Supplementary Online Content

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eTable 1. Detailed Inclusion/Exclusion Criteria
eTable 2. Unadjusted Associations of Low-Value Cancer Test Receipt (LVC) Among Those Screened With Patient, Clinic/Organizational, and Clinician-Level Factors
eTable 3. Multivariable Models With Patient, Clinic, and Clinician-Level Factors Associated With Low-Value Cancer Test Receipt Among Those Screened

This supplementary material has been provided by the authors to give readers additional information about their work.
| **eTable 1. Detailed Inclusion/Exclusion Criteria** |  |
|---|---|
| **Breast cancer** | **Description** |
| Inclusions | Mammography (other, diagnostic, screening, unspecified) |
| Exclusion: patients with prior screening mammography in 11 months | Mammography (screening or diagnostic) |
| Exclusion: High-risk symptoms/signs in prior 10 years | Breast cancer or history of breast cancer; Carcinoma-in-situ of breast; Breast mass; Genetic risk carrier or family history of high genetic risk; Family history of breast cancer; History of irradiation |
| **Cervical cancer** | **Description** |
| Inclusions | Screening PAP; Screening cervical cancer exam; HPV screening |
| High-risk or other exclusions for patients in past 10 years | Female genital organ cancer, or personal history of genital organ cancer; Benign neoplasm of genital organ; Carcinoma-in-situ of genital organ; Cervical dysplasia; Abnormal PAP; Cervical HPV test positive; Incomplete PAP; HIV/AIDS; DES exposure; Hysterectomy or acquired absence of cervix |
| **Colon cancer** | **Description** |
| Inclusions | Fecal immunochemical test; Fecal occult blood test; Colonoscopy; Sigmoidoscopy |
| Symptom/procedure exclusion codes. Excluded for 12 months prior to index event. | Abdominal swelling, mass, or distension; absent bowel sounds; post-hemorrhagic anemia; colitis; angiodysplasia with hemorrhage; anorexia; aphasia, inguinal hernia; vomiting; bowel habit change; constipation; Crohn’s disease; diarrhea; diverticulitis; dysphagia; epigastric pain, mass, or swelling; eructation; fecal abnormalities or incontinence; flatulence or gas pain; gastrointestinal bleeding; heartburn; hematemesis; hyperactive bowel sounds; ileus; inguinal hernia; colonic polyps; intussusception; iron deficiency anemia; irritable bowel syndrome; megacolon; melena; nausea; abnormal bowel sounds; other GI abnormalities; other specific signs or symptoms of GI system; ulcerative colitis; history of colon polyps or colorectal cancer; vomiting; underweight or weight loss; visible peristalsis |
| High-risk exclusions. Excluded for 14 years prior to index event. | Cancer of GI tract or history of GI cancer; Colectomy; Carcinoma-in-situ of colon or rectum; Colon polyps or benign neoplasms of colon or rectum; Family history of colon polyps or GI cancer; Ulcerative colitis, left sided colitis, or Crohn’s disease |
| **Prostate cancer** | **Description** |
| Inclusions | PSA testing |
| Symptom/procedure exclusion codes. Excluded for 90 days prior to index event. | Urinary obstruction or uropathy; Hematuria; Prostatitis, abscess or inflammation; Prostate or male GU organ abnormalities; Weight loss; Back pain; Imaging abnormalities of GU organs or musculoskeletal system |
| High-risk exclusions. Excluded for 10 years prior to index event. | Benign neoplasm of male organs; Carcinoma-in-situ of prostate; Prostate cancer or history of prostate cancer; Elevated PSA; Prostatectomy; Androgen deprivation therapy; Family history of GU cancer |
## eTable 2. Unadjusted Associations of Low-Value Cancer Test Receipt (LVC) Among Those Screened With Patient, Clinic/Organizational, and Clinician-Level Factors

Count (%) shown for categorical variables, and mean (SD) for continuous variables, unless otherwise noted.

