Supplementary Online Content

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This supplementary material has been provided by the authors to give readers additional information about their work.
Supplement 2. Additional Appendix Materials

eFigure 1. Loss Aversion with Larger Bonus Size Arm

EXAMPLE OF PRO FORMAS SENT TO PROVIDERS:

SUPPLEMENTAL PRO FORMA for YOUR PRE-FUNDED INCENTIVE ACCOUNT*

The graph below shows the size (in dollars) of your pre-funded 2016 CI Incentive account. Below the graph, you will find the amount of your 2016 CI Incentive that you can access in advance.

Amount Accessed YTD $XXXX

Eligible pre-funded 2016 CI incentive amount for advanced access: $YYYY

Remaining incentive dollars you may draw out in advance: $ZZZZ

YOUR PROJECTED 2016 CI INCENTIVE BASED ON YTD PERFORMANCE IS:

Jan 2016

Projected 2016 Dollars* $XXXX

UNEARNED INCENTIVE DOLLARS left on the table $XXXX

*If you perform the same as last year you will earn this much in 2016 and leave the corresponding amount in red on the table.

Q1

Projected 2016 Dollars $XXXX

UNEARNED INCENTIVE DOLLARS left on the table $XXXX

Q2

Projected 2016 Dollars $XXXX

UNEARNED INCENTIVE DOLLARS left on the table $XXXX

Q3

Projected 2016 Dollars $XXXX

UNEARNED INCENTIVE DOLLARS left on the table $XXXX

Q4

Projected 2016 Dollars $XXXX

UNEARNED INCENTIVE DOLLARS left on the table $XXXX

*NOTE: Projections are based on changes in performance holding other aspects equal and are based on latest available data (2014 CI Year Incentive Opportunity amount). Any significant changes in attributed members (for the PCPs) or allowable billings/unique patients (for the Specialists) will impact the actual 2016 CI incentive performance and opportunity, and correspondingly the accuracy of the projections on this Supplemental ProForma.
**eFigure 2. Increased Social Pressure With Larger Bonus Size Arm**

**SUPPLEMENTAL PRO FORMA for ENHANCED GROUP INCENTIVE***

The bar graph below shows the additional incentive dollars you can receive through group performance versus prior years.
- Blue Bar: In 2014, you earned $3,000 of your CI incentive from the PHO pool based on the Trinity PHO score of 79%.
- Red Bar: In the current 2016 year, with the new program design and if your group performs the same as 2014, you would earn $4,590 of your CI incentive based on your group performance.
- Green Bar: In the current 2016 year, with the new program design and if the group performance increases to 90%, you would earn $5,095 of your CI incentive based on your group performance.

That means, in 2016 if your group performs at 90%, you could earn $2,095 more than you did in 2014 based on your group performance.

“Group” refers to the performance of the physicians in Arm 3 Enhanced Group Incentive only.

The individual component of your 2016 CI opportunity is decreased by $YY.

The current Group (Arm 3) performance shows the following metrics that are hurting the Group CI Score:

### COMPLETION RATES

| Physician Name | Practice Site |
|----------------|---------------|
| 1.             |               |
| 2.             |               |
| 3.             |               |
| 4.             |               |
| 5.             |               |
| 6.             |               |
| 7.             |               |
| 8.             |               |
| 9.             |               |
| 10.            |               |

### ASTHMA MANAGEMENT

| Physician Name | Practice Site |
|----------------|---------------|
| 1.             |               |
| 2.             |               |
| 3.             |               |
| 4.             |               |
| 5.             |               |

