



December 12, 2006

AIMS Salary Subcommittee
USF Health
12901 Bruce B Downs Boulevard, MDC 2
Tampa, Fl. 33612

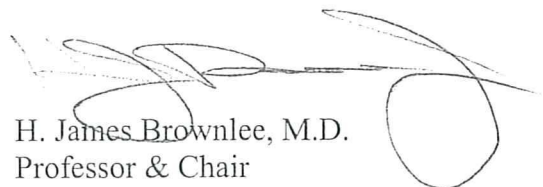
AIMS Salary Subcommittee:

Attached is the AIMS Salary Plan for the Department of Family Medicine.

The department has had both an incentive plan (based on productivity and paid monthly) and an annual bonus plan in place for several years. I am confident that all faculty will meet or exceed the basic standard of performance in the areas of teaching and service.

The expected RVU targets will be more of a challenge as they are derived from Family Medicine departments with university based Family Practice residencies which the USF Department of Family Medicine does not have to generate extra RVU's in contrast to other departments at the College of Medicine.

Sincerely,

A handwritten signature in black ink, appearing to read "H. James Brownlee", is written over a horizontal line. The signature is stylized with a large, circular flourish at the end.

H. James Brownlee, M.D.
Professor & Chair