|                | Cervical |          |          |          |          |          |          |          |          |          |          |          |
|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                | No LVC   | LVC (%)  | Total    | No LVC   | LVC (%)  | Total    | No LVC   | LVC (%)  | Total    | No LVC   | LVC (%)  | Total    |
| **Patient factors** |          |          |          |          |          |          |          |          |          |          |          |          |
| Sex            |          |          |          |          |          |          |          |          |          |          |          |          |
| F              | 64,881   | (99.0)   | 630      | (1.0)    | 65,511   | (100)    | 21,297   | (97.1)   | 21,930   | (100)    | 0        | (0)      | 64,881   |
| M              | 0        | (0)      | 0        | (0)      | 0        | (0)      | 0        | (0)      | 0        | (0)      | 0        | (0)      | 0        |
| Age            |          |          |          |          |          |          |          |          |          |          |          |          |
|                | 43.8     | (12.3)   | 69.7     | (4.3)    | 44.0     | (12.5)   | 55.5     | (8.5)    | 35.4     | (3.2)    | 54.9     | (9.1)    |          |
| Race/ethnicity |          |          |          |          |          |          |          |          |          |          |          |          |
| White          | 35,118   | (54.1)   | 476      | (75.6)   | 35,594   | (54.3)   | 11,726   | (55.1)   | 341      | (53.9)   | 12,067   | (55.0)   | 527,020  |
| Black          | 23,133   | (35.7)   | 111      | (17.6)   | 23,244   | (35.5)   | 7,823    | (36.7)   | 227      | (35.9)   | 8,050    | (36.7)   | 0        |
| Hisp/Other/Unk | 6,630    | (10.2)   | 43       | (6.8)    | 6,673    | (10.2)   | 1,748    | (8.2)    | 65       | (10.3)   | 1,813    | (8.3)    | 25,887   |
| Region         |          |          |          |          |          |          |          |          |          |          |          |          |
| West           | 12,773   | (19.7)   | 136      | (21.6)   | 12,909   | (19.7)   | 4,508    | (21.2)   | 113      | (17.9)   | 4,621    | (21.1)   | 107,247  |
| Midwest        | 9,715    | (15.0)   | 87       | (13.8)   | 9,802    | (15.0)   | 1,465    | (6.9)    | 42       | (6.6)    | 1,507    | (6.9)    | 134,301  |
| NE             | 14,708   | (22.7)   | 143      | (22.7)   | 14,851   | (22.7)   | 4,488    | (21.1)   | 126      | (19.9)   | 4,611    | (21.0)   | 106,103  |
| SE             | 27,685   | (42.7)   | 264      | (41.9)   | 27,949   | (42.7)   | 10839    | (50.9)   | 352      | (55.6)   | 11,191   | (51.0)   | 194,311  |
| **Gagne**      |          |          |          |          |          |          |          |          |          |          |          |          |
| Low (<2)       | 61,865   | (95.4)   | 555      | (88.10)  | 62,420   | (95.3)   | 19,700   | (92.5)   | 609      | (96.2)   | 20,309   | (92.6)   | 498,475  |
| High (≥2)      | 3,016    | (4.7)    | 75       | (11.9)   | 3,091    | (4.7)    | 1,597    | (7.5)    | 24       | (3.8)    | 1,621    | (7.4)    | 52,271   |