### COLORECTAL CANCER SCREENING

| Physician Name | Practice Site |
|----------------|---------------|
| 1.             |               |
| 2.             |               |
| 3.             |               |
| 4.             |               |
| 5.             |               |
## eTable 1. Measures in Composite Quality Measure Score for Chronic Disease Patients

| Chronic Disease Registry | Advocate Measure Name                     | Study Measure Name | Measure Definition                                                                                                                                 |
|--------------------------|--------------------------------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Asthma Care              | Asthma Action Plan                         | Asthma Action Plan| Eligible patients 5-64 years of age. A documented action plan containing: a list of medications to take for asthma, instructions regarding how the patient should monitor asthma, and instructions regarding what changes in treatment should result from observed changes in symptoms. |
| Asthma Care              | Asthma Control Treatment Assessed          | Asthma Control Treatment Assessed | Eligible patients 5-64 years of age. Control assessment performed and documented in the medical record                                               |
| Asthma Care              | Asthma Medication Management               | Asthma Medication Management | Eligible patients 5-64 years of age with asthma. Documentation indicating at least one prescription for an asthma controller medication filled during the measurement period. |
| Asthma Care, Diabetes Care, Congestive Heart Failure, Chronic Obstructive Pulmonary Disease, Ischemic Vascular Disease/Coronary Artery Disease | Tobacco Use Cessation Counseling          | Tobacco Use Cessation Counseling | Patient has tobacco Cessation Counseling and Treatment completed in measurement period.                                                               |
| Asthma Care, Diabetes Care, Congestive Heart Failure, Chronic Obstructive Pulmonary Disease, Ischemic Vascular Disease/Coronary Artery Disease | Tobacco Use Assessment                    | Tobacco Use Assessment | Patient has documentation of being identified as a Tobacco Non-User or User.                                                                           |
| Diabetes Care | Percent HbA1c Test | Hemoglobin A1c Testing | Eligible patients ages $\geq$19 and <76. Patient has an HbA1c test performed and resulted during the current measurement period and documented. |
|--------------|-------------------|------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Diabetes Care | Percent with A1c result $<$8 | HbA1c Control ($<$8%) | Eligible patients ages $\geq$19 and <76. Patient has HbA1c test performed and resulted during the current measurement period and documented with the lowest result being less $<$8%. |
| Diabetes Care | Percent with A1c result $>$9 | HbA1c Poor Control ($>$9%) | Eligible patients ages $\geq$19 and <76. Patient has an HbA1c test performed and resulted during the current measurement period with the result being $>$9% or patient did not receive test in current measurement period. |
| Diabetes Care | Annual Eye Exam | Diabetes: Eye Exam Performed | Eligible patients ages $\geq$19 and <76. Patient has a retinal eye exam performed and documented. |
| Diabetes Care | Nephropathy Monitoring | Diabetes: Medical Attention for Nephropathy | Eligible patients ages $\geq$19 and <76. The patient has a nephropathy screening test performed and reported during the current measurement period or patient has evidence of ACE inhibitor/ARB therapy administration or patient has a documented evidence of Nephropathy. |
| Diabetes Care, Ischemic Vascular Disease/Coronary Artery Disease | Blood Pressure Control \(<140/90\) mm/Hg | Blood Pressure Control \(<140/90\) mm/Hg | Eligible patients \(\geq 19\) and \(<76\). Patient has blood pressure taken and reported during the current measurement period and documented. |
|---------------------------------------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Diabetes Care | Foot Exam | Diabetes: Foot Exam | Eligible patients \(\geq 19\) and \(<76\). Patient has a foot exam performed and resulted during the measurement period and documented. |
| Diabetes Care, Ischemic Vascular Disease/Coronary Artery Disease | Body Mass Index Assessment | Adult BMI | Eligible patients \(\geq 19\) and \(<76\). Patient has a Body Mass Index or calculated BMI performed and reported during current measurement period. |
| Diabetes Care, Congestive Heart Failure, Ischemic Vascular Disease/Coronary Artery Disease | Depression Screening and Follow Up Plan | Depression Screening and Follow Up Plan | Eligible patients \(\geq 18\) years. Patient has a depression screening performed during the measurement period. If positive screening, then patient must have a follow up action plan documented. |
| Congestive Heart Failure | CHF Appropriate Medication Outpatient – Beta Blockers | CHF Appropriate Medication Outpatient – Beta Blockers | Eligible patients \(\geq 19\) years. Patient has a beta blocker therapy prescribed during the current measurement period and documented. |
| Congestive Heart Failure | CHF Appropriate Medication Outpatient – ACEi or ARBs | CHF Appropriate Medication Outpatient – ACEi or ARBs | Eligible patients \(\geq 19\) years. Patient has an ACEi or ARB medication prescribed during the current measurement period and documented. |
| Congestive Heart Failure | Documentation of Designated Decision Maker for Medical Care Form | Documentation of Designated Decision Maker for Medical Care Form | Eligible patients \(\geq 65\) years. Patient has a documented Designated Decision Maker for Medical Care. |
| Diagnosis                                      | Measure/Condition                                      | Eligibility Criteria                                                                                                                                 |
|-----------------------------------------------|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chronic Obstructive Pulmonary Disease         | COPD Spirometry Evaluation                              | Eligible patients $\geq 40$ years. Patient had a spirometry evaluation performed and documented.                                                        |
| Ischemic Vascular Disease/Coronary Artery     | IVD/CAD – Use of Anti-Platelet Medication               | Eligible patients $\geq 19$ years. Patient has documentation of an anti-platelet medication during the measurement year.                              |
| Ischemic Vascular Disease/Coronary Artery     | IVD/CAD – Blood Pressure Measurement                    | Eligible patients $>19$ years. Patient has a systolic blood pressure value taken during the current measurement period and a diastolic blood pressure value from the same date and patient does not have an emergency visit or an inpatient visit with the same encounter. |

