



January 20, 2021

David Mildenberg
Business North Carolina
1230 W. Morehead St., Suite 308
Charlotte, NC 28202

Dear David:

In acknowledgement of your request for compensation information pertaining to key executives of Atrium Health and its covered hospitals, I am providing you with the enclosed documentation in accordance with the North Carolina Public Hospital Personnel Act.

This includes:

- A summary of the process the Atrium Health Board of Commissioners, through its Diversity, Inclusion and Compensation Committee, utilizes in determining compensation for included system executives
- Relevant information detailing the total compensation for each of these executives

If upon completing your review of these materials, you have any additional questions please contact me at the Atrium Health Enterprise Communications office.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Berger".

Chris Berger
Vice President, Enterprise Communications
Atrium Health

Atrium Health Demonstrates National Leadership Throughout Pandemic

In this lifetime, few people have experienced a year quite like 2020 before. This past year was marked by a global pandemic, a social justice revolution, an economic downturn and even a pivotal presidential election.

Amid such constant change, the passion and commitment of 70,000 teammates has kept Atrium Health firmly rooted in our mission to improve health, elevate hope and advance healing – for all. And because of our strong leadership, Atrium Health has stood strong and showed extraordinary agility in navigating the unknown and unprecedented. From within our care facilities to the makeshift offices in our homes, every single member of our Atrium Health family has played a unique role in supporting the health, safety and well-being of our loved ones, friends and neighbors.

Working together, day in and day out, our teammates have brought our ‘for all’ mission front and center in new and remarkable ways. As we celebrated our 80th anniversary and fought a global pandemic, we also led the way in caring for our communities by:

- Using virtual platforms to expand our Atrium Health Hospital at Home program to over 50,000 patients and broadened our care delivery – paving the way for the future of healthcare.
- Deepening our commitment to health equity by identifying and eliminating testing disparities in underserved communities with the help of our roving mobile units.
- Creating new partnerships – alongside both private and community organizations – by providing COVID-Safe assistance to 13,000 employees.
- Distributing over 2.1 million face masks to our community through our public-private Million Mask Initiative, including over 250,000 in underserved communities.
- Opening new doors and buildings through our partnerships with Atrium Health Navicent.
- Entering into the largest strategic combination our history with Wake Forest Baptist Health and Wake Forest School of Medicine.

Without question, this year has brought a seismic shift across our landscape that has allowed us new opportunities to re-think, re-shape and re-form the ways in which we care for those in our communities. And because of the remarkable work we have accomplished together, our story has made its way across the country. As Atrium Health aspires to be a nationally leading academic healthcare system that will guide the healthcare field as it goes through the most transformative period in our lifetime, the executive team has guided and directed the system with skilled and steady leadership.

The Atrium Health Board of Commissioners, through its Diversity, Inclusion and Compensation Committee, follows a rigorous process, consistent with IRS guidelines, that is in line with industry-standard best practices for well-governed tax-exempt organizations. The Committee engaged independent third-party expert advisors to review the total compensation program and provide comparative data on organizations of similar size, scope and complexity. Compensation for Atrium Health’s top ten executives equates to less than one percent of total compensation for all teammates.

As Atrium Health fulfills its mission to improve health, elevate hope and advance healing – for all, we are more committed than ever to providing compassionate and personalized care to our patients and the communities we are privileged to serve.

FY 2020 Executive Compensation Information

Atrium Health

Executive	Position	Base Salary	Bonus Compensation	Plan-Based Incentive Compensation	All Other Compensation	Aggregate Compensation
Eugene A. Woods	President & Chief Executive Officer	\$ 2,804,167	\$ 2,750,000	\$ 1,155,300	\$ 1,197,346	\$ 7,906,813
Ninfa M. Saunders*	Former EVP, Atrium Health and President & CEO Navicent	\$ 1,366,500	\$ 856,710	\$ 1,274,000	\$ 662,633	\$ 4,159,843
Anthony C. DeFurio	EVP & Chief Financial Officer	\$ 1,211,688	\$ 624,925	\$ 372,800	\$ 277,262	\$ 2,486,675
Ken D. Haynes	EVP, President - Greater Charlotte Region	\$ 1,063,829	\$ 565,776	\$ 349,500	\$ 253,443	\$ 2,232,548
Scott C. Rissmiller, MD	EVP & Chief Physician Executive	\$ 914,929	\$ 456,525	\$ 448,050	\$ 221,966	\$ 2,041,470
Carol A. Lovin	EVP, Chief Integration Officer, System Chief of Staff	\$ 695,173	\$ 431,956	\$ 407,750	\$ 199,594	\$ 1,734,473
Rasu Shrestha, MD	EVP, Chief Strategy & Transformation Officer	\$ 779,208	\$ 525,000	\$ 75,000	\$ 206,761	\$ 1,585,969
Jim Dunn, PhD	EVP & Chief People and Culture Officer	\$ 776,125	\$ 463,050	\$ 132,298	\$ 194,583	\$ 1,566,056
Claude T. Mooman, MD	President, Musculoskeletal Institute & Chair Orthopedic Department	\$ 943,641	\$ 322,875	\$ 100,000	\$ 120,422	\$ 1,486,938
Derek Raghavan, MD	President, Levine Cancer Institute & Chief of Clinical Network Development	\$ 858,938	\$ 438,689	\$ -	\$ 164,751	\$ 1,462,378

*Compensation inclusive of contractual agreement inherited from Navicent Health

FY 2020 Executive Compensation Information

Atrium Health

Hospital Chief Management and Administrative Officials

Facility	Executive	Position	Base Salary	Bonus Compensation	Plan-Based Incentive Compensation	All Other Compensation	Aggregate Compensation
Atrium Health Anson Atrium Health Pineville Atrium Health Union	Michael J. Lutes	Market President – South	\$524,528	\$202,813	\$151,450	\$78,521	\$957,312
Atrium Health's Carolinas Medical Center	Vicki Block	Market President - Central	\$598,846	\$206,525	\$40,000	\$80,487	\$925,858
Atrium Health Cleveland Atrium Health Lincoln Atrium Health King's Mountain	Brian D. Gwyn	Market President – West	\$491,784	\$187,631	\$151,450	\$73,422	\$904,287
Atrium Health Cabarrus Atrium Health University City Atrium Health Stanly	Christopher S. Bowe	Market President – NorthEast	\$548,961	\$192,338	\$23,300	\$79,245	\$843,844
Carolinas Rehabilitation	Robert G. Larrison	Facility Executive, Carolinas Rehabilitation	\$363,426	\$136,346	\$69,900	\$60,167	\$629,839