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| Facility Complex                  | Hospital (VA) or community affiliation | PCP FTE size | Panel size | Clinic/organizational factors |
|----------------------------------|---------------------------------------|-------------|------------|-----------------------------|
| **Cervical**                     |                                       |             |            |                             |
| No LVC LVC (%) Total             | No LVC LVC (%) Total                  | No LVC LVC (%) Total | No LVC LVC (%) Total | No LVC LVC (%) Total |
| **Patient factors (continued)**  |                                       |             |            |                             |
| Fraility                         |                                       |             |            |                             |
| Low (< 3)                        | 32,658 (50.5) 224 (35.6) 32,882 (50.4) 9,188 (43.3) 320 (50.6) 9,508 (43.5) 271,227 (49.5) 176,194 (50.8) 170,423 (49.2) 157,201 (53.9) 3,369 (49.9) 160,570 (53.8) |
| High (> 3)                       | 31,988 (49.5) 405 (64.4) 32,393 (49.6) 12,029 (56.7) 313 (49.5) 12,342 (56.5) 276,827 (50.5) 170,423 (49.2) 447,250 (50.0) 134,625 (46.1) 3,379 (50.1) 138,004 (46.2) |
| Copay                            |                                       |             |            |                             |
| Exempt                           | 54,160 (96.2) 565 (91.9) 54,725 (96.2) 19,609 (95.7) 591 (98.3) 20,200 (95.8) 491,259 (93.4) 290,698 (89.4) 34,410 (10.6) 240,423 (93.0) 5,486 (95.5) 245,909 (93.0) |
| Have copay                       | 2,140 (3.8) 50 (8.1) 2,190 (3.9) 886 (4.3) 10 (1.7) 896 (4.3) 34,545 (6.6) 34,410 (10.6) 68,955 (8.1) 18,138 (7.0) 257 (4.5) 18,395 (7.0) |
| % > 25y w/ HS dipl. a            | 57.6 (4.9) 58.4 (4.8) 57.6 (4.9) 58.0 (4.6) 57.6 (4.6) 58.0 (4.6) 58.9 (5.5) 58.9 (5.7) 58.9 (5.6) 58.1 (5.4) 57.3 (5.5) 58.1 (5.4) |
| Med. house. a                    | 58,697 (14,529) 57,248 (15,005) 58,682 (14,534) 58,352 (13,746) 58,676 (12,699) 58,361 (13,718) 56,425 (13,836) 56,532 (14,244) 56,467 (13,996) 56,200 (14,102) 56,707 (14,128) 56,211 (14,102) |
| **Clinic/organizational factors** |                                       |             |            |                             |
| PCP panel size                   | 815.8 (228.7) 850.8 (190.7) 816.1 (228.3) 770.5 (229.9) 777.4 (251.9) 770.7 (230.6) 821.6 (231.0) 831.8 (228.6) 825.6 (230.1) 916.1 (309.7) 904.4 (340.5) 915.8 (310.4) |
| PCP FTE per clinic               | 16.4 (9.2) 14.0 (6.3) 16.4 (9.1) 19.4 (9.3) 19.1 (9.6) 19.4 (9.3) 14.7 (9.3) 14.5 (9.2) 14.6 (9.3) 12.8 (10.3) 12.7 (9.7) 12.8 (10.3) |
| Hospital (VA) or community affiliation |                               |             |            |                             |
| VA                               | 51,998 (84.4) 489 (79.9) 51,587 (84.3) 15,728 (77.2) 434 (73.4) 16,162 (77.1) 480,874 (88.7) 300,882 (87.3) 781,756 (88.2) 158,623 (58.0) 3,834 (61.4) 162,457 (58.0) |
| Comm.                            | 9,454 (15.6) 123 (20.1) 9,577 (15.7) 4,649 (22.8) 157 (26.6) 4,806 (22.9) 61,088 (11.3) 43,960 (12.8) 105,048 (11.9) 115,035 (42.0) 2,411 (38.6) 117,446 (42.0) |
| Clinic location                  |                                       |             |            |                             |
| Urban                            | 57,573 (95.1) 562 (91.8) 58,135 (95.1) 20,331 (99.8) 591 (100) 20,922 (99.8) 492,648 (90.9) 312,894 (90.7) 805,542 (90.8) 231,759 (84.7) 5,544 (88.8) 237,303 (84.8) |
| Rural                            | 2,976 (4.9) 50 (8.2) 3,026 (5.0) 46 (0.2) 0 (0) 46 (0.2) 49,314 (9.1) 31,948 (9.3) 81,262 (9.2) 41,738 (15.3) 700 (11.2) 42,438 (15.2) |
| Facility Complexity              |                                       |             |            |                             |

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Table 2. Unadjusted associations of low-value cancer test receipt (LVC) among those screened with patient, clinic/organizational, and clinician-level factors. Count (%) shown for categorical variables, and mean (SD) for continuous variables, unless otherwise noted.

