

Sample Associate's Contract

This is a sample of an associate's contract.

Over the years numbers of these were created for specific clinics with specific sets of circumstances. It may not work in your clinic or state, nor is it intended to do so.

Due to the variable nature of state laws and clinic situations it is impossible to create a contract that will work in all cases.

This has been provided as an example of what has been done elsewhere.

Look it over.

Possibly, use parts of it.

**BUT YOU SHOULD CONSULT A
COMPETENT ATTORNEY TO ENSURE THAT
THE CONTRACT YOU FINALLY PUT
TOGETHER IS LEGAL IN YOUR STATE AND
APPLICABLE TO YOUR SET OF
CIRCUMSTANCES.**

ASSOCIATE EMPLOYMENT AGREEMENT

1. Parties:

This Agreement is entered into between _____
("Employee")

and _____
(Name of practice)

located at _____
(Address)

2. Status of Parties:

Clinic and the Employee agree to establish a professional employment relationship on the following terms, covenants and conditions:

EMPLOYMENT & DUTIES

Clinic employs the Employee and the Employee accepts employment with Clinic, as a member of and Employee on the staff of Clinic, to render chiropractic care for Clinic, as determined by Clinic and in the manner and to the extent permitted by the State Board of Chiropractic and the applicable canons of professional ethics.

3. Term:

The term of this Agreement shall commence when Employee, a licensed chiropractic doctor, starts to perform chiropractic services at the Clinic, unless otherwise determined by amendment to this contract.

This Agreement shall be for a period of two (2) years.

The Associate will be subject to a probation period of no more than three months.

This probation period will end at the discretion of the clinic owner upon notification to the Associate in writing that it has ended.

During this period the Associate can be terminated without cause and without notice.

After the Probation period has ended this agreement may be terminated under the following conditions:

(a) Upon thirty (30) days written notice by either party,

(b) This Agreement shall be deemed to be terminated immediately upon the breach of any provision regardless of when such a breach is discovered.

Employee shall be deemed to have breached this Agreement if he should violate the code of professional conduct for Chiropractors in the State of _____.

Employee shall be deemed to have breached this Agreement if he should take any significant action in anticipation of a possible termination by him. Such actions shall include, but not be limited to, signing a lease, ordering office or treatment equipment or arranging for a telephone, advertising or staffing for a new office.

The parties agree that, in the event of voluntary unilateral termination by either party, the Clinic will need sufficient advance notice to plan for an orderly transition and therefore failure to give thirty (30) days notice shall be deemed to be a breach of this Agreement.

4. Compensation:

The compensation to be paid to the Employee shall be pursuant to the terms as set forth in the attached Schedule A and incorporated fully herein by this reference.

5. Clinic Use and Expectations:

As an Employee of the Clinic, in exchange for the use of the facilities of the Clinic and his association with the Clinic, Employee shall, among his other undertakings herein, exert his best efforts to increase the total number of patients for the principal and permanent benefit of the Clinic and the incidental and temporary benefit of Employee while he is at the Clinic.

The Clinic may, during the term of this contract engage other Employees to perform the same work that the Employee performs hereunder.

The Clinic may, without limitation, increase, decrease or otherwise change its staff of doctors and/or its staff of assistants.

6. Rules and Policies:

Employee shall comply with the administrative rules and policies of the Clinic as they may from time to time be established. One of such rules which is strictly enforced is that Employee shall not socialize at the Clinic or elsewhere with Clinic personnel or patients; except, however, this rule does not apply to persons with whom Employee socialized prior to their becoming Clinic personnel or patients.

7. Duties of Employee:

The following are duties and obligations of the Employee.

(a) Inclement Weather:

The Employee shall be expected to call the Clinic Director or the Office Manager to determine the hours the offices will be open on a day that weather conditions may necessitate closing. Since the Clinic will remain open whenever possible, the Employee is expected to communicate directly with the Clinic director leaving enough time to either arrive at work and/or assure coverage of his/her practice or reschedule patients.

