



2016 UnityPoint Health Executive Compensation
(\$ rounded to nearest thousands) per IRS Reporting Guidelines

Officer	Title	Operating Unit	Base Salary	Bonus & Incentive	Other	Taxable Subtotal	Deferred	Nontaxable Benefits	Total
Kevin Vermeer	President and CEO	UnityPoint Health	\$1,215	367	\$54	\$1,636	\$392	\$25	\$2,053
Eric Crowell	President and CEO	UnityPoint Health - Des Moines	\$615	\$183	\$76	\$874	\$341	\$16	\$1,231
Ted Townsend	President and CEO	UnityPoint Health - Cedar Rapids	\$510	\$124	\$63	\$697	\$223	\$23	\$943
Rick Seidler	President and CEO	UnityPoint Health - Quad Cities	\$531	\$118	\$67	\$716	\$212	\$13	\$941
Deborah Simon	President and CEO	UnityPoint Health - Peoria	\$518	\$114	\$147	\$779	\$72	\$16	\$867
Pamela Delagardelle	President and CEO	UnityPoint Health - Waterloo	\$462	\$89	\$45	\$597	\$108	\$22	\$726
Art Nizza	President and CEO	UnityPoint Health - Madison	\$453	\$116	\$51	\$619	\$11	\$22	\$652
David Brandon	President and CEO	UnityPoint Health - Dubuque	\$374	\$74	\$53	\$501	\$95	\$23	\$618
Mike Dewerf	President and CEO	UnityPoint Health - Fort Dodge	\$366	\$82	\$49	\$496	\$91	\$23	\$611
Lynn Wold	President and CEO	UnityPoint Health - Sioux City	\$369	\$55	\$51	\$475	\$80	\$23	\$578
David Williams, MD	President and CEO	UnityPoint Clinic and UnityPoint at Home (10/16)**	\$126	\$ -	\$45	\$171	\$8	\$5	\$184

Please note that table above may have rounding differences.

** Date assumed responsibility as President and CEO.

Base Compensation (Form 990, Schedule J, Column (B)(i))

Base compensation that was included in box 5 of Form W-2 (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC, issued to the person. Base compensation means non-discretionary payments to a person agreed upon in advance, contingent only on the payee's performance of agreed-upon services (such as salary or fees).

Bonus & Incentive Compensation (Form 990, Schedule J, Column (B)(ii))

Bonus and incentive compensation that is included in box 5 of Form W-2, (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC, issued to the person. Examples include payments based on satisfaction of a performance target (other than mere longevity of service), and payments at the beginning of a contract before services are rendered (for example, signing bonus).

Other Compensation (Form 990, Schedule J, Column (B)(iii))

Report all other payments included in box 5 of Form W-2, (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC issued to the person but not reflected in columns (B)(i) or (B)(ii). Examples may include, but are not limited to, current-year payments of amounts earned in a prior



year, payments under a severance plan, payments under an arrangement providing for payments upon the change in ownership or control of the organization or similar transaction, and awards based on longevity of service.

Taxable Subtotal Compensation

Subtotal that reports the taxable amount from Form W-2, Box 5 (Medicare Wages and Tips).

Deferred Compensation (Form 990, Schedule J, Column (C))

Report all current-year deferrals of compensation under any retirement or other deferred compensation plan, whether qualified or nonqualified, that is established, sponsored or maintained by or for the organization or a related organization. Report as deferred compensation the annual change in actuarial value, whether or not funded, vested or subject to a substantial risk of forfeiture.

Nontaxable Benefits (Form 990, Schedule J, Column (D))

Nontaxable benefits are benefits specifically excluded from taxation under the Internal Revenue Code. Common nontaxable benefits, referred to as "fringe benefits," include, but not limited to, value of housing provided by the employer, educational assistance, health insurance, medical reimbursement programs, life insurance, disability benefits, long-term care insurance, dependent care assistance and adoption assistance.