| Clinic/organizational factors \n| Clinic/organizational factors | Cervical | Breast | Prostate | Colorectal |
|---|---|---|---|---|
| **No LVC** | **LVC (%)** | **Total** | **No LVC** | **LVC (%)** | **Total** | **No LVC** | **LVC (%)** | **Total** | **No LVC** | **LVC (%)** | **Total** |
| **Clinic/organizational factors** |  |
| Low | 6,495 (10.7) | 89 (14.5) | 6,584 (10.8) | 256 (1.3) | 3 (0.5) | 259 (1.2) | 126,995 (23.4) | 82,277 (23.9) | 209,272 (23.6) | 46,626 (17.0) | 1,052 (16.9) | 47,678 (17.0) |
| High | 54,057 (89.3) | 523 (85.5) | 54,580 (89.2) | 20,121 (98.7) | 588 (99.5) | 20,709 (98.8) | 414,967 (76.6) | 262,565 (76.1) | 677,532 (76.4) | 227,032 (83.0) | 5,193 (83.2) | 232,225 (83.0) |
| **Academic affiliation** |  |
| No | 11,078 (18.3) | 127 (20.8) | 11,205 (18.3) | 4,077 (20.0) | 139 (23.5) | 4,216 (20.1) | 99,568 (18.4) | 67,343 (19.5) | 166,911 (18.8) | 123,821 (45.3) | 2,575 (41.2) | 126,396 (45.2) |
| Yes | 49,474 (81.7) | 485 (79.3) | 49,959 (81.7) | 16,300 (80.0) | 452 (76.5) | 16,752 (79.9) | 442,394 (81.6) | 277,499 (80.5) | 719,893 (81.2) | 149,837 (54.8) | 3,670 (58.8) | 153,507 (54.8) |
| **Team-based care domain performance** |  |
| Low | 54,663 (92.0) | 515 (84.6) | 55,178 (91.9) | 17,573 (86.2) | 509 (86.1) | 18,082 (86.2) | 474,559 (89.4) | 299,048 (88.2) | 773,607 (89.0) | 215,313 (85.5) | 4,962 (85.4) | 220,275 (85.5) |
| High | 7,154 (8.0) | 94 (15.4) | 4,858 (8.1) | 2,804 (13.8) | 82 (13.9) | 2,886 (13.8) | 56,218 (10.6) | 39,840 (11.8) | 96,058 (11.1) | 36,473 (14.5) | 848 (14.6) | 37,321 (14.5) |
| **Continuity domain performance** |  |
| Low | 59,064 (97.8) | 587 (95.9) | 59,651 (97.8) | 20,140 (98.8) | 587 (99.3) | 20,727 (98.9) | 528,010 (98.2) | 336,858 (98.1) | 864,868 (98.2) | 252,340 (92.3) | 5,901 (94.8) | 258,241 (92.4) |
| High | 1,350 (2.2) | 25 (4.1) | 1,375 (2.3) | 237 (1.2) | 4 (0.7) | 241 (1.2) | 9,451 (1.8) | 6,383 (1.9) | 15,834 (1.8) | 20,971 (7.7) | 325 (5.2) | 21,296 (7.6) |
| **Access domain performance** |  |
| Low | 36,719 (60.8) | 315 (51.5) | 37,034 (60.7) | 11,122 (55.0) | 357 (60.4) | 11,569 (55.2) | 318,038 (59.2) | 200,596 (58.4) | 518,634 (58.9) | 188,008 (68.8) | 4,339 (68.7) | 192,347 (68.8) |
| High | 23,695 (39.2) | 297 (48.5) | 23,992 (39.3) | 9,165 (45.0) | 234 (40.3) | 9,399 (44.8) | 219,423 (40.8) | 142,645 (41.6) | 362,068 (41.1) | 85,303 (31.2) | 1,887 (30.3) | 87,190 (31.2) |
| **Ordering clinician factors** |  |
| Age | 51.4 (9.6) | 56.0 (8.6) | 51.5 (9.6) | 50.9 (9.6) | 50.8 (9.6) | 50.9 (9.6) | 53.3 (9.6) | 53.8 (9.7) | 53.5 (9.7) | 53.9 (9.9) | 54.8 (9.9) | 53.9 (9.9) |
| FTE (%) | 82.1 (28.0) | 84.7 (22.2) | 82.2 (28.0) | 84.0 (27.6) | 87.0 (25.5) | 84.0 (27.6) | 95.5 (16.8) | 95.4 (17.3) | 95.5 (17.0) | 86.7 (25.8) | 88.6 (24.4) | 86.7 (25.7) |
| Sex | 1,593 (10.1) | 5 (5.2) | 1,598 (10.1) | 2,754 (17.8) | 59 (15.6) | 2,813 (17.7) | 229,751 (47.7) | 145,131 (48.1) | 374,882 (47.8) | 95,699 (48.0) | 1,752 (47.5) | 97,451 (48.0) |

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eTable 2. Unadjusted associations of low-value cancer test receipt (LVC) among those screened with patient, clinic/organizational, and clinician-level factors. Count (%) shown for categorical variables, and mean (SD) for continuous variables, unless otherwise noted.

