

# Executive Benefits Supplement for Non-Profit Hospitals & Systems

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July 2011

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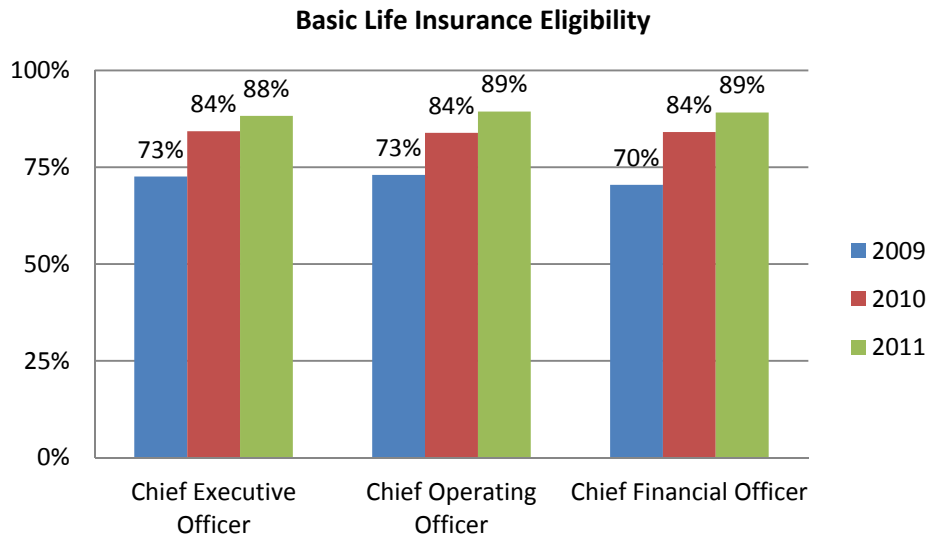
This report has been prepared based on the responses received from the annual executive compensation survey and the CEO Retirement Benefits survey conducted by Yaffe & Company, Inc. Although Yaffe & Company believes that the data provided by participants is accurate and reliable, the survey results are provided for informational purposes only and without warranty of any kind. The results represented in this report should be considered in light of your organization’s mission, tax-exempt status, charitable purpose and strategic objectives.

Survey data reflects salaries in effect as of January 1, 2011  
Publication Date: July 2011

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# Basic Life Insurance

Basic Life Insurance eligibility is typically provided on the same basis for all positions at an organization. This consistency is evident as seen by the eligibility chart below:

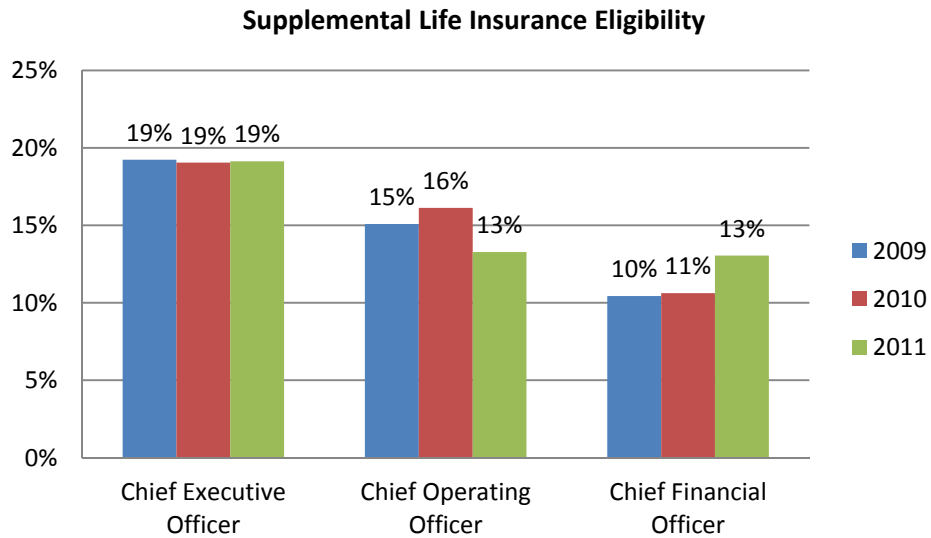


The chart below indicates the average Basic Life Insurance Maximum Face Value over the past three years:

| Basic Life Insurance Average Max. Face Value (\$) | 2009      | 2010      | 2011      |
|---|-----------|-----------|-----------|
| Chief Executive Officer                           | \$373,949 | \$394,922 | \$391,973 |
| Chief Operating Officer                           | \$333,153 | \$384,974 | \$397,188 |
| Chief Financial Officer                           | \$324,177 | \$350,071 | \$305,264 |

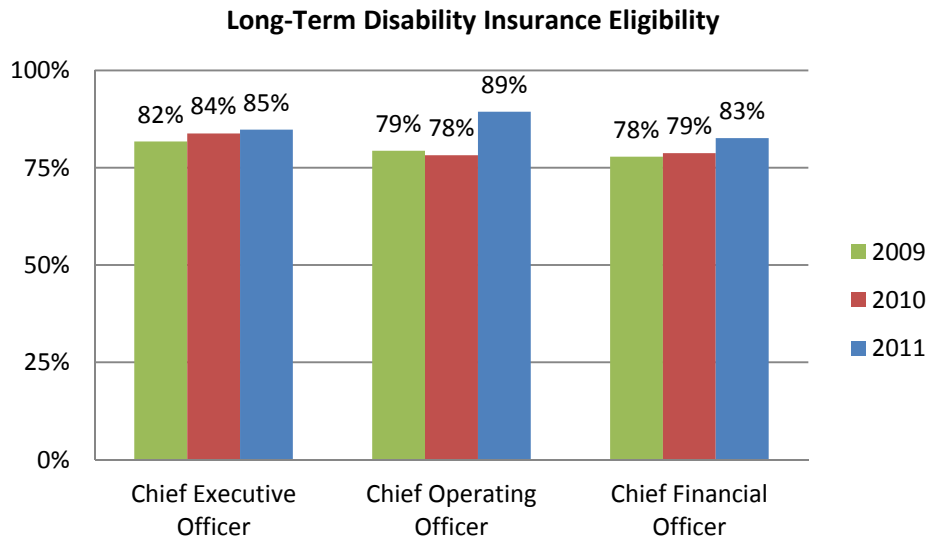
# Supplemental Life Insurance

Eligibility for Supplemental Life Insurance has remained steady for each position over the past 3 years.

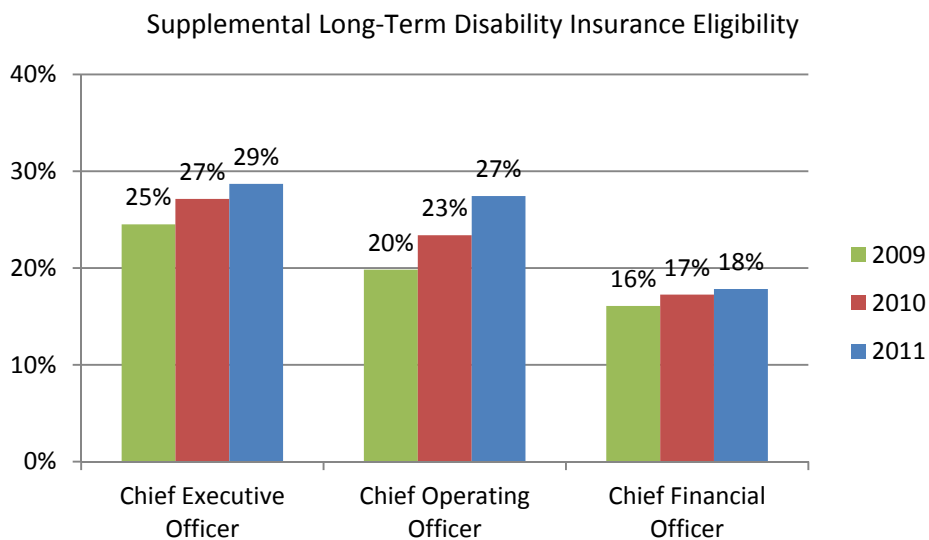


# Long Term Disability Insurance

Long-Term Disability Insurance eligibility has remained consistent at around 80% for all three positions since 2009.

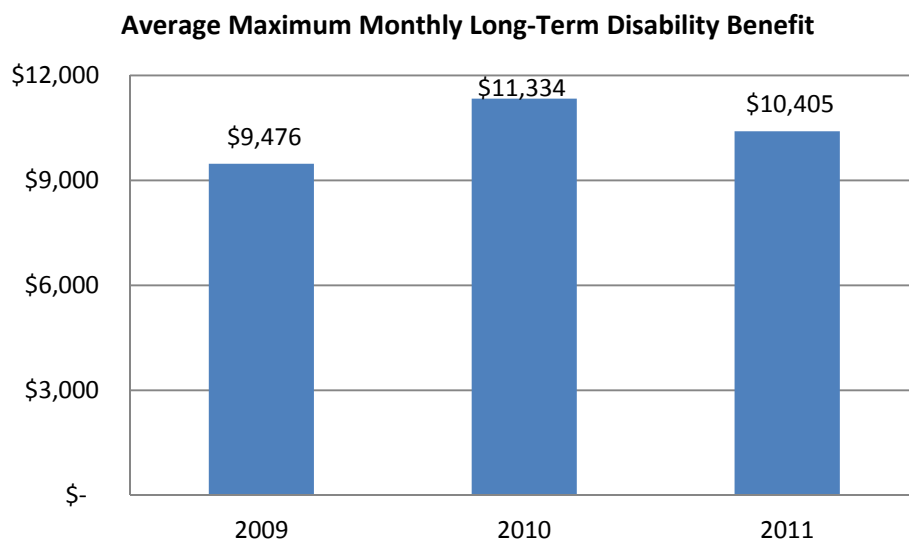


Eligibility for Supplemental LTD Insurance has remained relatively level over the past three years.

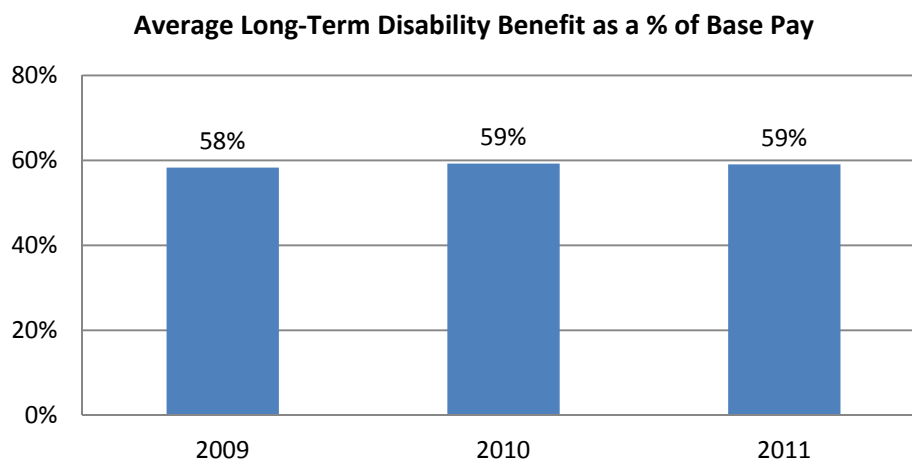


# Long Term Disability Insurance

Since 2009, the average maximum monthly Long-Term Disability benefit has fluctuated between \$9,500 and \$11,000 dollars for the CEO, COO and CFO.



Long-Term Disability Insurance Benefit as a percent of base pay has remained level over the past three years for the three positions.



# Contracts

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From 2009 to present, approximately 70% of CEOs have a contract. The average contract length over the past three years being approximately 3.5 years. Most of these contracts maintain a fixed term with specific renewal provisions rather than provide an evergreen provision. Contracts continue to be predominantly provided to CEOs. Only about 20% of COOs and CFOs currently receive employment contracts but that is up from 16% in 2009.

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## Contracts - CEO

|      | Percent Have Contact | Average Length of Contract | Percent Reporting Evergreen |
|------|----------------------|----------------------------|-----------------------------|
| 2009 | 73%                  | 3.6                        | 17%                         |
| 2010 | 70%                  | 3.4                        | 29%                         |
| 2011 | 72%                  | 3.5                        | 28%                         |

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# Severance

For the CEO position, the **increase** of providing severance in the event of a change of governance is more prevalent (8%) than the increase for providing payments for involuntary termination (5%). The amount of severance, in months, has been relatively consistent year-over-year.

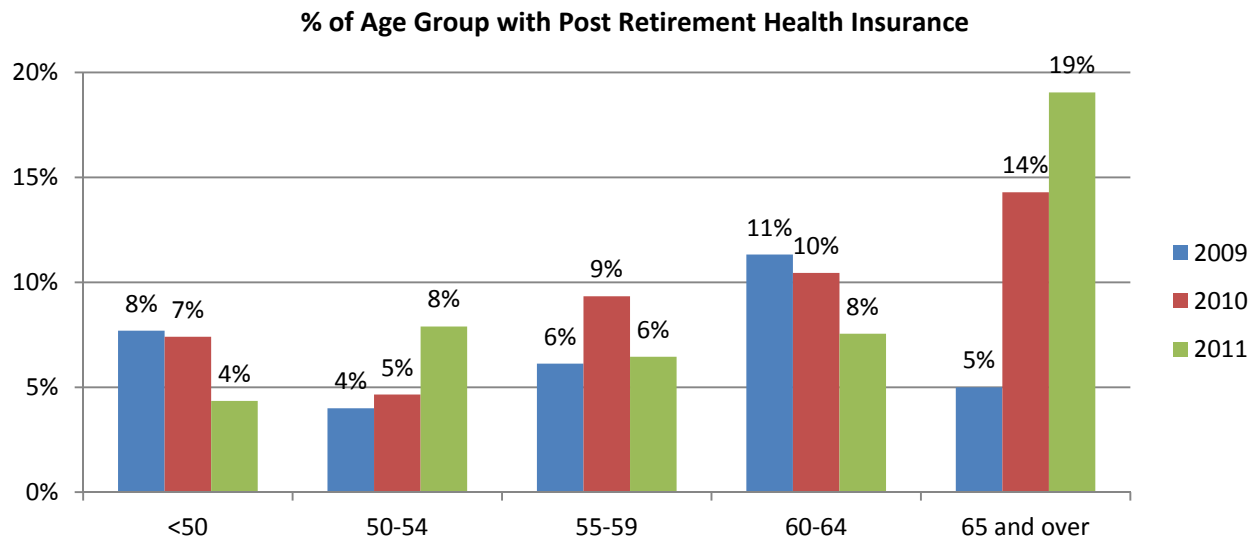
| Severance - CEO |   |  |  |   |
|-----------------|---|--|--|---|
|                 | Eligibility:<br>Change in<br>Governance | Average<br>Change in<br>Governance –<br>Months | Eligibility:<br>Involuntary<br>Termination | Average<br>Involuntary<br>Termination –<br>Months |
| 2009            | 54%                                     | 18   | 55%  | 16  |
| 2010            | 51%                                     | 18   | 56%  | 17  |
| 2011            | 62%                                     | 18   | 60%  | 17  |

Eligibility of severance for a change in governance and involuntary termination without cause, has increased since 2009 for COOs and CFOs.

| Severance - COO/CFO |   |  |  |   |
|---------------------|---|--|--|---|
|                     | Eligibility:<br>Change in<br>Governance | Average<br>Change in<br>Governance –<br>Months | Eligibility:<br>Involuntary<br>Termination | Average<br>Involuntary<br>Termination –<br>Months |
| 2009                | 27%                                     | 12   | 29%  | 11  |
| 2010                | 30%                                     | 13   | 35%  | 11  |
| 2011                | 37%                                     | 14   | 40%  | 13  |

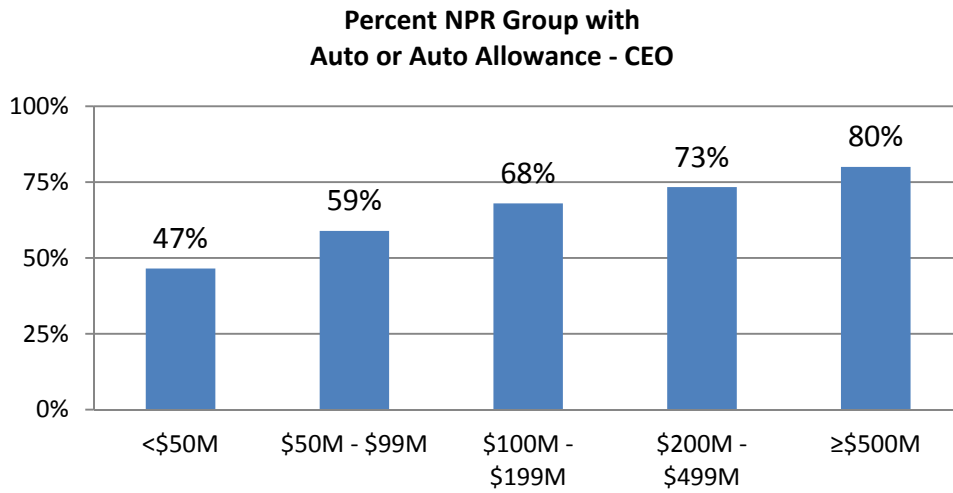
# Post Retirement Health Insurance

The 65 and over age group of CEOs receive Post Retirement Health Insurance more than any other age group. In 2009, the age group of CEOs with the highest percentage of Post Retirement Health eligibility was 60-64. This has since become the 65 and over age group.

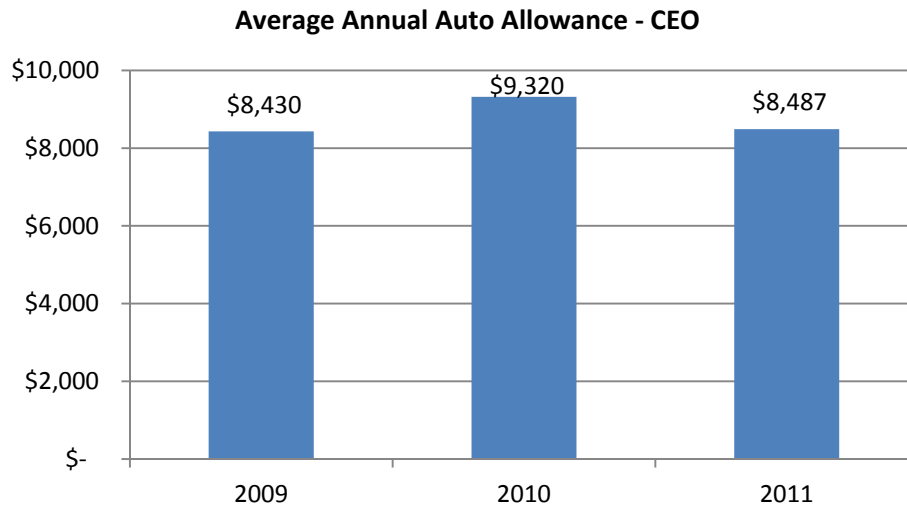


# Auto & Auto Allowance

As the Net Patient Revenue (NPR) for an organization increases, the prevalence of CEOs who have a car as a perquisite or receive an auto allowance increases.

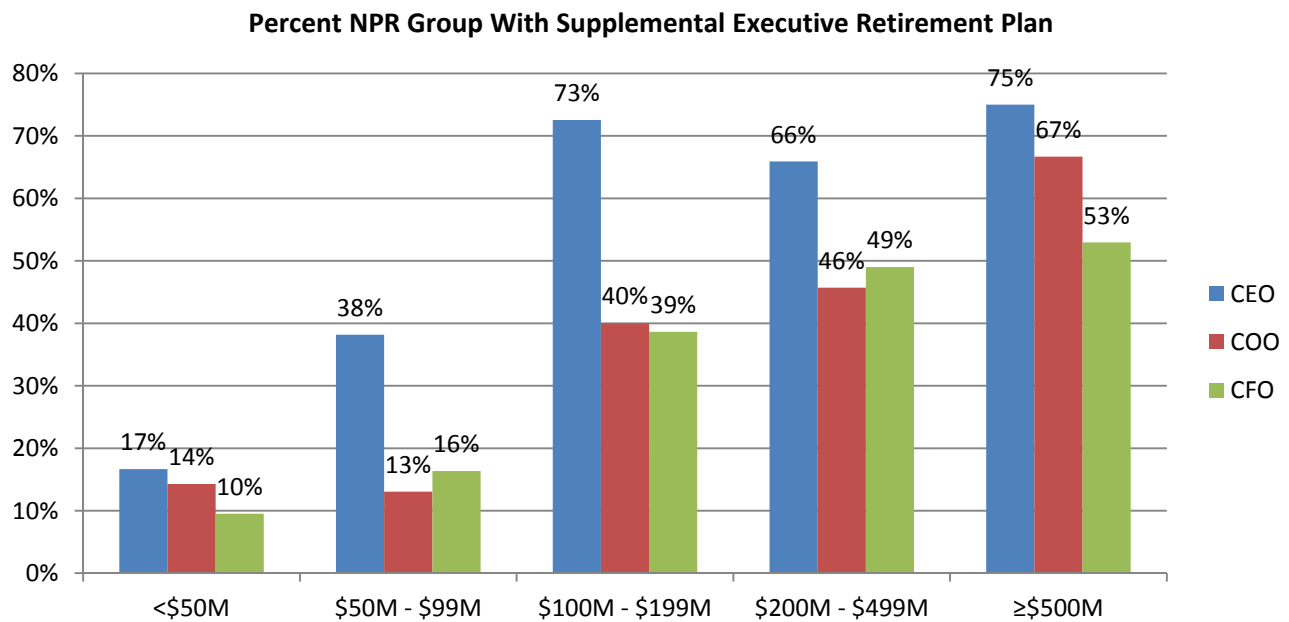


For CEOs, the average annual auto allowance has remained relatively level over the past three years. While the prevalence of automobile benefits provided to CEOs has been over 50% since 2009, less than 15% of COOs and CFOs have received any sort of automobile benefit.



