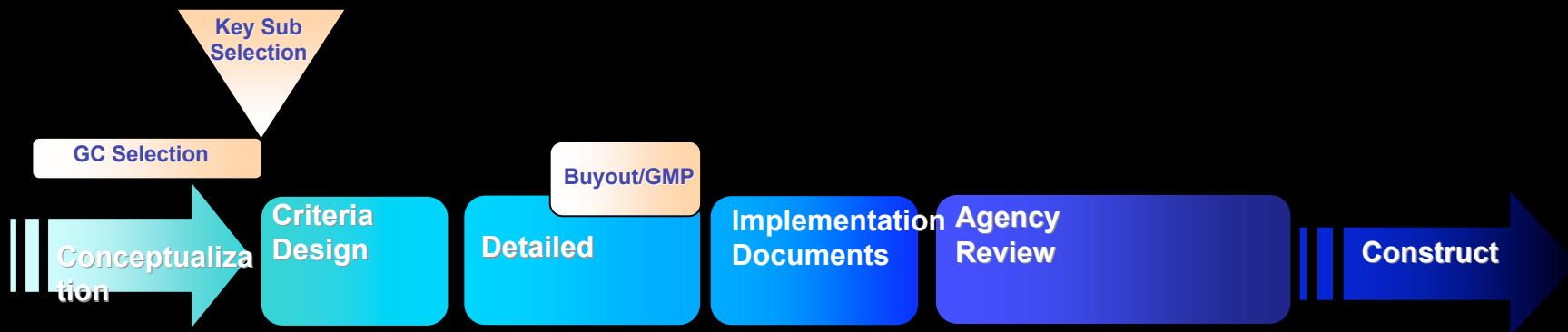
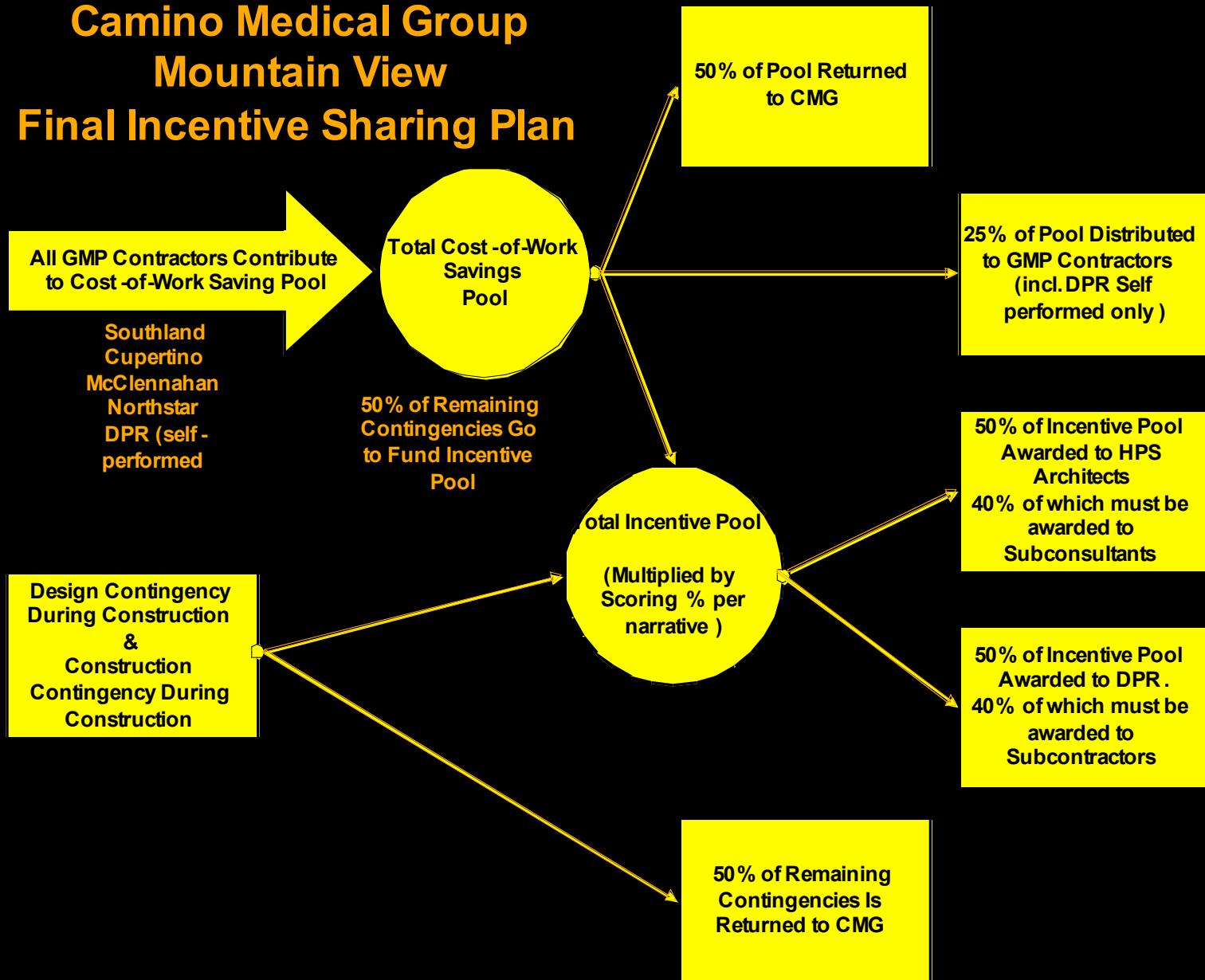