|                | Cervical |        |        |        |        |        |        |        |        |
|----------------|----------|--------|--------|--------|--------|--------|--------|--------|--------|
|                | LVC (%)  | Total  | LVC (%)| Total  | LVC (%)| Total  | LVC (%)| Total  | LVC (%)|
| **No LVC**     |          |        |        |        |        |        |        |        |        |
| **Breast**     |          |        |        |        |        |        |        |        |        |
| **Prostate**   |          |        |        |        |        |        |        |        |        |
| **Colorectal** |          |        |        |        |        |        |        |        |        |
| **Ordering clinician factors** (continued) | | | | | | | | | |
| **F**          | 14,125   | 92     | 14,217 | 319    | 13,040 | 238,815| 147,039| 385,854| 103,553|
|                | (89.9)   | (94.9) | (89.9) | (84.4) | (82.3) | (49.5) | (48.8) | (49.2) | (52.0) |
|                | 1,937    | 103,553| 1,937  | 105,490|        |        |        |        |        |
| **Is PCP?**    |          |        |        |        |        |        |        |        |        |
| **No**         | 44,795   | 480    | 45,275 | 244    | 5,757  | 70,758 | 49,092 | 119,850| 92,041  |
|                | (69.0)   | (76.2) | (69.1) | (38.6) | (26.3) | (12.8) | (14.0) | (13.3) | (31.4)  |
|                | 77,188   | 49,092 | 77,188 | (25.9) | (25.9) | (25.9) | (25.9) | (23.4) | (26.5)  |
| **Yes**        | 20,086   | 150    | 20,236 | 389    | 16,173 | 482,149| 301,613| 783,762| 200,727 |
|                | (31.0)   | (23.8) | (30.9) | (61.5) | (73.8) | (87.2) | (86.0) | (86.7) | (55.3)  |
|                | 159,074  | 3,033  | 159,074| (44.7) | (31.7) | (44.7) | (31.7) | (31.7) | (31.7)  |
| **Degree**     |          |        |        |        |        |        |        |        |        |
| **Non-MD**     | 7,654    | 76     | 7,730  | 101    | 3,765  | 123,024| 77,188 | 200,212| 47,812  |
|                | (38.7)   | (51.7) | (38.8) | (26.0) | (23.3) | (25.8) | (25.9) | (25.8) | (23.4)  |
|                | 200,727  | 47,812 | 200,727| (26.5) | (23.5) | (26.5) | (23.5) | (23.5) | (23.5)  |
| **MD**         | 12,134   | 71     | 12,205 | 288    | 12,408 | 354,662| 221,232| 575,894| 156,526 |
|                | (61.3)   | (48.3) | (61.2) | (74.0) | (76.7) | (74.3) | (74.1) | (74.2) | (73.6)  |
|                | 159,315  | 2,789  | 159,315| (76.6) | (76.7) | (76.6) | (76.6) | (76.6) | (76.6)  |

*County-level: proportion of county with a high school diploma; median household income by county. *Clinic and clinician level factors are described at the patient-level.
eTable 3. Multivariable Models With Patient, Clinic, and Clinician-Level Factors Associated With Low-Value Cancer Test Receipt Among Those Screened

