



# PROVIDER COMPENSATION

## PHYSICIAN BUSINESS REPORT

2024 REPORT BASED ON 2023 DATA

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**2024 Report based on 2023 Data**

Provider Specialty Roll Ups

**Total Compensation - All Practices**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile	
Primary Care		1,670	36,368	\$329,126	\$127,999	\$256,853	\$312,427	\$377,553	\$463,654
Surgical Specialist		1,082	17,727	\$614,513	\$304,605	\$437,923	\$554,108	\$722,647	\$970,009
Nonsurgical Specialist		1,475	32,833	\$484,322	\$250,204	\$320,008	\$432,983	\$598,120	\$784,829

**Total Compensation - Geographic Section**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile	
Primary Care	Eastern	489	5,942	\$322,315	\$143,330	\$241,075	\$295,726	\$363,000	\$463,773
Primary Care	Midwest	294	10,312	\$327,227	\$132,567	\$253,367	\$308,957	\$378,229	\$463,915
Primary Care	Southern	631	10,483	\$332,287	\$131,289	\$257,047	\$315,139	\$382,946	\$476,391
Primary Care	Western	256	9,631	\$331,922	\$107,557	\$271,174	\$321,878	\$379,617	\$450,873
Surgical Specialist	Eastern	231	3,229	\$621,275	\$302,447	\$443,072	\$553,678	\$725,000	\$996,363
Surgical Specialist	Midwest	181	5,351	\$620,166	\$305,508	\$451,175	\$564,843	\$731,400	\$966,956
Surgical Specialist	Southern	504	5,273	\$623,341	\$334,419	\$416,960	\$553,485	\$749,055	\$1,018,703
Surgical Specialist	Western	166	3,874	\$589,050	\$257,711	\$442,037	\$543,244	\$678,067	\$895,848
Nonsurgical Specialist	Eastern	384	6,306	\$460,370	\$212,818	\$311,713	\$412,042	\$569,834	\$739,534
Nonsurgical Specialist	Midwest	207	10,051	\$479,212	\$253,789	\$313,304	\$421,509	\$596,099	\$789,369
Nonsurgical Specialist	Southern	639	9,001	\$504,738	\$285,246	\$312,414	\$447,131	\$639,582	\$856,100
Nonsurgical Specialist	Western	245	7,475	\$486,814	\$226,228	\$345,296	\$446,178	\$588,547	\$746,275

**Total Compensation - Organization Ownership**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile	
Primary Care	Physician Owned	75	6,294	\$336,376	\$118,203	\$272,087	\$323,369	\$381,152	\$455,515
Primary Care	Hospital/IDS Owned	1,513	25,259	\$330,421	\$130,176	\$254,869	\$312,206	\$380,820	\$471,419
Primary Care	Other Majority Owner	82	4,815	\$312,857	\$127,483	\$248,844	\$298,608	\$357,472	\$428,983
Surgical Specialist	Physician Owned	93	3,461	\$557,188	\$275,941	\$408,953	\$520,922	\$655,082	\$841,353
Surgical Specialist	Hospital/IDS Owned	942	13,007	\$636,191	\$314,136	\$450,000	\$570,253	\$753,090	\$1,008,741
Surgical Specialist	Other Majority Owner	47	1,259	\$548,129	\$243,749	\$407,021	\$502,019	\$650,506	\$844,914
Nonsurgical Specialist	Physician Owned	102	6,396	\$470,968	\$253,220	\$324,826	\$417,755	\$560,617	\$758,384
Nonsurgical Specialist	Hospital/IDS Owned	1,284	23,854	\$493,956	\$251,713	\$322,743	\$445,744	\$617,576	\$799,943
Nonsurgical Specialist	Other Majority Owner	89	2,583	\$428,410	\$217,869	\$289,665	\$383,167	\$531,746	\$712,531

