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January 26, 2019

**RE: 2018 PSP Results**

Dear members,

These are the preliminary payout numbers for the 2018 PSP payout, and do not consider attendance performance. These numbers may be adjusted based on your individual attendance performance and the service areas performance. For those of you who have met the minimum or maximum last-minute sick time goals your payouts may be higher than the amount listed, but if you did not meet these goals, the payouts may be less. Your actual payout will reflect that performance.

**2018 PSP and VPP Performance Results and Awards - KFH**

Medical Center Service Area	Performance Results	Financial Modifier	Overall Results with Financial Modifier	PSP Awards*
SAN DIEGO	78.19%	99.00%	77.41%	\$1,818.78

**2018 PSP and VPP Performance Results and Awards - SCPMG**

Medical Center Service Area	Performance Results	Financial Modifier	Overall Results with Financial Modifier	PSP Awards*
SAN DIEGO	91.24%	99.00%	90.33%	\$2,122.34

See enclosed document for the complete list of payouts.

Congratulations on your PSP payout!

In unity,

Marianne Giordano  
Executive Director/CFO

MG/mp  
Enclosure

## 2018 PSP and VPP Performance Results and Awards KFH

Medical Center Service Area	Performance Results	Financial Modifier	Overall Results with Financial Modifier	PSP Awards*
ANTELOPE VALLEY	63.98%	99.00%	63.34%	\$1,488.20
BALDWIN PARK	85.78%	99.00%	84.92%	\$1,995.23
DOWNEY	85.81%	99.00%	84.95%	\$1,995.93
KERN COUNTY	77.31%	99.00%	76.54%	\$1,798.34
LAMC	60.43%	99.00%	59.83%	\$1,405.73
MORENO VALLEY	76.68%	99.00%	75.91%	\$1,783.54
ORANGE COUNTY	66.25%	99.00%	65.59%	\$1,541.06
PANORAMA CITY	76.97%	99.00%	76.20%	\$1,790.35
REGIONAL CSC	69.25%	99.00%	68.56%	\$1,610.84
REGIONAL LABS	81.53%	99.00%	80.71%	\$1,896.31
REGIONAL OPERATIONS	69.25%	99.00%	68.56%	\$1,610.84
RIVERSIDE	72.25%	99.00%	71.53%	\$1,680.63
SOUTH BAY	82.65%	99.00%	81.82%	\$1,922.39
SAN BERNARDINO COUNTY	81.75%	99.00%	80.93%	\$1,901.48
SAN DIEGO	78.19%	99.00%	77.41%	\$1,818.78
WOODLAND HILLS	74.20%	99.00%	73.46%	\$1,725.97
WEST LA	72.98%	99.00%	72.25%	\$1,697.54

**LMP participants may receive an award that is more or less than the amount listed based on their 2018 individual attendance goal.**

**PSP awards are prorated for employees with less than 1800 compensated hours in the plan year.**

Note: Regional Operations refer to regional departments established jointly with the unions. They use the same PSP goals and are measured separately.

## 2018 PSP and VPP Performance Results and Awards SCPMG

Medical Center Service Area	Performance Results	Financial Modifier	Overall Results with Financial Modifier	PSP Awards*
ANTELOPE VALLEY	83.39%	99.00%	82.56%	\$1,939.78
BALDWIN PARK	91.63%	99.00%	90.71%	\$2,131.27
DOWNEY	94.51%	99.00%	93.56%	\$2,198.23
KERN COUNTY	81.06%	99.00%	80.25%	\$1,885.51
LAMC	87.73%	99.00%	86.85%	\$2,040.58
MORENO VALLEY	81.40%	99.00%	80.59%	\$1,893.49
ORANGE COUNTY	87.50%	99.00%	86.63%	\$2,035.41
PANORAMA CITY	93.02%	99.00%	92.09%	\$2,163.69
REGIONAL CSC	87.00%	99.00%	86.13%	\$2,023.66
REGIONAL LABS	99.28%	99.00%	98.29%	\$2,309.36
REGIONAL OPERATIONS	87.00%	99.00%	86.13%	\$2,023.66
RIVERSIDE	73.27%	99.00%	72.54%	\$1,704.36
SOUTH BAY	90.25%	99.00%	89.35%	\$2,099.31
SAN BERNARDINO COUNTY	58.27%	99.00%	57.69%	\$1,355.45
SAN DIEGO	91.24%	99.00%	90.33%	\$2,122.34
WOODLAND HILLS	83.00%	99.00%	82.17%	\$1,930.62
WEST LA	87.61%	99.00%	86.73%	\$2,037.76

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