MyOfferMD

YOUR PHYSICIAN CONTRACT REVIEW

One offer. The whole picture.

Understand your pay. Protect your career. Know what to ask before you sign.

ANNUAL BASE

$360,000

Initial stated salary

MONTHLY NET

$21,064

2026 tax illustration

SCHEDULE

40 hours

Weekly; call is extra risk

PREPARED FOR

Dr Alex Morgan | Cedar Cardiology | Texas

Single-offer adaptation of the three-offer comparison template.
Fictional Offer A reproduced in full on page 10.

DESIGN SAMPLE / USD / 05 OCT 2026
Engine-calculated tax; illustrative findings, not live-model output.

What does this offer mean?

Your decision brief: money, practical workload and the terms to resolve.

RESOLVE FIRST

Protect the pay and the exit.

The initial salary is clear, but it can be reduced. Leaving can combine a loan balance, tail costs and a local practice restriction.

Money

$21,064 estimated monthly net on base pay. Bonus upside cannot be calculated from the missing plan.

Workload

40 scheduled hours weekly, plus uncapped rostered call. Actual hours and recovery time need agreement.

Exit exposure

$26,667 loan balance after the first anniversary, plus unpriced tail. Notice pay can end early.

Three priorities before signing

1. Require mutual agreement for base-pay reductions.

2. Protect notice pay and waive loan repayment on a no-cause employer exit.

3. Agree employer-funded tail and have local counsel review the restriction.

Keep: stated salary, employer-funded in-service cover and a cure opportunity for material breach. Confirm these protections survive the final amendments. [A §§3, 6-8]

What reaches your bank account?

Base salary only. The signing loan, bonus and benefits are excluded.

$21,064

ESTIMATED MONTHLY NET / $252,767 annually

Your $360,000 gross salary, divided



70.2% estimated net **29.8% modelled tax**

Gross annual salary	$360,000
Federal income tax	-$89,134
Employee payroll taxes	-$18,099
Texas wage income tax	$0
Estimated annual net	$252,767

Your actual payslip will differ

Benefits, retirement elections and withholding can change deposits. Single filer, standard deduction, no other income; full calculation on page 9.

2026 tax illustration applied to a full year of base pay. The sample starts in 2027; this is not a 2027 tax forecast. [A §3]

How much will you work?

Read workload, benefits and compensation together.

Scheduled hours	40 per week. Actual time is not capped.
Call	Employer roster; no frequency cap or separate pay stated.
Paid time off	20 days including CME time.
CME funding	No allowance specified.
Retirement match	Not specified; no employer match assumed.
Health benefits	Plan participation available; your premium is unknown.
Productivity bonus	Separate plan missing: no threshold or conversion rate.

Ask for the missing operational detail

Request a typical call rota, recovery time, charting/inbox expectations, benefit costs and the complete bonus formula with a worked example.

Career fit: the clinical role is stated; mentorship, advancement and protected development time are not defined. Discuss these with the physician adviser. No market salary ranking is inferred. [A §§2-5]

What could it cost to leave?

Read notice, repayment and restrictions as one decision.

HIGH PRIORITY

Before first anniversary	$40,000 signing-loan balance.
After first anniversary	About $26,667 remains.
After second anniversary	About $13,333 remains.
After third anniversary	$0 loan balance, if all instalments are forgiven.

Employer termination does not waive the loan

The same repayment wording applies if the employer ends the role without cause. The two-year initial term is also shorter than the three-year loan-forgiveness schedule. Ask what happens if the term is not renewed. [A §§1, 4]

Notice and your next job

90 days notice is weakened by the right to stop pay on early release. A 12-month / 10-mile restriction extends around any employer office, and no buyout is supplied. Have Texas counsel assess applicability and required revisions. [A §§7-8]

Balances assume completed employment anniversaries. Tail premiums, tax consequences and any other exit costs are excluded. Request written repayment timing, no-cause waivers and full notice pay. No enforceability conclusion is made.

Who pays if a claim arrives later?

Professional liability: follow the protection beyond the last working day.

1 / You provide care

Employer supplies claims-made cover during employment.

2 / You leave

You must pay for required extended reporting coverage.