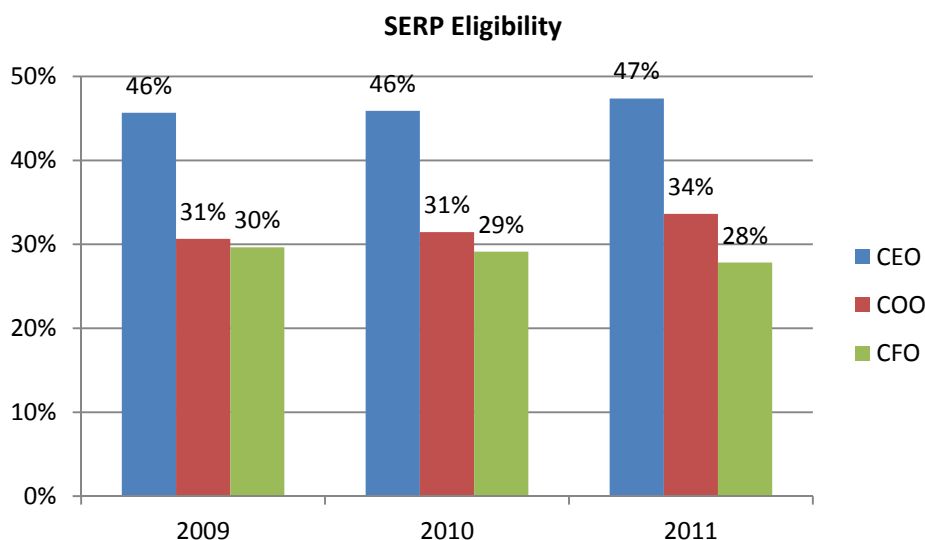
# Supplemental Executive Retirement Plans (SERP)

Generally, as the Net Patient Revenue (NPR) for an organization increases, the prevalence of CEOs, COOs and CFOs who have a Supplemental Executive Retirement Plan increases. At over \$100 Million, there appears to be a threshold for providing SERP benefits.



# Supplemental Executive Retirement Plans (SERP)

SERP eligibility has remained relatively constant for CEOs, COOs and CFOs as shown in the graph below:



For CEOs, the average SERP contribution as a percent of base pay, as well as the average SERP contribution if a fixed dollar amount has remained relatively level since 2009. On average, 60% of SERP contributions for CEOs are based on Base Salary and not Total Compensation.

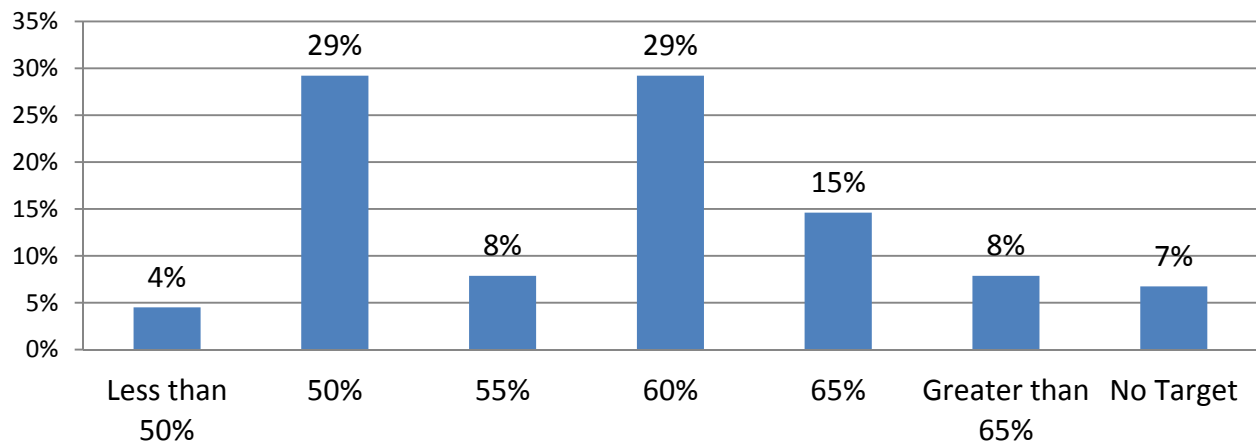
## SERP for CEO

|      | Average SERP Contribution (% of base pay) | Average SERP Contribution (\$) |
|------|---|--------------------------------|
| 2009 | 18%                                       | \$65,212                       |
| 2010 | 18%                                       | \$74,637                       |
| 2011 | 19%                                       | \$63,706                       |

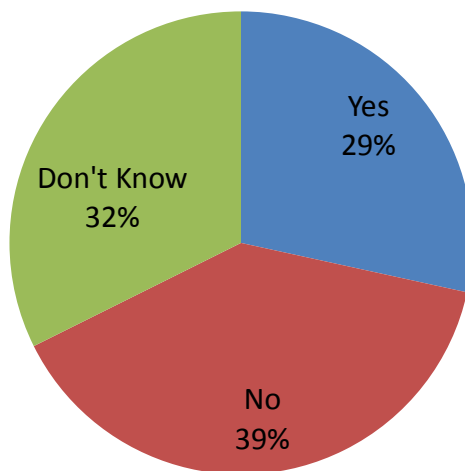
# Targeted Income Replacement

The median targeted income replacement of CEOs surveyed is 60%. The average benefit replacement per year of service for CEOs (based on a retirement age of 65) is 3%.

Targeted Income Replacement - CEO



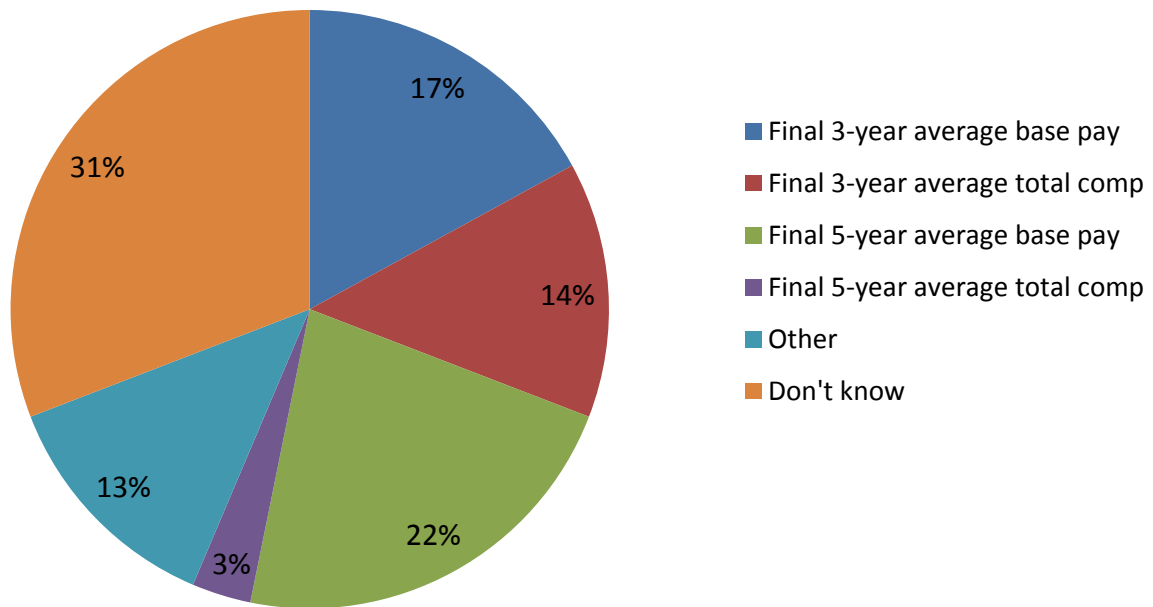
Targeted Income Replacement Being Met?



# Targeted Income Replacement

22% of CEOs responding indicated that their replacement is based on their final 5-year average base pay.

**Income Replacement Based On**



**Income Replacement: % by Years**

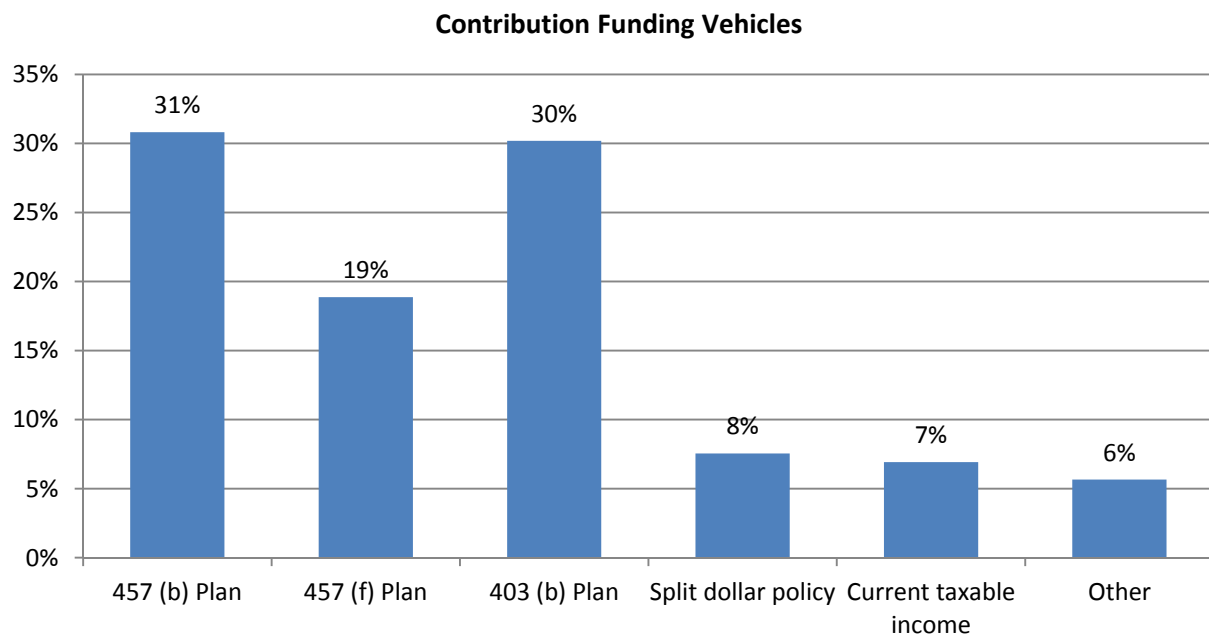
|        |     |
|--------|-----|
| 3-year | 31% |
| 5-year | 25% |

**Income Replacement: % by Basis**

|            |     |
|------------|-----|
| Base Pay   | 39% |
| Total Comp | 17% |

# Targeted Income Replacement

Both *457(b) plans* and *403(b) plans* are popular vehicles for funding income replacement for CEOs, each being used by about 30% of respondents.



## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### Job Descriptions

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

(Common titles include President, Administrator, Executive Director) Responsible for planning, directing, coordinating and controlling the overall operations of the organization and subsidiaries. Directs short and long-range functions including development of goals, objectives and strategic plans. Reports to a Board of Directors/Trustees.

#### **0020 - Chief Executive Officer (Hospital Within Multi-Hospital System):**

(Common title includes President) Top management position in a System owned or operated hospital. Works with System management to develop short and long-range objectives, policies and procedures. May report to senior management or hospital Board of Directors.

#### **0030 - Chief Operating Officer:**

(Common titles include Executive Vice President, Sr. Vice President, Sr. Vice President - Operations) Primarily responsible for the day-to-day operations of the entire organization and may have direct responsibility for one or more departments. Assists in planning and directing the overall operation of the organization. Participates in short and long-range planning functions. May also be engaged in functional operation of certain aspects of the organization such as acquisitions, financial forecasting, etc. In absence of the CEO, is responsible for hospital administration.

#### **0100 - Chief Financial Executive:**

(Common titles include Chief Financial Officer, Sr. Vice President - Finance, Vice President - Fiscal Affairs) Directs financial planning, fiscal policies, administration of accounting practices, and supervision of activities involving treasury, budgeting, tax, purchasing, real estate, payroll, insurance activities and audits. Ensures all financial reporting systems are developed and maintained.

#### **0130 - Controller:**

Responsible for the development, implementation, and maintenance of the organization's accounting principles, practices, and procedures for the maintenance of its fiscal records. Prepares timely and accurate financial statements/reports to determine the organization's costs, budgets, trends, and cash flow. Ensures compliance with generally accepted accounting principles. Reports to the Chief Financial Officer.

#### **0200 - Top Strategic Planning, Marketing, and Business Development Executive:**

(Common titles include Vice President - Planning & Marketing, Vice President - Business Development, Sr. Vice President - Marketing Development & Growth) Formulates organization's strategic long-range plans. Interacts with and represents the organization before various planning agencies. Develops and implements marketing plans to meet the long-range strategy and generate additional business revenue including growth and structure through merger, acquisition and affiliation with other profit and/or non-profit health care organizations. Reviews feasibility studies and market research to determine if changes need to be made to the strategy and/or marketing services in response to market analysis.

#### **0300 - Top Medical Affairs Executive (Physician only):**

(Common titles include Medical Director, Vice President - Medical Affairs, Senior Vice President - Medical Affairs) Plans, directs, and coordinates all physicians. Participates in establishing and implementing standards of medical service, and advises Chief Operating Officer on medical and administrative questions and policies as they relate to medical practices. Plans for and participates in intern and resident physician education and oversees matters related to physician relations. Responsible for review and measurement of patient care effectiveness, physician recruiting and coordination of medical staff affairs such as peer review. May serve as a consultant in unusual and difficult medical cases.

#### **0400 - Top Professional Services Executive:**

(Common titles include Vice President - Professional Services, Vice President - Operations, Vice President - Ancillary Services, Vice President, Clinical Services) Responsible for overseeing two or more patient care services (excluding nursing): such as Laboratory, Pharmacy, Physical/Respiratory/ Occupational Therapy, Radiology, Social Services and Dietary Services. Monitors performance, employee relations, training and budgets of services areas, participates in formulation of clinical objectives, services, policies and procedures.

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### Job Descriptions (continued)

#### **0500 - Top Support Services Executive:**

(Common title includes Vice President - Support Services) Has overall responsibility for a variety of non-patient care functions such as: Housekeeping, Laundry, Food Services, Purchasing, Security and Materials Management. Monitors performance, employee relations, training and budgets of all support service areas. Develops, implements, and administers all policies and procedures relating to these areas.

#### **0600 - Top Nursing Services Executive:**

(Common titles include Vice President - Nursing Services, Chief Nursing Officer, Vice President - Nursing, Vice President - Patient Care Services) Directs and coordinates nursing and patient care services functions of the organization. Represents nursing services in corporate planning, evaluates and implements nursing policies, monitors overall performance of nursing units, plans and directs orientation and patient care training programs, and provides supervision of nursing directors, managers, and supervisors.

#### **0700 - Legal Counsel:**

(Common titles include Vice President & Legal, General Counsel, Sr. Vice President - Legal Services) Plans and directs the legal activities of the organization. Responsible for the development and coordination of the organization's legal function. Provides legal advice to management, reviews contracts, ensures compliance with federal, state, and local laws/regulations. May represent the organization to the courts and government agencies regarding complex legal issues or may manage the services of outside counsel.

#### **0800 - Top Fund Development Executive:**

(Common titles include Vice President - Development, Vice President - Development and Community Affairs, Executive Director - Foundation) Develops and directs the fund-raising efforts of the organization. Reviews and researches resources available through foundations, trust and grant programs. Identifies potential sources of funds and controls on-going solicitation efforts.

#### **0900 - Top Human Resources Executive:**

(Common titles include Vice President - Human Resources, Vice President - Resource Management) Responsible for the overall human resources functions of the organization including: employment, employee/management relations, compensation and benefits administration, training and development, human resources planning, and compliance with federal and local laws and regulations. Directs the development and consistent implementation of human resources policies and practices throughout the organization. May also be responsible for the Employee Health and Volunteer Programs.

#### **1000 - Top Information Systems Executive:**

(Common titles include Director - Management Information Systems, Director - Information Systems, Director - Information Services, Chief Information Officer) Directs the long-term planning and production activities of the Information Systems area including all phases of systems design, programming, installation, and daily operations. Reviews and evaluates project feasibility studies based on management requirements and priorities. Implements the installation and operation of systems and equipment.

#### **1400 - Top Quality And Risk Management Executive:**

(Common titles include Vice President - Quality and Risk Management, Vice President - Quality Improvement, Vice President - Quality Management) Develops, implements, and administers quality standards for the organization within financial and service parameters. Develops and coordinates risk management programs. Audits hospital programs, budgets and policies to ensure that patient and physician needs are effectively addressed. May ensure patient and/or employee complaints/suggestions are investigated.

#### **1600 - Top Public Relations Executive:**

(Common titles include Director - Public Relations, Director - Community Relations) Directs the public and community relations functions. Undertakes or implements activities to promote a positive posture, public understanding and goodwill. Serves as the major media liaison between the organization and the public to ensure effective and accurate communications. Plans and directs internal and external programs designed to promote the organization's mission.

## **2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS**

### **Job Descriptions (continued)**

#### **1700 - Top Physical Facilities Executive:**

(Common titles include Director - Plant Operations, Director - Facilities Management) Directs the management, maintenance, and expansion of all properties and facilities of the organization. Directs and reviews all renovation and new construction plans; has primary interface with external architects and contractors; reviews purchase of all major plant equipment; ensures the safety of all employees and visitors on the premises. Monitors performance, employee relations, training, and budgets of areas such as: buildings and grounds maintenance, security and construction.

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### CONTRACT INFORMATION

This exhibit illustrates the number of participants with employment contracts, by state and position. For positions reporting an employment contract, the average, median, and high length of the contract terms are illustrated. Values are not provided where data was insufficient to ensure participant confidentiality.

| Position |              |    |    |    |    |    |    |    |    |    |            |    |    |     | Length of Contract For All Reporting (Years) |        |      | Number Reporting Evergreen Provision |
|----------|--------------|----|----|----|----|----|----|----|----|----|------------|----|----|-----|--|--------|------|--------------------------------------|
|          | DE / DC / MD | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | All | Avg.   | Median | High |                                      |
| 0001*    | 12           | 0  | 17 | 5  | 22 | 1  | 8  | 10 | 32 | 3  | 38         | 8  | 10 | 166 | 3.5  | 3.0    | 10.0 | 65                                   |
| 0020     | 2            | 0  | 4  | 0  | 3  | 0  | 0  | 2  | 1  | 0  | 3          | 0  | 0  | 15  | 2.0  | 1.0    | 4.0  | 8                                    |
| 0030     | 2            | 0  | 3  | 0  | 1  | 0  | 0  | 1  | 5  | 2  | 6          | 1  | 0  | 21  | 2.8  | 3.0    | 6.0  | 11                                   |
| 0100     | 5            | 0  | 6  | 1  | 4  | 0  | 1  | 4  | 11 | 1  | 10         | 1  | 2  | 46  | 2.7  | 3.0    | 6.0  | 26                                   |
| 0130     | 0            | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 1          | 1  | 0  | 4   | 3.5  |        |      | 0                                    |
| 0200     | 2            | 0  | 1  | 0  | 1  | 0  | 0  | 2  | 3  | 1  | 1          | 1  | 0  | 12  | 2.5  | 3.0    | 5.0  | 8                                    |
| 0300     | 6            | 0  | 3  | 1  | 5  | 0  | 1  | 4  | 4  | 0  | 10         | 1  | 1  | 36  | 2.2  | 2.0    | 5.0  | 20                                   |
| 0400     | 1            | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 1          | 1  | 0  | 5   | 2.8  | 5.0    |      | 4                                    |
| 0500     | 1            | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 1          | 0  | 1  | 4   | 2.8  |        |      | 0                                    |
| 0600     | 4            | 0  | 2  | 1  | 1  | 0  | 1  | 3  | 3  | 1  | 4          | 1  | 0  | 21  | 2.0  | 2.0    | 3.0  | 15                                   |
| 0700     | 1            | 0  | 3  | 0  | 1  | 0  | 0  | 1  | 1  | 0  | 1          | 1  | 1  | 10  | 3.3  | 3.0    | 5.0  | 5                                    |
| 0800     | 1            | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 3          | 1  | 0  | 7   | 2.0  |        |      | 0                                    |
| 0900     | 3            | 0  | 2  | 0  | 3  | 0  | 1  | 2  | 2  | 0  | 5          | 2  | 2  | 22  | 2.3  | 2.0    | 5.0  | 15                                   |
| 1000     | 0            | 0  | 0  | 0  | 1  | 0  | 0  | 2  | 0  | 0  | 1          | 1  | 0  | 5   | 2.0  |        |      | 0                                    |
| 1400     | 0            | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 1  | 0  | 2          | 1  | 1  | 7   | 3.0  |        |      | 0                                    |
| 1600     | 0            | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 2          | 1  | 0  | 4   | 3.0  |        |      | 0                                    |
| 1700     | 0            | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 2          | 1  | 0  | 5   | 2.0  |        |      | 0                                    |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### CONTRACT INFORMATION (Continued)

The following exhibit provides detailed information, by state, for the Chief Executive Officer (Single Hospital System or Multi-Hospital System) position denoted by an asterisk (\*) on the previous page.

| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) |              |    |    |    |    |    |    |    |    |    |            |    |    |
|---|--------------|----|----|----|----|----|----|----|----|----|------------|----|----|
|   | DE / DC / MD | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV |
| <b>Number with a contract</b>   | 12           | 0  | 17 | 5  | 22 | 1  | 8  | 10 | 32 | 3  | 38         | 8  | 10 |

**Length of Contract (Yrs):**

|   |     |  |      |     |     |   |     |     |     |   |     |     |     |
|---|-----|--|------|-----|-----|---|-----|-----|-----|---|-----|-----|-----|
| <b>Average</b>                              | 4.2 |  | 4.1  | 4.0 | 2.8 |   | 3.4 | 3.1 | 3.6 |   | 3.2 | 3.9 | 4.0 |
| <b>Median</b>                               | 5.0 |  | 5.0  | 5.0 | 3.0 |   | 5.0 | 3.0 | 3.0 |   | 3.0 | 5.0 | 5.0 |
| <b>High</b>                                 | 5.0 |  | 10.0 |     | 5.0 |   |     | 5.0 | 7.0 |   | 6.0 |     | 7.0 |
| <b>Number Reporting Evergreen Provision</b> | 2   |  | 8    | 1   | 10  | 1 | 5   | 5   | 13  | 1 | 12  | 4   | 3   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### LIFE INSURANCE - SUMMARY

Participants were asked to report the amount of basic and supplemental life insurance, as well as, the maximum face value of the basic life insurance provided by their organization. Delaware, District of Columbia and Maryland have been combined to produce a reportable variable for life insurance. The tables on the following pages list the number and amount of coverage for each position, by state.

