

2011 EXECUTIVE COMPENSATION SURVEY FOR HOSPITALS AND SYSTEMS

CASH COMPENSATION - INTRODUCTION

Seventeen (17) positions were surveyed for this report. Information is not included for positions where data was insufficient to ensure participant confidentiality. Data reported is in effect as of January 1, 2011. Each position appearing has been summarized on the basis of Net Patient Revenue and number of Full-Time Equivalent employees (FTE's).

Information Provided			
The Net Patient Revenue exhibit displays statistical information using four (4) major classifications:			
◆ < \$50 Million	◆ \$25 Million - \$100 Million	◆ \$50 Million - \$200 Million	◆ > \$200 Million
The Full-Time Equivalent exhibit provides statistical information using three (3) major classifications:			
◆ < 500	◆ 500 - 999	◆ >= 1,000	
Within each exhibit, information is shown for the following geographical areas and regions:			
<u>Geographical Areas:</u>			
◆ Delaware / District of Columbia / Maryland	◆ Florida	◆ Georgia	◆ Indiana
◆ New England	◆ New Jersey	◆ North Carolina	◆ Ohio
◆ Pennsylvania	◆ South Carolina	◆ Upstate New York	◆ Virginia
◆ West Virginia	◆ All Organizations		
<u>Regions:</u>			
◆ Mid-Atlantic (DC/DE/MD/VA/WV)	◆ Midwest (IN/OH)	◆ New England (CT/ME/MA/NH/RI/VT)	
◆ Northeast (NJ/NY/PA)	◆ Southeast (FL/GA/NC/SC)		
For each grouping, six (6) statistical values are shown for Base Salary:			
◆ <i>Mean</i>	◆ <i>Low Value</i>	◆ <i>High Value</i>	
◆ <i>25th Percentile</i>	◆ <i>50th Percentile</i>	◆ <i>75th Percentile</i>	
For each grouping, three (3) statistical values are shown for Total Compensation (Base Salary plus Incentive/Bonus):			
◆ <i>25th Percentile</i>	◆ <i>50th Percentile</i>	◆ <i>75th Percentile</i>	

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0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters)

Revenue Range (Millions)	State	Number of Responses	Number Reporting Same Incumbent As Last Year	Average Net Patient Revenue	Base Salary						Total Compensation		
					Mean	Percentiles			Low	High	Percentiles		
						25th	50th	75th			25th	50th	75th
<\$50	All	50	48	\$24,611,309	\$198,251	\$141,000	\$177,437	\$230,006	\$75,000	\$803,000	\$143,002	\$185,077	\$232,990
\$25 - \$100	DE / DC / MD	2	2										
	FL												
	GA	9	8	\$65,310,225	\$289,810	\$250,000	\$277,000	\$337,293			\$267,508	\$300,000	\$345,543
	IN	2	2										
	NE	7	6	\$67,425,322	\$254,778		\$239,012					\$269,012	
	NC	5	5	\$65,371,207	\$250,075		\$231,659					\$255,673	
	NJ												
	Upstate NY	26	26	\$64,244,537	\$276,404	\$219,350	\$263,216	\$310,000	\$155,000	\$520,100	\$228,623	\$281,923	\$345,794
	OH	5	4	\$65,980,605	\$217,056		\$215,280					\$224,000	
	PA	14	13	\$51,629,544	\$230,953	\$174,720	\$234,969	\$253,816	\$138,000	\$369,210	\$174,720	\$237,500	\$281,320
	SC	1	1										
	VA	5	5	\$64,937,384	\$293,917		\$300,019					\$334,587	
	WV	4	4	\$70,150,514	\$229,418								
All	80	76	\$63,020,771	\$260,622	\$215,280	\$250,000	\$300,010	\$138,000	\$520,100	\$227,598	\$263,338	\$330,595	
\$50 - \$200	DE / DC / MD	5	5	\$126,322,627	\$376,604		\$388,003					\$463,110	
	FL	1	1										
	GA	8	7	\$99,778,710	\$302,880	\$250,000	\$323,147	\$354,473			\$275,000	\$343,522	\$354,473
	IN	4	4	\$115,151,898	\$312,616								
	NE	16	14	\$117,828,085	\$328,167	\$251,513	\$324,742	\$385,663	\$202,000	\$533,889	\$281,897	\$369,163	\$419,068
	NC	7	7	\$79,818,683	\$267,244		\$280,340					\$318,000	
	NJ												
	Upstate NY	27	26	\$105,883,939	\$341,212	\$274,158	\$305,802	\$370,494	\$219,350	\$665,026	\$292,456	\$343,013	\$430,944
	OH	7	6	\$100,294,652	\$288,659		\$250,000					\$250,000	
	PA	21	20	\$118,491,624	\$336,961	\$283,650	\$325,000	\$375,141	\$233,688	\$520,000	\$283,650	\$362,273	\$424,592
	SC	3	3										
	VA	4	4	\$94,976,042	\$333,842								
	WV	6	6	\$110,911,694	\$303,039		\$314,498					\$314,498	
All	109	103	\$109,379,540	\$324,333	\$266,554	\$315,000	\$369,210	\$161,000	\$665,026	\$281,320	\$341,500	\$419,958	
>\$200	DE / DC / MD	7	6	\$302,728,568	\$503,822		\$510,000					\$575,811	
	FL	1	1										
	GA	10	9	\$600,079,306	\$598,022	\$525,000	\$585,368	\$695,000	\$260,000	\$913,000	\$616,000	\$716,535	\$923,049
	IN	1	1										
	NE	8	7	\$476,930,527	\$543,894	\$493,437	\$536,370	\$580,447			\$523,737	\$643,574	\$697,697

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						25th	50th	75th			25th	50th	75th
>\$200	NC	1	1										
	NJ	2	2										
	Upstate NY	14	13	\$379,708,499	\$501,695	\$426,484	\$496,684	\$580,000	\$350,000	\$632,008	\$483,887	\$559,356	\$625,000
	OH	3	3										
	PA	12	11	\$601,998,176	\$589,242	\$495,921	\$559,191	\$590,000	\$457,059	\$987,542	\$568,110	\$606,272	\$739,239
	SC												
	VA	6	6	\$986,476,298	\$668,893		\$601,950					\$601,950	
	WV	2	2										
All	67	62	\$511,904,123	\$553,517	\$466,787	\$532,140	\$600,000	\$260,000	\$1,020,300	\$508,882	\$600,000	\$697,697	

Degree of Job Match:

Job is Less than Described 1%

Job is very close match 93%

Job is more than described 6%