**Collections 0% TC - All Practices**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile	
Primary Care		165	2,263	\$421,188	\$246,493	\$231,995	\$392,162	\$557,865	\$734,660
Surgical Specialist		224	1,560	\$661,702	\$467,045	\$382,887	\$558,610	\$813,727	\$1,163,266
Nonsurgical Specialist		233	2,239	\$473,960	\$323,577	\$239,303	\$394,219	\$625,399	\$929,270

**Collections 0% TC - Geographic Section**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile	
Primary Care	Eastern	42	516	\$397,234	\$243,549	\$199,175	\$346,907	\$578,725	\$734,033
Primary Care	Midwest	37	470	\$374,894	\$258,156	\$196,810	\$352,755	\$466,307	\$629,101
Primary Care	Southern	78	1,171	\$424,267	\$224,245	\$258,758	\$405,400	\$552,077	\$714,598
Primary Care	Western	8	106	\$709,040	\$252,607	\$546,222	\$699,802	\$877,186	\$1,036,288
Surgical Specialist	Eastern	27	203	\$513,635	\$321,757	\$255,535	\$442,474	\$659,604	\$953,374
Surgical Specialist	Midwest	19	349	\$951,143	\$715,605	\$474,701	\$747,578	\$1,133,160	\$1,976,843
Surgical Specialist	Southern	155	780	\$582,366	\$324,968	\$355,596	\$515,652	\$758,070	\$1,026,578
Surgical Specialist	Western	23	228	\$621,899	\$294,748	\$501,229	\$571,113	\$677,617	\$939,786
Nonsurgical Specialist	Eastern	42	524	\$468,427	\$302,269	\$238,700	\$387,037	\$653,655	\$906,099
Nonsurgical Specialist	Midwest	17	404	\$495,269	\$392,436	\$205,491	\$385,508	\$662,410	\$1,057,329
Nonsurgical Specialist	Southern	155	1,208	\$452,252	\$294,695	\$240,514	\$384,306	\$581,436	\$861,770
Nonsurgical Specialist	Western	19	103	\$673,125	\$380,888	\$401,032	\$622,174	\$960,537	\$1,246,347



**2024 Report based on 2023 Data**

Provider Specialty Roll Ups (continued)

**Collections 0% TC - Organization Ownership**

Provider Specialty Rollup		Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile
Primary Care	Physician Owned	13	349	\$564,594	\$308,892	\$360,600	\$498,511	\$714,594	\$958,000
Primary Care	Hospital/IDS Owned	139	1,625	\$382,899	\$220,861	\$209,021	\$343,571	\$531,131	\$685,341
Primary Care	Other Majority Owner	13	289	\$463,298	\$227,778	\$321,147	\$443,017	\$598,989	\$754,972
Surgical Specialist	Physician Owned	18	455	\$795,017	\$615,491	\$488,842	\$605,673	\$920,736	\$1,409,500
Surgical Specialist	Hospital/IDS Owned	191	977	\$599,160	\$372,127	\$361,503	\$517,423	\$760,344	\$1,052,964
Surgical Specialist	Other Majority Owner	15	128	\$665,183	\$406,759	\$371,493	\$591,487	\$913,266	\$1,140,453
Nonsurgical Specialist	Physician Owned	13	328	\$648,488	\$415,178	\$324,969	\$545,574	\$880,674	\$1,253,601
Nonsurgical Specialist	Hospital/IDS Owned	197	1,614	\$436,925	\$290,320	\$221,956	\$365,560	\$585,256	\$864,432
Nonsurgical Specialist	Other Majority Owner	23	297	\$482,480	\$317,179	\$260,055	\$418,639	\$613,833	\$975,967

**Work RVUs - All Practices**

	Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile
Primary Care	1,138	17,574	5,468	2,648	3,751	5,308	6,797	8,571
Surgical Specialist	721	6,865	8,916	4,521	5,877	8,188	11,126	14,744
Nonsurgical Specialist	991	15,516	7,180	4,165	4,202	6,446	9,380	12,643