#### **BASIC LIFE EXHIBITS: Multiple of Base Salary and Maximum Face Value (FV)**

As an example, for the Chief Executive Officer position 0001, the table shows Delaware / District of Columbia / Maryland reported 11 incumbents having life insurance coverage with an average of 1.67 times annual base salary and an average maximum FV amount of \$576,250. In Georgia, 28 reported with an average of 2.03 annual base salary and an average maximum FV amount of \$440,000. In Indiana, 5 reported with an average of 2.33 annual base salary and an average maximum FV amount of \$480,000. In New England, 24 reported with an average of 1.55 annual base salary and an average maximum FV amount of \$331,667. In North Carolina, 10 reported with an average of 1.65 annual base salary and an average maximum FV amount of \$429,444. In Ohio, 11 reported with an average of 1.60 annual base salary and an average maximum FV amount of \$364,286. In Pennsylvania, 38 reported with an average of 1.77 annual base salary and an average maximum FV amount of \$363,448. In Upstate New York, 46 reported with an average of 1.86 annual base salary and an average maximum FV amount of \$376,115. In Virginia, 10 reported with an average of 1.33 annual base salary and an average maximum FV amount of \$333,333. In West Virginia, 14 reported with an average of 1.71 annual base salary and an average maximum FV amount of \$278,889. The average for the total group is 1.74 times annual base salary and an average maximum FV amount of \$391,973.

#### **SUPPLEMENTAL LIFE EXHIBIT:**

As an example, for the Chief Executive Officer position 0001, the table shows Delaware / District of Columbia / Maryland reported 4 incumbents having supplemental life insurance with an average coverage amount of \$700,000. In Georgia, 9 reported with an average of \$766,667. In New England, 4 reported with an average of \$468,750. In Pennsylvania, 9 reported with an average of \$552,222. In South Carolina, 2 reported with an average of \$550,000. In Upstate New York, 9 reported with an average of \$563,657. The average for the group is \$577,680.

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### BASIC LIFE INSURANCE

| Position  | Number of Responses By State |    |    |    |    |    |    |    |    |    |            |    |    |       |
|---|------------------------------|----|----|----|----|----|----|----|----|----|------------|----|----|-------|
|   | DE / DC / MD                 | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | TOTAL |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 11                           | 2  | 28 | 5  | 24 | 1  | 10 | 11 | 38 | 3  | 46         | 10 | 14 | 203   |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 2                            | 0  | 9  | 0  | 5  | 0  | 0  | 3  | 1  | 0  | 12         | 1  | 1  | 34    |
| 0030 - Chief Operating Officer  | 6                            | 2  | 11 | 2  | 10 | 1  | 2  | 4  | 21 | 3  | 29         | 6  | 4  | 101   |
| 0100 - Chief Financial Executive  | 14                           | 2  | 24 | 4  | 23 | 1  | 8  | 11 | 36 | 3  | 57         | 10 | 12 | 205   |
| 0130 - Controller   | 12                           | 2  | 12 | 3  | 14 | 1  | 7  | 9  | 23 | 3  | 40         | 4  | 6  | 136   |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 10                           | 2  | 8  | 1  | 11 | 0  | 1  | 4  | 18 | 2  | 21         | 4  | 3  | 85    |
| 0300 - Top Medical Affairs Executive (Physician only)   | 12                           | 1  | 8  | 3  | 14 | 1  | 3  | 7  | 21 | 1  | 43         | 5  | 4  | 123   |
| 0400 - Top Professional Services Executive  | 13                           | 1  | 5  | 2  | 10 | 1  | 5  | 3  | 14 | 0  | 23         | 5  | 3  | 85    |
| 0500 - Top Support Services Executive   | 7                            | 0  | 8  | 1  | 5  | 1  | 2  | 1  | 15 | 1  | 14         | 2  | 6  | 63    |
| 0600 - Top Nursing Services Executive   | 17                           | 2  | 25 | 4  | 20 | 1  | 8  | 11 | 37 | 4  | 58         | 10 | 9  | 206   |
| 0700 - Legal Counsel  | 2                            | 0  | 6  | 0  | 4  | 0  | 1  | 2  | 8  | 2  | 9          | 3  | 2  | 39    |
| 0800 - Top Fund Development Executive   | 11                           | 2  | 8  | 2  | 15 | 1  | 6  | 5  | 16 | 2  | 33         | 4  | 4  | 109   |
| 0900 - Top Human Resources Executive  | 13                           | 2  | 16 | 4  | 22 | 1  | 7  | 9  | 37 | 3  | 52         | 10 | 8  | 184   |
| 1000 - Top Information Systems Executive  | 12                           | 1  | 12 | 2  | 17 | 1  | 6  | 5  | 31 | 1  | 37         | 7  | 6  | 138   |
| 1400 - Top Quality And Risk Management Executive  | 9                            | 1  | 14 | 1  | 12 | 0  | 4  | 3  | 19 | 1  | 37         | 6  | 8  | 115   |
| 1600 - Top Public Relations Executive   | 9                            | 0  | 3  | 3  | 7  | 1  | 5  | 3  | 19 | 0  | 27         | 3  | 3  | 83    |
| 1700 - Top Physical Facilities Executive  | 8                            | 2  | 11 | 3  | 15 | 1  | 4  | 6  | 21 | 1  | 31         | 5  | 4  | 112   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### BASIC LIFE INSURANCE (continued)

| Position  | Average Amount of Basic Life Insurance as a Multiple of Base Salary |    |      |      |      |    |      |      |      |      |            |      |      |       |
|---|---|----|------|------|------|----|------|------|------|------|------------|------|------|-------|
|   | DE / DC / MD  | FL | GA   | IN   | NE   | NJ | NC   | OH   | PA   | SC   | Upstate NY | VA   | WV   | TOTAL |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1.67  |    | 2.03 | 2.33 | 1.55 |    | 1.65 | 1.60 | 1.77 |      | 1.86       | 1.33 | 1.71 | 1.74  |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        |   |    | 1.93 |      | 1.50 |    |      |      |      |      | 1.30       |      |      | 1.52  |
| 0030 - Chief Operating Officer  | 1.80  |    | 1.75 |      | 1.38 |    |      | 1.75 | 1.67 |      | 1.54       | 1.30 | 1.83 | 1.61  |
| 0100 - Chief Financial Executive  | 1.50  |    | 1.81 | 2.33 | 1.42 |    | 1.56 | 1.55 | 1.52 |      | 1.59       | 1.50 | 1.65 | 1.57  |
| 0130 - Controller   | 1.18  |    | 1.69 |      | 1.23 |    | 1.50 | 1.31 | 1.75 |      | 1.53       | 1.17 | 1.75 | 1.51  |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 1.22  |    | 1.58 |      | 1.33 |    |      | 1.38 | 1.59 |      | 1.66       | 1.88 |      | 1.57  |
| 0300 - Top Medical Affairs Executive (Physician only)   | 1.40  |    | 1.83 |      | 1.36 |    |      | 1.64 | 1.69 |      | 1.64       | 1.00 | 1.33 | 1.60  |
| 0400 - Top Professional Services Executive  | 1.27  |    | 2.00 |      | 1.25 |    | 1.40 |      | 1.68 |      | 1.71       | 1.13 |      | 1.51  |
| 0500 - Top Support Services Executive   | 1.33  |    | 2.00 |      | 1.25 |    |      |      | 1.61 |      | 1.68       |      | 1.50 | 1.57  |
| 0600 - Top Nursing Services Executive   | 1.40  |    | 1.65 | 2.33 | 1.35 |    | 1.56 | 1.60 | 1.63 | 1.50 | 1.60       | 1.17 | 1.79 | 1.55  |
| 0700 - Legal Counsel  |   |    | 1.75 |      | 1.33 |    |      |      | 1.50 |      | 1.75       |      |      | 1.56  |
| 0800 - Top Fund Development Executive   | 1.40  |    | 1.71 |      | 1.36 |    | 1.50 | 1.30 | 1.61 |      | 1.55       | 1.00 | 1.33 | 1.47  |
| 0900 - Top Human Resources Executive  | 1.45  |    | 1.60 | 2.33 | 1.33 |    | 1.50 | 1.50 | 1.66 |      | 1.64       | 1.50 | 1.43 | 1.56  |
| 1000 - Top Information Systems Executive  | 1.30  |    | 1.79 |      | 1.39 |    | 1.75 | 1.25 | 1.59 |      | 1.56       | 1.58 | 1.80 | 1.54  |
| 1400 - Top Quality And Risk Management Executive  | 1.13  |    | 1.29 |      | 1.25 |    | 1.38 |      | 1.72 |      | 1.63       | 1.10 | 1.63 | 1.46  |
| 1600 - Top Public Relations Executive   | 1.33  |    |      |      | 1.08 |    | 1.50 |      | 1.59 |      | 1.48       |      |      | 1.46  |
| 1700 - Top Physical Facilities Executive  | 1.25  |    | 1.11 |      | 1.15 |    | 1.63 | 1.50 | 1.59 |      | 1.60       | 1.00 | 2.00 | 1.46  |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### BASIC LIFE INSURANCE (continued)

| Position  | Average Maximum Face Value of Basic Life Insurance |    |           |           |           |    |           |           |           |           |            |           |           |           |
|---|--|----|-----------|-----------|-----------|----|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|
|   | DE / DC / MD                                       | FL | GA        | IN        | NE        | NJ | NC        | OH        | PA        | SC        | Upstate NY | VA        | WV        | TOTAL     |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | \$576,250  |    | \$440,000 | \$480,000 | \$331,667 |    | \$429,444 | \$364,286 | \$363,448 |           | \$376,115  | \$333,333 | \$278,889 | \$391,973 |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        |  |    | \$203,500 |           | \$467,000 |    |           |           |           |           | \$463,889  |           |           | \$410,795 |
| 0030 - Chief Operating Officer  | \$460,000  |    | \$332,778 |           | \$302,500 |    |           | \$525,000 | \$388,859 |           | \$442,000  | \$325,000 | \$175,000 | \$397,188 |
| 0100 - Chief Financial Executive  | \$421,545  |    | \$292,500 | \$362,500 | \$232,059 |    | \$415,000 | \$400,000 | \$304,496 |           | \$281,913  | \$256,000 | \$260,000 | \$305,264 |
| 0130 - Controller   | \$337,500  |    | \$190,714 |           | \$187,900 |    | \$457,143 | \$380,000 | \$298,099 |           | \$264,059  | \$275,000 | \$400,000 | \$293,427 |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | \$350,000  |    | \$252,500 |           | \$211,138 |    |           | \$433,333 | \$312,013 |           | \$419,250  |           |           | \$356,628 |
| 0300 - Top Medical Affairs Executive (Physician only)   | \$483,333  |    | \$429,167 |           | \$257,364 |    |           | \$433,333 | \$449,188 |           | \$368,795  | \$300,000 | \$275,000 | \$397,116 |
| 0400 - Top Professional Services Executive  | \$298,375  |    | \$393,750 |           | \$254,167 |    | \$301,000 |           | \$290,664 |           | \$264,563  | \$300,000 |           | \$276,291 |
| 0500 - Top Support Services Executive   | \$300,000  |    | \$274,375 |           | \$300,000 |    |           |           | \$333,530 |           | \$370,727  |           | \$86,667  | \$304,112 |
| 0600 - Top Nursing Services Executive   | \$376,091  |    | \$242,579 | \$362,500 | \$293,875 |    | \$410,000 | \$420,000 | \$284,760 | \$500,000 | \$312,455  | \$266,667 | \$252,000 | \$309,269 |
| 0700 - Legal Counsel  |  |    | \$406,250 |           | \$294,000 |    |           |           | \$264,500 |           | \$450,000  |           |           | \$415,720 |
| 0800 - Top Fund Development Executive   | \$321,429  |    | \$605,000 |           | \$275,083 |    | \$404,167 | \$175,000 | \$357,923 |           | \$337,069  | \$325,000 | \$375,000 | \$345,050 |
| 0900 - Top Human Resources Executive  | \$343,000  |    | \$235,000 | \$362,500 | \$302,400 |    | \$429,286 | \$512,500 | \$269,418 |           | \$311,667  | \$300,000 | \$312,500 | \$311,597 |
| 1000 - Top Information Systems Executive  | \$331,250  |    | \$336,500 |           | \$209,692 |    | \$450,000 | \$283,333 | \$261,776 |           | \$298,645  | \$275,000 | \$170,000 | \$289,671 |
| 1400 - Top Quality And Risk Management Executive  | \$220,000  |    | \$167,500 |           | \$246,875 |    | \$293,750 |           | \$216,812 |           | \$294,346  | \$275,000 | \$400,000 | \$249,610 |
| 1600 - Top Public Relations Executive   | \$225,000  |    |           |           | \$250,000 |    | \$550,000 |           | \$273,714 |           | \$295,000  |           |           | \$314,411 |
| 1700 - Top Physical Facilities Executive  | \$410,000  |    | \$183,333 |           | \$322,500 |    | \$506,250 | \$525,000 | \$223,033 |           | \$255,375  | \$275,000 | \$187,500 | \$281,402 |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### SUPPLEMENTAL LIFE INSURANCE

| Number of Responses By State |              |    |    |    |    |    |    |    |    |    |            |    |    |       |
|------------------------------|--------------|----|----|----|----|----|----|----|----|----|------------|----|----|-------|
|                              | DE / DC / MD | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | TOTAL |
| 0001                         | 4            | 1  | 9  | 1  | 4  | 0  | 3  | 1  | 9  | 2  | 9          | 1  | 0  | 44    |
| 0020                         | 0            | 0  | 2  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 5          | 0  | 0  | 9     |
| 0030                         | 2            | 0  | 1  | 1  | 0  | 0  | 0  | 0  | 4  | 0  | 6          | 1  | 0  | 15    |
| 0100                         | 3            | 0  | 6  | 1  | 3  | 0  | 1  | 1  | 6  | 0  | 8          | 1  | 0  | 30    |
| 0130                         | 2            | 0  | 1  | 1  | 0  | 0  | 0  | 1  | 3  | 0  | 4          | 1  | 0  | 13    |
| 0200                         | 1            | 0  | 2  | 0  | 1  | 0  | 0  | 1  | 2  | 0  | 4          | 0  | 0  | 11    |
| 0300                         | 3            | 0  | 2  | 0  | 1  | 0  | 0  | 1  | 4  | 0  | 9          | 1  | 0  | 21    |
| 0400                         | 3            | 0  | 0  | 1  | 2  | 0  | 1  | 0  | 3  | 0  | 2          | 1  | 0  | 13    |
| 0500                         | 0            | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 1          | 0  | 0  | 5     |
| 0600                         | 1            | 0  | 4  | 1  | 2  | 0  | 1  | 1  | 5  | 0  | 8          | 1  | 0  | 24    |
| 0700                         | 1            | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 2  | 0  | 3          | 1  | 0  | 7     |
| 0800                         | 0            | 0  | 1  | 1  | 1  | 0  | 0  | 1  | 3  | 0  | 2          | 2  | 0  | 11    |
| 0900                         | 2            | 0  | 3  | 1  | 3  | 0  | 0  | 1  | 4  | 0  | 6          | 1  | 0  | 21    |
| 1000                         | 0            | 0  | 1  | 1  | 2  | 0  | 0  | 1  | 5  | 0  | 4          | 1  | 0  | 15    |
| 1400                         | 0            | 0  | 2  | 1  | 1  | 0  | 0  | 1  | 1  | 0  | 3          | 1  | 0  | 10    |
| 1600                         | 1            | 0  | 0  | 1  | 1  | 0  | 0  | 0  | 1  | 0  | 2          | 0  | 0  | 6     |
| 1700                         | 1            | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2  | 0  | 3          | 1  | 0  | 8     |

| Average Amount of Supplemental Life Insurance By State |    |           |    |           |    |    |    |           |    |            |    |    |           |
|--|----|-----------|----|-----------|----|----|----|-----------|----|------------|----|----|-----------|
| DE / DC / MD   | FL | GA        | IN | NE        | NJ | NC | OH | PA        | SC | Upstate NY | VA | WV | TOTAL     |
| \$700,000  |    | \$766,667 |    | \$468,750 |    |    |    | \$552,222 |    | \$563,657  |    |    | \$577,680 |
|  |    |           |    |           |    |    |    |           |    | \$845,000  |    |    | \$723,444 |
|  |    |           |    |           |    |    |    | \$362,500 |    | \$825,252  |    |    | \$599,634 |
|  |    | \$538,400 |    |           |    |    |    | \$361,333 |    | \$453,981  |    |    | \$430,491 |
|  |    |           |    |           |    |    |    |           |    | \$504,161  |    |    | \$332,203 |
|  |    |           |    |           |    |    |    |           |    | \$468,324  |    |    | \$398,640 |
|  |    |           |    |           |    |    |    | \$497,500 |    | \$725,567  |    |    | \$709,505 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$361,343 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$310,015 |
|  |    | \$562,500 |    |           |    |    |    | \$352,400 |    | \$546,057  |    |    | \$430,158 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$389,714 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$432,591 |
|  |    |           |    |           |    |    |    | \$241,250 |    | \$355,667  |    |    | \$349,386 |
|  |    |           |    |           |    |    |    | \$364,000 |    | \$328,748  |    |    | \$379,519 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$311,625 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$455,155 |
|  |    |           |    |           |    |    |    |           |    |            |    |    | \$530,450 |

**""2011 EXECUTIVE DGP GHVU SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS**

For each surveyed position, participants were asked to report if a LTD and Supplemental LTD plan was provided by their organization. The following exhibit illustrates the number of responses and the percentage covered under a LTD and Supplemental LTD plan.

| <b>Position</b>   | <b>Number of Survey Participants</b> | <b>Number Reporting LTD Plan Provided</b> | <b>Percent With LTD Plan</b> | <b>Avg Benefit Level As a Percent of Base Pay</b> | <b>Avg Maximum Monthly Benefit</b> | <b>Number Reporting Supplemental LTD Plan Provided</b> | <b>Percent With Supplemental LTD Plan</b> |
|---|--------------------------------------|---|------------------------------|---|------------------------------------|--|---|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 230                                  | 195                                       | 84.8%                        | 59.1%   | \$10,492                           | 66   | 28.7%                                     |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 39                                   | 33  | 84.6%                        | 60.0%   | \$13,119                           | 12   | 30.8%                                     |
| 0030 - Chief Operating Officer  | 113                                  | 101                                       | 89.4%                        | 59.2%   | \$10,587                           | 31   | 27.4%                                     |
| 0100 - Chief Financial Executive  | 230                                  | 190                                       | 82.6%                        | 58.8%   | \$10,136                           | 41   | 17.8%                                     |
| 0130 - Controller   | 151                                  | 120                                       | 79.5%                        | 58.2%   | \$8,931                            | 18   | 11.9%                                     |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 102                                  | 87  | 85.3%                        | 58.9%   | \$10,335                           | 17   | 16.7%                                     |
| 0300 - Top Medical Affairs Executive (Physician only)   | 145                                  | 118                                       | 81.4%                        | 59.3%   | \$10,962                           | 29   | 20.0%                                     |
| 0400 - Top Professional Services Executive  | 98                                   | 80  | 81.6%                        | 57.1%   | \$8,706                            | 12   | 12.2%                                     |
| 0500 - Top Support Services Executive   | 72                                   | 62  | 86.1%                        | 59.1%   | \$10,117                           | 12   | 16.7%                                     |
| 0600 - Top Nursing Services Executive   | 233                                  | 187                                       | 80.3%                        | 58.8%   | \$9,629                            | 42   | 18.0%                                     |
| 0700 - Legal Counsel  | 48                                   | 42  | 87.5%                        | 59.5%   | \$11,777                           | 11   | 22.9%                                     |
| 0800 - Top Fund Development Executive   | 121                                  | 99  | 81.8%                        | 58.2%   | \$9,706                            | 15   | 12.4%                                     |
| 0900 - Top Human Resources Executive  | 203                                  | 164                                       | 80.8%                        | 58.5%   | \$9,649                            | 26   | 12.8%                                     |
| 1000 - Top Information Systems Executive  | 161                                  | 132                                       | 82.0%                        | 57.8%   | \$8,892                            | 25   | 15.5%                                     |
| 1400 - Top Quality And Risk Management Executive  | 133                                  | 101                                       | 75.9%                        | 58.0%   | \$8,642                            | 15   | 11.3%                                     |
| 1600 - Top Public Relations Executive   | 94                                   | 81  | 86.2%                        | 57.6%   | \$8,498                            | 9  | 9.6%                                      |
| 1700 - Top Physical Facilities Executive  | 128                                  | 99  | 77.3%                        | 57.7%   | \$9,016                            | 10   | 7.8%                                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