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eMethods 1. Propensity Matching Methods and Graphs for the Area of Common Support

Propensity matching was performed in a two-step approach because not all physicians had historic trend data. In the first step, we used a logistic model with a dependent variable of participation in the Trinity PHO and independent variables of physician demographics, 2015 (pre-) composite quality score (on measures included in the study), and the trend from 2014-2015. This resulted in a match for 28 of the 33 physicians. The remaining 5 physicians were matched using a similar model without the 2014-2015 trend because these physicians did not have adequate historical data. In total, all 33 physicians in the RCT who received larger bonus sizes were matched to a physician in the no larger bonus size group in a 1:1 match using a 2 digit match.

The area of common support is shown below using kernel density.

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eMethods 2. Test of Trend Methods

We compared the trend in physician performance for Larger Bonus Size and matched No Larger Bonus Size physicians prior to the 2016 intervention. Eleven measures from the main analysis existed beginning in 2011.¹

- Diabetes: Eye Exam Performed
- Diabetes: HbA1c Control (<8%)
- Diabetes: HbA1c Poor Control (>9%)
- Diabetes: Hemoglobin A1c Testing
- Diabetes: Medical Attention for Nephropathy
- CHF Appropriate Medication Outpatient – ACEi or ARBs
- CHF Appropriate Medication Outpatient – Beta Blockers
- IVD - Adult BMI
- IVD - Blood Pressure Control (<140/90 mm/Hg)
- IVD – Blood Pressure Measurement
- IVD– Use of Anti-Platelet Medication

We constructed a physician-year performance measure defined as the number of patients meeting evidence-based quality measures divided by the number of patients who should meet the quality measure. Note this definition allows a patient to be double counted if they are relevant for multiple measures. The performance measure was defined using physician level registry data from 2011 and 2012 and patient level registry data from 2014 and 2015.

To test the trend in performance we ran the following linear regression clustering at the physician level and weighting by number of measures (when indicated):

\[ y = a_0 + a_1 LBS + a_2 Year + a_3 LBS \times Year + \epsilon \]

Where year is a continuous variable and trinity indicates whether the physician is in the Larger Bonus Size (LBS) group.² Physicians are included only if they are included in the main analysis.

This analysis demonstrated no significant differences in the trend in performance (Year x Trinity interaction term) in the years prior to the intervention.

