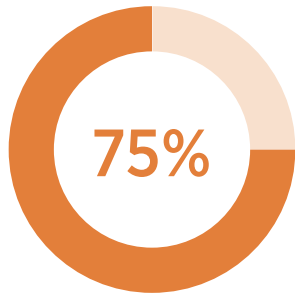


Survey Reveals New Benchmarks for APP Compensation and Leadership Roles

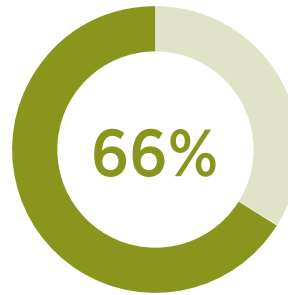


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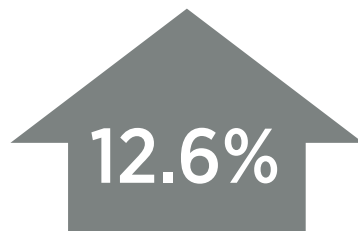
Production, performance, and leadership roles have evolved significantly year over year, according to Gallagher's 2023 Advanced Practice Provider (APP) Survey Report data.



Organizations that reported using production/performance incentive plans for their APPs



Organizations that have implemented APP leadership structures



Year over year, the spread between the 10th and 90th percentiles of total cash compensation across all APPs has grown by 12.6%, illustrating that APP compensation continues to vary to a large degree.

APP Continuing Trends

- **Growth of practice independence.** 27 states allow full practice authority for APPs, with more states expected to implement full practice in coming years.
- **Compensation complexity.** Gallagher data shows a consistent year-over-year decrease in the portion of APP compensation delivered via base salary only.
- **Multiple factors determine compensation,** including clinical specialty, practice setting, hours worked, practice independence, and billing practices.

Learn more about Gallagher's provider compensation surveys: [AJG.com/comp-survey](https://www.gallagher.com/ajg-comp-survey).

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