

Exhibit A

PERFORMANCE YEAR 2025 PROGRAM OF PAYMENT

Payments to Participants and Preferred Providers are calculated and distributed pursuant to policies approved by the OneCare Board of Managers. All OneCare policies, including but not limited to those referenced in this Exhibit A, Program of Payment, are incorporated herein by reference and are available at <https://portal.onecarevt.org/Account/Login?ReturnUrl=%2f>. To the extent a conflict exists between OneCare policy and this Exhibit A, Program of Payment, OneCare policy shall be considered controlling.

Programmatic Financial Risk and Savings Opportunity

Financial risk and savings opportunities, including treatment of Accountability Pool Contributions, are allocated as set forth in Board approved Policy 04-07-PY25, Program Settlement PY 2025. Maximum Risk Limits (MRLs) are calculated by allocating the maximum potential ACO Program financial risk for Shared Losses to each HSA proportionally based on Attributed Lives. MRLs are provided in writing to all Risk Bearing Entities prior to the Program Year.

Participation Fees

Participation Fees for Hospital Participants are calculated according to the methodology set forth in the Board approved Policy 04-10-PY25, Participation Fees PY 2025. Participation Fees are deducted monthly from other payments made to Hospital Participants (e.g., Hospital Fixed Payments) or invoiced.

Hospital Fixed Payments

Hospital Fixed Payments are made monthly to Hospital Participants, subject to OneCare receiving payment from the corresponding ACO Program payer(s). Hospital Fixed Payments are calculated according to the methodology set forth in the Board-approved Policy 04-11-PY25, Hospital Fixed Payment PY 2025.

Population Health Model (PHM) Payments

OneCare will make monthly PHM base Payments to Participants and Preferred Providers. OneCare will make bonus payments for meeting threshold targets for PHM Accountability Measures. PHM Base Payments and Bonus Payments are calculated according to the methodology set forth in the Board approved Policy 04-19-PY25 Population Health Model and Payments PY 2025.

Comprehensive Payment Reform (CPR) Payments

CPR Payments are made monthly to independent primary care Participants that contractually agree to accept CPR Payments, subject to OneCare receiving payment from the corresponding ACO Program payer(s), for ACO Programs that include a fixed payment to the ACO. CPR Payments are calculated and paid using the methodology set forth in the Board-approved Policy 04-08-PY25 Comprehensive Payment Reform PY 2025.

Medicaid Federally Qualified Health Center (FQHC) Fixed Payments

FQHC fixed payments are made monthly to those FQHC Participants that contractually agree to accept Medicaid fixed payments, subject to OneCare receiving payment from Medicaid. FQHC fixed payments are calculated and paid using the methodology set forth in the Board-approved Policy 04-23-PY25 Medicaid Fixed Payment Program for Federally Qualified Health Centers PY 2025.

Payment Adjustments

Prospectively set payments may be adjusted to reflect evolving circumstances, or to minimize reconciliation payments at the end of the Performance Year. Adjustments to prospectively set payments are not considered removals of, or reductions in payments within the meaning of the First Amended and Restated Risk Bearing Participant and Preferred Provider Agreement.

**Performance Year 2025 Summary of Payment
by Participant and Preferred Provider Type**

The following payment summary is applicable for the 2025 Performance Year for the following ACO Programs: Vermont Medicare ACO Initiative Program, the Department of Vermont Health Access Medicaid Next Generation Model ACO Program, Commercial ACO Program(s) and Employer Sponsored Plan ACO Program(s).

	Shared Savings/Losses as Risk Bearing Entity (RBE)	Shared Savings/Losses through Accountability Pool	Participant PHM Base	Preferred Provider PHM Base	PHM Bonus	Hospital Fixed Payments	CPR	Medicaid FQHC Fixed Payments
Hospitals as RBE	X					X		
Hospital Primary Care		X	X		X	X		
Independent Primary Care		X	X		X		X	
FQHCs		X	X		X			X
DA				X	X			
Home Health				X	X			
AAA				X	X			