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¹ The Ischemic Vascular disease measures were for a broader set of patients in the main analysis.
² Year is centered at 2010 to ease interpretation of the coefficient on Trinity
### eTable 2. Complete Unadjusted Results of Randomized Clinical Trial

| Study Measure                                                                 | Increased Social Pressure + Larger Bonus Size | Loss Aversion + Larger Bonus Size |
|-------------------------------------------------------------------------------|---------------------------------------------|----------------------------------|
|                                                                              | No. of Patients | No. of Patients | Differen ce | No. of Patients | No. of Patients | Differen ce |
| Overall                                                                       | 1496 85%       | 1496 89%       | 4%          | 1387 84%       | 1387 88%       | 4%          |
| Asthma Action Plan                                                            | 92 86%         | 72 91%         | 5%          | 46 78%         | 42 87%         | 9%          |
| Asthma Control Treatment Assessed                                             | 92 84%         | 72 91%         | 8%          | 46 78%         | 42 86%         | 8%          |
| Asthma Medication Management                                                  | 53 94%         | 35 97%         | 2%          | 19 95%         | 20 94%         | 0%          |
| Adult BMI                                                                     | 737 96%        | 768 95%        | -1%         | 622 98%        | 669 96%        | -2%         |
| Blood Pressure Control (<140/90 mm/Hg)                                        | 1388 83%       | 1406 84%       | 1%          | 1307 85%       | 1326 85%       | 0%          |
| IVD/CAD – Blood Pressure Measurement                                          | 1228 96%       | 1290 96%       | 0%          | 1252 98%       | 1259 98%       | 0%          |
| COPD Spirometry Evaluation                                                    | 239 54%        | 288 65%        | 11%         | 199 72%        | 221 81%        | 9%          |
| Diabetes: Eye Exam Performed                                                  | 586 62%        | 608 68%        | 5%          | 416 55%        | 430 64%        | 9%          |
| Diabetes: Foot Exam                                                           | 585 74%        | 608 89%        | 15%         | 416 88%        | 430 87%        | -1%         |
| HbA1c Control (<8%)                                                           | 586 69%        | 608 72%        | 4%          | 416 61%        | 430 66%        | 5%          |
| HbA1c Poor Control (>9%)                                                      | 586 77%        | 608 82%        | 5%          | 416 73%        | 430 76%        | 3%          |
| Hemoglobin A1c Testing                                                        | 586 96%        | 608 94%        | -2%         | 416 94%        | 430 94%        | 0%          |
| Diabetes: Medical Attention for Nephropathy                                    | 585 96%        | 608 96%        | 0%          | 416 97%        | 430 97%        | -1%         |
| CHF Appropriate Medication Outpatient – ACEi or ARBs                          | 90 80%         | 64 92%         | 12%         | 88 90%         | 75 91%         | 1%          |
| CHF Appropriate Medication Outpatient – Beta Blockers                         | 26 54%         | 18 100%        | 46%         | 28 89%         | 23 93%         | 4%          |
| IVD/CAD – Use of Anti-Platelet Medication                                      | 198 80%        | 220 91%        | 11%         | 242 90%        | 273 91%        | 2%          |
| Depression Screening and Follow Up Plan                                       | 1233 92%       | 1233 99%       | 6%          | 1172 97%       | 1172 99%       | 2%          |
| Documentation of Designated Decision Maker for Medical Care Form              | 539 37%        | 584 72%        | 36%         | 672 10%        | 682 42%        | 32%         |
| Tobacco Use Cessation Counseling                                              | 334 87%        | 317 92%        | 5%          | 352 80%        | 269 89%        | 9%          |
| Tobacco Use Assessment                                                        | 1486 97%       | 1487 99%       | 1%          | 1384 98%       | 1384 99%       | 1%          |

Abbreviations: BMI, Body Mass Index; IVD, Ischemic Vascular Disease; CAD, Coronary Artery Disease; COPD, Chronic Obstructive Pulmonary Disease; HbA1c, Hemoglobin A1c; CHF, Congestive Heart Failure; ACEi, Angiotensin-converting enzyme (ACE) inhibitor; ARBs, Angiotensin II receptor blockers

