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## Closing the Physician Retirement Gap

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The Doctors Company, which insures over 20,000 physicians in California and nearly 2,000 in Washington, will pay out over \$1 million in Tribute Plan Funds this month. Physician-owned and physician led, The Doctors Company was founded to defend, protect and reward doctors who advance the practice of good medicine.

The Tribute Plan was launched in 2007 as a way to reward physicians who dedicate themselves to

superior patient care and keeping claims low.

Recent studies indicate that the Tribute Plan may work to counter a troubling trend. According to a study commissioned by The Doctors Company and conducted by Watson Wyatt (See chart below), physicians are increasingly unhappy with their retirement choices. Physician satisfaction dropped by 18 percent between 2006 and 2009. At the same time, employees in healthcare and throughout other sectors expressed increasing satisfaction with retirement options.

For practice managers and leaders of health systems, the Tribute

Tribute Plan is a nice added bonus that I can look forward to when I retire.”

### Here is how the Tribute Plan works:

Dr. Taylor is an internist whose medical group is covered by The Doctors Company. His \$20,000 annual premium will result in an estimated Tribute Plan balance of \$81,000 when he retires with The Doctors Company in 35 years.

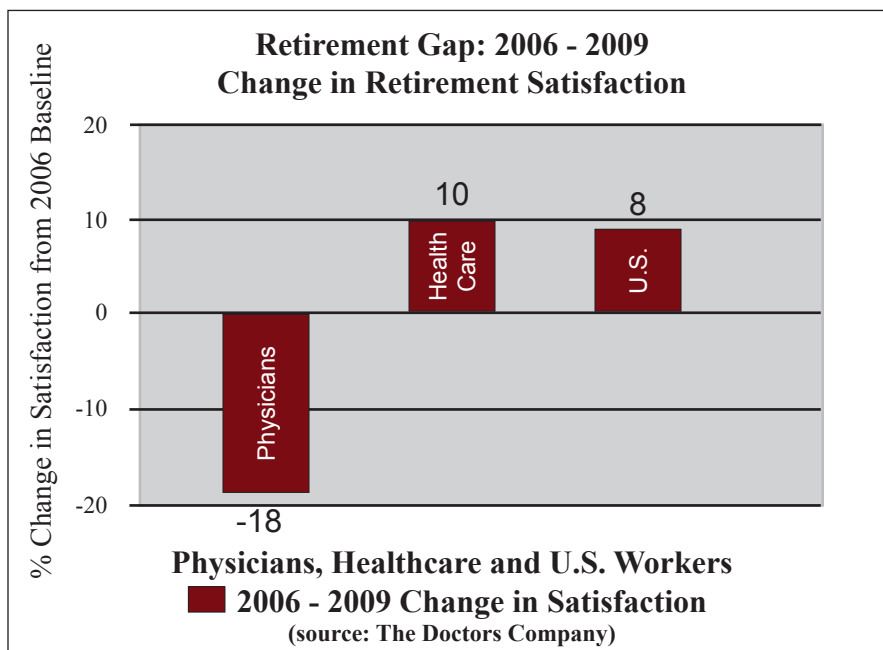
Dr. Smith is a cardiologist who joined The Doctors Company in January 2007. Her annual premium is \$25,000. She can expect her Tribute Plan balance to be

over \$30,000 when she retires after 15 years.

### What is the story behind the Tribute Plan?

The Tribute Plan is a significant reward that underscores The Doctors Company’s mission to advance, protect, and reward the practice of good medicine. As a member-owned, doctor-led organization, we

believe that if we work together to promote outstanding patient care and keep claims low, we all win.



plan is an ideal way to address this growing dissatisfaction. As one physician member told us “The

## Tribute Plan Projections at 15 Years.

Annual Premiums			Estimated Balance at 15 Years
Physician A	\$20,000	15 Years	\$24,000
Physician B	\$60,000	15 Years	\$72,000
Physician C	\$90,000	15 Years	\$109,000

\*Projections are not intended to be a forecast of future events or a guarantee of future balance amounts.

Our national medical liability carrier has grown to insure more than 46,000 member physicians, has \$2.8 billion in assets under management, and over \$1 billion in member surplus.

Physicians have responded well to the plan. According to a 2009 survey of The Doctors Company's members, the Tribute Plan is credited for a 43 percent increase in satisfaction for the company's efforts to reward members for their loyalty. It has also shown to have improved member loyalty, with 97 percent stating that they are likely to renew with the company, and 95 percent likely to stay with the company until they retire.

Overall, doctors are positive about the Tribute Plan. One private practitioner said he was "thrilled that there is a financial award." Another said "No one else in the industry rewards physicians like The Doctors Company."

We believe that this higher standard of member rewards empowers us to fulfill our critical mission and to share our success with our members.

For more information on this innovative member benefit visit [www.thedoctors.com/tribute](http://www.thedoctors.com/tribute).

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*sidary. He is the former chief executive officer of Northwest Physicians Mutual Insurance Company. He is a former board member of the National Federation of Inde-*

*pendent Business, The Foundation for Medical Excellence and served on the (Oregon) Governor's Task Force on Medical Professional Liability Insurance.*

**We reward loyalty.** We applaud dedication.

We believe doctors deserve more than a little gratitude. We do what no other insurer does. We proudly present the Tribute® Plan.

**We go way beyond dividends.** We reward years spent practicing good medicine. We salute a great career. We give a standing ovation. We are your biggest fans. **We are The Doctors Company.**

You deserve more than a little gratitude for a career spent practicing good medicine. That's why The Doctors Company created the Tribute Plan. This one-of-a-kind benefit provides our long-term members with a significant financial reward when they leave medicine. How significant? Think "new car." Or maybe "vacation home." Now that's a fitting tribute. To learn more about our medical professional liability program, including the Tribute Plan, call our Seattle office at (877) 673-2101 or visit us at [www.thedoctors.com/tribute](http://www.thedoctors.com/tribute).

