


Exhibit D

Black Leadership Physician Incentive - All Specialties - Remote - Nationwide



Employer	Vituity
Location	Sacramento, CA, US,
Posted	Nov 17, 2023
Closes	Dec 17, 2023

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Up to \$100K Sign-On Bonus - Seeking Black Physicians for HM, EM, UC and More!

Join the Physician Partnership Where You Have A Voice

Bridge to Brilliance Incentive Program. Vituity is offering a leadership incentive for Black physicians, with a sign-on bonus of up to \$100,000. We are committed to creating a more equitable healthcare system by building a more representative workforce, and this is a step in that direction.

Join the Vituity Team. Having an impact on people comes with being a clinician, but at Vituity you get to decide the kind of impact you want to make. We were founded by emergency physicians who wanted more control over providing the best care possible for their community. And that legacy continues today through a culture that empowers innovation, entrepreneurship, and ownership. Vituity is a 100% physician owned partnership and is led by frontline physicians that are all equitable owners. As an equal and valued partner from day one, our ownership model provides you with financial transparency, a comprehensive benefit package including profit distribution, and multiple career development

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opportunities. Our leadership understands what your practice needs to thrive and gives you autonomy and local control so you can provide care when, where, and how your patients need it. A patient-first focus drives everything we do, from continually seeking improvements in care delivery to developing and implementing innovations in healthcare. We believe everyone has a role to play in that.

Vituity Locations: Vituity has opportunities at 450 practice locations across the country, serving 8 million patients a year. With Vituity, if you ever need to move, you can take your job with you.

The Opportunity

- Seeking Board Eligible/Certified Black physicians
- Up to \$100K sign-on bonus
- Current state license is a plus
- Visa Candidates encouraged to apply
- To learn more about our current opportunities, email us at careers@vituity.com.

Benefits & Beyond*

Vituity cares about the whole you. With our comprehensive benefits package, we are mindful of what matters most, and support your needs of today and your plans for the future.

- Superior Health Plan Options
- Dental, Vision, HSA/FSA, life and AD&D coverage, and more
- Partnership models allows a K-1 status pay structure, allowing high

tax deductions

- Extraordinary 401K Plan with high tax reduction and faster balance growth
- Eligible to receive an Annual Profit Distribution/yearly cash bonus
- EAP, travel assistance, and identify theft included
- Student loan refinancing options
- Diversity, Equity and Inclusion (DEI) initiatives including LGBTQ+ History, DÃa de los Muertos Celebration, Money Management/Money Relationship, and more
- Purpose-driven culture focused on improving the lives of our patients, communities, and employees.

We are unified around the common purpose of transforming healthcare to improve lives and we believe everyone has a role to play in that. We know that when we work together across sites and specialties as an integrated healthcare team, we can exceed the expectations of our patients and the hospitals and clinics we work in. If you are looking to make a difference, from clinical to corporate, Vituity is the place to do it. Come grow with us.

Vituity appreciates differences; our dedication to diversity, equity and inclusion is at the heart of our organization. Vituity does not discriminate against any person on the basis of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information

(including family medical history), veteran status, marital status, pregnancy or related condition, or any other basis protected by law. Vituity is committed to complying with all applicable national, state and local laws pertaining to nondiscrimination and equal opportunity.

*Visa status applicants benefits vary. Please speak to a recruiter for more details.

Applicants Only. No agencies please.

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