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

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 13                            | 12                                 | 92.3%                 | 61.4%                                      | \$10,950                    | 7   | 53.8%                              |
| FL           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| GA           | 37                            | 22                                 | 59.5%                 | 58.7%                                      | \$9,200                     | 12  | 32.4%                              |
| IN           | 6                             | 5                                  | 83.3%                 | 50.0%                                      | \$9,390                     | 2   | 33.3%                              |
| NE           | 25                            | 24                                 | 96.0%                 | 60.4%                                      | \$11,118                    | 8   | 32.0%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 10                            | 9                                  | 90.0%                 | 60.0%                                      | \$9,125                     | 1   | 10.0%                              |
| OH           | 12                            | 10                                 | 83.3%                 | 61.2%                                      | \$10,538                    | 2   | 16.7%                              |
| PA           | 40                            | 38                                 | 95.0%                 | 58.2%                                      | \$9,254                     | 11  | 27.5%                              |
| SC           | 3                             | 3                                  | 100.0%                |  |                             | 3   | 100.0%                             |
| Upstate NY   | 53                            | 46                                 | 86.8%                 | 60.2%                                      | \$9,819                     | 14  | 26.4%                              |
| VA           | 12                            | 9                                  | 75.0%                 | 55.3%                                      | \$12,769                    | 3   | 25.0%                              |
| WV           | 15                            | 15                                 | 100.0%                | 59.8%                                      | \$17,193                    | 3   | 20.0%                              |
| ALL          | 230                           | 195                                | 84.8%                 | 59.1%                                      | \$10,492                    | 66  | 28.7%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| FL           | 0                             |                                    |                       |  |                             |   |                                    |
| GA           | 9                             | 6                                  | 66.7%                 | 60.0%                                      | \$12,000                    | 1   | 11.1%                              |
| IN           | 0                             |                                    |                       |  |                             |   |                                    |
| NE           | 5                             | 5                                  | 100.0%                | 54.0%                                      | \$19,500                    | 3   | 60.0%                              |
| NJ           | 0                             |                                    |                       |  |                             |   |                                    |
| NC           | 0                             |                                    |                       |  |                             |   |                                    |
| OH           | 3                             | 2                                  | 66.7%                 |  |                             | 0   |                                    |
| PA           | 6                             | 6                                  | 100.0%                | 60.0%                                      | \$7,500                     | 0   |                                    |
| SC           | 0                             |                                    |                       |  |                             |   |                                    |
| Upstate NY   | 12                            | 10                                 | 83.3%                 | 61.3%                                      | \$12,313                    | 5   | 41.7%                              |
| VA           | 1                             | 1                                  | 100.0%                |  |                             | 1   | 100.0%                             |
| WV           | 1                             | 1                                  | 100.0%                |  |                             | 1   | 100.0%                             |
| ALL          | 39                            | 33                                 | 84.6%                 | 60.0%                                      | \$13,119                    | 12  | 30.8%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0030 - Chief Operating Officer**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 8                             | 8                                  | 100.0%                | 60.0%                                      | \$12,714                    | 2   | 25.0%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 11                            | 10                                 | 90.9%                 | 60.0%                                      | \$11,000                    | 3   | 27.3%                              |
| IN           | 3                             | 2                                  | 66.7%                 |  |                             | 1   | 33.3%                              |
| NE           | 11                            | 10                                 | 90.9%                 | 59.7%                                      | \$9,708                     | 3   | 27.3%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| OH           | 4                             | 2                                  | 50.0%                 |  |                             | 2   | 50.0%                              |
| PA           | 21                            | 20                                 | 95.2%                 | 58.2%                                      | \$9,000                     | 6   | 28.6%                              |
| SC           | 3                             | 3                                  | 100.0%                |  |                             | 2   | 66.7%                              |
| Upstate NY   | 34                            | 30                                 | 88.2%                 | 61.3%                                      | \$10,600                    | 10  | 29.4%                              |
| VA           | 7                             | 6                                  | 85.7%                 | 58.3%                                      | \$15,875                    | 1   | 14.3%                              |
| WV           | 5                             | 5                                  | 100.0%                | 59.4%                                      | \$10,750                    | 1   | 20.0%                              |
| ALL          | 113                           | 101                                | 89.4%                 | 59.2%                                      | \$10,587                    | 31  | 27.4%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0100 - Chief Financial Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 15                            | 15                                 | 100.0%                | 60.0%                                      | \$10,479                    | 4   | 26.7%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 31                            | 20                                 | 64.5%                 | 59.6%                                      | \$10,679                    | 7   | 22.6%                              |
| IN           | 4                             | 4                                  | 100.0%                | 48.8%                                      | \$8,460                     | 1   | 25.0%                              |
| NE           | 24                            | 22                                 | 91.7%                 | 59.1%                                      | \$10,125                    | 3   | 12.5%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 8                             | 7                                  | 87.5%                 | 60.0%                                      | \$9,250                     | 1   | 12.5%                              |
| OH           | 12                            | 7                                  | 58.3%                 | 61.0%                                      | \$10,717                    | 1   | 8.3%                               |
| PA           | 39                            | 36                                 | 92.3%                 | 58.1%                                      | \$8,303                     | 6   | 15.4%                              |
| SC           | 3                             | 3                                  | 100.0%                |  |                             | 2   | 66.7%                              |
| Upstate NY   | 66                            | 51                                 | 77.3%                 | 59.9%                                      | \$10,138                    | 11  | 16.7%                              |
| VA           | 12                            | 10                                 | 83.3%                 | 55.8%                                      | \$12,384                    | 2   | 16.7%                              |
| WV           | 12                            | 12                                 | 100.0%                | 60.9%                                      | \$15,982                    | 3   | 25.0%                              |
| ALL          | 230                           | 190                                | 82.6%                 | 58.8%                                      | \$10,136                    | 41  | 17.8%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0130 - Controller**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 13                            | 12                                 | 92.3%                 | 60.0%                                      | \$9,070                     | 3   | 23.1%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 15                            | 10                                 | 66.7%                 | 60.6%                                      | \$10,944                    | 1   | 6.7%                               |
| IN           | 3                             | 3                                  | 100.0%                |  |                             | 1   | 33.3%                              |
| NE           | 18                            | 13                                 | 72.2%                 | 59.4%                                      | \$8,041                     | 2   | 11.1%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 7                             | 5                                  | 71.4%                 | 60.0%                                      | \$10,600                    | 0   |                                    |
| OH           | 9                             | 7                                  | 77.8%                 | 58.0%                                      | \$9,467                     | 1   | 11.1%                              |
| PA           | 25                            | 23                                 | 92.0%                 | 56.9%                                      | \$8,447                     | 2   | 8.0%                               |
| SC           | 3                             | 2                                  | 66.7%                 |  |                             | 2   | 66.7%                              |
| Upstate NY   | 43                            | 32                                 | 74.4%                 | 59.7%                                      | \$8,880                     | 5   | 11.6%                              |
| VA           | 5                             | 4                                  | 80.0%                 | 52.0%                                      | \$8,824                     | 1   | 20.0%                              |
| WV           | 6                             | 6                                  | 100.0%                | 57.2%                                      | \$5,500                     | 0   |                                    |
| ALL          | 151                           | 120                                | 79.5%                 | 58.2%                                      | \$8,931                     | 18  | 11.9%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0200 - Top Strategic Planning, Marketing, and Business Development Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 10                            | 9                                  | 90.0%                 | 58.9%                                      | \$9,188                     | 1   | 10.0%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 9                             | 8                                  | 88.9%                 | 61.6%                                      | \$11,500                    | 1   | 11.1%                              |
| IN           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NE           | 14                            | 10                                 | 71.4%                 | 59.2%                                      | \$12,663                    | 4   | 28.6%                              |
| NJ           | 1                             | 0                                  |                       |  |                             | 0   |                                    |
| NC           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| OH           | 4                             | 4                                  | 100.0%                | 61.5%                                      | \$11,075                    | 0   |                                    |
| PA           | 20                            | 19                                 | 95.0%                 | 58.1%                                      | \$8,781                     | 3   | 15.0%                              |
| SC           | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| Upstate NY   | 28                            | 23                                 | 82.1%                 | 59.3%                                      | \$10,382                    | 6   | 21.4%                              |
| VA           | 7                             | 5                                  | 71.4%                 | 58.0%                                      | \$12,500                    | 1   | 14.3%                              |
| WV           | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| ALL          | 102                           | 87                                 | 85.3%                 | 58.9%                                      | \$10,335                    | 17  | 16.7%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0300 - Top Medical Affairs Executive (Physician only)**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 12                            | 12                                 | 100.0%                | 60.9%                                      | \$11,500                    | 2   | 16.7%                              |
| FL           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 10                            | 8                                  | 80.0%                 | 60.0%                                      | \$14,083                    | 3   | 30.0%                              |
| IN           | 3                             | 3                                  | 100.0%                |  |                             | 1   | 33.3%                              |
| NE           | 17                            | 14                                 | 82.4%                 | 56.5%                                      | \$10,838                    | 5   | 29.4%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| OH           | 8                             | 5                                  | 62.5%                 | 59.2%                                      | \$12,325                    | 1   | 12.5%                              |
| PA           | 24                            | 22                                 | 91.7%                 | 58.8%                                      | \$9,471                     | 4   | 16.7%                              |
| SC           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| Upstate NY   | 55                            | 40                                 | 72.7%                 | 60.5%                                      | \$10,864                    | 12  | 21.8%                              |
| VA           | 5                             | 5                                  | 100.0%                | 58.0%                                      | \$8,750                     | 0   |                                    |
| WV           | 4                             | 3                                  | 75.0%                 |  |                             | 1   | 25.0%                              |
| ALL          | 145                           | 118                                | 81.4%                 | 59.3%                                      | \$10,962                    | 29  | 20.0%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0400 - Top Professional Services Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 13                            | 12                                 | 92.3%                 | 61.7%                                      | \$8,566                     | 0   |                                    |
| FL           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 6                             | 4                                  | 66.7%                 | 61.8%                                      | \$13,333                    | 4   | 66.7%                              |
| IN           | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| NE           | 11                            | 9                                  | 81.8%                 | 59.4%                                      | \$7,875                     | 1   | 9.1%                               |
| NJ           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NC           | 5                             | 4                                  | 80.0%                 | 60.0%                                      | \$7,625                     | 0   |                                    |
| OH           | 3                             | 2                                  | 66.7%                 |  |                             | 1   | 33.3%                              |
| PA           | 17                            | 17                                 | 100.0%                | 54.3%                                      | \$8,346                     | 0   |                                    |
| SC           | 0                             |                                    |                       |  |                             |   |                                    |
| Upstate NY   | 29                            | 20                                 | 69.0%                 | 55.8%                                      | \$9,357                     | 3   | 10.3%                              |
| VA           | 7                             | 5                                  | 71.4%                 | 51.6%                                      | \$10,490                    | 2   | 28.6%                              |
| WV           | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| ALL          | 98                            | 80                                 | 81.6%                 | 57.1%                                      | \$8,706                     | 12  | 12.2%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0500 - Top Support Services Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 6                             | 6                                  | 100.0%                | 60.0%                                      | \$9,060                     | 0   |                                    |
| FL           | 0                             |                                    |                       |  |                             |   |                                    |
| GA           | 11                            | 7                                  | 63.6%                 | 60.0%                                      | \$11,100                    | 3   | 27.3%                              |
| IN           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NE           | 5                             | 5                                  | 100.0%                | 56.0%                                      | \$15,000                    | 2   | 40.0%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| OH           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| PA           | 17                            | 17                                 | 100.0%                | 56.8%                                      | \$10,308                    | 0   |                                    |
| SC           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| Upstate NY   | 17                            | 13                                 | 76.5%                 | 60.8%                                      | \$8,950                     | 4   | 23.5%                              |
| VA           | 3                             | 2                                  | 66.7%                 |  |                             | 1   | 33.3%                              |
| WV           | 6                             | 6                                  | 100.0%                | 64.0%                                      | \$9,831                     | 2   | 33.3%                              |
| ALL          | 72                            | 62                                 | 86.1%                 | 59.1%                                      | \$10,117                    | 12  | 16.7%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0600 - Top Nursing Services Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 17                            | 17                                 | 100.0%                | 60.6%                                      | \$10,339                    | 4   | 23.5%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 32                            | 18                                 | 56.3%                 | 60.8%                                      | \$10,964                    | 5   | 15.6%                              |
| IN           | 4                             | 4                                  | 100.0%                | 48.8%                                      | \$8,463                     | 2   | 50.0%                              |
| NE           | 23                            | 19                                 | 82.6%                 | 58.6%                                      | \$9,932                     | 5   | 21.7%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 9                             | 6                                  | 66.7%                 | 60.0%                                      | \$10,100                    | 0   |                                    |
| OH           | 11                            | 7                                  | 63.6%                 | 59.4%                                      | \$10,717                    | 1   | 9.1%                               |
| PA           | 39                            | 37                                 | 94.9%                 | 57.7%                                      | \$7,670                     | 8   | 20.5%                              |
| SC           | 4                             | 3                                  | 75.0%                 |  |                             | 1   | 25.0%                              |
| Upstate NY   | 67                            | 52                                 | 77.6%                 | 60.1%                                      | \$10,200                    | 11  | 16.4%                              |
| VA           | 12                            | 10                                 | 83.3%                 | 54.8%                                      | \$9,538                     | 2   | 16.7%                              |
| WV           | 11                            | 11                                 | 100.0%                | 60.9%                                      | \$9,360                     | 3   | 27.3%                              |
| ALL          | 233                           | 187                                | 80.3%                 | 58.8%                                      | \$9,629                     | 42  | 18.0%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0700 - Legal Counsel**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| FL           | 0                             |                                    |                       |  |                             |   |                                    |
| GA           | 7                             | 7                                  | 100.0%                | 61.0%                                      | \$13,667                    | 3   | 42.9%                              |
| IN           | 0                             |                                    |                       |  |                             |   |                                    |
| NE           | 5                             | 4                                  | 80.0%                 | 57.5%                                      | \$8,767                     | 2   | 40.0%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| OH           | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| PA           | 10                            | 9                                  | 90.0%                 | 58.3%                                      | \$10,643                    | 2   | 20.0%                              |
| SC           | 2                             | 0                                  |                       |  |                             | 1   | 50.0%                              |
| Upstate NY   | 10                            | 9                                  | 90.0%                 | 58.9%                                      | \$11,375                    | 1   | 10.0%                              |
| VA           | 4                             | 3                                  | 75.0%                 |  |                             | 1   | 25.0%                              |
| WV           | 2                             | 3                                  | 150.0%                |  |                             | 0   |                                    |
| ALL          | 48                            | 42                                 | 87.5%                 | 59.5%                                      | \$11,777                    | 11  | 22.9%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0800 - Top Fund Development Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 10                            | 9                                  | 90.0%                 | 59.0%                                      | \$9,111                     | 2   | 20.0%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 9                             | 8                                  | 88.9%                 | 58.8%                                      | \$12,250                    | 2   | 22.2%                              |
| IN           | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| NE           | 17                            | 14                                 | 82.4%                 | 58.9%                                      | \$8,936                     | 3   | 17.6%                              |
| NJ           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NC           | 6                             | 4                                  | 66.7%                 | 60.0%                                      | \$9,000                     | 0   |                                    |
| OH           | 5                             | 2                                  | 40.0%                 |  |                             | 0   |                                    |
| PA           | 19                            | 17                                 | 89.5%                 | 58.6%                                      | \$9,344                     | 1   | 5.3%                               |
| SC           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| Upstate NY   | 40                            | 31                                 | 77.5%                 | 59.0%                                      | \$9,979                     | 5   | 12.5%                              |
| VA           | 4                             | 4                                  | 100.0%                | 49.5%                                      | \$10,130                    | 0   |                                    |
| WV           | 4                             | 4                                  | 100.0%                | 63.3%                                      | \$9,500                     | 1   | 25.0%                              |
| ALL          | 121                           | 99                                 | 81.8%                 | 58.2%                                      | \$9,706                     | 15  | 12.4%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**0900 - Top Human Resources Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 13                            | 13                                 | 100.0%                | 60.0%                                      | \$8,617                     | 1   | 7.7%                               |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 20                            | 11                                 | 55.0%                 | 59.7%                                      | \$12,125                    | 4   | 20.0%                              |
| IN           | 4                             | 4                                  | 100.0%                | 46.3%                                      | \$8,450                     | 1   | 25.0%                              |
| NE           | 26                            | 20                                 | 76.9%                 | 59.1%                                      | \$9,627                     | 4   | 15.4%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 7                             | 4                                  | 57.1%                 | 60.0%                                      | \$10,333                    | 0   |                                    |
| OH           | 9                             | 6                                  | 66.7%                 | 59.3%                                      | \$11,860                    | 1   | 11.1%                              |
| PA           | 39                            | 36                                 | 92.3%                 | 57.2%                                      | \$7,682                     | 6   | 15.4%                              |
| SC           | 3                             | 2                                  | 66.7%                 |  |                             | 0   |                                    |
| Upstate NY   | 58                            | 47                                 | 81.0%                 | 59.9%                                      | \$10,220                    | 7   | 12.1%                              |
| VA           | 12                            | 10                                 | 83.3%                 | 55.8%                                      | \$11,383                    | 1   | 8.3%                               |
| WV           | 8                             | 8                                  | 100.0%                | 60.4%                                      | \$10,100                    | 1   | 12.5%                              |
| ALL          | 203                           | 164                                | 80.8%                 | 58.5%                                      | \$9,649                     | 26  | 12.8%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**1000 - Top Information Systems Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 12                            | 12                                 | 100.0%                | 59.2%                                      | \$8,603                     | 2   | 16.7%                              |
| FL           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 15                            | 12                                 | 80.0%                 | 59.7%                                      | \$11,136                    | 5   | 33.3%                              |
| IN           | 2                             | 2                                  | 100.0%                |  |                             | 1   | 50.0%                              |
| NE           | 20                            | 16                                 | 80.0%                 | 58.3%                                      | \$8,896                     | 4   | 20.0%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 6                             | 4                                  | 66.7%                 | 60.0%                                      | \$10,750                    | 0   |                                    |
| OH           | 5                             | 5                                  | 100.0%                | 57.2%                                      | \$9,825                     | 0   |                                    |
| PA           | 34                            | 30                                 | 88.2%                 | 55.6%                                      | \$7,385                     | 4   | 11.8%                              |
| SC           | 1                             | 0                                  |                       |  |                             | 0   |                                    |
| Upstate NY   | 47                            | 37                                 | 78.7%                 | 60.4%                                      | \$9,710                     | 6   | 12.8%                              |
| VA           | 9                             | 6                                  | 66.7%                 | 54.7%                                      | \$10,528                    | 1   | 11.1%                              |
| WV           | 7                             | 6                                  | 85.7%                 | 56.1%                                      | \$4,804                     | 2   | 28.6%                              |
| ALL          | 161                           | 132                                | 82.0%                 | 57.8%                                      | \$8,892                     | 25  | 15.5%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**1400 - Top Quality And Risk Management Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 9                             | 8                                  | 88.9%                 | 60.0%                                      | \$7,081                     | 1   | 11.1%                              |
| FL           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 18                            | 11                                 | 61.1%                 | 60.3%                                      | \$10,500                    | 2   | 11.1%                              |
| IN           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NE           | 15                            | 9                                  | 60.0%                 | 56.7%                                      | \$11,571                    | 3   | 20.0%                              |
| NJ           | 0                             |                                    |                       |  |                             |   |                                    |
| NC           | 4                             | 4                                  | 100.0%                | 60.0%                                      | \$8,000                     | 0   |                                    |
| OH           | 3                             | 2                                  | 66.7%                 |  |                             | 0   |                                    |
| PA           | 21                            | 19                                 | 90.5%                 | 57.4%                                      | \$8,200                     | 3   | 14.3%                              |
| SC           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| Upstate NY   | 43                            | 30                                 | 69.8%                 | 59.2%                                      | \$8,146                     | 5   | 11.6%                              |
| VA           | 8                             | 6                                  | 75.0%                 | 54.7%                                      | \$8,443                     | 1   | 12.5%                              |
| WV           | 9                             | 9                                  | 100.0%                | 58.3%                                      | \$7,974                     | 0   |                                    |
| ALL          | 133                           | 101                                | 75.9%                 | 58.0%                                      | \$8,642                     | 15  | 11.3%                              |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**1600 - Top Public Relations Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 10                            | 9                                  | 90.0%                 | 61.3%                                      | \$8,393                     | 1   | 10.0%                              |
| FL           | 0                             |                                    |                       |  |                             |   |                                    |
| GA           | 6                             | 4                                  | 66.7%                 | 59.3%                                      | \$12,667                    | 0   |                                    |
| IN           | 3                             | 3                                  | 100.0%                |  |                             | 1   | 33.3%                              |
| NE           | 9                             | 6                                  | 66.7%                 | 56.7%                                      | \$9,000                     | 1   | 11.1%                              |
| NJ           | 1                             | 1                                  | 100.0%                |  |                             | 0   |                                    |
| NC           | 5                             | 4                                  | 80.0%                 | 60.0%                                      | \$10,250                    | 0   |                                    |
| OH           | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| PA           | 20                            | 20                                 | 100.0%                | 56.4%                                      | \$6,706                     | 2   | 10.0%                              |
| SC           | 0                             |                                    |                       |  |                             |   |                                    |
| Upstate NY   | 31                            | 26                                 | 83.9%                 | 58.7%                                      | \$9,810                     | 3   | 9.7%                               |
| VA           | 3                             | 2                                  | 66.7%                 |  |                             | 0   |                                    |
| WV           | 3                             | 3                                  | 100.0%                |  |                             | 1   | 33.3%                              |
| ALL          | 94                            | 81                                 | 86.2%                 | 57.6%                                      | \$8,498                     | 9   | 9.6%                               |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**LTD PLANS (continued)**

**1700 - Top Physical Facilities Executive**

| State        | Number of Survey Participants | Number Reporting LTD Plan Provided | Percent With LTD Plan | Avg Benefit Level as a Percent of Base Pay | Avg Maximum Monthly Benefit | Number Reporting Supplemental LTD Plan Provided | Percent With Supplemental LTD Plan |
|--------------|-------------------------------|------------------------------------|-----------------------|--|-----------------------------|---|------------------------------------|
| DE / DC / MD | 9                             | 9                                  | 100.0%                | 60.0%                                      | \$8,338                     | 1   | 11.1%                              |
| FL           | 2                             | 2                                  | 100.0%                |  |                             | 0   |                                    |
| GA           | 15                            | 8                                  | 53.3%                 | 59.6%                                      | \$11,500                    | 1   | 6.7%                               |
| IN           | 3                             | 3                                  | 100.0%                |  |                             | 0   |                                    |
| NE           | 17                            | 12                                 | 70.6%                 | 58.9%                                      | \$7,788                     | 2   | 11.8%                              |
| NJ           | 2                             | 1                                  | 50.0%                 |  |                             | 0   |                                    |
| NC           | 4                             | 3                                  | 75.0%                 |  |                             | 0   |                                    |
| OH           | 6                             | 4                                  | 66.7%                 | 55.3%                                      | \$8,167                     | 0   |                                    |
| PA           | 23                            | 21                                 | 91.3%                 | 56.4%                                      | \$8,417                     | 2   | 8.7%                               |
| SC           | 1                             | 0                                  |                       |  |                             | 0   |                                    |
| Upstate NY   | 35                            | 26                                 | 74.3%                 | 59.1%                                      | \$9,750                     | 3   | 8.6%                               |
| VA           | 6                             | 5                                  | 83.3%                 | 53.6%                                      | \$8,294                     | 0   |                                    |
| WV           | 5                             | 5                                  | 100.0%                | 56.5%                                      | \$4,625                     | 1   | 20.0%                              |
| ALL          | 128                           | 99                                 | 77.3%                 | 57.7%                                      | \$9,016                     | 10  | 7.8%                               |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### SEVERANCE PAY INFORMATION

If severance pay arrangements exist for a Change in Governance or Involuntary Termination, participants were asked to report the length of time (months) that severance is paid. The exhibit below illustrates participant responses for each position, by state and circumstance.