**Work RVUs - Geographic Section**

		Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile
Primary Care	Eastern	365	4,230	5,444	2,509	3,851	5,308	6,706	8,307
Primary Care	Midwest	167	4,902	5,259	2,429	3,718	5,154	6,494	8,095
Primary Care	Southern	443	4,904	6,130	2,926	4,223	5,900	7,575	9,585
Primary Care	Western	163	3,538	4,866	2,497	3,002	4,824	6,222	7,854
Surgical Specialist	Eastern	160	1,709	8,700	4,288	5,720	7,932	10,805	14,300
Surgical Specialist	Midwest	101	1,808	8,509	4,245	5,717	7,835	10,588	13,788
Surgical Specialist	Southern	361	2,324	9,629	4,992	6,249	8,913	12,086	16,090
Surgical Specialist	Western	99	1,024	8,379	4,027	5,765	7,920	10,216	13,220
Nonsurgical Specialist	Eastern	291	4,398	6,822	3,696	4,219	6,229	8,754	11,500
Nonsurgical Specialist	Midwest	127	4,191	6,642	3,856	3,852	5,927	8,772	11,845
Nonsurgical Specialist	Southern	431	4,575	8,122	4,671	4,717	7,232	10,613	14,565
Nonsurgical Specialist	Western	142	2,352	6,972	4,176	4,006	6,398	9,511	12,294

**Work RVUs - Organization Ownership**

		Groups	Providers	Mean	Std Dev	25 %tile	Median	75 %tile	90 %tile
Primary Care	Physician Owned	34	1,502	6,130	2,812	4,462	5,780	7,298	9,281
Primary Care	Hospital/IDS Owned	1,054	13,554	5,370	2,661	3,620	5,231	6,738	8,492
Primary Care	Other Majority Owner	50	2,518	5,598	2,405	4,075	5,492	6,824	8,412
Surgical Specialist	Physician Owned	31	552	10,524	5,172	7,015	9,612	12,811	17,556
Surgical Specialist	Hospital/IDS Owned	654	5,629	8,739	4,425	5,731	8,005	10,987	14,458
Surgical Specialist	Other Majority Owner	36	684	9,080	4,482	6,238	8,496	10,768	14,750
Nonsurgical Specialist	Physician Owned	48	1,510	8,744	4,475	5,526	8,043	11,118	14,392
Nonsurgical Specialist	Hospital/IDS Owned	887	12,302	6,925	4,118	3,988	6,189	9,060	12,331
Nonsurgical Specialist	Other Majority Owner	56	1,704	7,630	3,863	4,771	7,014	9,849	12,830

## Glossary

### Collections 0% Technical Component (TC)

The actual dollars collected that can be attributed to a physician for all professional services.

**Included:**

- Fee-for-service collections;
- Allocated capitation payments;
- Personally performed administration of chemotherapy drugs; and
- Personally performed administration of immunizations.

**Not included:**

- Collections on drug charges, including vaccinations, allergy injections, and immunizations, as well as chemotherapy and antinauseant drugs;
- The technical component (TC) associated with any laboratory, radiology, medical diagnostic or surgical procedure collections;
- Collections attributed to the advanced practice providers;
- Infusion-related collections;
- Facility fees;
- Supplies; or
- Revenue associated with the sale of hearing aids, eyeglasses, contact lenses, etc.

### Guaranteed Compensation

The first-year guaranteed contract dollar amount.

**Not Included:**

- The dollar value of a signing bonus and other dollar amounts received through a bonus system such as production-based bonuses; or
- The dollar value of expense reimbursements, fringe benefits paid by the medical practice such as retirement plan contributions, life and health insurance or automobile allowances or any employer contributions to a 401(k), 403(b) or Keogh Plan.

