

L004 Top Executive, Nursing (CNO)

	Count	Base Salary (\$000s)					Total Annual Cash (\$000s)					Org Net Rev (Millions)
		25th %ile	Median	Average	75th %ile	90th %ile	25th %ile	Median	Average	75th %ile	90th %ile	Median
All Organizations												
Orgs < \$100M Net Rev												
Orgs \$100M to \$300M Net Rev												
Orgs \$300M to \$500M Net Rev												
Orgs \$500M to \$1.0B Net Rev												
Orgs > \$1.0B Net Rev												

	Short Term Incentives (\$000s)					Count	STI Target Opportunity (% of Base)		STI Maximum Opportunity (% of Base)		
	25th %ile	Median	Average	75th %ile	90th %ile		Median	Average	Count	Median	Average
All Organizations											
Orgs < \$100M Net Rev											
Orgs \$100M to \$300M Net Rev											
Orgs \$300M to \$500M Net Rev											
Orgs \$500M to \$1.0B Net Rev											
Orgs > \$1.0B Net Rev											

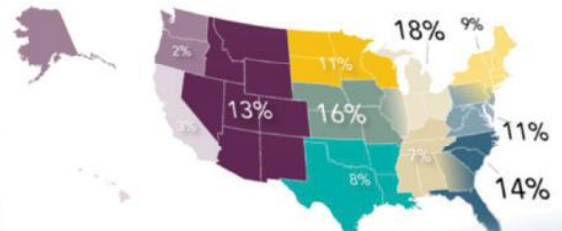
	% Increase (Last 12 months)					Reporting FTEs		Budget Responsibility (\$000s)		Years in Organization		Years in Position	
	25th %ile	Median	Average	75th %ile	Count	Median	Count	Median	Count	Median	Count	Median	Count
All Organizations													
Orgs < \$100M Net Rev													
Orgs \$100M to \$300M Net Rev													
Orgs \$300M to \$500M Net Rev													
Orgs \$500M to \$1.0B Net Rev													
Orgs > \$1.0B Net Rev													

*** indicates insufficient data for confidential reporting

PART PURCHASE BENEFIT

Participating Organization Demographics

Regions



For more information about Gallagher Integrated, please call (800) 327-9335 or email Comp.Surveys@IHStrategies.com.