

TEAMHEALTH NON-QUALIFIED SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN

PLAN HIGHLIGHTS

TeamHealth, Inc. ("TeamHealth") is proud to offer you the opportunity to participate in the TeamHealth, Inc. Non-Qualified Supplemental Executive Retirement Plan ("SERP").

Purpose of the Plan

The SERP is established to allow certain eligible employees selected by the Company the opportunity to defer receipt of taxable income earned currently to a future taxable year. Because the plan is not a tax-qualified retirement program, it is not funded in the same manner as TeamHealth's qualified retirement programs. SERP participants will be able to direct the investment of their savings among a number of mutual funds which will be held in trust. However, in order to insure that participants are not in constructive receipt of taxable income which they defer, the assets of the plan will be at all times prior to payment subject to the rights of TeamHealth's creditors.

Eligibility

You are eligible to participate in the Plan if you are 1) an employed physician of TeamHealth or 2) an employed Highly Compensated Employee or you are designated by the Company Executive Committee, in its sole discretion, as eligible.

Elections to Participate

Elections are allowed at the beginning of your employment if you are a physician with TeamHealth and once a year for all eligible participants, prior to the beginning of the new calendar year. You may contribute up to the IRS maximum defined contribution limit for qualified 401(k) plans per calendar year (\$16,500 for the 2009 plan year) plus \$20,000. (Total for 2009 is \$36,500.) Your contributions will be subject to applicable FICA withholding at the time of deferral. When you are initially eligible you will need to complete an Enrollment Form which includes your deferred compensation contribution election, investment elections, distribution form election and beneficiary designation. This election must be made within 30 days of the date you become eligible. Following your initial enrollment, if you do not wish to make changes, your current election will remain in effect for the new year. Note that once elections are made with respect to a particular year, they cannot be changed. Under IRS rules, beginning in 2006, you may no longer stop contributions mid-year.

Investment Options

You may choose to direct TeamHealth with respect to the investment of your account. You will be provided with information as to how you may direct your investments. Your investment choices guide how TeamHealth will actually invest the funds in the plan. Until your investment choices are made, your contributions will be invested in the designated money market fund.

Benefit Payments

Payment of Plan benefits is generally made per your election at the time of your original enrollment. Any future distribution elections will go into effect five years from the date of the election, according to IRS guidelines. 1) Payment commences at your Retirement Date or the date your employment terminates due to death, disability or other termination of employment prior to Retirement. If you die prior to receiving your entire Plan interests, your remaining Plan interests will be distributed to your designated beneficiary, per your election(s); or 2) at an in-service withdrawal date based upon a future date that you choose, or 3) at a date post termination, Payments may be lump sum or in 3,5, or 10 year increments.

The Plan provides for Early Retirement at age 55, Normal Retirement at age 65 and Late Retirement after age 65.

Distribution Elections

Effective for the plan year 2009, you may change your distribution election. However, the change may not be implemented in less than five years.

Distribution in the Event of Unforeseeable Emergency

You may request an in-service withdrawal of all or a portion of your deferral contributions to the Plan in the event you experience an unforeseeable emergency, which results in a significant financial hardship. Examples of financial hardship include financial hardship resulting from sudden and unexpected illness, loss of property due to casualty or other similar extraordinary and unforeseeable circumstances arising out of events over which you have no control. The Plan Administrator has the sole, absolute and final discretion to determine the existence of a qualifying financial hardship.

Vesting

You are always 100% vested in your Plan Account.

Plan Administrator

TeamHealth, Inc.

For further information contact Terrie Stevens (865.293.5261) or Michelle Beuchat (865. 293.5254)

This information is intended to provide you with an overview of the highlights of the Plan. The actual terms of the Plan is set forth in the Plan Document. In the event any of the information contained herein conflicts with the terms of the Plan Document, the Plan Document will control. You may request a copy of the Plan Document from the Plan Administrator.