3 / A claim arrives

Confirm the policy covers later reporting of earlier care.

PHYSICIAN PAYS

Tail is your stated responsibility.

The sample places required tail on you on every termination. No premium is supplied, so the report cannot price it. [A §6]

Known limits	$1m per claim / $3m aggregate.
Missing evidence	Policy wording, exclusions and actual tail quote.
First request	Employer-funded tail, especially on a no-cause employer exit.

Do not treat an unknown cost as zero

Obtain a written quote and confirm the insured activities, reporting window and cover at all sites. Ask the lawyer to align the contract with the policy.

What should you negotiate first?

Ready-to-use questions, linked to the issue they are meant to solve.

Protect predictable pay

“Could any base-pay reduction require our mutual written agreement, and could the bonus plan be attached before signing?”

SOURCE: A §3

Make an involuntary exit fair

“Could the loan be waived on employer termination without cause or employer breach, with full pay through the notice period? Please clarify non-renewal too.”

SOURCE: A §§1, 4, 7

Price and fund the insurance gap

“Please provide the liability policy and tail quote. Could the practice fund required tail whenever employment ends?”

SOURCE: A §6

Make workload and mobility clear

“Could we agree the call cap, recovery time and work outside scheduled sessions, and revise the restriction with local counsel?”

SOURCE: A §§2, 8

Next step: record the answers, obtain the missing schedules and review the final signed wording. Verbal reassurance does not update the written agreement.

How we calculated your pay

Assumptions, evidence and what still needs a personal review.

2026 engine calculation | single filer | Texas employee

Gross wages	$360,000
Standard deduction	$16,100
Taxable federal income	$343,900
Federal income tax	$89,134
Social Security	$11,439
Medicare + additional Medicare	$6,660
Texas wage income tax	$0
Total tax / annual net	$107,233 / $252,767

What changes the estimate?

Filing status, spouse income, dependants, retirement contributions, deductions, other income and benefit premiums. None was supplied for this fictional physician; single status and no additional adjustments are explicit sample assumptions.

Evidence and scope

Offer A from the three-offer sample is reproduced on page 10. Amounts were recalculated with the current MyOfferMD tax engine. Bonus and signing-loan proceeds are excluded from recurring take-home. The 2027 start date requires updated tax inputs before relying on a 2027 forecast.

Source basis: IRS Revenue Procedure 2025-32 (2026 tables); SSA 2026 contribution base. Tax figures are rounded planning estimates. Findings are illustrative, not live-model output or an exhaustive legal review.

Cedar Cardiology: source terms

FICTIONAL OFFER A / The same agreement used in the three-offer comparison.

§1. Appointment

The practice employs Dr Alex Morgan as a cardiologist in Texas for an initial two-year term beginning 1 January 2027. This is a fictional agreement for report demonstration.

§2. Duties and working time

Scheduled work is 40 hours per week. Call is assigned under the employer roster; no frequency cap or separate call payment is stated. Clinical decisions remain the physician’s responsibility.

§3. Compensation

Initial annual base is $360,000. Employer may reduce base on 30 days’ written notice to reflect business performance. A productivity bonus is payable under a separate plan; neither threshold nor conversion rate is supplied.

§4. Signing payment

A $40,000 signing loan is forgiven in three equal annual instalments on completed employment anniversaries. The unforgiven balance is repayable on any earlier termination, including employer termination without cause.

§5. Leave and benefits

20 paid days annually include CME time. Health insurance participation is available under the employer plan. No CME allowance or retirement match is specified.

§6. Professional liability

Employer provides claims-made professional liability insurance with $1m per claim / $3m aggregate limits. Physician pays for required extended reporting coverage on every termination. Premium amount is not specified.

§7. Ending employment

Either party may terminate without cause on 90 days’ written notice. Employer may release physician early and stop compensation on that date. Employer may terminate for material breach after 15 days’ notice and opportunity to cure.

§8. Post-employment terms

For 12 months after any termination, physician must not provide competing cardiology services within 10 miles of any employer office. A buyout is not stated. This hypothetical clause’s legal enforceability is not stipulated. Written amendments require both parties’ signatures.