John Baackes	
Chief Executive Officer	
Base Salary	**$ 704,457.78**
Benefits	**$ 359,488.10**
2023 Compensation and Benefits (Estimate) [1]	**$ 1,063,945.88**
[1] **Assumes employee is entitled to all compensation and benefits for calendar year 2023**	

Sameer Amin	
Chief Medical Officer	
Base Salary	**$ 525,000.00**
Benefits	**$ 93,960.78**
2023 Compensation and Benefits (Estimate) [1]	**$ 618,960.78**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Thomas MacDougall	
Chief Information and Technology Officer	
Base Salary	**$ 462,914.40**
Benefits	**$ 107,040.86**
2023 Compensation and Benefits (Estimate) [1]	**$ 569,955.26**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Augustavia Haydel	
General Counsel	
Base Salary	**$ 450,000.20**
Benefits	**$ 107,497.36**
2023 Compensation and Benefits (Estimate) [1]	**$ 557,497.56**
[1] **Assumes employee is entitled to all compensation and benefits for calendar year 2023**	

Prepared 2/10/23

Acacia Reed	
Chief Operating Officer	
Base Salary	**$ 443,044.42**
Benefits	**$ 92,583.82**
2023 Compensation and Benefits (Estimate) [1]	**$ 535,628.24**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Marie Montgomery	
Chief Financial Officer	
Base Salary	**$ 433,609.80**
Benefits	**$ 109,896.34**
2023 Compensation and Benefits (Estimate) [1]	**$ 543,506.14**
[1] **Assumes employee is entitled to all compensation and benefits for calendar year 2023**	

Thomas Schwaninger	
Senior Executive Advisor Digital	
Base Salary	**$ 393,992.82**
Benefits	**$ 104,695.66**
2023 Compensation and Benefits (Estimate) [1]	**$ 498,688.48**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Prepared 2/10/23

Alexander Li	
Deputy Chief Medical Officer	
Base Salary	**$ 388,960.26**
Benefits	**$ 80,056.50**
2023 Compensation and Benefits (Estimate)[1]	**$ 469,016.76**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Noah Paley	
Chief of Staff	
Base Salary	**$ 386,649.38**
Benefits	**$ 96,702.40**
2023 Compensation and Benefits (Estimate) [1]	**$ 483,351.78**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	

Michael Brodsky	
Senior Medical Director, Behavior Health and Social Services	
Base Salary	**$ 363,370.02**
Benefits	**$ 34,781.88**
2023 Compensation and Benefits (Estimate)[1]	**$ 398,151.90**
[1] Assumes employee is entitled to all compensation and benefits for calendar year 2023	