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| # Patients | 2015 | # Patients | 2016 | Difference | ISP vs LA 2016 vs 2015 | ISP vs AC 2016 vs 2015 | LA vs AC 2016 vs 2015 |
|------------|------|------------|------|------------|------------------------|------------------------|------------------------|
| 864        | 88%  | 864        | 92%  | 4%         | >0.99                  | >0.99                  | >0.99                  |
| 55         | 95%  | 52         | 94%  | -1%        | >0.99                  | >0.99                  | >0.99                  |
| 23         | 100% | 21         | 100% | 0%         | >0.99                  | >0.99                  | >0.99                  |
| 316        | 92%  | 359        | 96%  | 4%         | >0.99                  | >0.99                  | 0.73                   |
| 671        | 84%  | 730        | 89%  | 5%         | >0.99                  | >0.99                  | >0.99                  |
| 608        | 95%  | 667        | 98%  | 3%         | >0.99                  | 0.32                   | 0.03                   |
| 248        | 81%  | 265        | 87%  | 6%         | >0.99                  | >0.99                  | >0.99                  |
| 231        | 69%  | 261        | 76%  | 7%         | >0.99                  | >0.99                  | >0.99                  |
| 231        | 85%  | 261        | 88%  | 3%         | 0.91                   | >0.99                  | >0.99                  |
| 231        | 58%  | 261        | 71%  | 12%        | >0.99                  | >0.99                  | >0.99                  |
| 231        | 70%  | 261        | 80%  | 10%        | >0.99                  | >0.99                  | >0.99                  |
| 231        | 89%  | 261        | 93%  | 4%         | >0.99                  | >0.99                  | >0.99                  |
| 231        | 97%  | 261        | 97%  | 0%         | >0.99                  | >0.99                  | >0.99                  |
| 35         | 91%  | 49         | 91%  | 0%         | >0.99                  | >0.99                  | >0.99                  |
| 12         | 83%  | 13         | 98%  | 15%        | 0.15                   | >0.99                  | >0.99                  |
| 107        | 93%  | 111        | 94%  | 1%         | >0.99                  | >0.99                  | 0.98                   |
| 622        | 95%  | 665        | 99%  | 3%         | 0.80                   | >0.99                  | >0.99                  |
| 296        | 54%  | 344        | 79%  | 24%        | >0.99                  | >0.99                  | >0.99                  |
| 163        | 90%  | 179        | 93%  | 3%         | >0.99                  | >0.99                  | >0.99                  |
| 845        | 98%  | 845        | 98%  | 0%         | >0.99                  | >0.99                  | >0.99                  |