| <b>0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters)</b> |                           |                                       |  |  |   |  |                         |
|--|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State  | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|  |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD   | 13                        | 10                                    | 76.9%                                  | 10                                       | 76.9%                                     | 16   | 14                      |
| FL   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA   | 37                        | 19                                    | 51.4%                                  | 18                                       | 48.6%                                     | 16   | 18                      |
| IN   | 6                         | 2                                     | 33.3%                                  | 2  | 33.3%                                     |  |                         |
| NE   | 25                        | 17                                    | 68.0%                                  | 17                                       | 68.0%                                     | 19   | 16                      |
| NJ   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC   | 10                        | 8                                     | 80.0%                                  | 7  | 70.0%                                     | 12   | 12                      |
| OH   | 12                        | 10                                    | 83.3%                                  | 8  | 66.7%                                     | 16   | 17                      |
| PA   | 40                        | 27                                    | 67.5%                                  | 24                                       | 60.0%                                     | 20   | 19                      |
| SC   | 3                         | 2                                     | 66.7%                                  | 2  | 66.7%                                     |  |                         |
| Upstate NY   | 53                        | 31                                    | 58.5%                                  | 32                                       | 60.4%                                     | 17   | 17                      |
| VA   | 12                        | 6                                     | 50.0%                                  | 7  | 58.3%                                     | 24   | 19                      |
| WV   | 15                        | 9                                     | 60.0%                                  | 9  | 60.0%                                     | 17   | 15                      |
| ALL  | 230                       | 143                                   | 62.2%                                  | 138                                      | 60.0%                                     | 18   | 17                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

**0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)**

| State        | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|--------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
|              |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD | 2                         | 2                                     | 100.0%                                 | 2  | 100.0%                                    |  |                         |
| FL           | 0                         |                                       |  |  |   |  |                         |
| GA           | 9                         | 3                                     | 33.3%                                  | 3  | 33.3%                                     |  |                         |
| IN           | 0                         |                                       |  |  |   |  |                         |
| NE           | 5                         | 3                                     | 60.0%                                  | 4  | 80.0%                                     |  | 18                      |
| NJ           | 0                         |                                       |  |  |   |  |                         |
| NC           | 0                         |                                       |  |  |   |  |                         |
| OH           | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| PA           | 6                         | 4                                     | 66.7%                                  | 5  | 83.3%                                     | 12   | 12                      |
| SC           | 0                         |                                       |  |  |   |  |                         |
| Upstate NY   | 12                        | 8                                     | 66.7%                                  | 7  | 58.3%                                     | 13   | 13                      |
| VA           | 1                         | 0                                     |  | 0  |   |  |                         |
| WV           | 1                         | 0                                     |  | 0  |   |  |                         |
| ALL          | 39                        | 21                                    | 53.8%                                  | 22                                       | 56.4%                                     | 14   | 14                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0030 - Chief Operating Officer |                           |                                       |  |  |   |  |                         |
|--------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                          | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                   | 8                         | 3                                     | 37.5%                                  | 3  | 37.5%                                     |  |                         |
| FL                             | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                             | 11                        | 7                                     | 63.6%                                  | 7  | 63.6%                                     | 15   | 15                      |
| IN                             | 3                         | 0                                     |  | 1  | 33.3%                                     |  |                         |
| NE                             | 11                        | 4                                     | 36.4%                                  | 4  | 36.4%                                     | 15   | 11                      |
| NJ                             | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                             | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| OH                             | 4                         | 1                                     | 25.0%                                  | 1  | 25.0%                                     |  |                         |
| PA                             | 21                        | 11                                    | 52.4%                                  | 10                                       | 47.6%                                     | 15   | 12                      |
| SC                             | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| Upstate NY                     | 34                        | 13                                    | 38.2%                                  | 15                                       | 44.1%                                     | 12   | 12                      |
| VA                             | 7                         | 3                                     | 42.9%                                  | 3  | 42.9%                                     |  |                         |
| WV                             | 5                         | 1                                     | 20.0%                                  | 1  | 20.0%                                     |  |                         |
| ALL                            | 113                       | 47                                    | 41.6%                                  | 49                                       | 43.4%                                     | 14   | 13                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0100 - Chief Financial Executive |                           |                                       |  |  |   |  |                         |
|----------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                            | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                  |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                     | 15                        | 5                                     | 33.3%                                  | 7  | 46.7%                                     | 10   | 11                      |
| FL                               | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                               | 31                        | 13                                    | 41.9%                                  | 12                                       | 38.7%                                     | 13   | 14                      |
| IN                               | 4                         | 0                                     |  | 1  | 25.0%                                     |  |                         |
| NE                               | 24                        | 7                                     | 29.2%                                  | 7  | 29.2%                                     | 14   | 12                      |
| NJ                               | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                               | 8                         | 2                                     | 25.0%                                  | 2  | 25.0%                                     |  |                         |
| OH                               | 12                        | 4                                     | 33.3%                                  | 4  | 33.3%                                     | 13   | 13                      |
| PA                               | 39                        | 17                                    | 43.6%                                  | 17                                       | 43.6%                                     | 15   | 13                      |
| SC                               | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| Upstate NY                       | 66                        | 19                                    | 28.8%                                  | 24                                       | 36.4%                                     | 12   | 10                      |
| VA                               | 12                        | 1                                     | 8.3%                                   | 4  | 33.3%                                     |  | 10                      |
| WV                               | 12                        | 4                                     | 33.3%                                  | 4  | 33.3%                                     | 12   | 12                      |
| ALL                              | 230                       | 75                                    | 32.6%                                  | 85                                       | 37.0%                                     | 13   | 12                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0130 - Controller |                           |                                       |  |  |   |  |                         |
|-------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State             | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                   |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD      | 13                        | 1                                     | 7.7%                                   | 2  | 15.4%                                     |  |                         |
| FL                | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                | 15                        | 1                                     | 6.7%                                   | 1  | 6.7%                                      |  |                         |
| IN                | 3                         | 0                                     |  | 1  | 33.3%                                     |  |                         |
| NE                | 18                        | 3                                     | 16.7%                                  | 3  | 16.7%                                     |  |                         |
| NJ                | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                | 7                         | 3                                     | 42.9%                                  | 2  | 28.6%                                     |  |                         |
| OH                | 9                         | 1                                     | 11.1%                                  | 1  | 11.1%                                     |  |                         |
| PA                | 25                        | 4                                     | 16.0%                                  | 5  | 20.0%                                     | 6  | 6                       |
| SC                | 3                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY        | 43                        | 5                                     | 11.6%                                  | 8  | 18.6%                                     | 8  | 6                       |
| VA                | 5                         | 1                                     | 20.0%                                  | 2  | 40.0%                                     |  |                         |
| WV                | 6                         | 0                                     |  | 0  |   |  |                         |
| ALL               | 151                       | 21                                    | 13.9%                                  | 27                                       | 17.9%                                     | 9  | 7                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

**0200 - Top Strategic Planning, Marketing, and Business Development Executive**

| State        | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|--------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
|              |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD | 10                        | 1                                     | 10.0%                                  | 2  | 20.0%                                     |  |                         |
| FL           | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA           | 9                         | 3                                     | 33.3%                                  | 3  | 33.3%                                     |  |                         |
| IN           | 1                         | 0                                     |  | 0  |   |  |                         |
| NE           | 14                        | 4                                     | 28.6%                                  | 5  | 35.7%                                     | 15   | 12                      |
| NJ           | 1                         | 0                                     |  | 0  |   |  |                         |
| NC           | 1                         | 1                                     | 100.0%                                 | 1  | 100.0%                                    |  |                         |
| OH           | 4                         | 2                                     | 50.0%                                  | 2  | 50.0%                                     |  |                         |
| PA           | 20                        | 5                                     | 25.0%                                  | 4  | 20.0%                                     | 14   | 11                      |
| SC           | 2                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY   | 28                        | 7                                     | 25.0%                                  | 8  | 28.6%                                     | 9  | 8                       |
| VA           | 7                         | 1                                     | 14.3%                                  | 2  | 28.6%                                     |  |                         |
| WV           | 3                         | 0                                     |  | 0  |   |  |                         |
| ALL          | 102                       | 25                                    | 24.5%                                  | 28                                       | 27.5%                                     | 11   | 10                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

**0300 - Top Medical Affairs Executive (Physician only)**

| State        | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|--------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
|              |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD | 12                        | 5                                     | 41.7%                                  | 7  | 58.3%                                     | 10   | 9                       |
| FL           | 1                         | 1                                     | 100.0%                                 | 1  | 100.0%                                    |  |                         |
| GA           | 10                        | 5                                     | 50.0%                                  | 4  | 40.0%                                     | 16   | 20                      |
| IN           | 3                         | 0                                     |  | 0  |   |  |                         |
| NE           | 17                        | 5                                     | 29.4%                                  | 7  | 41.2%                                     | 14   | 12                      |
| NJ           | 2                         | 0                                     |  | 0  |   |  |                         |
| NC           | 3                         | 2                                     | 66.7%                                  | 2  | 66.7%                                     |  |                         |
| OH           | 8                         | 4                                     | 50.0%                                  | 3  | 37.5%                                     | 11   |                         |
| PA           | 24                        | 8                                     | 33.3%                                  | 8  | 33.3%                                     | 15   | 14                      |
| SC           | 1                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY   | 55                        | 17                                    | 30.9%                                  | 21                                       | 38.2%                                     | 11   | 10                      |
| VA           | 5                         | 1                                     | 20.0%                                  | 1  | 20.0%                                     |  |                         |
| WV           | 4                         | 1                                     | 25.0%                                  | 1  | 25.0%                                     |  |                         |
| ALL          | 145                       | 49                                    | 33.8%                                  | 55                                       | 37.9%                                     | 12   | 12                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0400 - Top Professional Services Executive |                           |                                       |  |  |   |  |                         |
|--|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                      | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|  |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                               | 13                        | 3                                     | 23.1%                                  | 3  | 23.1%                                     |  |                         |
| FL   | 1                         | 0                                     |  | 0  |   |  |                         |
| GA   | 6                         | 1                                     | 16.7%                                  | 1  | 16.7%                                     |  |                         |
| IN   | 2                         | 0                                     |  | 1  | 50.0%                                     |  |                         |
| NE   | 11                        | 2                                     | 18.2%                                  | 2  | 18.2%                                     |  |                         |
| NJ   | 1                         | 1                                     | 100.0%                                 | 1  | 100.0%                                    |  |                         |
| NC   | 5                         | 1                                     | 20.0%                                  | 1  | 20.0%                                     |  |                         |
| OH   | 3                         | 0                                     |  | 0  |   |  |                         |
| PA   | 17                        | 5                                     | 29.4%                                  | 7  | 41.2%                                     | 11   | 9                       |
| SC   | 0                         |                                       |  |  |   |  |                         |
| Upstate NY                                 | 29                        | 6                                     | 20.7%                                  | 7  | 24.1%                                     | 8  | 9                       |
| VA   | 7                         | 1                                     | 14.3%                                  | 2  | 28.6%                                     |  |                         |
| WV   | 3                         | 2                                     | 66.7%                                  | 2  | 66.7%                                     |  |                         |
| ALL  | 98                        | 22                                    | 22.4%                                  | 27                                       | 27.6%                                     | 9  | 9                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0500 - Top Support Services Executive |                           |                                       |  |  |   |  |                         |
|---------------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                 | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                       |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                          | 6                         | 1                                     | 16.7%                                  | 1  | 16.7%                                     |  |                         |
| FL                                    | 0                         |                                       |  |  |   |  |                         |
| GA                                    | 11                        | 3                                     | 27.3%                                  | 3  | 27.3%                                     |  |                         |
| IN                                    | 1                         | 0                                     |  | 0  |   |  |                         |
| NE                                    | 5                         | 1                                     | 20.0%                                  | 1  | 20.0%                                     |  |                         |
| NJ                                    | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                                    | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| OH                                    | 1                         | 0                                     |  | 0  |   |  |                         |
| PA                                    | 17                        | 5                                     | 29.4%                                  | 6  | 35.3%                                     | 10   | 9                       |
| SC                                    | 1                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY                            | 17                        | 3                                     | 17.6%                                  | 3  | 17.6%                                     |  |                         |
| VA                                    | 3                         | 0                                     |  | 0  |   |  |                         |
| WV                                    | 6                         | 1                                     | 16.7%                                  | 1  | 16.7%                                     |  |                         |
| ALL                                   | 72                        | 16                                    | 22.2%                                  | 17                                       | 23.6%                                     | 9  | 8                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0600 - Top Nursing Services Executive |                           |                                       |  |  |   |  |                         |
|---------------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                 | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                       |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                          | 17                        | 5                                     | 29.4%                                  | 6  | 35.3%                                     | 8  | 7                       |
| FL                                    | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                                    | 32                        | 7                                     | 21.9%                                  | 7  | 21.9%                                     | 10   | 8                       |
| IN                                    | 4                         | 0                                     |  | 1  | 25.0%                                     |  |                         |
| NE                                    | 23                        | 5                                     | 21.7%                                  | 5  | 21.7%                                     | 12   | 12                      |
| NJ                                    | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                                    | 9                         | 4                                     | 44.4%                                  | 3  | 33.3%                                     | 6  |                         |
| OH                                    | 11                        | 4                                     | 36.4%                                  | 4  | 36.4%                                     | 13   | 13                      |
| PA                                    | 39                        | 9                                     | 23.1%                                  | 11                                       | 28.2%                                     | 14   | 12                      |
| SC                                    | 4                         | 1                                     | 25.0%                                  | 1  | 25.0%                                     |  |                         |
| Upstate NY                            | 67                        | 16                                    | 23.9%                                  | 21                                       | 31.3%                                     | 9  | 8                       |
| VA                                    | 12                        | 2                                     | 16.7%                                  | 3  | 25.0%                                     |  |                         |
| WV                                    | 11                        | 2                                     | 18.2%                                  | 2  | 18.2%                                     |  |                         |
| ALL                                   | 233                       | 57                                    | 24.5%                                  | 66                                       | 28.3%                                     | 11   | 10                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0700 - Legal Counsel |                           |                                       |  |  |   |  |                         |
|----------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                      |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD         | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| FL                   | 0                         |                                       |  |  |   |  |                         |
| GA                   | 7                         | 5                                     | 71.4%                                  | 4  | 57.1%                                     | 15   | 16                      |
| IN                   | 0                         |                                       |  |  |   |  |                         |
| NE                   | 5                         | 3                                     | 60.0%                                  | 3  | 60.0%                                     |  |                         |
| NJ                   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                   | 1                         | 0                                     |  | 0  |   |  |                         |
| OH                   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| PA                   | 10                        | 4                                     | 40.0%                                  | 4  | 40.0%                                     | 9  | 9                       |
| SC                   | 2                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY           | 10                        | 4                                     | 40.0%                                  | 5  | 50.0%                                     | 12   | 12                      |
| VA                   | 4                         | 2                                     | 50.0%                                  | 2  | 50.0%                                     |  |                         |
| WV                   | 2                         | 2                                     | 100.0%                                 | 2  | 100.0%                                    |  |                         |
| ALL                  | 48                        | 23                                    | 47.9%                                  | 23                                       | 47.9%                                     | 13   | 12                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0800 - Top Fund Development Executive |                           |                                       |  |  |   |  |                         |
|---------------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                 | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                       |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                          | 10                        | 0                                     |  | 1  | 10.0%                                     |  |                         |
| FL                                    | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                                    | 9                         | 5                                     | 55.6%                                  | 3  | 33.3%                                     | 6  |                         |
| IN                                    | 2                         | 0                                     |  | 1  | 50.0%                                     |  |                         |
| NE                                    | 17                        | 2                                     | 11.8%                                  | 2  | 11.8%                                     |  |                         |
| NJ                                    | 1                         | 1                                     | 100.0%                                 | 1  | 100.0%                                    |  |                         |
| NC                                    | 6                         | 0                                     |  | 1  | 16.7%                                     |  |                         |
| OH                                    | 5                         | 1                                     | 20.0%                                  | 1  | 20.0%                                     |  |                         |
| PA                                    | 19                        | 4                                     | 21.1%                                  | 4  | 21.1%                                     | 8  | 8                       |
| SC                                    | 2                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY                            | 40                        | 8                                     | 20.0%                                  | 9  | 22.5%                                     | 8  | 8                       |
| VA                                    | 4                         | 1                                     | 25.0%                                  | 2  | 50.0%                                     |  |                         |
| WV                                    | 4                         | 1                                     | 25.0%                                  | 1  | 25.0%                                     |  |                         |
| ALL                                   | 121                       | 24                                    | 19.8%                                  | 27                                       | 22.3%                                     | 9  | 8                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 0900 - Top Human Resources Executive |                           |                                       |  |  |   |  |                         |
|--------------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                      |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                         | 13                        | 2                                     | 15.4%                                  | 3  | 23.1%                                     |  |                         |
| FL                                   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                                   | 20                        | 6                                     | 30.0%                                  | 7  | 35.0%                                     | 10   | 9                       |
| IN                                   | 4                         | 0                                     |  | 1  | 25.0%                                     |  |                         |
| NE                                   | 26                        | 8                                     | 30.8%                                  | 8  | 30.8%                                     | 13   | 11                      |
| NJ                                   | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                                   | 7                         | 3                                     | 42.9%                                  | 2  | 28.6%                                     |  |                         |
| OH                                   | 9                         | 3                                     | 33.3%                                  | 3  | 33.3%                                     |  |                         |
| PA                                   | 39                        | 9                                     | 23.1%                                  | 9  | 23.1%                                     | 11   | 11                      |
| SC                                   | 3                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY                           | 58                        | 14                                    | 24.1%                                  | 17                                       | 29.3%                                     | 10   | 9                       |
| VA                                   | 12                        | 1                                     | 8.3%                                   | 2  | 16.7%                                     |  |                         |
| WV                                   | 8                         | 3                                     | 37.5%                                  | 3  | 37.5%                                     |  |                         |
| ALL                                  | 203                       | 51                                    | 25.1%                                  | 57                                       | 28.1%                                     | 10   | 10                      |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 1000 - Top Information Systems Executive |                           |                                       |  |  |   |  |                         |
|--|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                    | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|  |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                             | 12                        | 0                                     |  | 1  | 8.3%                                      |  |                         |
| FL                                       | 1                         | 0                                     |  | 0  |   |  |                         |
| GA                                       | 15                        | 3                                     | 20.0%                                  | 3  | 20.0%                                     |  |                         |
| IN                                       | 2                         | 0                                     |  | 1  | 50.0%                                     |  |                         |
| NE                                       | 20                        | 4                                     | 20.0%                                  | 4  | 20.0%                                     | 15   | 12                      |
| NJ                                       | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                                       | 6                         | 3                                     | 50.0%                                  | 2  | 33.3%                                     |  |                         |
| OH                                       | 5                         | 2                                     | 40.0%                                  | 2  | 40.0%                                     |  |                         |
| PA                                       | 34                        | 7                                     | 20.6%                                  | 7  | 20.6%                                     | 10   | 10                      |
| SC                                       | 1                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY                               | 47                        | 7                                     | 14.9%                                  | 9  | 19.1%                                     | 10   | 9                       |
| VA                                       | 9                         | 1                                     | 11.1%                                  | 3  | 33.3%                                     |  |                         |
| WV                                       | 7                         | 1                                     | 14.3%                                  | 1  | 14.3%                                     |  |                         |
| ALL                                      | 161                       | 29                                    | 18.0%                                  | 34                                       | 21.1%                                     | 10   | 9                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

**1400 - Top Quality And Risk Management Executive**

| State        | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|--------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
|              |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD | 9                         | 0                                     |  | 0  |   |  |                         |
| FL           | 1                         | 0                                     |  | 0  |   |  |                         |
| GA           | 18                        | 6                                     | 33.3%                                  | 6  | 33.3%                                     | 7  | 7                       |
| IN           | 1                         | 0                                     |  | 1  | 100.0%                                    |  |                         |
| NE           | 15                        | 3                                     | 20.0%                                  | 3  | 20.0%                                     |  |                         |
| NJ           | 0                         |                                       |  |  |   |  |                         |
| NC           | 4                         | 1                                     | 25.0%                                  | 1  | 25.0%                                     |  |                         |
| OH           | 3                         | 0                                     |  | 0  |   |  |                         |
| PA           | 21                        | 6                                     | 28.6%                                  | 4  | 19.0%                                     | 10   | 8                       |
| SC           | 1                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY   | 43                        | 9                                     | 20.9%                                  | 13                                       | 30.2%                                     | 6  | 6                       |
| VA           | 8                         | 1                                     | 12.5%                                  | 2  | 25.0%                                     |  |                         |
| WV           | 9                         | 2                                     | 22.2%                                  | 1  | 11.1%                                     |  |                         |
| ALL          | 133                       | 28                                    | 21.1%                                  | 31                                       | 23.3%                                     | 9  | 7                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 1600 - Top Public Relations Executive |                           |                                       |  |  |   |  |                         |
|---------------------------------------|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                 | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|                                       |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                          | 10                        | 1                                     | 10.0%                                  | 1  | 10.0%                                     |  |                         |
| FL                                    | 0                         |                                       |  |  |   |  |                         |
| GA                                    | 6                         | 2                                     | 33.3%                                  | 2  | 33.3%                                     |  |                         |
| IN                                    | 3                         | 0                                     |  | 1  | 33.3%                                     |  |                         |
| NE                                    | 9                         | 1                                     | 11.1%                                  | 1  | 11.1%                                     |  |                         |
| NJ                                    | 1                         | 1                                     | 100.0%                                 | 1  | 100.0%                                    |  |                         |
| NC                                    | 5                         | 0                                     |  | 0  |   |  |                         |
| OH                                    | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| PA                                    | 20                        | 3                                     | 15.0%                                  | 3  | 15.0%                                     |  |                         |
| SC                                    | 0                         |                                       |  |  |   |  |                         |
| Upstate NY                            | 31                        | 6                                     | 19.4%                                  | 9  | 29.0%                                     | 10   | 8                       |
| VA                                    | 3                         | 1                                     | 33.3%                                  | 1  | 33.3%                                     |  |                         |
| WV                                    | 3                         | 0                                     |  | 0  |   |  |                         |
| ALL                                   | 94                        | 16                                    | 17.0%                                  | 20                                       | 21.3%                                     | 9  | 8                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SEVERANCE PAY INFORMATION (continued)**

| 1700 - Top Physical Facilities Executive |                           |                                       |  |  |   |  |                         |
|--|---------------------------|---------------------------------------|--|--|---|--|-------------------------|
| State                                    | Number Reporting Position | Number Reporting Change of Governance | Percent Reporting Change of Governance | Number Reporting Involuntary Termination | Percent Reporting Involuntary Termination | Average Number of Months Severance is Paid |                         |
|  |                           |                                       |  |  |   | Change of Governance                       | Involuntary Termination |
| DE / DC / MD                             | 9                         | 1                                     | 11.1%                                  | 2  | 22.2%                                     |  |                         |
| FL                                       | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| GA                                       | 15                        | 4                                     | 26.7%                                  | 4  | 26.7%                                     | 5  | 5                       |
| IN                                       | 3                         | 0                                     |  | 0  |   |  |                         |
| NE                                       | 17                        | 4                                     | 23.5%                                  | 4  | 23.5%                                     | 15   | 12                      |
| NJ                                       | 2                         | 1                                     | 50.0%                                  | 1  | 50.0%                                     |  |                         |
| NC                                       | 4                         | 3                                     | 75.0%                                  | 2  | 50.0%                                     |  |                         |
| OH                                       | 6                         | 1                                     | 16.7%                                  | 1  | 16.7%                                     |  |                         |
| PA                                       | 23                        | 5                                     | 21.7%                                  | 3  | 13.0%                                     | 8  |                         |
| SC                                       | 1                         | 0                                     |  | 0  |   |  |                         |
| Upstate NY                               | 35                        | 5                                     | 14.3%                                  | 8  | 22.9%                                     | 6  | 6                       |
| VA                                       | 6                         | 1                                     | 16.7%                                  | 2  | 33.3%                                     |  |                         |
| WV                                       | 5                         | 0                                     |  | 0  |   |  |                         |
| ALL                                      | 128                       | 26                                    | 20.3%                                  | 28                                       | 21.9%                                     | 8  | 7                       |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY**