Traditional Delivery = Later Buyout / Longer Time



Integrated Delivery = Earlier Buyout / Less Time

Camino Medical Group Mountain View Final Incentive Sharing Plan



Integrated Project Delivery Structure

- One Agreement signed by O-A-C
- “Joined” by jointly selected team members
- No separate “general conditions”
- Provides for formation of:
 - Core Group
 - Integrated Project Delivery Team
 - Senior Management Group



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WE EXIST
TO BUILD
GREAT
THINGS

New Financial Provisions

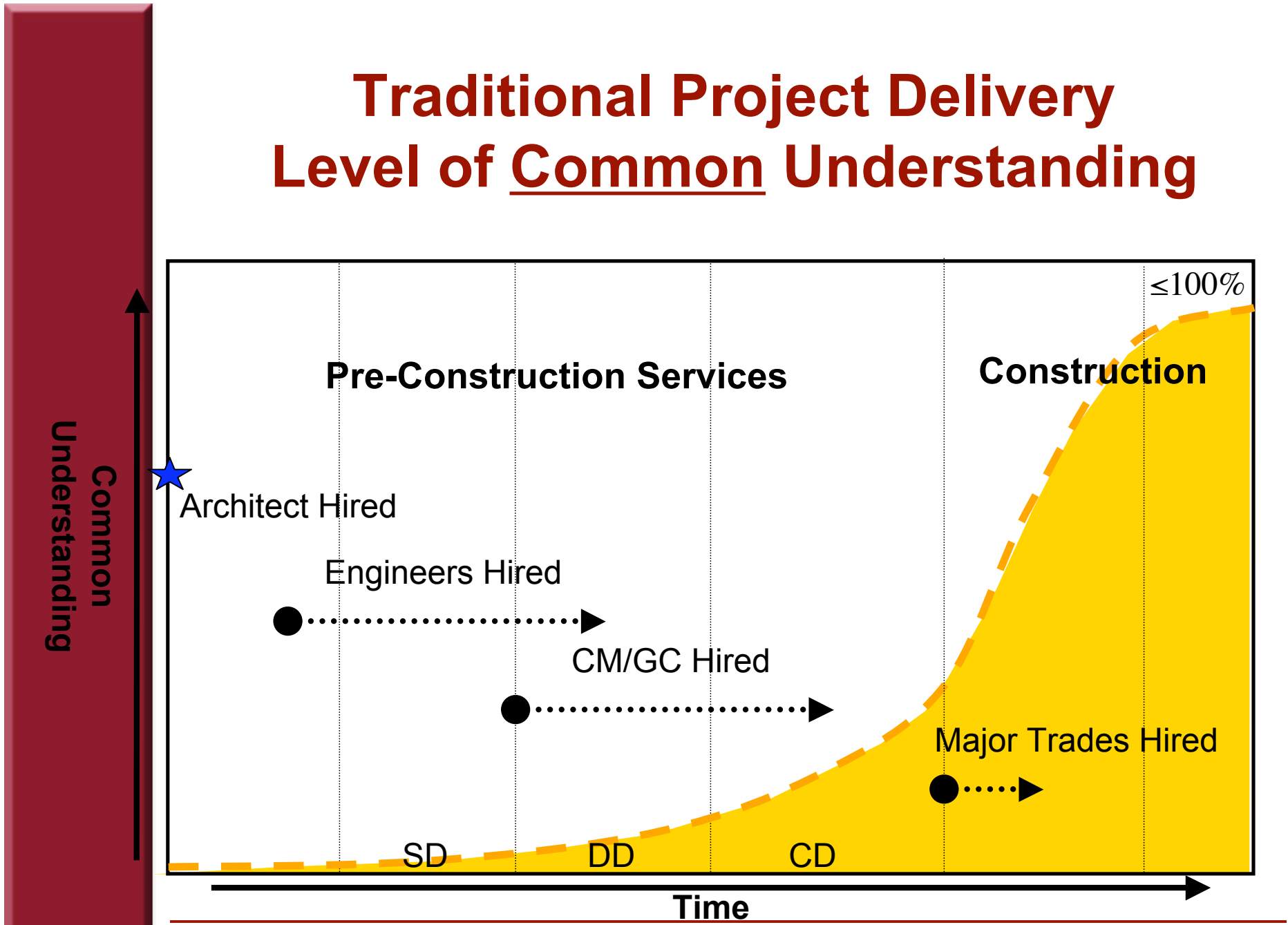
- Alliance-like multi-part compensation model for “profit-participants” (A-C-E-S)
 - Individual Cost & OH
 - Pooled Profit
 - Incentives (Target Cost savings; Cost of Work Savings)
- Joint IPD Team contingency
 - Combines A/E “Design” & CM/GC’s “Construction” (reduced total because pooled)



