

Dear Provider,

As you may be aware, Indiana's legislature recently passed Senate Enrolled Act No. 7 which provides the following:

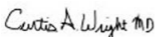
- beginning July 1, 2023, a primary care physician and an employer may not enter into a noncompete agreement. A primary care physician is defined as "a physician practicing in one (1) or more of the following: (1) Family Medicine. (2) General Pediatric Medicine. (3) Internal Medicine.
- beginning July 1, 2023, a physician noncompete agreement is not enforceable if any of the following circumstance occur: (1) The employer terminates the physician's employment without cause. (2) The physician terminates the physician's employment for cause. (3) The physician's employment contract has expired, and the physician and employer have fulfilled the obligations of the contract.
- Specifies a process by which a physician or employer may pursue mediation to determine a reasonable price to purchase a release from a noncompete agreement.

Although the new bill does not require it, EMG leadership has decided to immediately remove the noncompete agreements from all new and existing employment contracts so that, going forward, no EMG employee will be subject to a noncompete. This will be accomplished by a simple amendment that deletes all references to the noncompete and buy-out provisions found in Section 4 and Exhibit A of the EMG employment agreement.

On or before June 1, 2023, you will receive an email from DocuSign that includes a document titled Amendment to Eskenazi Medical Group Employment Agreement. We believe you will find this amendment to be very straightforward.

However, if you have any questions, please feel free to reach out to Cathy Alder (catherine.alder@eskenazihealth.edu) or anyone else on the EMG leadership team. We will be happy to schedule some time to address your questions. Otherwise, please sign and return the agreement no later than June 30, 2023.

Thank you in advance,



Curtis Wright, MD