(b) Telephones:

Those calls relating to subjects other than the business of the Clinic should be billed to the Employee's personal telephone number. The Employee will be billed for and must promptly pay when due, any charges for calls made by or on behalf of the employee which are not Clinic related.

(c) Purchases:

The Employee will pay directly to the Clinic the purchase price for items such as orthopedic supports, food supplements, and the like for personal use. Under no circumstances will the Employee accumulate a running balance. All purchases must be paid for at the time of acquisition. In the alternative, the Clinic may at its option, offset the amounts of such purchases against any amount due to the Employee.

(d) Seminars:

The Employee is encouraged to take postgraduate seminars. Those seminars required and paid for by the Clinic for its employees may be attended by the Employee as long as scheduling permits. Those seminars not paid for by the Clinic for all its employees and attended by the Employee will be at his or her expense. The Employee may attend seminars as his or her schedule permits. However, advance notification to the Clinic of two months must be given in order to allow for proper scheduling.

(e) Vacations:

Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.

(f) Holidays:

Holidays will be set by Clinic, and Employee will be expected to work the scheduled days around a holiday unless he/she has made special arrangements with another qualified Employee to cover his/her duties.

(g) Legal Responsibility:

The Employee recognizes that it is his or her responsibility to practice in accord with the state laws or disciplinary rules governing the profession of chiropractic. The Employee is solely responsible for any acts that could be considered outside the codes of practice as defined by state law. Furthermore, the Employee will be responsible for any legal fees, penalties and the like incurred in connection with his or her conduct of the profession of chiropractic.

(h) Termination and Transfer of Patients:

Upon termination of this agreement as provided in section 3, the Employee will transfer the patients under his care and their records to the Clinic Contractors or Employees selected by the Clinic. The transfer will be in as orderly a fashion as possible. To facilitate the transfer, the Employee will, upon request, change his practice hours or days, assist in the recall of inactive patients and do all that is possible to assure the ability of the patient to complete their care.

B. Clinic Patients and Goodwill:

The parties acknowledge that it is the nature of a chiropractic practice that patients tend to identify with the doctor performing their chiropractic services. However, as a material part of the consideration for this Agreement, Employee agrees that all patients are patients of the Clinic and not patients of any particular doctor (treating doctor or otherwise) and that all goodwill associated with the treatment of patients is the goodwill of the Clinic and not the goodwill of any particular doctor (treating doctor or otherwise).

As a material part of the consideration for this Agreement, Employee agrees that all present and future records regarding patients and/or patient treatment and all information contained in such records (including without limitation X-rays, mailing lists, files, treatment records, birthday lists, payment records, billing records, and the like), all present and future accounts receivable for services rendered to patients, and all rights and expectations to treat patients and to receive referrals from such patients are the property of the Clinic and not of any particular doctor, treating or otherwise.

9. Records/Accounting:

It is the responsibility of Employee to maintain at the Clinic (and not elsewhere) accurate records necessary and useful to the Clinic in billing and collecting for chiropractic services performed by him/her.

10. Post Termination Duties:

Employee promises that for a period of two (2) years following termination of this Agreement, the Employee shall fully cooperate with and assist the Clinic in its efforts to collect for itself all accounts receivable with respect to chiropractic services performed by Employee while he/she was at the Clinic (including, without limitation, endorsing to the order of the Clinic checks made payable to Employee in payment for such accounts receivable).

11. Non-Competition Covenant:

Employee recognizes and acknowledges that all patients and/or accounts serviced by the Clinic's other Employees or the Employee during his/her employment with the Clinic, including all patients and/or accounts acquired by the Employee due to his/her efforts, are the patients and accounts of the Clinic (collectively called "Clinic Accounts").

Employee recognizes and acknowledges that the list of the Clinic's client accounts, as it may exist from time to time, is a valuable, special and unique asset of the Clinics business. Employee shall not, during or at any time after the termination of this Agreement, disclose the list of Client Accounts or any part thereof to any person, firm, corporation, association, or other entity for any reason or purpose whatsoever.