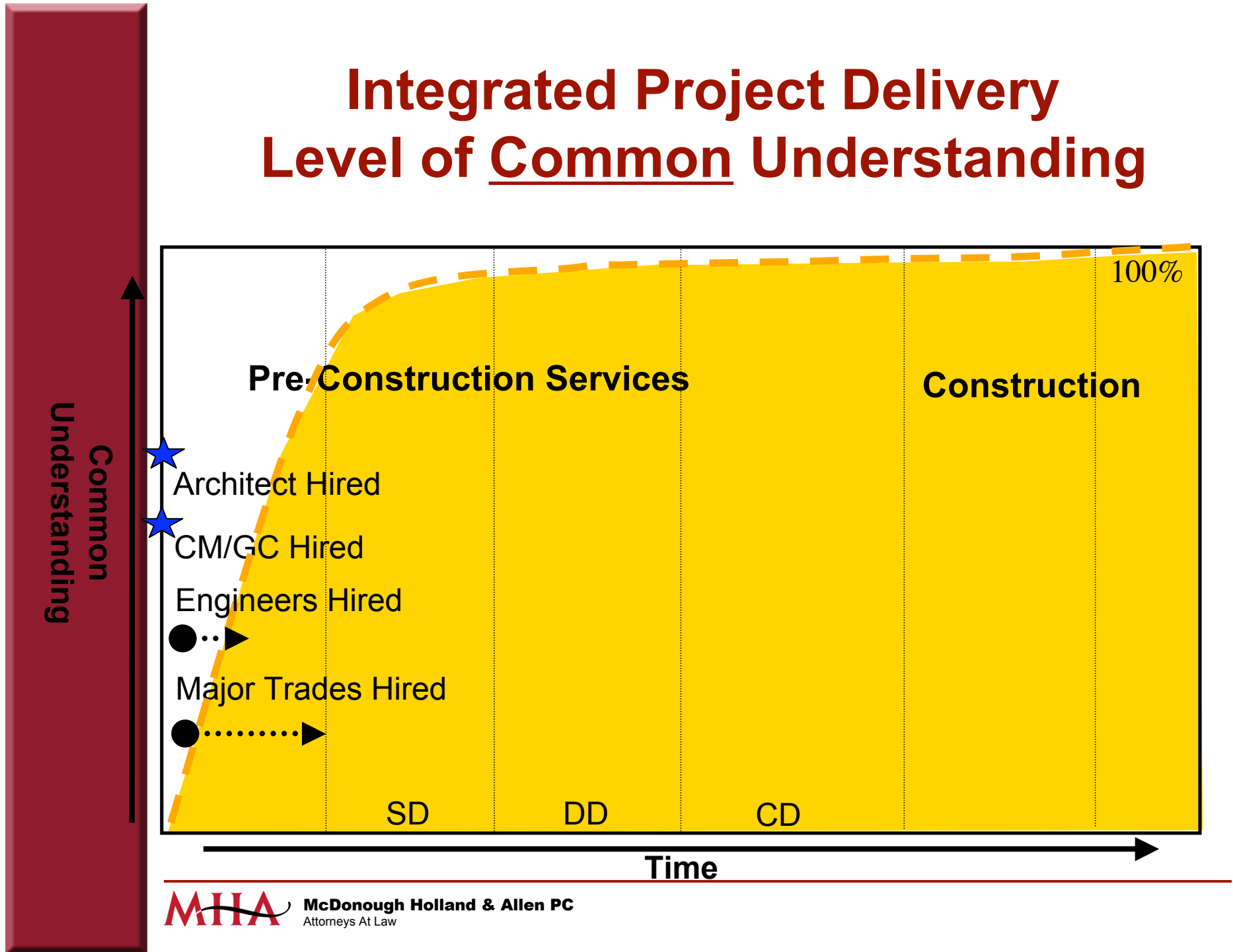
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Traditional Project Delivery Level of Common Understanding



Integrated Project Delivery Level of Common Understanding



Structure

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COMPENSATION STRUCTURE (PAA)



◆ Limb 3: (Sharing of pain and gain)