**Delaware / District of Columbia / Maryland**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 9                    | 2                        | 2                     | 13           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 2                        | 0                     | 2            |
| 0030 - Chief Operating Officer  | 7                    | 1                        | 0                     | 8            |
| 0100 - Chief Financial Executive  | 9                    | 5                        | 1                     | 15           |
| 0130 - Controller   | 1                    | 10                       | 2                     | 13           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 2                    | 7                        | 1                     | 10           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 8                    | 4                        | 0                     | 12           |
| 0400 - Top Professional Services Executive  | 2                    | 10                       | 1                     | 13           |
| 0500 - Top Support Services Executive   | 1                    | 5                        | 0                     | 6            |
| 0600 - Top Nursing Services Executive   | 8                    | 8                        | 1                     | 17           |
| 0700 - Legal Counsel  | 1                    | 1                        | 1                     | 3            |
| 0800 - Top Fund Development Executive   | 3                    | 6                        | 1                     | 10           |
| 0900 - Top Human Resources Executive  | 5                    | 8                        | 0                     | 13           |
| 1000 - Top Information Systems Executive  | 3                    | 8                        | 1                     | 12           |
| 1400 - Top Quality And Risk Management Executive  | 2                    | 5                        | 2                     | 9            |
| 1600 - Top Public Relations Executive   | 0                    | 8                        | 2                     | 10           |
| 1700 - Top Physical Facilities Executive  | 0                    | 9                        | 0                     | 9            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Florida**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 2                    | 0                        | 0                     | 2            |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 0                     | 0            |
| 0030 - Chief Operating Officer  | 1                    | 1                        | 0                     | 2            |
| 0100 - Chief Financial Executive  | 1                    | 0                        | 1                     | 2            |
| 0130 - Controller   | 0                    | 2                        | 0                     | 2            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0                    | 2                        | 0                     | 2            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 1                    | 0                        | 0                     | 1            |
| 0400 - Top Professional Services Executive  | 0                    | 1                        | 0                     | 1            |
| 0500 - Top Support Services Executive   | 0                    | 0                        | 0                     | 0            |
| 0600 - Top Nursing Services Executive   | 1                    | 1                        | 0                     | 2            |
| 0700 - Legal Counsel  | 0                    | 0                        | 0                     | 0            |
| 0800 - Top Fund Development Executive   | 0                    | 1                        | 1                     | 2            |
| 0900 - Top Human Resources Executive  | 1                    | 0                        | 1                     | 2            |
| 1000 - Top Information Systems Executive  | 0                    | 0                        | 1                     | 1            |
| 1400 - Top Quality And Risk Management Executive  | 0                    | 1                        | 0                     | 1            |
| 1600 - Top Public Relations Executive   | 0                    | 0                        | 0                     | 0            |
| 1700 - Top Physical Facilities Executive  | 0                    | 2                        | 0                     | 2            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Georgia**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 12                   | 24                       | 0                     | 36           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 2                    | 6                        | 1                     | 9            |
| 0030 - Chief Operating Officer  | 7                    | 4                        | 0                     | 11           |
| 0100 - Chief Financial Executive  | 11                   | 19                       | 1                     | 31           |
| 0130 - Controller   | 2                    | 13                       | 0                     | 15           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 2                    | 7                        | 0                     | 9            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 5                    | 5                        | 0                     | 10           |
| 0400 - Top Professional Services Executive  | 3                    | 3                        | 0                     | 6            |
| 0500 - Top Support Services Executive   | 2                    | 9                        | 0                     | 11           |
| 0600 - Top Nursing Services Executive   | 8                    | 25                       | 0                     | 33           |
| 0700 - Legal Counsel  | 5                    | 3                        | 0                     | 8            |
| 0800 - Top Fund Development Executive   | 3                    | 5                        | 1                     | 9            |
| 0900 - Top Human Resources Executive  | 5                    | 15                       | 0                     | 20           |
| 1000 - Top Information Systems Executive  | 4                    | 10                       | 1                     | 15           |
| 1400 - Top Quality And Risk Management Executive  | 1                    | 16                       | 1                     | 18           |
| 1600 - Top Public Relations Executive   | 1                    | 5                        | 0                     | 6            |
| 1700 - Top Physical Facilities Executive  | 1                    | 14                       | 0                     | 15           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Indiana**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1                    | 4                        | 1                     | 6            |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 0                     | 0            |
| 0030 - Chief Operating Officer  | 0                    | 2                        | 1                     | 3            |
| 0100 - Chief Financial Executive  | 0                    | 4                        | 0                     | 4            |
| 0130 - Controller   | 0                    | 3                        | 0                     | 3            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0                    | 1                        | 0                     | 1            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0                    | 3                        | 0                     | 3            |
| 0400 - Top Professional Services Executive  | 0                    | 2                        | 0                     | 2            |
| 0500 - Top Support Services Executive   | 0                    | 1                        | 0                     | 1            |
| 0600 - Top Nursing Services Executive   | 0                    | 3                        | 1                     | 4            |
| 0700 - Legal Counsel  | 0                    | 0                        | 0                     | 0            |
| 0800 - Top Fund Development Executive   | 0                    | 2                        | 0                     | 2            |
| 0900 - Top Human Resources Executive  | 0                    | 4                        | 0                     | 4            |
| 1000 - Top Information Systems Executive  | 0                    | 2                        | 0                     | 2            |
| 1400 - Top Quality And Risk Management Executive  | 0                    | 1                        | 0                     | 1            |
| 1600 - Top Public Relations Executive   | 0                    | 3                        | 0                     | 3            |
| 1700 - Top Physical Facilities Executive  | 0                    | 2                        | 1                     | 3            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**New England**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 17                   | 7                        | 1                     | 25           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 2                    | 3                        | 0                     | 5            |
| 0030 - Chief Operating Officer  | 1                    | 9                        | 1                     | 11           |
| 0100 - Chief Financial Executive  | 4                    | 19                       | 1                     | 24           |
| 0130 - Controller   | 0                    | 16                       | 2                     | 18           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 1                    | 12                       | 1                     | 14           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 2                    | 15                       | 0                     | 17           |
| 0400 - Top Professional Services Executive  | 0                    | 9                        | 2                     | 11           |
| 0500 - Top Support Services Executive   | 1                    | 4                        | 0                     | 5            |
| 0600 - Top Nursing Services Executive   | 1                    | 19                       | 3                     | 23           |
| 0700 - Legal Counsel  | 0                    | 4                        | 1                     | 5            |
| 0800 - Top Fund Development Executive   | 1                    | 15                       | 1                     | 17           |
| 0900 - Top Human Resources Executive  | 2                    | 23                       | 1                     | 26           |
| 1000 - Top Information Systems Executive  | 1                    | 18                       | 1                     | 20           |
| 1400 - Top Quality And Risk Management Executive  | 1                    | 11                       | 3                     | 15           |
| 1600 - Top Public Relations Executive   | 0                    | 7                        | 2                     | 9            |
| 1700 - Top Physical Facilities Executive  | 0                    | 16                       | 1                     | 17           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**New Jersey**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1                    | 0                        | 1                     | 2            |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 0                     | 0            |
| 0030 - Chief Operating Officer  | 1                    | 0                        | 1                     | 2            |
| 0100 - Chief Financial Executive  | 1                    | 0                        | 1                     | 2            |
| 0130 - Controller   | 0                    | 1                        | 1                     | 2            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0                    | 0                        | 1                     | 1            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0                    | 1                        | 1                     | 2            |
| 0400 - Top Professional Services Executive  | 1                    | 0                        | 0                     | 1            |
| 0500 - Top Support Services Executive   | 0                    | 1                        | 1                     | 2            |
| 0600 - Top Nursing Services Executive   | 1                    | 0                        | 1                     | 2            |
| 0700 - Legal Counsel  | 0                    | 1                        | 1                     | 2            |
| 0800 - Top Fund Development Executive   | 1                    | 0                        | 0                     | 1            |
| 0900 - Top Human Resources Executive  | 0                    | 1                        | 1                     | 2            |
| 1000 - Top Information Systems Executive  | 0                    | 1                        | 1                     | 2            |
| 1400 - Top Quality And Risk Management Executive  | 0                    | 0                        | 0                     | 0            |
| 1600 - Top Public Relations Executive   | 0                    | 1                        | 0                     | 1            |
| 1700 - Top Physical Facilities Executive  | 0                    | 1                        | 1                     | 2            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**North Carolina**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 5                    | 5                        | 0                     | 10           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 0                     | 0            |
| 0030 - Chief Operating Officer  | 0                    | 2                        | 0                     | 2            |
| 0100 - Chief Financial Executive  | 0                    | 8                        | 0                     | 8            |
| 0130 - Controller   | 0                    | 7                        | 0                     | 7            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0                    | 1                        | 0                     | 1            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0                    | 3                        | 0                     | 3            |
| 0400 - Top Professional Services Executive  | 0                    | 5                        | 0                     | 5            |
| 0500 - Top Support Services Executive   | 0                    | 2                        | 0                     | 2            |
| 0600 - Top Nursing Services Executive   | 0                    | 8                        | 1                     | 9            |
| 0700 - Legal Counsel  | 0                    | 1                        | 0                     | 1            |
| 0800 - Top Fund Development Executive   | 0                    | 6                        | 0                     | 6            |
| 0900 - Top Human Resources Executive  | 0                    | 7                        | 0                     | 7            |
| 1000 - Top Information Systems Executive  | 0                    | 6                        | 0                     | 6            |
| 1400 - Top Quality And Risk Management Executive  | 0                    | 4                        | 0                     | 4            |
| 1600 - Top Public Relations Executive   | 0                    | 5                        | 0                     | 5            |
| 1700 - Top Physical Facilities Executive  | 0                    | 4                        | 0                     | 4            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Ohio**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 7                    | 3                        | 2                     | 12           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 2                    | 1                        | 0                     | 3            |
| 0030 - Chief Operating Officer  | 2                    | 1                        | 1                     | 4            |
| 0100 - Chief Financial Executive  | 6                    | 5                        | 1                     | 12           |
| 0130 - Controller   | 3                    | 6                        | 0                     | 9            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 2                    | 2                        | 0                     | 4            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 3                    | 4                        | 1                     | 8            |
| 0400 - Top Professional Services Executive  | 0                    | 3                        | 0                     | 3            |
| 0500 - Top Support Services Executive   | 0                    | 1                        | 0                     | 1            |
| 0600 - Top Nursing Services Executive   | 5                    | 5                        | 1                     | 11           |
| 0700 - Legal Counsel  | 1                    | 1                        | 0                     | 2            |
| 0800 - Top Fund Development Executive   | 3                    | 2                        | 0                     | 5            |
| 0900 - Top Human Resources Executive  | 4                    | 4                        | 1                     | 9            |
| 1000 - Top Information Systems Executive  | 2                    | 2                        | 1                     | 5            |
| 1400 - Top Quality And Risk Management Executive  | 1                    | 2                        | 0                     | 3            |
| 1600 - Top Public Relations Executive   | 1                    | 2                        | 0                     | 3            |
| 1700 - Top Physical Facilities Executive  | 2                    | 3                        | 1                     | 6            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Pennsylvania**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 21                   | 17                       | 2                     | 40           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 1                    | 5                        | 0                     | 6            |
| 0030 - Chief Operating Officer  | 8                    | 11                       | 2                     | 21           |
| 0100 - Chief Financial Executive  | 11                   | 24                       | 4                     | 39           |
| 0130 - Controller   | 2                    | 20                       | 3                     | 25           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 4                    | 14                       | 2                     | 20           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 8                    | 13                       | 3                     | 24           |
| 0400 - Top Professional Services Executive  | 4                    | 13                       | 0                     | 17           |
| 0500 - Top Support Services Executive   | 3                    | 13                       | 1                     | 17           |
| 0600 - Top Nursing Services Executive   | 8                    | 28                       | 3                     | 39           |
| 0700 - Legal Counsel  | 1                    | 6                        | 3                     | 10           |
| 0800 - Top Fund Development Executive   | 1                    | 13                       | 5                     | 19           |
| 0900 - Top Human Resources Executive  | 10                   | 23                       | 6                     | 39           |
| 1000 - Top Information Systems Executive  | 7                    | 22                       | 5                     | 34           |
| 1400 - Top Quality And Risk Management Executive  | 1                    | 14                       | 6                     | 21           |
| 1600 - Top Public Relations Executive   | 0                    | 18                       | 2                     | 20           |
| 1700 - Top Physical Facilities Executive  | 1                    | 19                       | 3                     | 23           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**South Carolina**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 2                    | 1                        | 0                     | 3            |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 0                     | 0            |
| 0030 - Chief Operating Officer  | 1                    | 2                        | 0                     | 3            |
| 0100 - Chief Financial Executive  | 1                    | 2                        | 0                     | 3            |
| 0130 - Controller   | 0                    | 3                        | 0                     | 3            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0                    | 2                        | 0                     | 2            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0                    | 1                        | 0                     | 1            |
| 0400 - Top Professional Services Executive  | 0                    | 0                        | 0                     | 0            |
| 0500 - Top Support Services Executive   | 0                    | 1                        | 0                     | 1            |
| 0600 - Top Nursing Services Executive   | 0                    | 4                        | 0                     | 4            |
| 0700 - Legal Counsel  | 0                    | 2                        | 0                     | 2            |
| 0800 - Top Fund Development Executive   | 0                    | 2                        | 0                     | 2            |
| 0900 - Top Human Resources Executive  | 0                    | 3                        | 0                     | 3            |
| 1000 - Top Information Systems Executive  | 0                    | 1                        | 0                     | 1            |
| 1400 - Top Quality And Risk Management Executive  | 0                    | 1                        | 0                     | 1            |
| 1600 - Top Public Relations Executive   | 0                    | 0                        | 0                     | 0            |
| 1700 - Top Physical Facilities Executive  | 0                    | 1                        | 0                     | 1            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Upstate New York**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 21                   | 28                       | 4                     | 53           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 4                    | 8                        | 0                     | 12           |
| 0030 - Chief Operating Officer  | 5                    | 27                       | 2                     | 34           |
| 0100 - Chief Financial Executive  | 13                   | 48                       | 5                     | 66           |
| 0130 - Controller   | 1                    | 41                       | 1                     | 43           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 6                    | 19                       | 3                     | 28           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 11                   | 38                       | 6                     | 55           |
| 0400 - Top Professional Services Executive  | 4                    | 19                       | 6                     | 29           |
| 0500 - Top Support Services Executive   | 4                    | 10                       | 3                     | 17           |
| 0600 - Top Nursing Services Executive   | 11                   | 47                       | 9                     | 67           |
| 0700 - Legal Counsel  | 2                    | 6                        | 2                     | 10           |
| 0800 - Top Fund Development Executive   | 3                    | 31                       | 6                     | 40           |
| 0900 - Top Human Resources Executive  | 8                    | 42                       | 8                     | 58           |
| 1000 - Top Information Systems Executive  | 7                    | 34                       | 6                     | 47           |
| 1400 - Top Quality And Risk Management Executive  | 2                    | 39                       | 2                     | 43           |
| 1600 - Top Public Relations Executive   | 2                    | 24                       | 5                     | 31           |
| 1700 - Top Physical Facilities Executive  | 1                    | 30                       | 4                     | 35           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**Virginia**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 7                    | 3                        | 2                     | 12           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 0                        | 1                     | 1            |
| 0030 - Chief Operating Officer  | 4                    | 1                        | 2                     | 7            |
| 0100 - Chief Financial Executive  | 5                    | 5                        | 2                     | 12           |
| 0130 - Controller   | 1                    | 2                        | 2                     | 5            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 3                    | 1                        | 3                     | 7            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 3                    | 2                        | 0                     | 5            |
| 0400 - Top Professional Services Executive  | 4                    | 0                        | 3                     | 7            |
| 0500 - Top Support Services Executive   | 1                    | 0                        | 2                     | 3            |
| 0600 - Top Nursing Services Executive   | 4                    | 4                        | 4                     | 12           |
| 0700 - Legal Counsel  | 1                    | 1                        | 2                     | 4            |
| 0800 - Top Fund Development Executive   | 2                    | 2                        | 0                     | 4            |
| 0900 - Top Human Resources Executive  | 3                    | 5                        | 4                     | 12           |
| 1000 - Top Information Systems Executive  | 1                    | 5                        | 3                     | 9            |
| 1400 - Top Quality And Risk Management Executive  | 2                    | 3                        | 3                     | 8            |
| 1600 - Top Public Relations Executive   | 1                    | 2                        | 0                     | 3            |
| 1700 - Top Physical Facilities Executive  | 2                    | 3                        | 1                     | 6            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - SUMMARY (continued)**

**West Virginia**

| <b>Position</b>   | <b>Plan Provided</b> | <b>Plan Not Provided</b> | <b>Did Not Report</b> | <b>Total</b> |
|---|----------------------|--------------------------|-----------------------|--------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 4                    | 10                       | 1                     | 15           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0                    | 1                        | 0                     | 1            |
| 0030 - Chief Operating Officer  | 1                    | 4                        | 0                     | 5            |
| 0100 - Chief Financial Executive  | 2                    | 8                        | 2                     | 12           |
| 0130 - Controller   | 1                    | 5                        | 0                     | 6            |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 1                    | 2                        | 0                     | 3            |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0                    | 4                        | 0                     | 4            |
| 0400 - Top Professional Services Executive  | 0                    | 3                        | 0                     | 3            |
| 0500 - Top Support Services Executive   | 1                    | 3                        | 2                     | 6            |
| 0600 - Top Nursing Services Executive   | 2                    | 8                        | 1                     | 11           |
| 0700 - Legal Counsel  | 2                    | 1                        | 0                     | 3            |
| 0800 - Top Fund Development Executive   | 0                    | 4                        | 0                     | 4            |
| 0900 - Top Human Resources Executive  | 1                    | 7                        | 0                     | 8            |
| 1000 - Top Information Systems Executive  | 0                    | 7                        | 0                     | 7            |
| 1400 - Top Quality And Risk Management Executive  | 1                    | 8                        | 0                     | 9            |
| 1600 - Top Public Relations Executive   | 0                    | 3                        | 0                     | 3            |
| 1700 - Top Physical Facilities Executive  | 0                    | 5                        | 0                     | 5            |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL**