### Organization Ownership

**Hospital/IDS Owned:**

- **Hospital:** A hospital is an inpatient facility that admits patients for overnight stays, incurs nursing care costs, and generates bed-day revenues.
- **Integrated Health System or Integrated Delivery System (IDS):** A network of organizations that provide or coordinate and arrange for the provision of a continuum of health care services to consumers and is willing to be held clinically and fiscally responsible for the outcomes and the health status of the populations served. Generally consisting of hospitals, physician groups,

health plans, home health agencies, hospices, skilled nursing facilities, or other provider entities, these networks may be built through “virtual” integration processes encompassing contractual arrangements and strategic alliances as well as through direct ownership.

- **Management Services Organization (MSO):** An entity organized to provide various forms of practice management and administrative support services to health care providers. These services may include centralized billing and collections services, management information services, and other components of the managed care infrastructure. MSOs do not actually deliver health care services. MSOs may be jointly or solely owned and sponsored by physicians, hospitals, or other parties. Some MSOs also purchase assets of affiliated physicians and enter into long-term management service arrangements with a provider network. Some expand their ownership base by involving outside investors to help capitalize the development of such practice infrastructure.
- **Physician Practice Management Company (PPMC):** Publicly held or entrepreneurial directed enterprises that acquire total or partial ownership interests in physician organizations. PPMCs are a type of MSO, however their motivations, goals, strategies, and structures arising from their unequivocal ownership character – development of growth and profits for their investors, not for participating providers – differentiate them from other MSO models.

#### **Physician Owned:**

- **Advanced Practice Providers:** Any advanced practice provider (e.g. nurse practitioners, physical therapists, etc.) duly licensed and qualified under the law of jurisdiction in which treatment is received.
- **Physicians:** Any Doctor of Medicine (MD) or Doctor of Osteopathy (DO) who is duly licensed and qualified under the law of jurisdiction in which treatment is received.

#### **Other Majority Owner:**

- **Insurance Company or Health Maintenance Organization (HMO):** An insurance company that accepts responsibility for providing and delivering a predetermined set of comprehensive health maintenance and treatment services to a voluntarily enrolled population for a negotiated and fixed periodic premium. An organization that indemnifies an insured party against a specified loss in report for premiums and paid as stipulated by a contract.
- **Government:** A governmental organization at the federal, state, or local level. Government funding is not enough criterion. Government ownership is the key factor. An example would be a medical clinic at a federal, state, or county correctional facility.
- **Private Investor(s):** A company or individual that takes their own money and uses it to fund another organization. Some investors have the option to invest passively, which means they give their funding and play no further role, while others have a more significant role in the organization.
- **University or Medical School:** An institution of higher learning with teaching and research facilities comprising undergraduate, graduate and professional schools. A medical school is an institution that trains physicians and awards medical and osteopathic degrees.

## Signing Bonus

The dollar value that the provider received as a signing bonus in his or her contract.

### Not Included:

- The dollar value of stipends, student loan repayments or relocation expenses.

## Total Compensation (Also referred to as: Total cash compensation (TCC), compensation, salary)

The amount reported as direct compensation on a W2, 1099, or K1 (for partnerships) plus all voluntary salary reductions such as 401(k), 403(b), Section 125 Tax Savings Plan, and Medical Savings Plan. The amount includes salary, bonus and/or incentive payments, research stipends, honoraria, and distribution of profits. However, it does not include the dollar value of expense reimbursements; fringe benefits paid by the medical practice such as retirement plan contributions; life and health insurance; automobile allowances; or any employer contributions to a 401(k), 403(b), or Keogh Plan.