In the event this Agreement is terminated by either party, Employee shall not, either individually or as an Employee or principal or as a consultant or independent contractor of another chiropractic clinic provide Chiropractic care or services for a two (2) year period immediately subsequent to the termination of this Agreement within a 10 mile radius from the Clinic. If the Ex-Employee practices within a 10 mile radius, Employee owes Clinic gross revenue of the Clinic for the past two (2) years.

If for any reason the Employee shall acquire or otherwise obtain from the Clinic, by any means whatsoever, Client Accounts or provide services to such Client Accounts, then at the sole election of the Clinic, the Employee shall pay to the Clinic \$250 per patient and \$20 per visit where services were rendered to the patient for a period of two (2) years.

Payment shall be remitted to the Clinic by the Employee within fifteen (15) days after collection of amounts billed by the Employee to Client Accounts or within sixty (60) days after billing by Employee to Client Accounts, whichever comes first. If services rendered by the Employee to the Client Accounts are provided on an ongoing basis of sixty (60) days or longer, progress payments will be made by the Employee to the Clinic at sixty (60) day intervals based on progress billings by the Employee to the Client Accounts. Payments are due on the 1st of each month for services rendered from the 1st to the 25th of the previous month.

This Agreement with respect to damages in the event of breach shall in no event disentitle the Clinic to inductive relief aimed at enforcing the Agreement for the full two (2) year period set forth above.

12. Improper Use of Clinic Information:

Employee acknowledges that the patient information contained in the lists and records of the Clinic is confidential and proprietary to the Clinic and valuable.

Employee promises not to copy, either individually or through others, or publish or make extracts from any portion of any such list or record, or otherwise make any use of all or any portion of any such list or record except as is expressly authorized in writing by the Clinic.

Employee agrees that the Clinic shall be entitled to an injunction to prevent a breach of the preceding sentence as may occur prior to the entry of an injunction.

The parties acknowledge that it is difficult, if not impossible, accurately measure the damages that would be suffered in the event of breach of this paragraph by Employee, although it is certain that breach by Employee would cause significant damage to the Clinic.

The parties acknowledge that recent experience has shown that it costs approximately \$500.00 in advertising to produce a single new patient for the Clinic. Therefore, the parties agree that if Employee should breach this paragraph prior to the entry of an injunction, that Employee shall pay the Clinic.

- (1) \$500.00 for each patient name (either with or without address or telephone number) which Employee himself/herself or through others memorized, extracted, compiled, copied, published, or otherwise made unauthorized use thereof, and in addition,
- (2) \$500.00 for each patient to whom Employee himself/herself or through others directs a telephone or in-person solicitation, announcement, advertisement or other similar communication. and. in addition,

- (3) \$500.00 for each patient to whom Employee himself/herself or through others direct a solicitation, announcement, advertisement, or other communication by mail.

Records/Accounting:

Clinic may, through any certified public accountant selected by Clinic, inspect at its expense the relevant records and books maintained by Ex-Employee to determine compliance with this Agreement. The Clinic will first obtain reasonable assurances of confidentiality from such accountant.

13 Post Termination Compensation:

Except as explicitly stated below in this section, the Clinic shall be free from any obligation to pay any compensation to Employee which is directly or indirectly based on cash or other payment received or entitled to be received by the Clinic for breach of any portion of this Agreement. Any sums so paid to Employee are subject to refund unless the parties agree otherwise in writing.

During the probation period termination will be with two (2) weeks base compensation.

When this Agreement is terminated by a thirty (30) days written notice by either party, the Associate will be compensated per Schedule A for the work done during the thirty (30) day transition period plus two (2) weeks base salary compensation.

When this Agreement is terminated by a thirty (30) days written notice by either party the Clinic, at its own discretion, may pay the Associate thirty (30) days base salary compensation in lieu of requiring a thirty (30) day transition time.

