of talented, passionate professionals, all focused on providing the highest possible level of patient care.

What Sets Us Apart

- Culture of collaboration
- Conveniently located in Central Florida
- Relocation concierge service
- Comprehensive benefits and retirement packages
- Malpractice and liability coverage
- Continuing medical education and professional dues allowance
- Practice integration support
- Leadership development
- Multidisciplinary approach

General Compensation Philosophy

Orlando Health offers salaries that are at or above market value and take into consideration the cost of living in Central Florida. Orlando Health has two compensation models:

- **Shift-Based Pay** - This model allows scheduling flexibility and fair compensation for the shifts worked.
- **Work RVU** - This model pays physicians based on a percentage of productivity, with an RVU (relative value unit) assigned to each encounter, procedure or surgery.

Comprehensive Health Records

Orlando Health will streamline health data and care delivery for patients and clinicians through the adoption of Epic, the most widely used and comprehensive health records (CHR) system. The full implementation of "ELLiE," the name chosen for our new CHR, will occur by early 2021.

Leadership Development

Orlando Health offers leadership development programs that attract and connect high-potential physicians to our organization.

- The **Advanced Leader Program** is designed for mid-level leaders and physicians who desire advancement to top-level leadership positions within the organization. Participants gain new skills and competencies that prepare them for a variety of opportunities within our system.
- Leadership positions require a wide range of skills, an expanded executive mindset and increased applications of cognitive complexity. Through the **Orlando Health Medical Group's Wellness and Resilience Program**, physicians have the opportunity to participate in a physician coaching program designed for highly functioning individuals that builds on the foundation of existing skills to develop new competencies such as empathy, self-awareness, decisiveness and mindfulness.
- Our **Strategic Innovation Program** can bring our physicians' ideas, concepts or inventions to life. Our physicians' ideas and concepts help to create a better patient experience and enable Orlando Health to provide even better care with each new innovation.

Community Involvement

Orlando Health's mission strives to promote health and wellness by extending our reach beyond the walls of our facilities – connecting with people where they live through community education and outreach. Collaborative relationships with more than 230 not-for-profit groups, with like-minded goals, allow Orlando Health to have a bigger, more meaningful impact throughout Central Florida's diverse local communities.



"Leadership development is crucial in assuring Orlando Health's place in the future of healthcare in Central Florida. As we continue to meet the needs of our community through enhanced service and access, we need talented individuals who appreciate our culture and are prepared to fill impactful leadership roles across the organization."

David Strong

President and CEO,
Orlando Health



"The Orlando Health Medical Group is physician led and professionally managed, with the goal of becoming a high-performing medical group based on a foundation of clinical excellence."

Sunil S. Desai, MD

President,
Orlando Health Medical Group
Senior Vice President,
Orlando Health



Multidisciplinary, Collaborative Environment

Collaboration among our physicians, advanced practice providers, nurses and administration has led to a unique culture at our institution – a culture of quality. This is a place where everyone works together to meet the needs of our patients and their families.

Orlando Health encourages collegiality and a shared purpose. Our physicians and team members alike feel comfortable asking questions, seeking feedback, reporting a mistake or proposing new ideas.

Pursuit of Excellence

In 2015, Orlando Health began a process to develop the organization's strategic focus now and into the future. Through our Pursuit of Excellence initiative, we have focused on six essential imperatives to guide us along the way. This process is about charting the course for Orlando Health, and it will take all of us coming together on this journey to excellence to achieve our goals.