- For C corporations (under United States federal income tax law, this refers to any corporation that is taxed separately from its owners), the dollar amount reported as direct compensation in Box 5 (Medicare wages and tips) from the provider's W2.
  - **Included:**
    - Total Medicare wages – this includes On-Call compensation;
    - On-Call compensation – included in total Medicare wages;
    - Employee contributions:
      - 401K/retirement;
      - Health insurance;
      - Life insurance; and
      - Other pre-taxed deductions.
  - **Not included:**
    - Expense reimbursements;
    - Fringe benefits paid by the medical practice;
    - Flex spending accounts (FSA);
    - Employer contributions:
      - 401k/retirement;
      - Health insurance;
      - Life insurance; or
      - Other employer contributions.
- For partnerships (or LLCs that file as a partnership) the dollar amount reported as direct compensation in Box 1 plus Box 4 minus Box 12 minus Box 13 from the provider's K-1 form 1065.
  - **Included:**
    - In box 13: Codes A through W (this includes 401K)
- For S corporations (or LLCs that file as an S corporation) the dollar amount reported as direct compensation in Box 5 (Medicare wages and tips) from the provider's W-2 PLUS Box 1 minus Box 11 minus Box 12 from the provider's K-1 form 1120S (combine amounts from both forms)
  - **Included:**
    - In box 12: Codes A through S (this includes 401K)

## Work RVUs

The work RVUs reported in the data set will only reflect those performed by the physician or advanced practice provider in the practice.

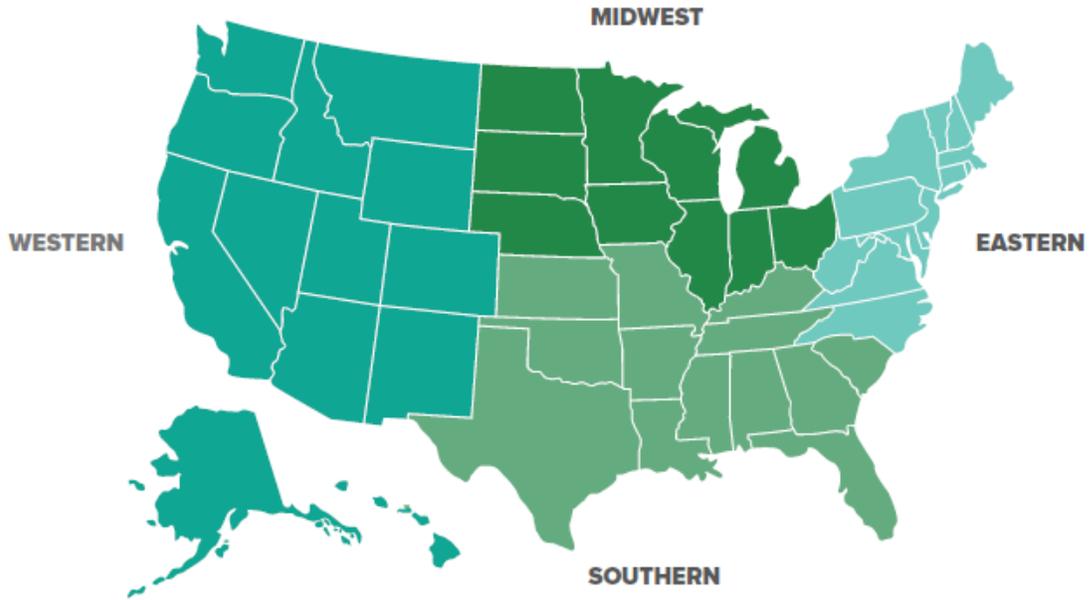
### Included

- RVUs for the “physician work RVUs” only, including any adjustments made because of modifier usage;
- Physician work RVUs for all professional medical and surgical services performed by providers;
- Physician work RVUs for the professional component of laboratory, radiology, medical diagnostic, and surgical procedures;
- Physician work RVUs for all procedures performed by the medical practice. For procedures with either no listed CPT code or with an RVU value of zero, RVUs can be estimated by dividing the total gross charges for the unlisted or unvalued procedures by the practice’s known average charge per RVU for all procedures that are listed and valued;
- Physician work RVUs for procedures for both fee-for-service and capitation patients;
- Physician work RVUs for all payers, not just Medicare;
- Physician work RVUs for purchased procedures from external providers on behalf of the practice’s fee-for-service patients;
- Anesthesia practices should provide the physician work component of the RVU for flat fee procedures only such as lines, blocks, critical care visits, intubations, and postoperative management care; and
- All RVUs associated with professional charges, including both medically necessary and cosmetic RVUs.

