

# **Employment**

## **Business Ownership**

Clinicians who work with ProMotion and remain with the company throughout the profit-sharing period have the opportunity to become equity partners in ProMotion locations.

Prior to equity partnership, the clinician must satisfactorily complete a 5-year profit-sharing segment, in which an incremental increase in profit-sharing is awarded each year. Profit-sharing compensation is paid out on a quarterly basis.

Upon completion of the fifth year, the anchor therapist is given the option to receive 10% equity in the business location and buy an additional 30%, positioning the therapist as a 40% equity partner in that location.