| Patients | Breast | Cervical | Colorectal | Prostate |
|----------|--------|----------|-----------|----------|
|          | n = 13,747 | n = 9,404 | n = 148,456 | n = 654,869 |
| OR 95L 95H P | OR 95L 95H P | OR 95L 95H P | OR 95L 95H P |
| Race/ethnicity (v. White non-Hisp.) | | | | |
| Black non-Hisp. | 0.99 0.77 1.28 0.97 | 0.33 0.16 0.66 | <0.01 | 2.00 1.70 2.35 | <0.001 | N/A (a priori exclusion) |
| Hisp/Other/Unk | 1.27 0.83 1.92 0.27 | 0.97 0.50 1.87 | 0.93 | 1.37 1.18 1.58 | <0.001 | 0.83 0.79 0.86 | <0.001 |
| High Gagne (vs. low) | 0.67 0.36 1.24 0.20 | 1.10 0.40 2.99 | 0.86 | 0.42 0.34 0.51 | <0.001 | 1.05 1.02 1.07 | <0.001 |
| High Frailty (vs. low) | 0.67 0.56 0.81 <0.001 | 1.40 0.79 2.49 | 0.25 | 1.22 1.10 1.34 | <0.001 | 0.97 0.96 0.99 | <0.01 |
| % > 25y w/ HS diploma (county) | 0.96 0.94 0.99 0.01 | 1.00 0.95 1.06 | 0.95 | 0.98 0.96 1.00 | 0.06 | 1.00 1.00 1.01 | 0.84 |
| Med. household income (county) | 1.00 1.00 1.00 0.01 | 1.00 1.00 1.00 | 0.25 | 1.00 1.00 1.00 | 0.23 | 1.00 1.00 1.00 | 0.24 |
| Copay (vs. none) | 0.32 0.09 1.09 0.07 | 2.63 0.81 8.54 | 0.11 | 0.67 0.55 0.82 | <0.001 | 1.70 1.64 1.77 | <0.001 |
| VA affiliation (vs. community) | 0.97 0.57 1.65 0.90 | 1.62 0.38 6.89 | 0.52 | 0.81 0.57 1.15 | 0.24 | 0.99 0.88 1.10 | 0.81 |
| PCP FTE/clinic | 0.98 0.96 1.01 0.16 | 0.98 0.95 1.02 | 0.39 | 0.99 0.97 1.00 | 0.08 | 1.00 0.99 1.00 | 0.21 |
| PCP panel size | 1.00 1.00 1.00 0.57 | 1.00 1.00 1.00 | 0.61 | 1.00 1.00 1.00 | 0.99 | 1.00 1.00 1.00 | 0.01 |
| Region (vs. Northwest) | | | | |
| Midwest | 1.60 0.81 3.17 0.18 | 1.30 0.45 3.72 | 0.63 | 0.73 0.52 1.03 | 0.07 | 0.96 0.86 1.08 | 0.50 |
| Northeast | 1.15 0.69 1.90 0.60 | 1.29 0.45 3.73 | 0.64 | 0.78 0.58 1.05 | 0.10 | 0.99 0.87 1.12 | 0.85 |
| Southeast | 1.70 0.98 2.96 0.06 | 1.52 0.61 3.74 | 0.37 | 0.97 0.70 1.35 | 0.86 | 1.15 1.05 1.26 | 0.003 |
| Urban (vs. rural) | - - - - | 0.93 0.36 2.35 | 0.87 | 1.51 1.05 2.17 | 0.03 | 1.03 0.93 1.15 | 0.54 |
| High complex. facility | - - - - | 1.50 0.60 3.75 | 0.39 | 0.67 0.48 0.93 | 0.02 | 0.99 0.90 1.10 | 0.92 |
| Acad. affiliation | 1.07 0.55 2.06 0.84 | 0.45 0.11 1.88 | 0.27 | 1.02 0.71 1.46 | 0.90 | 0.97 0.88 1.07 | 0.56 |
|                          | Breast | Cervical | Colorectal | Prostate |
|--------------------------|--------|----------|------------|----------|
| Team-based care (Top vs. lower) | 1.01   | 0.60     | 1.70       | 0.96     |
|                          |        | 1.59     | 0.75       | 3.39     | 0.23     | 1.17 | 0.86 | 1.60 | 0.33 | 1.09 | 1.00 | 1.18 | 0.04 |
| Continuity (Top vs. lower) | 0.91   | 0.54     | 1.55       | 0.74     | 0.39     | 0.09     | 1.76     | 0.22     | 0.90 | 0.64 | 1.26 | 0.53 | 0.92 | 0.84 | 1.01 | 0.10 |
| Access (Top vs. lower)    | 0.93   | 0.59     | 1.47       | 0.75     | 1.53     | 0.66     | 3.54     | 0.32     | 1.17 | 0.92 | 1.49 | 0.21 | 1.07 | 1.00 | 1.15 | 0.07 |
| Prov. Age                | 1.00   | 0.99     | 1.01       | 0.86     | 1.03     | 0.99     | 1.07     | 0.11     | 1.01 | 1.00 | 1.02 | 0.01 | 1.00 | 1.00 | 1.01 | <0.001 |
| Prov. As PCP             | -      | -        | -          | -        | -        | -        | -        | -        | 1.47 | 1.02 | 2.12 | 0.04 | -    | -    | -    | -    |
| Prov. Sex                | 1.22   | 0.95     | 1.58       | 0.12     | 1.95     | 0.59     | 6.41     | 0.27     | 1.04 | 0.86 | 1.25 | 0.70 | 1.01 | 0.98 | 1.05 | 0.45 |
| Prov. FTE                | 1.62   | 0.88     | 2.98       | 0.12     | 0.89     | 0.31     | 2.61     | 0.84     | 1.41 | 0.91 | 2.18 | 0.12 | 0.94 | 0.85 | 1.03 | 0.16 |
| Prov. As physician       | 0.99   | 0.71     | 1.40       | 0.97     | 1.30     | 0.67     | 2.50     | 0.44     | 0.84 | 0.69 | 1.04 | 0.10 | 0.95 | 0.90 | 1.01 | 0.09 |

(*) Noted where model omitted covariate due to non-variance.