### Not included

- RVUs for “malpractice RVUs” or “practice expense RVUs”;
- RVUs attributed to advanced practice providers or any other external provider within the physician RVU data;
- RVUs for other scales such as McGraw-Hill or California;
- RVUs for purchased procedures from external providers on behalf of the practice’s capitation patients;
- RVUs that have been weighted by a conversion factor. Do not weigh the RVUs by a conversion factor;
- RVUs where the Geographic Practice Cost Index (GPCI) equals any value other than one. The GPCI must be set to 1.000 (neutral); or
- Anesthesiology departments. The departments reported ASA units.

**Geographic Section**



**Eastern Section:**

Connecticut  
 Delaware  
 District of Columbia  
 Maine  
 Maryland  
 Massachusetts  
 New Hampshire  
 New Jersey  
 New York  
 North Carolina  
 Pennsylvania  
 Rhode Island  
 Vermont  
 Virginia  
 West Virginia

**Western Section:**

Alaska  
 Arizona  
 California  
 Colorado  
 Hawaii  
 Idaho  
 Montana  
 Nevada  
 New Mexico  
 Oregon  
 Utah  
 Washington  
 Wyoming

**Midwest Section:**

Illinois  
 Indiana  
 Iowa  
 Michigan  
 Minnesota  
 Nebraska  
 North Dakota  
 Ohio  
 South Dakota  
 Wisconsin

**Southern Section:**

Alabama  
 Arkansas  
 Florida  
 Georgia  
 Kansas  
 Kentucky  
 Louisiana  
 Mississippi  
 Missouri  
 Oklahoma  
 South Carolina  
 Tennessee  
 Texas

## MGMA Provider Roll Ups

### Primary Care

Family Medicine (with OB), Family Medicine (without OB), Family Medicine: Ambulatory Only (No Inpatient Work), Family Medicine: Sports Medicine, Geriatrics, Hospice/Palliative Care, Hospitalist: Family Medicine, Hospitalist: Internal Medicine, Hospitalist: Nocturnist, Hospitalist: OB/GYN, Internal Medicine: General, Internal Medicine: Ambulatory Only (No Inpatient Work), Obstetrics/Gynecology: General, OB/GYN: Gynecology (Only), Pediatrics: General, Pediatrics: Adolescent Medicine, Pediatrics: Hospitalist, Pediatrics: Hospitalist-Internal Medicine, Pediatrics: Internal Medicine, Pediatrics: Sports Medicine, Pediatrics: Urgent Care, and Urgent Care.