When termination is the result of this Agreement being deemed to be breached no compensation will be paid to the Associate except the base salary for any weeks already served for which the Associate has yet to be compensated.

14. Clinic Staff:

The parties acknowledge and agree that the Clinic has spent and continues to spend considerable time, energy and money in training chiropractic assistants and/or clerical personnel and that the Clinic would suffer significant damages if Employee were to either encourage one or more of such persons to no longer work for the Clinic or offer to have one or more of such persons work for Employee outside of the Clinic.

Employee agrees that the Clinic shall be entitled to an injunction to prohibit the breach of this paragraph by Employee.

The parties acknowledge that if Employee shall breach this paragraph prior to the entry of an Injunction, that the Clinic will have suffered sufficient damage but that the measure of those damages will be difficult if not impossible to ascertain.

If Employee should breach this paragraph prior to the time that an injunction is issued, Employee shall pay the Clinic the following-sums:

- (a) the sum equal to the monthly gross pay for two months for such person at the Clinic plus all applicable payroll taxes and benefits.
- (b) the cost of any employment agency fees, help wanted advertisements, and similar expenditures incurred in an effort to find a suitable replacement for such person; and
- (c) the expense (calculated at their applicable hourly rates plus applicable payroll taxes and benefits) of the time spent by any personnel of the Clinic in interviewing, screening, employing, testing, and training the replacements for such person.

15. Insurance:

Employee shall at all times maintain on file at the Clinic malpractice insurance naming the Clinic as additional insured.

Such malpractice insurance must have limits of \$1,000,000/\$3,000,000 or the equivalent malpractice coverage of the Clinic Director, whichever is greater. The policy will be written on an "occurrence" basis if then available; if not, then the policy may be written on a "claim made" basis. No compensation will be paid under this Agreement until such malpractice insurance coverage is acquired.

Employee hereby agrees to hold the Clinic harmless from claims arising out of Employee's practice of chiropractic treatment.

16. Miscellaneous:

- (a) This Agreement contains the sole and entire agreement and understanding of the parties with respect to the entire subject matter hereof. Any and all prior discussions negotiations, commitments, and understandings relating thereto are hereby replaced by this document.
- (b) The parties agree that the rights and obligations under this Agreement shall inure to and be binding upon their respective executors, administrators, successors

and assigns subject, however to the provisions restricting assignment which may be contained herein.

- (c) This Agreement shall not be assignable by any party hereto, nor shall the performance of any of the duties hereunder be delegable by any party hereto, without the written consent of the other party. This Agreement shall not be assignable by operation of law.
- (d) This Agreement may not be modified or terminated except as provided herein or by other written agreement executed by both parties to the Agreement.
- (e) The paragraph headings are for convenience only and in no way define limit, extend or interpret the scope of this Agreement or of any particular paragraph hereof.
- (f) In the event that any legal action or arbitration is filed in relation to this Agreement, the prevailing party shall be entitled to all costs and reasonable attorneys fees in any such action relating to this Agreement.
- (g) In case any term of this Agreement shall be held invalid illegal or unenforceable, in whole or part, the validity of any of the other terms of this Agreement shall not in any way be affected thereby. This Agreement may be signed in duplicate counterparts, and any one of which shall be deemed an original.
- (h) The failure of any party hereto to insist upon strict performance of any of the covenants and agreements herein contained or to exercise any option or right herein conferred in any one or more instances, shall not be construed to be a waiver or relinquishment of any such option or right, or of any other covenant or agreement, but the same shall be and remain in full force and effect.
- (i) This Agreement shall be governed by, construed and enforced in accordance with the internal laws of the State of _____.

The parties agree that venue for any action under this Agreement shall lie in the _____ of _____.
(County or Township) (State)

- (j) This Agreement has been submitted to the scrutiny of all parties whose signatures appear at the end of this Agreement, and each party has been given ample opportunity to have this document reviewed by counsel of his choice. The Agreement shall be given a fair and reasonable interpretation without consideration or weight being given to its having been drafted by any party or that party's counsel. Each party expressly waives any right to claim the contrary.