*Reported p-values for pairwise comparisons of the primary outcome of change in proportion of applicable chronic disease and preventive evidence-based measures meeting or exceeding benchmarks at the patient level use the Holm-Bonferroni correction. Multiple imputation was used for the approximately 11% of participants missing follow-up quality metric scores.*
| Study Measure                                      | Larger Bonus Size | No Larger Bonus Size (comparison group) | Adjusted Pair-Wise Comparison |
|--------------------------------------------------|-------------------|----------------------------------------|------------------------------|
|                                                  | No. of Patients   | No. of Patients                        | No. of Patients              |
| Overall                                          | 3747              | 3747                                   | 4371                         | 4371                         |
|                                                  | 85%               | 89%                                    | 86%                          | 88%                          |
|                                                  | 4%                |                                        | 2%                           |                              |
| Asthma Action Plan                               | 193               | 166                                    | 164                          | 128                          |
|                                                  | 87%               | 91%                                    | 84%                          | 88%                          |
|                                                  | 4%                |                                        | 4%                           |                              |
| Asthma Control Treatment Assessed                | 193               | 166                                    | 164                          | 129                          |
|                                                  | 85%               | 90%                                    | 81%                          | 88%                          |
|                                                  | 5%                |                                        | 7%                           |                              |
| Asthma Medication Management                      | 95                | 76                                     | 104                          | 74                           |
|                                                  | 96%               | 97%                                    | 93%                          | 100%                         |
|                                                  | 1%                |                                        | 7%                           |                              |
| Adult BMI                                        | 1675              | 1796                                   | 2119                         | 2168                         |
|                                                  | 96%               | 96%                                    | 97%                          | 95%                          |
|                                                  | 0%                |                                        | -2%                          |                              |
| Blood Pressure Control (<140/90 mm/Hg)            | 3366              | 3462                                   | 4086                         | 4114                         |
|                                                  | 84%               | 86%                                    | 89%                          | 84%                          |
|                                                  | 2%                |                                        | -4%                          |                              |
| IVD/CAD – Blood Pressure Measurement              | 3088              | 3216                                   | 3820                         | 3891                         |
|                                                  | 97%               | 97%                                    | 98%                          | 97%                          |
|                                                  | 0%                |                                        | -1%                          |                              |
| COPD Spirometry Evaluation                       | 686               | 774                                    | 745                          | 855                          |
|                                                  | 69%               | 77%                                    | 69%                          | 72%                          |
|                                                  | 8%                |                                        | 3%                           |                              |
| Diabetes: Eye Exam Performed                      | 1233              | 1299                                   | 1235                         | 1218                         |
|                                                  | 61%               | 68%                                    | 64%                          | 66%                          |
|                                                  | 7%                |                                        | 2%                           |                              |
| Diabetes: Foot Exam                               | 1232              | 1299                                   | 1235                         | 1218                         |
|                                                  | 81%               | 88%                                    | 81%                          | 82%                          |
|                                                  | 8%                |                                        | 0%                           |                              |
| HbA1c Control (<8%)                               | 1233              | 1299                                   | 1235                         | 1219                         |
|                                                  | 64%               | 70%                                    | 72%                          | 71%                          |
|                                                  | 6%                |                                        | 0%                           |                              |
| HbA1c Poor Control (>9%)                          | 1233              | 1299                                   | 1235                         | 1219                         |
|                                                  | 74%               | 80%                                    | 81%                          | 81%                          |
|                                                  | 5%                |                                        | 0%                           |                              |
| Hemoglobin A1c Testing                            | 1233              | 1299                                   | 1235                         | 1219                         |
|                                                  | 94%               | 94%                                    | 95%                          | 94%                          |
|                                                  | 0%                |                                        | -1%                          |                              |
| Diabetes: Medical Attention for Nephropathy       | 1232              | 1299                                   | 1235                         | 1219                         |
|                                                  | 97%               | 97%                                    | 96%                          | 96%                          |
|                                                  | 0%                |                                        | 0%                           |                              |
| CHF Appropriate Medication Outpatient – ACEI or ARBs| 213               | 188                                    | 261                          | 205                           |
|                                                  | 86%               | 91%                                    | 86%                          | 91%                          |
|                                                  | 5%                |                                        | 5%                           |                              |
| CHF Appropriate Medication Outpatient – Beta Blockers| 66                | 54                                     | 80                           | 75                            |
|                                                  | 74%               | 97%                                    | 91%                          | 93%                          |
|                                                  | 22%               |                                        | 2%                           |                              |

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A Reported p-values for pairwise comparisons of the primary outcome of change in proportion of applicable chronic disease and preventive evidence-based measures meeting or exceeding benchmarks at the patient level use the Holm-Bonferroni correction. Multiple imputation was used for the approximately 11% of participants missing follow-up quality metric scores. Abbreviations: BMI, Body Mass Index; IVD, Ischemic Vascular Disease; CAD, Coronary Artery Disease; COPD, Chronic Obstructive Pulmonary Disease; HbA1c, Hemoglobin A1c; CHF, Congestive Heart Failure; ACEi, Angiotensin-converting enzyme (ACE) inhibitor; ARBs, Angiotensin II receptor blockers.

cTable 4. Sample Characteristics of Cohort Study for Larger Bonus Size Without Matching

|                          | Larger Bonus Size | All No Larger Bonus Size | P Value |
|--------------------------|-------------------|--------------------------|---------|
| Number of physicians     | N = 33            | N = 801                  |         |
| Age (year), mean (SD)    | 57 (10)           | 53 (10)                  | .04     |
| Tenure (year), mean (SD) | 12 (8)            | 9 (7)                    | .03     |
| Average No. of APP patients in panel, median (IQR) | 67 (138) | 34 (131) | .06 |
| Gender, No. (%)          |                   |                          |         |
| Female                   | 15 (45%)          | 285 (36%)                | .25     |
| Male                     | 18 (55%)          | 516 (64%)                |         |
| Specialty, No. (%)a      |                   |                          | .00     |

