



2020 UnityPoint Health Executive Compensation
Per IRS reporting guidelines
(\$ rounded to nearest thousands)

Officer	Title	Operating Unit	Base Salary	Bonus & Incentive	Other	Taxable Subtotal	Deferred	Nontaxable Benefits	Total	Compensation Reported as Deferred in Prior Years
Susan Thompson	Interim Pres. and CEO	UnityPoint Health (Fr 04/20)	\$ 1,108	\$ 919	\$ 1,136	\$ 3,162	\$ 228	\$ 9	\$ 3,399	\$ 1,082
Pamela Delagardelle	President and CEO	UnityPoint Health-Waterloo	\$ 464	\$ 172	\$ 673	\$ 1,309	\$ 146	\$ 15	\$ 1,470	\$ 644
Michelle Niermann	President and CEO	UnityPoint Health-Cedar Rapids	\$ 483	\$ 206	\$ 486	\$ 1,175	\$ 156	\$ 28	\$ 1,359	\$ 462
David Williams, MD	President and CEO	UnityPoint Clinic (To 04/20) and UnityPoint at Home (To 04/20)	\$ 575	\$ 237	\$ 29	\$ 841	\$ 261	\$ 23	\$ 1,124	\$ -
David Stark	President and CEO	UnityPoint Health-Des Moines	\$ 551	\$ 161	\$ 24	\$ 736	\$ 211	\$ 24	\$ 971	\$ -
Keith Knepp, MD	President and CEO	UnityPoint Health-Peoria	\$ 530	\$ 161	\$ 24	\$ 715	\$ 143	\$ 21	\$ 879	\$ -
Susan Erickson	President and CEO	UnityPoint Health-Madison	\$ 489	\$ 172	\$ 46	\$ 708	\$ 153	\$ 25	\$ 886	\$ -
Robert Erickson	President and CEO	UnityPoint Health-Quad Cities	\$ 482	\$ 1	\$ 73	\$ 555	\$ 102	\$ 29	\$ 686	\$ -
Patricia Newland, MD	Interim Pres. and CEO	UnityPoint Clinic (Fr. 06/20)	\$ 413	\$ 114	\$ 9	\$ 537	\$ 17	\$ 23	\$ 577	\$ -
Leah Glasgo	President and CEO	UnityPoint Health-FD and Interim Pres. & CEO UnityPoint Health-SC (Fr 11/20)	\$ 351	\$ 161	\$ 20	\$ 532	\$ 135	\$ 30	\$ 697	\$ -
Lynn Wold	President and CEO	UnityPoint Health-Sioux City	\$ 330	\$ 137	\$ 46	\$ 512	\$ 4	\$ 21	\$ 537	\$ -
Chad Wolbers	President and CEO	UnityPoint Health-Dubuque	\$ 312	\$ 114	\$ 22	\$ 448	\$ 89	\$ 27	\$ 564	\$ -

* Please note that table above may have rounding differences.

Base Compensation (Form 990, Schedule J, Column (B)(i)) - Base compensation that was included in box 5 of Form W-2 (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC, issued to the person. Base compensation means non-discretionary payments to a person agreed upon in advance, contingent only on the payee's performance of agreed-upon services (such as salary or fees).

Bonus & Incentive Compensation (Form 990, Schedule J, Column (B)(ii)) - Bonus and incentive compensation that is included in box 5 of Form W-2, (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC, issued to the person. Examples include payments based on satisfaction of a performance target (other than mere longevity of service), and payments at the beginning of a contract before services are rendered (for example, signing bonus).

Other Compensation (Form 990, Schedule J, Column (B)(iii)) - Report all other payments included in box 5 of Form W-2, (or in box 1, if no compensation is reported for that person in box 5), or box 7 of Form 1099-MISC issued to the person but not reflected in columns (B)(i) or (B)(ii). Examples may include, but are not limited to, current-year payments of amounts earned in a prior year, payments under a severance plan, payments under an arrangement providing for payments upon the change in ownership or control of the organization or similar transaction, and awards based on longevity of service.

Taxable Subtotal Compensation - Subtotal that reports the taxable amount from Form W-2, Box 5 (Medicare Wages and Tips).

Deferred Compensation (Form 990, Schedule J, Column (C)) - Report all current-year deferrals of compensation under any retirement or other deferred compensation plan, whether qualified or nonqualified, that is established, sponsored or maintained by or for the organization or a related organization. Report as deferred compensation the annual change in actuarial value, whether or not funded, vested or subject to a substantial risk of forfeiture.

Nontaxable Benefits (Form 990, Schedule J, Column (D)) - Nontaxable benefits are benefits specifically excluded from taxation under the Internal Revenue Code. Common nontaxable benefits, referred to as "fringe benefits," include, but not limited to, value of housing provided by the employer, educational assistance, health insurance, medical reimbursement programs, life insurance, disability benefits, long-term care insurance, dependent care assistance and adoption assistance.

Compensation Reported as Deferred in Prior Year (Form 990, Schedule J, Column (F)) – Report payments included in Other Compensation (Form 990, Schedule J, Column (B)(iii)) in the current Form 990 to the extent such payment was already reported as Deferred Compensation (Form 990, Schedule J, Column (C)) in a prior Form 990.