- (k) To be effective, any notice hereunder shall be in writing, delivered in person or mailed by certified or registered mail, postage prepaid, to the appropriate party or parties at the addresses set forth below or to such other address as the parties may hereinafter designate. Any notice given by mail shall be deemed to have been given when twenty-four (24) hours have elapsed from the time which such notice was deposited in the United States Mail.
- (l) Sections 10, 11 and 12 of this Agreement relating to post termination duties, non-competition covenant and improper use of Clinic information respectively shall survive the termination of this Agreement and remain in full force and effect for a period of two (2) years.
- (m) Should Clinic receive any offers to purchase it by an unaffiliated Doctor or Chiropractic Corporation, then the Doctor subject to this Agreement shall be given first right of refusal to purchase the practice on similar terms with similar pay-out arrangements. In the event the Clinic sells to another buyer, the non-compete clauses in this Agreement will be transferred to the new owner.

At the date of the execution of this Agreement, the address of the Clinic for the purpose of notices is:

At the date of the execution of this Agreement, the address of the Employee for purposes of notice is:

IN WITNESS WHEREOF, the parties have executed this Agreement at:

(Location)

on the dates set forth by the signature lines below.

Employee:

Clinic:

Date:

Date:

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$450.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	450.00
100-124	1.00	550.00 - 574.00
125-149	1.25	606.25 - 636.25
150-174	1.50	675.00 - 711.00
175-199	1.75	756.25 - 798.25
200-224	2.00	850.00 - 898.00
225-249	2.25	956.25 - 1,010.25
250-274	2.50	1,075.00 - 1,135.00
275-299	2.75	1,206.25 - 1,272.75
300-324	3.00	1,350.00 - 1,425.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$500.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	500.00
100-124	1.00	600.00 - 624.00
125-149	1.25	656.25 - 686.25
150-174	1.50	725.00 - 761.00
175-199	1.75	806.25 - 848.25
200-224	2.00	900.00 - 948.00
225-249	2.25	1,006.25 - 1,060.25
250-274	2.50	1,125.00 - 1,185.00
275-299	2.75	1,256.25 - 1,322.75
300-324	3.00	1,400.00 - 1,475.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid base salary at the weekly rate of \$550.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	550.00
100-124	1.00	650.00 - 674.00
125-149	1.25	706.25 - 736.25
150-174	1.50	775.00 - 811.00
175-199	1.75	856.25 - 898.25
200-224	2.00	950.00 - 998.00
225-249	2.25	1,056.25 - 1,110.25
250-274	2.50	1,175.00 - 1,235.00
275-299	2.75	1,306.25 - 1,372.75
300-324	3.00	1,450.00 - 1,525.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$600.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	600.00
100-124	1.00	700.00 - 724.00
125-149	1.25	756.25 - 786.25
150-174	1.50	825.00 - 861.00
175-199	1.75	906.25 - 948.25
200-224	2.00	1,000.00 - 1,048.00
225-249	2.25	1,106.25 - 1,160.25
250-274	2.50	1,225.00 - 1,285.00
275-299	2.75	1,356.25 - 1,422.75
300-324	3.00	1,500.00 - 1,575.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$650.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	650.00
100-124	1.00	750.00 - 774.00
125-149	1.25	806.25 - 836.25
150-174	1.50	875.00 - 911.00
175-199	1.75	956.25 - 998.25
200-224	2.00	1,050.00 - 1,098.00
225-249	2.25	1,156.25 - 1,210.25
250-274	2.50	1,275.00 - 1,335.00
275-299	2.75	1,406.25 - 1,472.75
300-324	3.00	1,550.00 - 1,625.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$700.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1- 99	0.00	700.00
100-124	1.00	800.00 - 824.00
125-149	1.25	856.25 - 886.25
150-174	1.50	925.00 - 961.00
175-199	1.75	1,006.25 - 1,048.25
200-224	2.00	1,100.00 - 1,148.00
225-249	2.25	1,206.25 - 1,260.25
250-274	2.50	1,325.00 - 1,385.00
275-299	2.75	1,456.25 - 1,522.75
300-324	3.00	1,600.00 - 1,675.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 100 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$450.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	450.00
150-174	1.00	600.00 - 624.00
175-199	1.25	668.75 - 698.75
200-224	1.50	750.00 - 786.00