### Nonsurgical Specialist

Allergy/Immunology, Bariatrics (Nonsurgical)/Obesity Medicine, Cardiology: Electrophysiology, Cardiology: Invasive, Cardiology: Invasive-Interventional, Cardiology: Noninvasive, Clinical Pharmacology, Critical Care: Intensivist, Dentistry, Dermatology, Dermatology: Dermatopathology, Emergency Medicine, Endocrinology/Metabolism, Gastroenterology, Gastroenterology: Hepatology, Genetics, Hematology/Oncology, Hematology/Oncology: Oncology (Only), Hyperbaric Medicine/Wound Care, Infectious Disease, Nephrology, Neurology, Neurology: Epilepsy/EEG, Neurology: Neurocritical Care, Neurology: Neuromuscular Medicine, Neurology: Stroke Medicine, OB/GYN: Gynecological Oncology, OB/GYN: Maternal and Fetal Medicine, OB/GYN: Reproductive Endocrinology, OB/GYN: Urogynecology, Occupational Medicine, Orthopedic (Nonsurgical), Pain Management: Nonanesthesia, Pathology: Anatomic and Clinical, Pathology: Anatomic, Pathology: Anatomic-Autopsy, Pathology: Anatomic-Cytopathology, Pathology: Anatomic-Neuropathology, Pathology: Anatomic-Renal, Pathology: Clinical, Pathology: Clinical-Hematopathology, Pathology: Clinical-Transfusion Medicine, Pediatrics: Allergy/Immunology, Pediatrics: Bone Marrow Transplant, Pediatrics: Cardiology, Pediatrics: Child Development, Pediatrics: Clinical and Lab Immunology, Pediatrics: Critical Care/Intensivist, Pediatrics: Dermatology, Pediatrics: Emergency Medicine, Pediatrics: Endocrinology, Pediatrics: Gastroenterology, Pediatrics: Genetics, Pediatrics: Hematology/Oncology, Pediatrics: Infectious Disease, Pediatrics: Neonatal Medicine, Pediatrics: Nephrology, Pediatrics: Neurology, Pediatrics: Pulmonology, Pediatrics: Radiology, Pediatrics: Rheumatology, Physiatry (Physical Medicine and Rehabilitation), Podiatry: General, Psychiatry: General, Psychiatry: Addiction Medicine, Psychiatry: Behavioral Medicine, Psychiatry: Chemical Dependency, Psychiatry: Child and Adolescent, Psychiatry: Forensic, Psychiatry: Geriatric, Pulmonary Medicine: General, Pulmonary Medicine: Critical Care, Pulmonary Medicine: General and Critical Care, Radiation Oncology, Radiology: Interventional, Radiology: Diagnostic, Radiology: Neurological, Radiology: Nuclear Medicine, Rheumatology, and Sleep Medicine.

**Surgical Specialist**

Anesthesiology, Anesthesiology: Cardiology, Anesthesiology: Pain Management, Dermatology: Mohs Surgery, Nephrology: Transplant, OB/GYN: Minimally Invasive Gynecologic Surgery, Ophthalmology, Ophthalmology: Corneal and Refractive Surgery, Ophthalmology: Glaucoma, Ophthalmology: Neurology, Ophthalmology: Oculoplastic and Reconstructive Surgery, Ophthalmology: Retina, Orthopedic Surgery: General, Orthopedic Surgery: Foot and Ankle, Orthopedic Surgery: Hand, Orthopedic Surgery: Hip and Joint, Orthopedic Surgery: Oncology, Orthopedic Surgery: Shoulder/Elbow, Orthopedic Surgery: Spine, Orthopedic Surgery: Trauma, Orthopedic Surgery: Sports Medicine, Otorhinolaryngology, Pathology: Surgical, Pediatrics: Anesthesiology, Pediatrics: Cardiovascular Surgery, Pediatrics: Neurosurgery, Pediatrics: Ophthalmology, Pediatrics: Orthopedic Surgery, Pediatrics: Otorhinolaryngology, Pediatrics: Plastic and Reconstruction Surgery, Pediatrics: Surgery, Pediatrics: Urology, Podiatry: Surgery-Foot and Ankle, Podiatry: Surgery-Forefoot Only, Surgery: General, Surgery: Bariatric, Surgery: Breast, Surgery: Cardiovascular, Surgery: Colon and Rectal, Surgery: Endocrine, Surgery: Endovascular (Primary), Surgery: Neurological, Surgery: Oncology, Surgery: Oral, Surgery: Plastic and Reconstruction, Surgery: Plastic and Reconstruction-Hand, Surgery: Thoracic (Primary), Surgery: Transplant, Surgery: Transplant-Heart, Surgery: Transplant-Heart/Lung, Surgery: Transplant-Kidney, Surgery: Transplant-Liver, Surgery: Trauma, Surgery: Trauma-Burn, Surgery: Vascular (Primary), and Urology.