

## SUMMARY OF MATERIAL MODIFICATIONS

Employer: TeamHealth, Inc.

Address: 1900 Winston Road, Suite 506  
Knoxville, TN 37919

EIN: 62-1562558

Plan Name: TeamHealth, Inc. 401(k) Plan

Plan Number: 002

Change: The Plan was amended effective October 1, 2007 to make several changes, as listed below:

The Plan has been amended to provide for automatic deferrals at 2% of Compensation for eligible employees of Spectrum Healthcare Nationwide (SHN), Spectrum Healthcare Resources, Inc. (SHR), and Spectrum Primary Care, Inc. (SPC) whose rate of benefits salary is less than the IRS Highly Compensated Employee (HCE) threshold (\$100,000 in 2007) and who enter the Plan on and after October 1, 2007. In addition, SHN, SHR and SPC Employees as of October 1, 2007, whose annual rates of benefits salaries are less than \$100,000 per year and who have not previously made positive deferral elections will be automatically enrolled for deferrals of 2%.

Beginning October 1, 2007, new full-time entrants (other than SHN, SHR and SPC Participants) whose rates of benefits salary are less than the IRS HCE threshold will be automatically enrolled for deferrals of 1%.

Any Participant whose deferral contribution rate is set automatically may increase, decrease or stop deferrals at any time. Go to [www.schwabplan.com](http://www.schwabplan.com) for information.

The Plan now provides a fixed formula match for eligible Service Contract Act (SCA) SHN, SHR and SPC employees, equal to 50% of the deferral contribution made each quarter, up to a maximum deferral contribution for each calendar quarter of 3% of Compensation. In addition, those SCA employees do not have to be employed on the last day of the quarter or the year to be entitled to the matching contribution.

The Plan now also permits employees to make after tax contributions. If you are interested, go to [www.schwabplan.com](http://www.schwabplan.com) for information and to sign up.

Plan

Administrator:

The Employer is the Plan Administrator. Employees with questions may contact Terrie Stevens at (865) 293-5261.