225-249	1.75	843.75 - 885.75
250-274	2.00	950.00 - 998.00
275-299	2.25	1,068.75 - 1,122.75
300-324	2.50	1,200.00 - 1,260.00
325-349	2.75	1,343.75 - 1,409.75
350-374	3.00	1,500.00 - 1,572.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$500.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	500.00
150-174	1.00	650.00 - 674.00
175-199	1.25	718.75 - 748.75
200-224	1.50	800.00 - 836.00
225-249	1.75	853.75 - 935.75
250-274	2.00	1,000.00 - 1,048.00
275-299	2.25	1,118.75 - 1,172.75
300-324	2.50	1,250.00 - 1,310.00
325-349	2.75	1,393.75 - 1,459.75
350-374	3.00	1,550.00 - 1,622.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$550.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	550.00
150-174	1.00	700.00 - 724.00
175-199	1.25	768.75 - 798.75
200-224	1.50	850.00 - 886.00
225-249	1.75	943.75 - 985.75
250-274	2.00	1,050.00 - 1,098.00
275-299	2.25	1,168.75 - 1,222.75
300-324	2.50	1,300.00 - 1,360.00
325-349	2.75	1,443.75 - 1,509.75
350-374	3.00	1,600.00 - 1,672.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$600.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	600.00
150-174	1.00	750.00 - 774.00
175-199	1.25	818.75 - 848.75
200-224	1.50	900.00 - 936.00
225-249	1.75	993.75 - 1,035.75
250-274	2.00	1,100.00 - 1,148.00
275-299	2.25	1,218.75 - 1,272.75
300-324	2.50	1,350.00 - 1,410.00
325-349	2.75	1,493.75 - 1,559.75
350-374	3.00	1,650.00 - 1,722.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$650.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	650.00
150-174	1.00	800.00 - 824.00
175-199	1.25	868.75 - 898.75
200-224	1.50	950.00 - 986.00
225-249	1.75	1,043.75 - 1,085.75
250-274	2.00	1,150.00 - 1,198.00
275-299	2.25	1,268.75 - 1,322.75
300-324	2.50	1,400.00 - 1,460.00
325-349	2.75	1,543.75 - 1,609.75
350-374	3.00	1,700.00 - 1,772.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$700.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	700.00
150-174	1.00	850.00 - 874.00
175-199	1.25	918.75 - 948.75
200-224	1.50	1,000.00 - 1,036.00
225-249	1.75	1,093.75 - 1,135.75
250-274	2.00	1,200.00 - 1,248.00
275-299	2.25	1,318.75 - 1,372.75
300-324	2.50	1,450.00 - 1,510.00
325-349	2.75	1,593.75 - 1,659.75
350-374	3.00	1,750.00 - 1,822.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$750.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	750.00
150-174	1.00	900.00 - 924.00
175-199	1.25	968.75 - 998.75
200-224	1.50	1,050.00 - 1,086.00
225-249	1.75	1,143.75 - 1,185.75
250-274	2.00	1,250.00 - 1,298.00
275-299	2.25	1,368.75 - 1,422.75
300-324	2.50	1,500.00 - 1,560.00
325-349	2.75	1,643.75 - 1,709.75
350-374	3.00	1,800.00 - 1,872.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$800.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-149	0.00	800.00
150-174	1.00	950.00 - 974.00
175-199	1.25	1,018.75 - 1,048.75
200-224	1.50	1,100.00 - 1,136.00
225-249	1.75	1,193.75 - 1,235.75
250-274	2.00	1,300.00 - 1,348.00
275-299	2.25	1,418.75 - 1,472.75
300-324	2.50	1,550.00 - 1,610.00
325-349	2.75	1,693.75 - 1,759.75
350-374	3.00	1,850.00 - 1,922.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$450.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	450.00
150-174	2.00	750.00 - 798.00
175-199	2.50	887.50 - 947.50
200-224	3.00	1,050.00 - 1,122.00
225-249	3.50	1,137.50 - 1,321.50
250-274	4.00	1,450.00 - 1,546.00
275-299	4.50	1,687.50 - 1,895.50
300-324	5.00	1,950.00 - 2,170.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$500.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	500.00
150-174	2.00	800.00 - 848.00
175-199	2.50	937.50 - 997.50
200-224	3.00	1,100.00 - 1,172.00
225-249	3.50	1,187.50 - 1,371.50
250-274	4.00	1,500.00 - 1,596.00
275-299	4.50	1,737.50 - 1,845.50
300-324	5.00	2,000.00 - 2,120.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$550.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	550.00
150-174	2.00	650.00 - 698.00
175-199	2.50	787.50 - 847.50
200-224	3.00	950.00 - 1,022.00
225-249	3.50	1,037.50 - 1,221.50
250-274	4.00	1,350.00 - 1,446.00
275-299	4.50	1,587.50 - 1,795.50
300-324	5.00	1,850.00 - 2,070.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$600.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	600.00
150-174	2.00	900.00 - 948.00
175-199	2.50	1,037.50 - 1,097.50