**Delaware / District of Columbia / Maryland**

| Position  | Percent of Supplemental Dollar Amount<br>To Base Pay |           |                |                        | Number Reporting<br>Contribution Based on: |             |
|---|--|-----------|----------------|------------------------|--|-------------|
|   | <10%   | 10% - 14% | 15% or<br>More | No Percent<br>Reported | Total<br>Comp                              | Base<br>Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0  | 1         | 6              | 2                      | 2  | 6           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0030 - Chief Operating Officer  | 0  | 5         | 1              | 1                      | 2  | 5           |
| 0100 - Chief Financial Executive  | 2  | 5         | 0              | 2                      | 2  | 5           |
| 0130 - Controller   | 1  | 0         | 0              | 0                      | 0  | 1           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0  | 2         | 0              | 0                      | 0  | 2           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 2  | 3         | 0              | 3                      | 2  | 4           |
| 0400 - Top Professional Services Executive  | 2  | 0         | 0              | 0                      | 1  | 1           |
| 0500 - Top Support Services Executive   | 0  | 1         | 0              | 0                      | 1  | 0           |
| 0600 - Top Nursing Services Executive   | 4  | 2         | 1              | 1                      | 2  | 4           |
| 0700 - Legal Counsel  | 0  | 1         | 0              | 0                      | 0  | 1           |
| 0800 - Top Fund Development Executive   | 1  | 2         | 0              | 0                      | 1  | 2           |
| 0900 - Top Human Resources Executive  | 3  | 1         | 0              | 1                      | 1  | 4           |
| 1000 - Top Information Systems Executive  | 2  | 1         | 0              | 0                      | 1  | 2           |
| 1400 - Top Quality And Risk Management Executive  | 2  | 0         | 0              | 0                      | 1  | 1           |
| 1600 - Top Public Relations Executive   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 1700 - Top Physical Facilities Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Florida**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0   | 0         | 1           | 1                   | 0                                       | 2        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 0         | 1           | 0                   | 0                                       | 1        |
| 0100 - Chief Financial Executive  | 0   | 0         | 1           | 0                   | 0                                       | 1        |
| 0130 - Controller   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 0         | 1           | 0                   | 0                                       | 1        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0600 - Top Nursing Services Executive   | 0   | 0         | 0           | 1                   | 0                                       | 0        |
| 0700 - Legal Counsel  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0900 - Top Human Resources Executive  | 0   | 0         | 1           | 0                   | 0                                       | 1        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Georgia**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 2   | 1         | 2           | 7                   | 4                                       | 7        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 1   | 1         | 0           | 0                   | 0                                       | 2        |
| 0030 - Chief Operating Officer  | 2   | 2         | 0           | 3                   | 2                                       | 3        |
| 0100 - Chief Financial Executive  | 3   | 2         | 3           | 3                   | 3                                       | 7        |
| 0130 - Controller   | 2   | 0         | 0           | 0                   | 0                                       | 2        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 1   | 0         | 0           | 1                   | 0                                       | 2        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 2   | 1         | 0           | 2                   | 2                                       | 3        |
| 0400 - Top Professional Services Executive  | 1   | 0         | 0           | 2                   | 1                                       | 2        |
| 0500 - Top Support Services Executive   | 1   | 0         | 0           | 1                   | 1                                       | 1        |
| 0600 - Top Nursing Services Executive   | 3   | 0         | 1           | 4                   | 2                                       | 5        |
| 0700 - Legal Counsel  | 1   | 0         | 0           | 4                   | 3                                       | 2        |
| 0800 - Top Fund Development Executive   | 1   | 1         | 0           | 1                   | 1                                       | 2        |
| 0900 - Top Human Resources Executive  | 0   | 1         | 0           | 4                   | 2                                       | 2        |
| 1000 - Top Information Systems Executive  | 0   | 2         | 0           | 2                   | 1                                       | 2        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 1                   | 0                                       | 1        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 1                   | 0                                       | 1        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 1                   | 0                                       | 1        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Indiana**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0100 - Chief Financial Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0130 - Controller   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0600 - Top Nursing Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0700 - Legal Counsel  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0900 - Top Human Resources Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**New England**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1   | 2         | 6           | 8                   | 5                                       | 10       |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 2                   | 2                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 1         | 0           | 0                   | 1                                       | 0        |
| 0100 - Chief Financial Executive  | 0   | 0         | 1           | 3                   | 2                                       | 2        |
| 0130 - Controller   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 1   | 0         | 0           | 1                   | 1                                       | 1        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 0600 - Top Nursing Services Executive   | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 0700 - Legal Counsel  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 0900 - Top Human Resources Executive  | 0   | 1         | 0           | 1                   | 1                                       | 1        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**New Jersey**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0100 - Chief Financial Executive  | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0130 - Controller   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0400 - Top Professional Services Executive  | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0600 - Top Nursing Services Executive   | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0700 - Legal Counsel  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0900 - Top Human Resources Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**North Carolina**

| Position  | Percent of Supplemental Dollar Amount<br>To Base Pay |           |                |                        | Number Reporting<br>Contribution Based on: |             |
|---|--|-----------|----------------|------------------------|--|-------------|
|   | <10%   | 10% - 14% | 15% or<br>More | No Percent<br>Reported | Total<br>Comp                              | Base<br>Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1  | 0         | 1              | 3                      | 1  | 2           |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0030 - Chief Operating Officer  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0100 - Chief Financial Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0130 - Controller   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0400 - Top Professional Services Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0500 - Top Support Services Executive   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0600 - Top Nursing Services Executive   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0700 - Legal Counsel  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0800 - Top Fund Development Executive   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 0900 - Top Human Resources Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 1000 - Top Information Systems Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 1400 - Top Quality And Risk Management Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |
| 1600 - Top Public Relations Executive   | 0  | 0         | 0              | 0                      | 0  | 0           |
| 1700 - Top Physical Facilities Executive  | 0  | 0         | 0              | 0                      | 0  | 0           |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Ohio**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 1   | 1         | 2           | 3                   | 2                                       | 3        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 1   | 0         | 0           | 1                   | 1                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 0         | 1           | 1                   | 1                                       | 1        |
| 0100 - Chief Financial Executive  | 3   | 1         | 0           | 2                   | 3                                       | 3        |
| 0130 - Controller   | 0   | 1         | 0           | 2                   | 1                                       | 1        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 2                   | 1                                       | 1        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 1   | 1         | 0           | 1                   | 1                                       | 2        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0600 - Top Nursing Services Executive   | 2   | 1         | 0           | 2                   | 3                                       | 2        |
| 0700 - Legal Counsel  | 1   | 0         | 0           | 0                   | 1                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 1         | 0           | 2                   | 1                                       | 2        |
| 0900 - Top Human Resources Executive  | 1   | 1         | 0           | 2                   | 2                                       | 1        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 2                   | 1                                       | 1        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 1                   | 0                                       | 1        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 1                   | 1                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 1   | 0         | 0           | 1                   | 2                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Pennsylvania**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 4   | 1         | 7           | 9                   | 4                                       | 13       |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 1           | 0                   | 0                                       | 1        |
| 0030 - Chief Operating Officer  | 2   | 2         | 2           | 2                   | 3                                       | 5        |
| 0100 - Chief Financial Executive  | 1   | 3         | 2           | 5                   | 4                                       | 5        |
| 0130 - Controller   | 0   | 1         | 0           | 1                   | 0                                       | 2        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 1   | 2         | 0           | 1                   | 1                                       | 3        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 2   | 1         | 3           | 2                   | 2                                       | 3        |
| 0400 - Top Professional Services Executive  | 1   | 2         | 0           | 1                   | 2                                       | 1        |
| 0500 - Top Support Services Executive   | 0   | 2         | 0           | 1                   | 0                                       | 3        |
| 0600 - Top Nursing Services Executive   | 2   | 1         | 2           | 3                   | 2                                       | 4        |
| 0700 - Legal Counsel  | 0   | 1         | 0           | 0                   | 1                                       | 0        |
| 0800 - Top Fund Development Executive   | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0900 - Top Human Resources Executive  | 3   | 1         | 2           | 4                   | 2                                       | 5        |
| 1000 - Top Information Systems Executive  | 3   | 1         | 1           | 2                   | 2                                       | 3        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 1                   | 0                                       | 1        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 1                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**South Carolina**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0   | 0         | 1           | 1                   | 0                                       | 1        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0100 - Chief Financial Executive  | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0130 - Controller   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0600 - Top Nursing Services Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0700 - Legal Counsel  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0900 - Top Human Resources Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Upstate New York**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 7   | 2         | 7           | 5                   | 7                                       | 13       |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 2   | 0         | 0           | 2                   | 2                                       | 1        |
| 0030 - Chief Operating Officer  | 3   | 1         | 0           | 1                   | 2                                       | 3        |
| 0100 - Chief Financial Executive  | 4   | 3         | 0           | 6                   | 4                                       | 7        |
| 0130 - Controller   | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 6   | 0         | 0           | 0                   | 3                                       | 3        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 6   | 1         | 0           | 4                   | 4                                       | 5        |
| 0400 - Top Professional Services Executive  | 3   | 0         | 0           | 1                   | 1                                       | 3        |
| 0500 - Top Support Services Executive   | 4   | 0         | 0           | 0                   | 0                                       | 4        |
| 0600 - Top Nursing Services Executive   | 6   | 1         | 0           | 4                   | 4                                       | 8        |
| 0700 - Legal Counsel  | 2   | 0         | 0           | 0                   | 2                                       | 0        |
| 0800 - Top Fund Development Executive   | 3   | 0         | 0           | 0                   | 2                                       | 1        |
| 0900 - Top Human Resources Executive  | 7   | 0         | 0           | 1                   | 4                                       | 4        |
| 1000 - Top Information Systems Executive  | 7   | 0         | 0           | 0                   | 4                                       | 3        |
| 1400 - Top Quality And Risk Management Executive  | 2   | 0         | 0           | 0                   | 1                                       | 1        |
| 1600 - Top Public Relations Executive   | 2   | 0         | 0           | 0                   | 2                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 1   | 0         | 0           | 0                   | 0                                       | 1        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**Virginia**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0   | 1         | 3           | 3                   | 2                                       | 4        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 0         | 1           | 3                   | 2                                       | 1        |
| 0100 - Chief Financial Executive  | 2   | 1         | 0           | 2                   | 1                                       | 3        |
| 0130 - Controller   | 0   | 0         | 1           | 0                   | 1                                       | 0        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 2   | 0         | 0           | 1                   | 1                                       | 2        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 1         | 1           | 1                   | 1                                       | 2        |
| 0400 - Top Professional Services Executive  | 2   | 1         | 0           | 1                   | 1                                       | 3        |
| 0500 - Top Support Services Executive   | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0600 - Top Nursing Services Executive   | 3   | 0         | 0           | 1                   | 1                                       | 3        |
| 0700 - Legal Counsel  | 0   | 0         | 1           | 0                   | 1                                       | 0        |
| 0800 - Top Fund Development Executive   | 0   | 1         | 0           | 1                   | 1                                       | 1        |
| 0900 - Top Human Resources Executive  | 1   | 0         | 1           | 1                   | 1                                       | 2        |
| 1000 - Top Information Systems Executive  | 1   | 0         | 0           | 0                   | 1                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 2   | 0         | 0           | 0                   | 1                                       | 1        |
| 1600 - Top Public Relations Executive   | 1   | 0         | 0           | 0                   | 1                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 2   | 0         | 0           | 0                   | 1                                       | 1        |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**SUPPLEMENTAL RETIREMENT - DETAIL (continued)**

**West Virginia**

| Position  | Percent of Supplemental Dollar Amount To Base Pay |           |             |                     | Number Reporting Contribution Based on: |          |
|---|---|-----------|-------------|---------------------|---|----------|
|   | <10%  | 10% - 14% | 15% or More | No Percent Reported | Total Comp                              | Base Pay |
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 0   | 0         | 4           | 0                   | 0                                       | 4        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0030 - Chief Operating Officer  | 0   | 1         | 0           | 0                   | 0                                       | 0        |
| 0100 - Chief Financial Executive  | 0   | 2         | 0           | 0                   | 0                                       | 2        |
| 0130 - Controller   | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 0300 - Top Medical Affairs Executive (Physician only)   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0400 - Top Professional Services Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0500 - Top Support Services Executive   | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 0600 - Top Nursing Services Executive   | 2   | 0         | 0           | 0                   | 0                                       | 2        |
| 0700 - Legal Counsel  | 0   | 2         | 0           | 0                   | 0                                       | 1        |
| 0800 - Top Fund Development Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 0900 - Top Human Resources Executive  | 0   | 1         | 0           | 0                   | 0                                       | 1        |
| 1000 - Top Information Systems Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1400 - Top Quality And Risk Management Executive  | 1   | 0         | 0           | 0                   | 0                                       | 1        |
| 1600 - Top Public Relations Executive   | 0   | 0         | 0           | 0                   | 0                                       | 0        |
| 1700 - Top Physical Facilities Executive  | 0   | 0         | 0           | 0                   | 0                                       | 0        |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES - SUMMARY

For each surveyed position, participants were asked to report perquisites provided and paid by the organization. The following exhibit reflects a summary of responses by position.

| Position  | Auto Provided/<br>Car Allowance | Average Annual Car Allowance | Professional Membership | Country Club | Health Club | Financial Counseling | Post Retirement Health Insurance | Physical Exam | Spouse Travel | Cell Phone |
|---|---------------------------------|------------------------------|-------------------------|--------------|-------------|----------------------|----------------------------------|---------------|---------------|------------|
| 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) | 137                             | \$8,487                      | 179                     | 64           | 16          | 24                   | 19                               | 67            | 19            | 165        |
| 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System)                        | 20                              | \$9,496                      | 32                      | 7            | 3           | 7                    | 0                                | 15            | 1             | 34         |
| 0030 - Chief Operating Officer  | 20                              | \$8,930                      | 78                      | 8            | 3           | 10                   | 5                                | 30            | 4             | 76         |
| 0100 - Chief Financial Executive  | 30                              | \$7,880                      | 161                     | 13           | 7           | 17                   | 11                               | 59            | 5             | 145        |
| 0130 - Controller   | 4                               | \$7,644                      | 94                      | 0            | 3           | 10                   | 4                                | 34            | 1             | 61         |
| 0200 - Top Strategic Planning, Marketing, and Business Development Executive                  | 11                              | \$7,234                      | 64                      | 2            | 2           | 9                    | 4                                | 25            | 1             | 56         |
| 0300 - Top Medical Affairs Executive (Physician only)   | 19                              | \$7,155                      | 97                      | 6            | 4           | 13                   | 8                                | 33            | 2             | 93         |
| 0400 - Top Professional Services Executive  | 5                               | \$7,340                      | 61                      | 0            | 2           | 7                    | 2                                | 24            | 2             | 57         |
| 0500 - Top Support Services Executive   | 6                               | \$7,417                      | 50                      | 2            | 3           | 4                    | 2                                | 26            | 0             | 45         |
| 0600 - Top Nursing Services Executive   | 10                              | \$6,942                      | 156                     | 4            | 8           | 16                   | 7                                | 56            | 2             | 140        |
| 0700 - Legal Counsel  | 5                               | \$9,903                      | 34                      | 0            | 3           | 5                    | 6                                | 15            | 1             | 35         |
| 0800 - Top Fund Development Executive   | 11                              | \$7,440                      | 80                      | 6            | 4           | 8                    | 5                                | 30            | 2             | 71         |
| 0900 - Top Human Resources Executive  | 11                              | \$8,762                      | 134                     | 2            | 7           | 16                   | 7                                | 44            | 2             | 107        |
| 1000 - Top Information Systems Executive  | 8                               | \$7,875                      | 107                     | 1            | 5           | 10                   | 7                                | 32            | 1             | 91         |
| 1400 - Top Quality And Risk Management Executive  | 7                               | \$7,838                      | 93                      | 0            | 6           | 9                    | 3                                | 32            | 1             | 66         |
| 1600 - Top Public Relations Executive   | 7                               | \$11,573                     | 60                      | 0            | 2           | 4                    | 2                                | 24            | 1             | 54         |
| 1700 - Top Physical Facilities Executive  | 4                               | \$9,192                      | 83                      | 0            | 4           | 9                    | 4                                | 28            | 1             | 72         |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES

The following exhibit reflects the number of responses, by position, for each state.

|                                     | 0001 - Chief Executive Officer (Single Hospital/System or Multi-Hospital System Headquarters) |    |         |    |         |    |         |    |         |    |            |          |          |         | Percent with PERQ |
|-------------------------------------|---|----|---------|----|---------|----|---------|----|---------|----|------------|----------|----------|---------|-------------------|
|                                     | DE / DC / MD  | FL | GA      | IN | NE      | NJ | NC      | OH | PA      | SC | Upstate NY | VA       | WV       | ALL     |                   |
| <b>Auto Provided/Car Allowance</b>  | 12  | 2  | 24      | 2  | 17      | 1  | 5       | 3  | 24      | 2  | 33         | 4        | 8        | 137     | 59.6%             |
| <b>Average Annual Car Allowance</b> | \$9,311   |    | \$8,033 |    | \$8,073 |    | \$9,667 |    | \$8,329 |    | \$7,813    | \$13,088 | \$11,409 | \$8,487 |                   |
| <b>Professional Membership</b>      | 10  | 1  | 27      | 5  | 23      | 1  | 9       | 8  | 32      | 2  | 38         | 9        | 14       | 179     | 77.8%             |
| <b>Country Club</b>                 | 7   | 1  | 15      | 4  | 3       | 1  | 3       | 3  | 13      | 2  | 9          | 2        | 1        | 64      | 27.8%             |
| <b>Health Club</b>                  | 2   | 0  | 2       | 1  | 3       | 1  | 1       | 1  | 2       | 0  | 0          | 1        | 2        | 16      | 7.0%              |
| <b>Financial Counseling</b>         | 1   | 0  | 5       | 0  | 7       | 0  | 2       | 1  | 2       | 0  | 4          | 2        | 0        | 24      | 10.4%             |
| <b>Post Retirement Health Ins.</b>  | 2   | 0  | 5       | 0  | 3       | 0  | 1       | 0  | 1       | 0  | 6          | 0        | 1        | 19      | 8.3%              |
| <b>Physical Exam</b>                | 7   | 0  | 15      | 1  | 6       | 1  | 2       | 2  | 10      | 1  | 14         | 3        | 5        | 67      | 29.1%             |
| <b>Spouse Travel</b>                | 2   | 1  | 5       | 1  | 1       | 0  | 0       | 0  | 3       | 0  | 2          | 2        | 2        | 19      | 8.3%              |
| <b>Cell Phone</b>                   | 12  | 2  | 30      | 2  | 18      | 1  | 8       | 7  | 27      | 3  | 36         | 8        | 11       | 165     | 71.7%             |
| <b># Reporting Position</b>         | 13  | 2  | 37      | 6  | 25      | 2  | 10      | 12 | 40      | 3  | 53         | 12       | 15       | 230     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0020 - Chief Executive Officer (Hospital Within Multi-Hospital System) |    |         |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|---------|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD   | FL | GA      | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0  | 0  | 5       | 0  | 3  | 0  | 0  | 2  | 2  | 0  | 8          | 0  | 0  | 20      | 51.3%             |
| Average Annual Car Allowance |  |    | \$6,867 |    |    |    |    |    |    |    | \$11,226   |    |    | \$9,496 |                   |
| Professional Membership      | 1  | 0  | 7       | 0  | 5  | 0  | 0  | 2  | 5  | 0  | 10         | 1  | 1  | 32      | 82.1%             |
| Country Club                 | 0  | 0  | 2       | 0  | 0  | 0  | 0  | 1  | 1  | 0  | 3          | 0  | 0  | 7       | 17.9%             |
| Health Club                  | 1  | 0  | 0       | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 2          | 0  | 0  | 3       | 7.7%              |
| Financial Counseling         | 1  | 0  | 1       | 0  | 2  | 0  | 0  | 0  | 1  | 0  | 2          | 0  | 0  | 7       | 17.9%             |
| Post Retirement Health Ins.  | 0  | 0  | 0       | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Physical Exam                | 1  | 0  | 5       | 0  | 1  | 0  | 0  | 1  | 5  | 0  | 2          | 0  | 0  | 15      | 38.5%             |
| Spouse Travel                | 0  | 0  | 1       | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  | 1       | 2.6%              |
| Cell Phone                   | 2  | 0  | 9       | 0  | 3  | 0  | 0  | 2  | 6  | 0  | 10         | 1  | 1  | 34      | 87.2%             |
| # Reporting Position         | 2  | 0  | 9       | 0  | 5  | 0  | 0  | 3  | 6  | 0  | 12         | 1  | 1  | 39      |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0030 - Chief Operating Officer |    |         |    |    |    |    |    |         |    |            |    |    |         | Percent with PERQ |
|------------------------------|--------------------------------|----|---------|----|----|----|----|----|---------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                   | FL | GA      | IN | NE | NJ | NC | OH | PA      | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0                              | 0  | 4       | 0  | 1  | 1  | 0  | 0  | 4       | 0  | 7          | 2  | 1  | 20      | 17.7%             |
| Average Annual Car Allowance |                                |    | \$6,255 |    |    |    |    |    | \$9,067 |    | \$9,910    |    |    | \$8,930 |                   |
| Professional Membership      | 5                              | 1  | 9       | 2  | 8  | 1  | 2  | 2  | 14      | 2  | 23         | 5  | 4  | 78      | 69.0%             |
| Country Club                 | 0                              | 0  | 4       | 0  | 0  | 0  | 0  | 0  | 0       | 0  | 2          | 1  | 1  | 8       | 7.1%              |
| Health Club                  | 0                              | 0  | 1       | 1  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 0  | 1  | 3       | 2.7%              |
| Financial Counseling         | 0                              | 0  | 1       | 0  | 2  | 0  | 1  | 0  | 2       | 0  | 2          | 2  | 0  | 10      | 8.8%              |
| Post Retirement Health Ins.  | 1                              | 0  | 1       | 0  | 1  | 0  | 0  | 0  | 0       | 0  | 2          | 0  | 0  | 5       | 4.4%              |
| Physical Exam                | 3                              | 0  | 6       | 1  | 1  | 1  | 1  | 1  | 5       | 1  | 6          | 3  | 1  | 30      | 26.5%             |
| Spouse Travel                | 1                              | 0  | 0       | 1  | 0  | 0  | 0  | 0  | 1       | 0  | 0          | 1  | 0  | 4       | 3.5%              |
| Cell Phone                   | 6                              | 1  | 10      | 1  | 6  | 1  | 2  | 1  | 17      | 3  | 21         | 5  | 2  | 76      | 67.3%             |
| # Reporting Position         | 8                              | 2  | 11      | 3  | 11 | 2  | 2  | 4  | 21      | 3  | 34         | 7  | 5  | 113     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0100 - Chief Financial Executive |    |         |    |         |    |    |    |          |    |            |    |    |         | Percent with PERQ |
|------------------------------|----------------------------------|----|---------|----|---------|----|----|----|----------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                     | FL | GA      | IN | NE      | NJ | NC | OH | PA       | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 1                                | 0  | 8       | 0  | 4       | 1  | 0  | 0  | 6        | 0  | 7          | 2  | 1  | 30      | 13.0%             |
| Average Annual Car Allowance |                                  |    | \$5,517 |    | \$8,400 |    |    |    | \$10,600 |    | \$8,205    |    |    | \$7,880 |                   |
| Professional Membership      | 10                               | 1  | 23      | 4  | 20      | 1  | 7  | 9  | 27       | 2  | 38         | 8  | 11 | 161     | 70.0%             |
| Country Club                 | 0                                | 0  | 7       | 0  | 1       | 0  | 0  | 1  | 2        | 0  | 1          | 0  | 1  | 13      | 5.7%              |
| Health Club                  | 0                                | 0  | 1       | 1  | 1       | 0  | 0  | 0  | 1        | 0  | 1          | 0  | 2  | 7       | 3.0%              |
| Financial Counseling         | 2                                | 0  | 4       | 0  | 2       | 0  | 1  | 1  | 2        | 0  | 3          | 2  | 0  | 17      | 7.4%              |
| Post Retirement Health Ins.  | 1                                | 0  | 3       | 0  | 1       | 0  | 0  | 0  | 0        | 0  | 5          | 0  | 1  | 11      | 4.8%              |
| Physical Exam                | 8                                | 0  | 13      | 1  | 4       | 1  | 2  | 3  | 11       | 1  | 8          | 3  | 4  | 59      | 25.7%             |
| Spouse Travel                | 1                                | 0  | 2       | 1  | 0       | 0  | 0  | 0  | 0        | 0  | 0          | 1  | 0  | 5       | 2.2%              |
| Cell Phone                   | 14                               | 1  | 24      | 1  | 12      | 1  | 7  | 4  | 25       | 3  | 38         | 8  | 7  | 145     | 63.0%             |
| # Reporting Position         | 15                               | 2  | 31      | 4  | 24      | 2  | 8  | 12 | 39       | 3  | 66         | 12 | 12 | 230     |                   |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**PERQUISITES (continued)**