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| Specialty                | Larger Bonus Size | No Larger Bonus Size |
|-------------------------|-------------------|----------------------|
| Family Medicine         | 14 (42%)          | 153 (19%)            |
| Internal Medicine       | 13 (39%)          | 214 (27%)            |
| Pediatrics              | 4 (12%)           | 183 (23%)            |
| Others                  | 2 (6%)            | 251 (31%)            |

**Average No. of Chronic Disease, mean (SD)**

|                | Larger Bonus Size | No Larger Bonus Size | P-value |
|----------------|-------------------|----------------------|---------|
|                | 1.60 (0.34)       | 1.47 (0.38)          | .05     |

**Number of patients**

|                | Larger Bonus Size | No Larger Bonus Size |
|----------------|-------------------|----------------------|
| Number of patients | N = 3747          | N = 70818            |

**Age (year), median (IQR)**

|                | Larger Bonus Size | No Larger Bonus Size | P-value |
|----------------|-------------------|----------------------|---------|
| Age (year)     | 64 (18)           | 68 (18)              | <.0001  |

**Gender, No. (%)**

|                | Larger Bonus Size | No Larger Bonus Size | P-value |
|----------------|-------------------|----------------------|---------|
| Female         | 2384 (64%)        | 36880 (52%)          | <.0001  |
| Male           | 1358 (36%)        | 33758 (48%)          |         |

**Race, No. (%)**

|                 | Larger Bonus Size | No Larger Bonus Size | P-value |
|-----------------|-------------------|----------------------|---------|
| Black or African American | 2667 (71%)       | 7461 (11%)           | <.0001  |
| Caucasian or White | 368 (10%)        | 48658 (69%)          |         |
| Other            | 149 (4%)          | 4547 (6%)            |         |
| Unknown          | 563 (15%)         | 10152 (14%)          |         |

**Average No. of Chronic Disease, mean (SD)**

|                | Larger Bonus Size | No Larger Bonus Size | P-value |
|----------------|-------------------|----------------------|---------|
|                | 1.6 (0.82)        | 1.63 (0.83)          | .06     |

*Other physicians includes 1 Cardiologist and 1 Pulmonologist in the Larger Bonus Size cohort. For No Larger Bonus Size cohort, Other physicians includes 28 Allergists/Immunologists, 5 Cardiac Electrophysiologists, 98 Cardiologists, 25 Endocrinologists, 10 Interventional Cardiologists, 6 Pediatric Allergists/Immunologists, 79 Pulmonologists.

Abbreviations: SD, standard deviation; IQR, interquartile range.
eFigure 5. Sensitivity Analysis for RCT Without Physician Fixed Effect Clustering at Group Practice Level

Adjusted Odds Ratio

Error bars indicate 95% confidence Intervals

ISP: Larger bonus size + Increased social pressure
LA: Larger bonus size + Loss aversion
LBS: Larger bonus size only (comparison group)
eFigure 6. Sensitivity Analysis for RCT Without Imputation (Using Complete Case Data)

Error bars indicate 95% confidence Intervals

**ISP**: Larger bonus size + Increased social pressure  
**LA**: Larger bonus size + Loss aversion  
**LBS**: Larger bonus size only (comparison group)
eFigure 7. Sensitivity Analysis for RCT With Physician Random Effect

Error bars indicate 95% confidence Intervals

**ISP**: Larger bonus size + Increased social pressure  
**LA**: Larger bonus size + Loss aversion  
**LBS**: Larger bonus size only (comparison group)
eFigure 8. Sensitivity Analysis of Cohort Study Without Imputation (Using Complete Case Data)

