

**RADIOLOGICAL PHYSICIAN ASSOCIATES  
PHYSICIAN TERM SHEET**

<b>Structure of Agreement:</b>	Agreement to provide full-time professional radiology services
<b>Licensure Requirement:</b>	Unrestricted licenses in WV
<b>Total Compensation:</b>	Varies based on training & experience  Includes base salary, pension contribution, reimbursement for CME, auto and unreimbursed medical expenses.
<b>Time Off / Call:</b>	
Weeks of vacation / CME time	12
Weeks of teleradiology call	4
Weekends of work	12
<b>Shareholder Opportunity:</b>	Eligible after 18 months by shareholder vote
<b>Physician Requirements:</b>	Board Certified Devote 100% to RPA
<b>Non-Compete Clause:</b>	Physician will not compete with any existing RPA contract for (2) years after termination of employment. Physician will not compete within (30) miles.

**RPA Benefits:**

Group Health Insurance, 80 / 20 plan

Group Life Insurance \$300,000 term

Group Disability Insurance @ 50% of salary  
up to \$20,000 per month

Malpractice Insurance - \$ 1mill / \$ 3mill

401(k) Plan eligible after 90 days with a  
4 year vesting schedule

Profit Sharing Plan - eligible after 1 year with  
immediate vesting

Preferred Banking Services

**Malpractice Tail Insurance:**

RPA will cover 100% of tail insurance coverage

**Relocation Expenses:**

RPA will pay for relocation expenses

The above offer is valid for 30 days. If accepted, please sign below and an employment contract will be prepared for your review and signature.

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Physician