200-224	3.00	1,200.00 - 1,272.00
225-249	3.50	1,287.50 - 1,471.50
250-274	4.00	1,600.00 - 1,696.00
275-299	4.50	1,837.50 - 1,945.50
300-324	5.00	2,100.00 - 2,220.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$650.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	650.00
150-174	2.00	750.00 - 798.00
175-199	2.50	887.50 - 947.50
200-224	3.00	1,050.00 - 1,122.00
225-249	3.50	1,137.50 - 1,321.50
250-274	4.00	1,450.00 - 1,546.00
275-299	4.50	1,687.50 - 1,895.50
300-324	5.00	1,950.00 - 2,170.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$700.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-149	0.00	700.00
150-174	2.00	1,000.00 - 1,048.00
175-199	2.50	1,137.50 - 1,197.50
200-224	3.00	1,300.00 - 1,372.00
225-249	3.50	1,387.50 - 1,571.50
250-274	4.00	1,700.00 - 1,796.00
275-299	4.50	1,837.50 - 2,045.50
300-324	5.00	2,200.00 - 2,320.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 150 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a salary at the base weekly rate of \$600.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-199		600.00
200-224	1.00	800.00 - 824.00
225-249	1.25	881.25 - 911.25
250-274	1.50	975.00 - 1,011.00
275-299	1.75	1,081.25 - 1,123.25
300-324	2.00	1,200.00 - 1,248.00
325-349	2.25	1,331.25 - 1,385.25
350-374	2.50	1,475.00 - 1,535.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$650.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-199		650.00
200-224	1.00	850.00 - 874.00
225-249	1.25	931.25 - 9161.25
250-274	1.50	1,025.00 - 1,061.00
275-299	1.75	1,131.25 - 1,173.25
300-324	2.00	1,250.00 - 1,298.00
325-349	2.25	1,381.25 - 1,425.25
350-374	2.50	1,525.00 - 1,585.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$700.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-199		700.00
200-224	1.00	900.00 - 924.00
225-249	1.25	981.25 - 1,011.25
250-274	1.50	1,075.00 - 1,111.00
275-299	1.75	1,181.25 - 1,223.25
300-324	2.00	1,300.00 - 1,348.00
325-349	2.25	1,431.25 - 1,485.25
350-374	2.50	1,575.00 - 1,635.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$750.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-199		750.00
200-224	1.00	950.00 - 974.00
225-249	1.25	1,031.25 - 1,061.25
250-274	1.50	1,125.00 - 1,161.00
275-299	1.75	1,231.25 - 1,273.25
300-324	2.00	1,350.00 - 1,398.00
325-349	2.25	1,481.25 - 1,525.25
350-374	2.50	1,625.00 - 1,685.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$800.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient	Maximum Total Weekly Compensation
1-199		800.00
200-224	1.00	1,000.00 - 1,024.00
225-249	1.25	1,081.25 - 1,111.25
250-274	1.50	1,175.00 - 1,211.00
275-299	1.75	1,281.25 - 1,323.25
300-324	2.00	1,400.00 - 1,448.00
325-349	2.25	1,531.25 - 1,585.25
350-374	2.50	1,675.00 - 1,735.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$500.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-199	0.00	500.00
200-224	2.00	900.00 - 948.00
225-249	2.50	1,062.50 - 1,122.50
250-274	3.00	1,250.00 - 1,322.00
275-299	3.50	1,462.50 - 1,546.50
300-324	4.00	1,700.00 - 1,796.00
325-349	4.50	1,962.50 - 2,070.50
350-374	5.00	2,250.00 - 2,370.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$550.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-199	0.00	550.00
200-224	2.00	950.00 - 998.00
225-249	2.50	1,112.50 - 1,172.50
250-274	3.00	1,300.00 - 1,372.00
275-299	3.50	1,512.50 - 1,596.50
300-324	4.00	1,750.00 - 1,846.00
325-349	4.50	2,012.50 - 2,120.50
350-374	5.00	2,300.00 - 2,420.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$600.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-199	0.00	600.00
200-224	2.00	1,000.00 - 1,048.00
225-249	2.50	1,162.50 - 1,222.50
250-274	3.00	1,350.00 - 1,422.00
275-299	3.50	1,562.50 - 1,646.50
300-324	4.00	1,800.00 - 1,996.00
325-349	4.50	2,062.50 - 2,170.50
350-374	5.00	2,350.00 - 2,470.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$650.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-199	0.00	650.00
200-224	2.00	1,050.00 - 1,098.00
225-249	2.50	1,212.50 - 1,272.50
250-274	3.00	1,400.00 - 1,472.00
275-299	3.50	1,612.50 - 1,696.50
300-324	4.00	1,850.00 - 1,946.00
325-349	4.50	2,112.50 - 2,220.50
350-374	5.00	2,400.00 - 2,520.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.