Strategic Imperatives

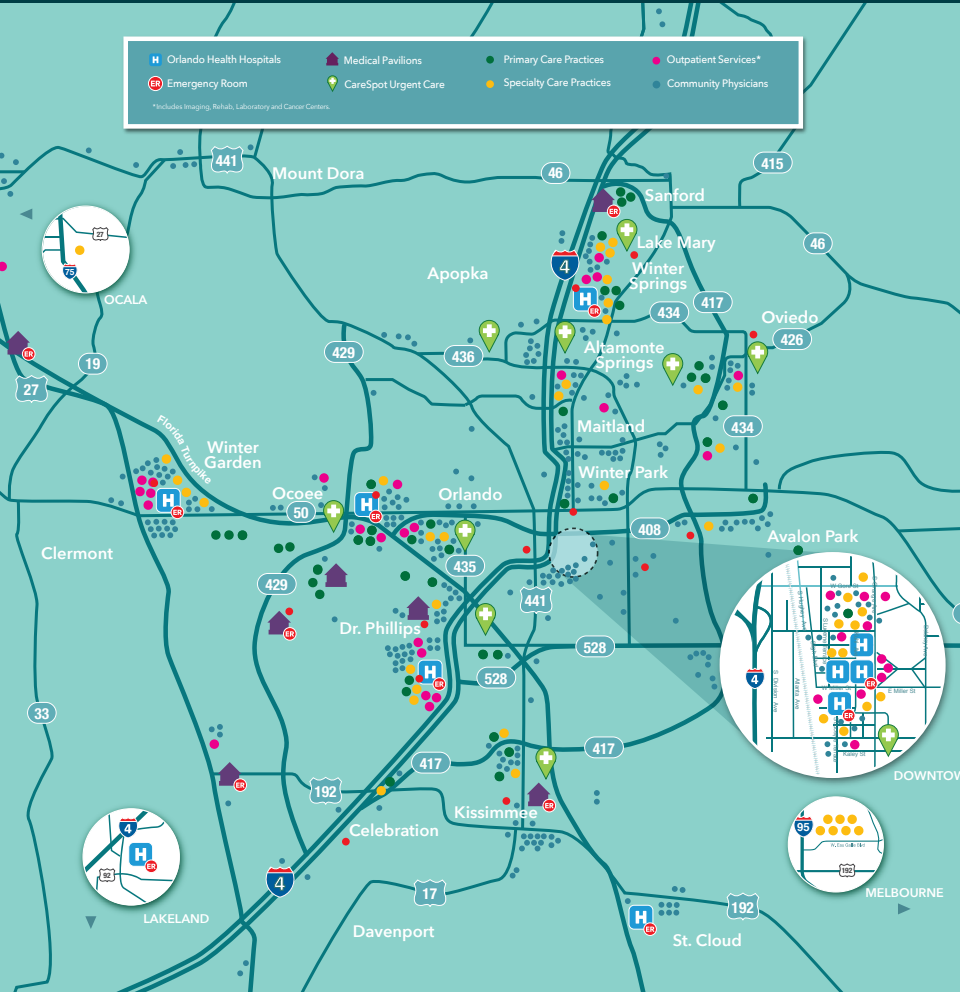
- **Enhance Ease of Use** - As healthcare delivery evolves for inpatient and outpatient settings, Orlando Health recognizes that consumers want easy access to a variety of services at all touchpoints.
- **Embrace Quality and Safety** - In our pursuit of quality and safety excellence, Orlando Health strives to be recognized locally and nationally as a health system that delivers excellence in care.
- **Become the Best Place to Work** - A high-performance culture built on trust, transparency and open communication across all levels of the organization will reinforce Orlando Health's reputation as a sought-after employer.
- **Drive Growth and Innovation** - In our pursuit of growth and industry-leading innovation, Orlando Health will utilize data-driven insights to identify the best opportunities and prioritize strategic decisions.
- **Earn Physician Loyalty** - To become the trusted, loyal and indispensable partner for top-tier physicians across Central Florida and beyond, we will enhance ease of access, efficiency and communication at every point of contact.
- **Strengthen Economics** - An effective cost structure will enable Orlando Health to fund strategic investments that improve the well-being of Central Florida's residents and ensure the long-term viability of the organization.

Our Footprint

Orlando Health is committed to providing our community with easy access to an extensive network of advanced healthcare services, skilled professionals and state-of-the-art facilities throughout Central Florida.

- Orlando Health Hospitals
- Medical Pavilions
- Primary Care Practices
- Outpatient Services*
- Emergency Room
- CareSpot Urgent Care
- Specialty Care Practices
- Community Physicians

*Includes Imaging, Rehab, Laboratory and Cancer Centers.



ORLANDO HEALTH®

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