



MedStar Franklin Square Medical Center  
MedStar Good Samaritan Hospital  
MedStar Harbor Hospital  
MedStar Union Memorial Hospital  
MedStar Corporate  
MedStar Physician Partners  
MedStar Diversified Businesses  
MedStar Shared Services

Date: November 12, 2012  
To: DONALD SMITH, 500466, APPLICATIONS ANALYST I  
Dept: IS - POINT OF CARE/CLINICAL  
From: LEARIE MCDONALD  
Subject: Merit Increase for 2012-2013

Thank you for your individual contributions to our organization's success. In recognition of your performance, I am pleased to share that you earned a merit increase. With an overall performance rating of key contributor or role model, your current salary base rate of \$26.56 (\$55,244.80 annualized) will be increased to \$27.02 (\$56,201.60 annualized), effective November 4, 2012.

If there is an asterisk (\*) next to the new rate of pay above, your new or previous salary is above the maximum salary range. When this occurs, any amount over the maximum of the salary range will be paid in the form of one lump sum payment, NA. Please ignore this statement if you do not see an asterisk.

This new rate and/or lump sum payment will be reflected in the paycheck dated November 23, 2012. Please note this calculation is based on information in the payroll system as of October 22, 2012. Any changes made to your employee record after that date could alter the above stated rates and/or amounts.

We truly appreciate the contributions you have made and your commitment to providing excellent services to the customers and patients we serve. We look forward to your continued success and thank you for being part of our organization.