

Executive Vice President/COO

Under general direction of the Chief Executive Officer, responsible for the planning and control of hospital operations and for all administration in the absence of the Chief Executive Officer. (This position is the number two position immediately under the Chief Executive Officer in the organization structure.)

Operating Budget	# of Orgs	# of Incum	Average Group Size	Range Minimum	Actual Average	Actual Wtd Avg	Range Maximum	Percentiles		
								25TH %	50TH %	75TH %
All Participants	39	40	\$184,633,783	\$149,875	\$202,966	\$202,229	\$227,711	\$165,838	\$191,000	\$250,000
Under \$75M	8	8	\$44,297,531	***	\$142,144	\$142,144	***	\$102,237	\$134,588	\$183,502
\$75 M to \$200 M	19	20	\$130,736,753	\$152,531	\$210,000	\$208,175	\$230,756	\$173,500	\$210,000	\$250,000
\$200 M and Over	12	12	\$363,528,248	\$173,180	\$232,375	\$232,375	\$271,947	\$183,196	\$229,750	\$270,007
2001/2000 Matched Sample % Increase	11.1%		Bonus Data (All Participants)		Bonus Eligible	52.8%	Avg. Bonus as a % of Base 17.2%			

Chief Fiscal Executive (CFO)

As part of senior administration, plan, organize, direct, and control all activities related to fiscal planning and management, general and patient accounting, property and assets risk management, and financial reporting. May have administrative functions such as admissions, medical records, materials management, etc. Participate in development of hospital financial strategies, goals and objectives. Responsible for overall hospital budget development and control, rate negotiations, reimbursement, etc.

Operating Budget	# of Orgs	# of Incum	Average Group Size	Range Minimum	Actual Average	Actual Wtd Avg	Range Maximum	Percentiles		
								25TH %	50TH %	75TH %
All Participants	63	63	\$160,489,274	\$119,424	\$177,715	\$177,715	\$179,534	\$146,174	\$170,000	\$199,992
Under \$75M	24	24	\$54,490,152	\$103,439	\$150,852	\$150,852	\$156,448	\$134,347	\$149,791	\$160,000
\$75 M to \$200 M	26	26	\$129,060,230	\$130,429	\$182,919	\$182,919	\$193,212	\$163,900	\$178,000	\$200,000
\$200 M and Over	13	13	\$419,038,047	\$138,625	\$216,901	\$216,901	\$212,240	\$167,562	\$207,100	\$266,204
2001/2000 Matched Sample % Increase	8.7%		Bonus Data (All Participants)		Bonus Eligible	52.7%	Avg. Bonus as a % of Base 12.6%			

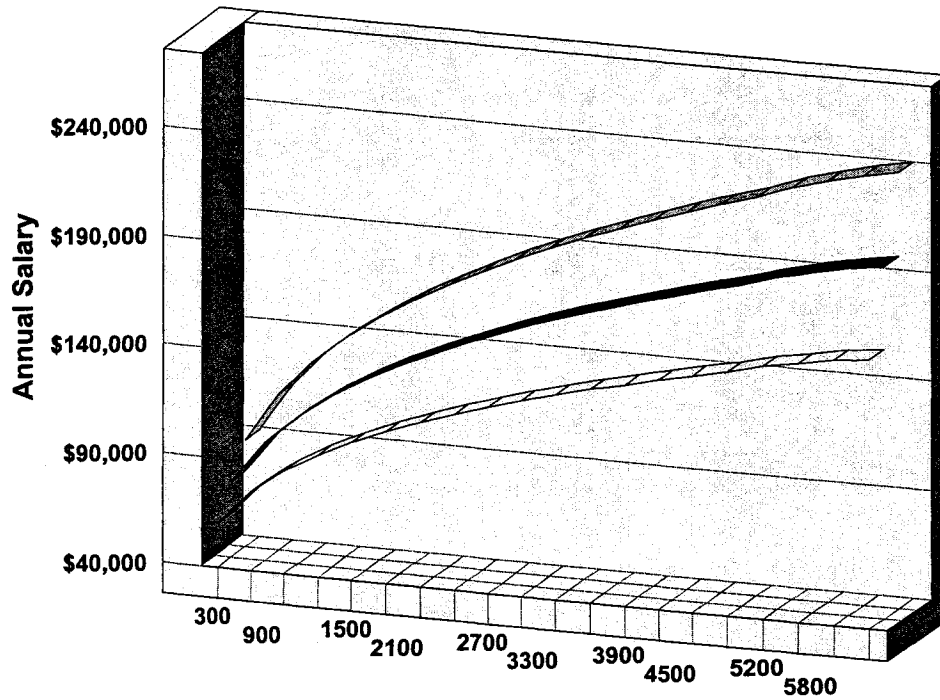
Human Resources Executive

As part of senior administration, plan and direct all human resources programs (employment, training, compensation, benefits, employee and labor relations, safety and health, etc.)

Operating Budget	# of Orgs	# of Incum	Average Group Size	Range Minimum	Actual Average	Actual Wtd Avg	Range Maximum	Percentiles		
								25TH %	50TH %	75TH %
All Participants	62	62	\$149,231,910	\$85,726	\$119,575	\$119,575	\$134,399	\$94,886	\$110,270	\$135,000
Under \$75M	19	19	\$51,089,894	\$76,407	\$99,691	\$99,691	\$115,597	\$78,520	\$98,238	\$111,340
\$75 M to \$200 M	28	28	\$118,730,958	\$78,062	\$112,457	\$112,457	\$118,587	\$98,125	\$107,508	\$123,168
\$200 M and Over	15	15	\$330,480,240	\$110,786	\$158,046	\$158,046	\$185,575	\$122,720	\$152,500	\$200,000
2001/2000 Matched Sample % Increase	6.8%		Bonus Data (All Participants)		Bonus Eligible	43.4%	Avg. Bonus as a % of Base 16.7%			

Human Resources Executive

SALARIES REPORTED: 62



Full-Time-Equivalent Employees

Approximately 68.0% of reported salaries are between the Lower and Upper Guide Lines

<u>Full-Time-Equivalent Employees</u>	<u>Lower Guide Line</u>	<u>Trend Line</u>	<u>Upper Guide Line</u>
300	\$60,300	\$74,500	\$88,700
600	\$75,900	\$93,700	\$111,500
900	\$86,900	\$107,300	\$127,700
1200	\$95,600	\$118,000	\$140,400
1500	\$103,000	\$127,100	\$151,200
1800	\$109,400	\$135,100	\$160,800
2100	\$115,100	\$142,100	\$169,100
2400	\$120,400	\$148,600	\$176,800
2700	\$125,100	\$154,500	\$183,900
3000	\$129,600	\$160,000	\$190,400
3300	\$133,800	\$165,200	\$196,600
3600	\$137,700	\$170,000	\$202,300
3900	\$141,400	\$174,600	\$207,800
4200	\$145,000	\$179,000	\$213,000
4500	\$148,300	\$183,100	\$217,900
4800	\$151,600	\$187,100	\$222,600
5200	\$155,600	\$192,100	\$228,600
5500	\$158,500	\$195,700	\$232,900
5800	\$161,400	\$199,200	\$237,000
6000	\$163,200	\$201,500	\$239,800

Std Err of Y Est = 19%

Coefficient of Correlation (r) = 0.80