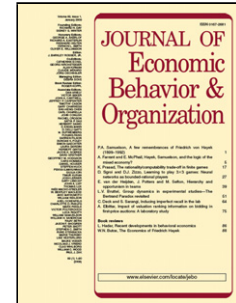


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HIGHLIGHTS:

- Intrinsic motivations play an important role in physician decision-making
- Retrospective payment structures tend to ‘crowd out’ intrinsic motivations.
- FFS and FFS with P4P physicians provided a lower overall quality of services.
- Salary and CAP physicians provided a higher overall quality of service.

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