|                              | 0130 - Controller |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|-------------------|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD      | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0                 | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 1          | 1  | 0  | 4       | 2.6%              |
| Average Annual Car Allowance |                   |    |    |    |    |    |    |    |    |    |            |    |    | \$7,644 |                   |
| Professional Membership      | 6                 | 1  | 8  | 1  | 12 | 0  | 6  | 7  | 17 | 2  | 26         | 3  | 5  | 94      | 62.3%             |
| Country Club                 | 0                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Health Club                  | 0                 | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 1          | 0  | 0  | 3       | 2.0%              |
| Financial Counseling         | 0                 | 0  | 2  | 0  | 1  | 0  | 2  | 1  | 2  | 0  | 2          | 0  | 0  | 10      | 6.6%              |
| Post Retirement Health Ins.  | 1                 | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2          | 0  | 0  | 4       | 2.6%              |
| Physical Exam                | 4                 | 0  | 6  | 0  | 2  | 0  | 3  | 2  | 9  | 1  | 5          | 1  | 1  | 34      | 22.5%             |
| Spouse Travel                | 0                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 1  | 0  | 1       | 0.7%              |
| Cell Phone                   | 8                 | 1  | 6  | 0  | 7  | 1  | 3  | 3  | 12 | 2  | 11         | 3  | 4  | 61      | 40.4%             |
| # Reporting Position         | 13                | 2  | 15 | 3  | 18 | 2  | 7  | 9  | 25 | 3  | 43         | 5  | 6  | 151     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0200 - Top Strategic Planning, Marketing, and Business Development Executive |    |    |    |    |    |    |    |         |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|----|----|----|----|----|----|---------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD   | FL | GA | IN | NE | NJ | NC | OH | PA      | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 1  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 4       | 0  | 3          | 2  | 0  | 11      | 10.8%             |
| Average Annual Car Allowance |  |    |    |    |    |    |    |    | \$6,600 |    |            |    |    | \$7,234 |                   |
| Professional Membership      | 7  | 1  | 6  | 1  | 10 | 0  | 1  | 3  | 15      | 1  | 13         | 4  | 2  | 64      | 62.7%             |
| Country Club                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1       | 1  | 0          | 0  | 0  | 2       | 2.0%              |
| Health Club                  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 1       | 0  | 0          | 0  | 0  | 2       | 2.0%              |
| Financial Counseling         | 0  | 0  | 0  | 0  | 3  | 0  | 1  | 0  | 2       | 0  | 1          | 2  | 0  | 9       | 8.8%              |
| Post Retirement Health Ins.  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 0       | 0  | 3          | 0  | 0  | 4       | 3.9%              |
| Physical Exam                | 6  | 0  | 3  | 0  | 1  | 0  | 1  | 0  | 4       | 0  | 6          | 3  | 1  | 25      | 24.5%             |
| Spouse Travel                | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 1  | 0  | 1       | 1.0%              |
| Cell Phone                   | 8  | 1  | 7  | 0  | 7  | 0  | 1  | 1  | 11      | 2  | 11         | 5  | 2  | 56      | 54.9%             |
| # Reporting Position         | 10   | 2  | 9  | 1  | 14 | 1  | 1  | 4  | 20      | 2  | 28         | 7  | 3  | 102     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0300 - Top Medical Affairs Executive (Physician only) |    |         |    |    |    |    |    |         |    |            |    |    |         | Percent with PERQ |
|------------------------------|---|----|---------|----|----|----|----|----|---------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD  | FL | GA      | IN | NE | NJ | NC | OH | PA      | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0   | 0  | 5       | 0  | 2  | 1  | 0  | 0  | 6       | 0  | 4          | 1  | 0  | 19      | 13.1%             |
| Average Annual Car Allowance |   |    | \$5,610 |    |    |    |    |    | \$7,010 |    | \$7,298    |    |    | \$7,155 |                   |
| Professional Membership      | 8   | 0  | 8       | 3  | 14 | 1  | 3  | 4  | 16      | 0  | 33         | 3  | 4  | 97      | 66.9%             |
| Country Club                 | 0   | 0  | 5       | 0  | 0  | 0  | 0  | 1  | 0       | 0  | 0          | 0  | 0  | 6       | 4.1%              |
| Health Club                  | 0   | 0  | 1       | 0  | 1  | 0  | 0  | 0  | 1       | 0  | 0          | 0  | 1  | 4       | 2.8%              |
| Financial Counseling         | 1   | 0  | 2       | 0  | 2  | 0  | 2  | 1  | 2       | 0  | 2          | 1  | 0  | 13      | 9.0%              |
| Post Retirement Health Ins.  | 1   | 0  | 1       | 0  | 2  | 0  | 0  | 0  | 0       | 0  | 4          | 0  | 0  | 8       | 5.5%              |
| Physical Exam                | 6   | 0  | 4       | 0  | 1  | 1  | 3  | 2  | 6       | 0  | 6          | 2  | 2  | 33      | 22.8%             |
| Spouse Travel                | 0   | 0  | 0       | 1  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 1  | 0  | 2       | 1.4%              |
| Cell Phone                   | 11  | 1  | 9       | 0  | 10 | 1  | 3  | 4  | 19      | 0  | 28         | 5  | 2  | 93      | 64.1%             |
| # Reporting Position         | 12  | 1  | 10      | 3  | 17 | 2  | 3  | 8  | 24      | 1  | 55         | 5  | 4  | 145     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0400 - Top Professional Services Executive |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                               | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 2  | 0  | 1          | 1  | 0  | 5       | 5.1%              |
| Average Annual Car Allowance |  |    |    |    |    |    |    |    |    |    |            |    |    | \$7,340 |                   |
| Professional Membership      | 7  | 1  | 5  | 1  | 9  | 1  | 3  | 2  | 13 | 0  | 13         | 4  | 2  | 61      | 62.2%             |
| Country Club                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Health Club                  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 1  | 2       | 2.0%              |
| Financial Counseling         | 2  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2  | 0  | 1          | 1  | 0  | 7       | 7.1%              |
| Post Retirement Health Ins.  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 2          | 0  | 0  | 2       | 2.0%              |
| Physical Exam                | 6  | 0  | 2  | 0  | 1  | 1  | 1  | 0  | 5  | 0  | 5          | 2  | 1  | 24      | 24.5%             |
| Spouse Travel                | 1  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 1  | 0  | 2       | 2.0%              |
| Cell Phone                   | 10   | 0  | 6  | 0  | 5  | 1  | 4  | 1  | 13 | 0  | 11         | 5  | 1  | 57      | 58.2%             |
| # Reporting Position         | 13   | 1  | 6  | 2  | 11 | 1  | 5  | 3  | 17 | 0  | 29         | 7  | 3  | 98      |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0500 - Top Support Services Executive |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|---------------------------------------|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                          | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0                                     | 0  | 2  | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 1          | 0  | 0  | 6       | 8.3%              |
| Average Annual Car Allowance |                                       |    |    |    |    |    |    |    |    |    |            |    |    | \$7,417 |                   |
| Professional Membership      | 5                                     | 0  | 8  | 1  | 4  | 0  | 2  | 1  | 13 | 0  | 9          | 2  | 5  | 50      | 69.4%             |
| Country Club                 | 0                                     | 0  | 2  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  | 2       | 2.8%              |
| Health Club                  | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 0          | 1  | 1  | 3       | 4.2%              |
| Financial Counseling         | 0                                     | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 0          | 0  | 0  | 4       | 5.6%              |
| Post Retirement Health Ins.  | 1                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1          | 0  | 0  | 2       | 2.8%              |
| Physical Exam                | 5                                     | 0  | 5  | 0  | 1  | 0  | 1  | 0  | 8  | 0  | 3          | 0  | 3  | 26      | 36.1%             |
| Spouse Travel                | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Cell Phone                   | 4                                     | 0  | 10 | 0  | 3  | 1  | 2  | 0  | 10 | 0  | 9          | 2  | 4  | 45      | 62.5%             |
| # Reporting Position         | 6                                     | 0  | 11 | 1  | 5  | 2  | 2  | 1  | 17 | 1  | 17         | 3  | 6  | 72      |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0600 - Top Nursing Services Executive |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|---------------------------------------|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                          | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0                                     | 0  | 2  | 0  | 1  | 1  | 0  | 0  | 3  | 0  | 2          | 1  | 0  | 10      | 4.3%              |
| Average Annual Car Allowance |                                       |    |    |    |    |    |    |    |    |    |            |    |    | \$6,942 |                   |
| Professional Membership      | 10                                    | 1  | 22 | 4  | 17 | 1  | 5  | 10 | 29 | 2  | 38         | 7  | 10 | 156     | 67.0%             |
| Country Club                 | 0                                     | 0  | 2  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 1          | 0  | 0  | 4       | 1.7%              |
| Health Club                  | 0                                     | 0  | 1  | 1  | 1  | 0  | 0  | 0  | 1  | 0  | 1          | 1  | 2  | 8       | 3.4%              |
| Financial Counseling         | 2                                     | 0  | 2  | 0  | 3  | 0  | 2  | 1  | 2  | 0  | 3          | 1  | 0  | 16      | 6.9%              |
| Post Retirement Health Ins.  | 1                                     | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 3          | 0  | 1  | 7       | 3.0%              |
| Physical Exam                | 8                                     | 0  | 15 | 1  | 2  | 1  | 3  | 3  | 11 | 0  | 7          | 2  | 3  | 56      | 24.0%             |
| Spouse Travel                | 1                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 1  | 0  | 2       | 0.9%              |
| Cell Phone                   | 16                                    | 1  | 24 | 1  | 12 | 1  | 6  | 4  | 22 | 4  | 35         | 8  | 6  | 140     | 60.1%             |
| # Reporting Position         | 17                                    | 2  | 32 | 4  | 23 | 2  | 9  | 11 | 39 | 4  | 67         | 12 | 11 | 233     |                   |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**PERQUISITES (continued)**

|                              | 0700 - Legal Counsel |    |    |    |    |    |    |    |    |    |               |    |    |         | Percent<br>with<br>PERQ |
|------------------------------|----------------------|----|----|----|----|----|----|----|----|----|---------------|----|----|---------|-------------------------|
|                              | DE / DC /<br>MD      | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate<br>NY | VA | WV | ALL     |                         |
| Auto Provided/Car Allowance  | 0                    | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2  | 0  | 1             | 1  | 0  | 5       | 10.4%                   |
| Average Annual Car Allowance |                      |    |    |    |    |    |    |    |    |    |               |    |    | \$9,903 |                         |
| Professional Membership      | 2                    | 0  | 6  | 0  | 4  | 1  | 1  | 2  | 7  | 1  | 5             | 3  | 2  | 34      | 70.8%                   |
| Country Club                 | 0                    | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 0  | 0  |         | 0.0%                    |
| Health Club                  | 0                    | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 1  | 2  | 3       | 6.3%                    |
| Financial Counseling         | 0                    | 0  | 1  | 0  | 1  | 0  | 1  | 1  | 1  | 0  | 0             | 0  | 0  | 5       | 10.4%                   |
| Post Retirement Health Ins.  | 1                    | 0  | 1  | 0  | 2  | 0  | 0  | 0  | 0  | 0  | 1             | 0  | 1  | 6       | 12.5%                   |
| Physical Exam                | 2                    | 0  | 3  | 0  | 1  | 0  | 1  | 1  | 3  | 1  | 2             | 0  | 1  | 15      | 31.3%                   |
| Spouse Travel                | 0                    | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 1  | 0  | 1       | 2.1%                    |
| Cell Phone                   | 2                    | 0  | 7  | 0  | 3  | 1  | 1  | 1  | 7  | 2  | 7             | 3  | 1  | 35      | 72.9%                   |
| # Reporting Position         | 3                    | 0  | 7  | 0  | 5  | 2  | 1  | 2  | 10 | 2  | 10            | 4  | 2  | 48      |                         |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0800 - Top Fund Development Executive |    |    |    |    |    |    |    |    |    |               |    |    |         | Percent<br>with<br>PERQ |
|------------------------------|---------------------------------------|----|----|----|----|----|----|----|----|----|---------------|----|----|---------|-------------------------|
|                              | DE / DC /<br>MD                       | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate<br>NY | VA | WV | ALL     |                         |
| Auto Provided/Car Allowance  | 0                                     | 0  | 0  | 0  | 2  | 1  | 1  | 0  | 3  | 0  | 3             | 1  | 0  | 11      | 9.1%                    |
| Average Annual Car Allowance |                                       |    |    |    |    |    |    |    |    |    |               |    |    | \$7,440 |                         |
| Professional Membership      | 8                                     | 1  | 7  | 2  | 13 | 1  | 5  | 4  | 11 | 1  | 21            | 2  | 4  | 80      | 66.1%                   |
| Country Club                 | 0                                     | 0  | 1  | 1  | 1  | 0  | 0  | 1  | 0  | 0  | 1             | 0  | 1  | 6       | 5.0%                    |
| Health Club                  | 0                                     | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 0             | 0  | 1  | 4       | 3.3%                    |
| Financial Counseling         | 0                                     | 0  | 0  | 0  | 3  | 0  | 1  | 0  | 1  | 0  | 2             | 1  | 0  | 8       | 6.6%                    |
| Post Retirement Health Ins.  | 1                                     | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2             | 0  | 0  | 5       | 4.1%                    |
| Physical Exam                | 6                                     | 0  | 3  | 1  | 1  | 1  | 2  | 0  | 5  | 0  | 7             | 2  | 2  | 30      | 24.8%                   |
| Spouse Travel                | 0                                     | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 1  | 0  | 2       | 1.7%                    |
| Cell Phone                   | 9                                     | 1  | 6  | 1  | 10 | 1  | 4  | 1  | 13 | 2  | 17            | 3  | 3  | 71      | 58.7%                   |
| # Reporting Position         | 10                                    | 2  | 9  | 2  | 17 | 1  | 6  | 5  | 19 | 2  | 40            | 4  | 4  | 121     |                         |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 0900 - Top Human Resources Executive |    |    |    |    |    |    |    |         |    |            |    |    |         | Percent with PERQ |
|------------------------------|--------------------------------------|----|----|----|----|----|----|----|---------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                         | FL | GA | IN | NE | NJ | NC | OH | PA      | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0                                    | 0  | 0  | 0  | 3  | 0  | 0  | 0  | 4       | 0  | 3          | 1  | 0  | 11      | 5.4%              |
| Average Annual Car Allowance |                                      |    |    |    |    |    |    |    | \$7,067 |    |            |    |    | \$8,762 |                   |
| Professional Membership      | 8                                    | 1  | 14 | 4  | 19 | 0  | 5  | 8  | 26      | 2  | 34         | 6  | 7  | 134     | 66.0%             |
| Country Club                 | 0                                    | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0       | 0  | 1          | 0  | 0  | 2       | 1.0%              |
| Health Club                  | 0                                    | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 1       | 0  | 1          | 1  | 2  | 7       | 3.4%              |
| Financial Counseling         | 2                                    | 0  | 1  | 0  | 3  | 0  | 2  | 1  | 2       | 0  | 4          | 1  | 0  | 16      | 7.9%              |
| Post Retirement Health Ins.  | 1                                    | 0  | 0  | 0  | 2  | 0  | 0  | 0  | 0       | 0  | 4          | 0  | 0  | 7       | 3.4%              |
| Physical Exam                | 6                                    | 0  | 9  | 1  | 2  | 0  | 2  | 2  | 10      | 1  | 7          | 2  | 2  | 44      | 21.7%             |
| Spouse Travel                | 0                                    | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 1  | 0  | 2       | 1.0%              |
| Cell Phone                   | 11                                   | 1  | 11 | 1  | 12 | 1  | 5  | 4  | 20      | 3  | 29         | 5  | 4  | 107     | 52.7%             |
| # Reporting Position         | 13                                   | 2  | 20 | 4  | 26 | 2  | 7  | 9  | 39      | 3  | 58         | 12 | 8  | 203     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 1000 - Top Information Systems Executive |    |    |    |    |    |    |    |         |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|----|----|----|----|----|----|---------|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                             | FL | GA | IN | NE | NJ | NC | OH | PA      | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 4       | 0  | 1          | 2  | 0  | 8       | 5.0%              |
| Average Annual Car Allowance |  |    |    |    |    |    |    |    | \$7,067 |    |            |    |    | \$7,875 |                   |
| Professional Membership      | 8  | 1  | 11 | 2  | 16 | 0  | 4  | 5  | 23      | 0  | 26         | 5  | 6  | 107     | 66.5%             |
| Country Club                 | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 0  | 0  | 1       | 0.6%              |
| Health Club                  | 0  | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 1       | 0  | 0          | 1  | 1  | 5       | 3.1%              |
| Financial Counseling         | 1  | 0  | 1  | 0  | 2  | 0  | 1  | 0  | 2       | 0  | 2          | 1  | 0  | 10      | 6.2%              |
| Post Retirement Health Ins.  | 1  | 0  | 0  | 0  | 2  | 0  | 0  | 0  | 0       | 0  | 3          | 0  | 1  | 7       | 4.3%              |
| Physical Exam                | 6  | 0  | 4  | 1  | 2  | 0  | 2  | 0  | 7       | 0  | 6          | 2  | 2  | 32      | 19.9%             |
| Spouse Travel                | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0       | 0  | 0          | 1  | 0  | 1       | 0.6%              |
| Cell Phone                   | 10                                       | 0  | 12 | 1  | 10 | 1  | 2  | 2  | 19      | 1  | 23         | 6  | 4  | 91      | 56.5%             |
| # Reporting Position         | 12                                       | 1  | 15 | 2  | 20 | 2  | 6  | 5  | 34      | 1  | 47         | 9  | 7  | 161     |                   |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 1400 - Top Quality And Risk Management Executive |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                                     | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 2          | 2  | 0  | 7       | 5.3%              |
| Average Annual Car Allowance |  |    |    |    |    |    |    |    |    |    |            |    |    | \$7,838 |                   |
| Professional Membership      | 6  | 1  | 14 | 1  | 12 | 0  | 3  | 3  | 15 | 1  | 25         | 5  | 7  | 93      | 69.9%             |
| Country Club                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Health Club                  | 0  | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 1          | 1  | 1  | 6       | 4.5%              |
| Financial Counseling         | 0  | 0  | 1  | 0  | 3  | 0  | 1  | 0  | 1  | 0  | 2          | 1  | 0  | 9       | 6.8%              |
| Post Retirement Health Ins.  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 2          | 0  | 0  | 3       | 2.3%              |
| Physical Exam                | 4  | 0  | 7  | 1  | 2  | 0  | 1  | 0  | 7  | 0  | 6          | 2  | 2  | 32      | 24.1%             |
| Spouse Travel                | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 1  | 0  | 1       | 0.8%              |
| Cell Phone                   | 8  | 0  | 10 | 1  | 4  | 0  | 2  | 2  | 10 | 1  | 19         | 5  | 4  | 66      | 49.6%             |
| # Reporting Position         | 9  | 1  | 18 | 1  | 15 | 0  | 4  | 3  | 21 | 1  | 43         | 8  | 9  | 133     |                   |

**2011 EXECUTIVE BENEFITS SURVEY  
FOR HOSPITALS AND SYSTEMS**

**PERQUISITES (continued)**

|                              | 1600 - Top Public Relations Executive |    |    |    |    |    |    |    |    |    |               |    |    |          | Percent<br>with<br>PERQ |
|------------------------------|---------------------------------------|----|----|----|----|----|----|----|----|----|---------------|----|----|----------|-------------------------|
|                              | DE / DC /<br>MD                       | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate<br>NY | VA | WV | ALL      |                         |
| Auto Provided/Car Allowance  | 1                                     | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 2             | 1  | 0  | 7        | 7.4%                    |
| Average Annual Car Allowance |                                       |    |    |    |    |    |    |    |    |    |               |    |    | \$11,573 |                         |
| Professional Membership      | 6                                     | 0  | 5  | 3  | 6  | 0  | 4  | 3  | 11 | 0  | 17            | 2  | 3  | 60       | 63.8%                   |
| Country Club                 | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 0  | 0  |          | 0.0%                    |
| Health Club                  | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 1             | 0  | 0  | 2        | 2.1%                    |
| Financial Counseling         | 0                                     | 0  | 1  | 0  | 0  | 0  | 2  | 0  | 1  | 0  | 0             | 0  | 0  | 4        | 4.3%                    |
| Post Retirement Health Ins.  | 1                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 1             | 0  | 0  | 2        | 2.1%                    |
| Physical Exam                | 4                                     | 0  | 3  | 1  | 2  | 0  | 3  | 0  | 6  | 0  | 4             | 1  | 0  | 24       | 25.5%                   |
| Spouse Travel                | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0             | 1  | 0  | 1        | 1.1%                    |
| Cell Phone                   | 7                                     | 0  | 6  | 1  | 1  | 1  | 4  | 1  | 9  | 0  | 20            | 2  | 2  | 54       | 57.4%                   |
| # Reporting Position         | 10                                    | 0  | 6  | 3  | 9  | 1  | 5  | 3  | 20 | 0  | 31            | 3  | 3  | 94       |                         |

## 2011 EXECUTIVE BENEFITS SURVEY FOR HOSPITALS AND SYSTEMS

### PERQUISITES (continued)

|                              | 1700 - Top Physical Facilities Executive |    |    |    |    |    |    |    |    |    |            |    |    |         | Percent with PERQ |
|------------------------------|--|----|----|----|----|----|----|----|----|----|------------|----|----|---------|-------------------|
|                              | DE / DC / MD                             | FL | GA | IN | NE | NJ | NC | OH | PA | SC | Upstate NY | VA | WV | ALL     |                   |
| Auto Provided/Car Allowance  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 2  | 0  | 1          | 1  | 0  | 4       | 3.1%              |
| Average Annual Car Allowance |  |    |    |    |    |    |    |    |    |    |            |    |    | \$9,192 |                   |
| Professional Membership      | 4  | 1  | 10 | 3  | 12 | 0  | 2  | 5  | 16 | 1  | 24         | 3  | 2  | 83      | 64.8%             |
| Country Club                 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 0  | 0  |         | 0.0%              |
| Health Club                  | 0  | 0  | 1  | 0  | 1  | 0  | 0  | 0  | 1  | 0  | 1          | 0  | 0  | 4       | 3.1%              |
| Financial Counseling         | 0  | 0  | 1  | 0  | 2  | 0  | 2  | 1  | 1  | 0  | 2          | 0  | 0  | 9       | 7.0%              |
| Post Retirement Health Ins.  | 0  | 0  | 0  | 0  | 1  | 0  | 0  | 0  | 0  | 0  | 3          | 0  | 0  | 4       | 3.1%              |
| Physical Exam                | 3  | 0  | 5  | 0  | 2  | 0  | 2  | 3  | 7  | 1  | 3          | 1  | 1  | 28      | 21.9%             |
| Spouse Travel                | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0          | 1  | 0  | 1       | 0.8%              |
| Cell Phone                   | 8  | 1  | 10 | 0  | 7  | 1  | 3  | 2  | 14 | 1  | 17         | 4  | 4  | 72      | 56.3%             |
| # Reporting Position         | 9  | 2  | 15 | 3  | 17 | 2  | 4  | 6  | 23 | 1  | 35         | 6  | 5  | 128     |                   |