The estimate is the effect of the association between larger bonus size and higher achievement of evidence-based quality measures. The error bars indicate 95% confidence intervals.
The estimate is the effect of the association between larger bonus size and higher achievement of evidence-based quality measures. The error bars indicate 95% confidence intervals.
**eTable 5. Test of Trends for Difference-in-Differences Model Results**

| Coefficient (SE)       | All Physicians, Weighted | Stable Set of Physicians, Weighted |
|------------------------|---------------------------|-----------------------------------|
| **Year**               | -0.007 (0.005)            | -0.006 (0.004)                    |
| **Trinity**            | -0.013 (0.031)            | -0.009 (0.030)                    |
| **Year x Trinity**     | -0.011 (0.008)            | -0.012 (0.007)                    |
| **Constant**           | 0.854*** (0.020)          | 0.851*** (0.019)                  |
| **Observations**       | 186                       | 165                               |
| **R²**                 | 0.116                     | 0.112                             |
| **Unique Trinity MDs** | 32                        | 18                                |
| **Unique Non-Trinity MDs** | 33                     | 23                                |

Standard errors in parentheses; * *p* < 0.05, ** *p* < 0.01, *** *p* < 0.001
### eTable 6. Results of Physician Survey Administered Before and After Intervention

|                         | Larger Bonus Size | Loss Aversion & Larger Bonus Size | Increased Social Pressure & Larger Bonus Size |
|-------------------------|-------------------|----------------------------------|-----------------------------------------------|
|                         | Pre | Post | Change | t-test | Pre | Post | Change | t-test | Pre | Post | Change | t-test |
| **Overall**             |     |      |        |        |     |      |        |        |     |      |        |        |
|                         | n=2 | n=1  |        |        | n=2 | n=1  |        |        | n=  | n=7  |        |        |
| Baseline Attitudes      | 4.2 | 4.1  | 0.4    | 0.04   | 3.6 | 3.69 | 0.06   | 0.4    | 3.9 | 4.0  | 0.04   | 0.4    |
|                         | 1   | 8    |        |        | 4   | 7    |        |        | 5   | 8    | 2      | 4      |
| Teamwork                | 3.8 | 3.9  | 0.4    | 0.03   | 4.1 | 3.93 | -      | 0.3    | 4.1 | 3.8  | -      | 0.0    |
|                         | 9   | 1    |        |        | 8   | 1    | 0.18   | 0      | 8   | 2    | 0.37   | 2      |
| Financial Salience      | 3.6 | 3.3  | 0.3    | 0.25   | 3.0 | 3.69 | 0.67   | 0.0    | 3.3 | 3.3  | 0.01   | 0.4    |
|                         | 1   | 6    |        |        | 3   | 3    |        |        | 4   | 5    | 5      | 1      |
| Practice Environment    | 3.6 | 3.5  | 0.3    | 0.12   | 4.0 | 3.80 | -      | 0.0    | 3.3 | 3.3  | 0.01   | 0.4    |
|                         | 9   | 7    |        |        | 7   | 0    | 0.20   | 0      | 4   | 5    | 5      | 1      |
| Awareness/Understanding | 3.5 | 3.7  | 0.3    | 0.23   | 3.6 | 3.67 | 0.00   | 0.5    | 3.4 | 3.3  | -      | 0.4    |
|                         | 4   | 7    |        |        | 2   | 7    |        |        | 0   | 0    | 7      | 0.03   |
| Individual Impact on    | 3.4 | 3.5  | 0.4    | 0.10   | 3.3 | 3.22 | -      | 0.2    | 3.4 | 3.4  | -      | 0.4    |
| Clinical Behavior       | 8   | 7    | 0.15   | 0      | 6   | 7    | 0.01   | 8      |
| Unintended Consequences | 2.8 | 3.1  | 0.27   | 0.1    | 2.8 | 3.33 | 0.48   | 0.0    | 3.1 | 3.2  | 0.11   | 0.2    |
|                         | 3   | 0    |        |        | 4   | 5    |        |        | 1   | 4    | 5      | 5      |