EMPLOYEE RELATIONS POLICY

DoctorsManagement has developed a vision and established its mission around the concepts of service, leadership, innovation, responsiveness and quality. Our goal is to be a pre-eminent healthcare-consulting firm. The success we achieve toward this goal will depend largely upon the dedication of our employees and the quality of their contributions. For this reason DoctorsManagement will strive to hire, motivate, develop and retain people with skills and abilities to realize our goals.

DoctorsManagement greatly appreciates the talent and dedication of its employees. As recognition for your commitment, it is our intent to treat employees with dignity and respect. DoctorsManagement strives to advance its employees relations philosophy to the extent possible and practical by the following:

- Maintain leadership practices that conduct, administrate and monitor the operations of DoctorsManagement in a manner that promotes a spirit of cooperation and teamwork among management, and between management and employees.

- Work in an environment free from harassment and intimidation.

- Encourage a team environment, where people can be involved in goal-setting, planning, problem-solving, and decision-making is most effective. Let us know your ideas!

- Provide growth and development opportunities through education, training and job enrichment with employees sharing responsibility for their career development with management. DoctorsManagement strives to fill a majority of jobs with our own qualified employees, to the extent that is practical.

- Employees should demonstrate job proficiency, contribute to team efforts, bring value, and adhere to the principle that continuous improvement is essential to our success.

- As appropriate, communication and feedback to inform employees on business progress, provide employees the opportunity to offer suggestions, and voice complaints for resolution.

- Offer compensation and benefits competitive with appropriate markets and that strive to meet the needs of employees and their dependents.

- Aspire toward employment relationships that are nondiscriminatory with respect to race, color, creed, sex, national origin, religion, age, disability, military status, genetic information, or any other group protected by law.

OPEN DOOR POLICY

To satisfy the diverse needs of our clients we must function as a team whose goal is to provide the highest quality of service. As part of our teamwork philosophy we strive to have a policy of open communication at all times. We feel it is the best way to effectively deal with the daily challenges and opportunities in our firm. If any questions or difficulties should occur that need resolving, feel free to contact management.

BULLETIN BOARD

Announcements of upcoming events, educational opportunities, or just information of interest may be posted by the firm on a bulletin board or other central location. *Be informed. Make it a habit to read the bulletin board daily!* With management approval both company and personal notices may be posted.

EMPLOYEE SUGGESTIONS

DoctorsManagement encourages and welcomes any constructive suggestions, comments, or ideas you may have for saving time and materials, improving working conditions, making a job easier, or improving client services.

Ideas for cost savings and revenue enhancement should be made in writing for presentation to the Board of DoctorsManagement. Your suggestion may be eligible for a $50 restaurant certificate.

STAFF MEETINGS

To assure open lines of communications, administrative staff meetings will be arranged as necessary and announced well in advance when possible. You are always encouraged to participate and contribute your ideas and suggestions. These meetings are forums for communication. We will discuss DoctorsManagement programs, upcoming events, possible problem areas and general policy changes. In addition to learning about DoctorsManagement at these meetings we all will have a chance to "let our hair down", catch up on the latest, and occasionally enjoy refreshments and lunch.

IN-SERVICE TRAINING PROGRAMS

DoctorsManagement has built its reputation on the high standards we have set for our employees. We want employees to be well prepared to complete their job with a strong knowledge base. In order to help you perform efficiently and effectively, job training to enhance one's skills and knowledge may be available.

You will be granted time while on duty to attend appropriate in-service educational programs when related to your job or personal development. You are invited to participate in all meetings, where your attendance will be interpreted as a measure of your interest in your job, and will be a factor when you are evaluated for a wage increase or promotion.

Except where exempt from the Wage and Hour Law, employees who attend in-service training will be paid at their regular rate, and their time will be deemed hours worked and considered when computing overtime.

FRATERNIZATION

DoctorsManagement recognizes that "office romances" are not uncommon in the modern workplace. However, personal relationships between supervisors and their subordinates can create a variety of problems, including conflict of interest, the appearance of favoritism, and increased potential for claims of harassment, coercion, or retaliation.

Therefore, employees who are married to or dating each other, or who are otherwise engaged in a romantic and/or sexual relationship, will not be permitted to occupy positions in which one supervises the other or has significant influence in determining the other's advancement, compensation, or other terms and condition of employment.

Where such relationships occur between supervisor and subordinate, DoctorsManagement may attempt to accommodate the relationship -- where practical -- by: altering the reporting structure so that the subordinate reports to someone else; or transferring or reassigning one or both of the employees so that neither reports to the other. If DoctorsManagement determines that it is impractical to accommodate the relationship, one of the employees may be required to terminate his or her employment.

In addition, intra-office romance between any employees, or between employees and contractors or vendors can become a problem when relationships are overt. Amorous behavior can distract and disturb other employees. Displays of affection while at work or that at anytime casts anything other than a professional message, as determined by management, to the community is prohibited.