EXHIBIT A

1. The Associate will be paid a base salary at the weekly rate of \$700.00.
2. In addition to the base weekly rate, the Associate will receive additional bonus compensation based on the number of patients seen by the Associate per week, according to the following schedule:

Patients Seen	\$ Rate Per Patient Compensation	Maximum Total Weekly
1-199	0.00	700.00
200-224	2.00	1,100.00 - 1,148.00
225-249	2.50	1,262.50 - 1,322.50
250-274	3.00	1,450.00 - 1,522.00
275-299	3.50	1,662.50 - 1,746.50
300-324	4.00	1,900.00 - 2,096.00
325-349	4.50	2,162.50 - 2,270.50
350-374	5.00	2,450.00 - 2,570.00

3. Employee will earn one week of paid vacation after working one year; two weeks after two years. The two vacation weeks may not be taken consecutively or in the same calendar month. Advance notification to the Clinic of two months must be given in order to allow for proper scheduling. Compensation for the vacation weeks will be the average compensation for the eight weeks prior to the vacation week. Any time taken off over the amounts specified above will be taken at no pay.
4. Employer shall maintain Malpractice Insurance for Associate contingent upon completion of contract. In the event the Associate is no longer employed by the Clinic the Associate will pay the Clinic the pro rata portion of the annual malpractice insurance premium.
5. When an average 200 patient per week is maintained for eight weeks health insurance will either be paid by the Clinic or the Clinic will provide payment to the Employee for his own health insurance.
6. All travel expenses for Seminars or Post Graduate Seminars deemed appropriate by Employer will be paid by Employer.