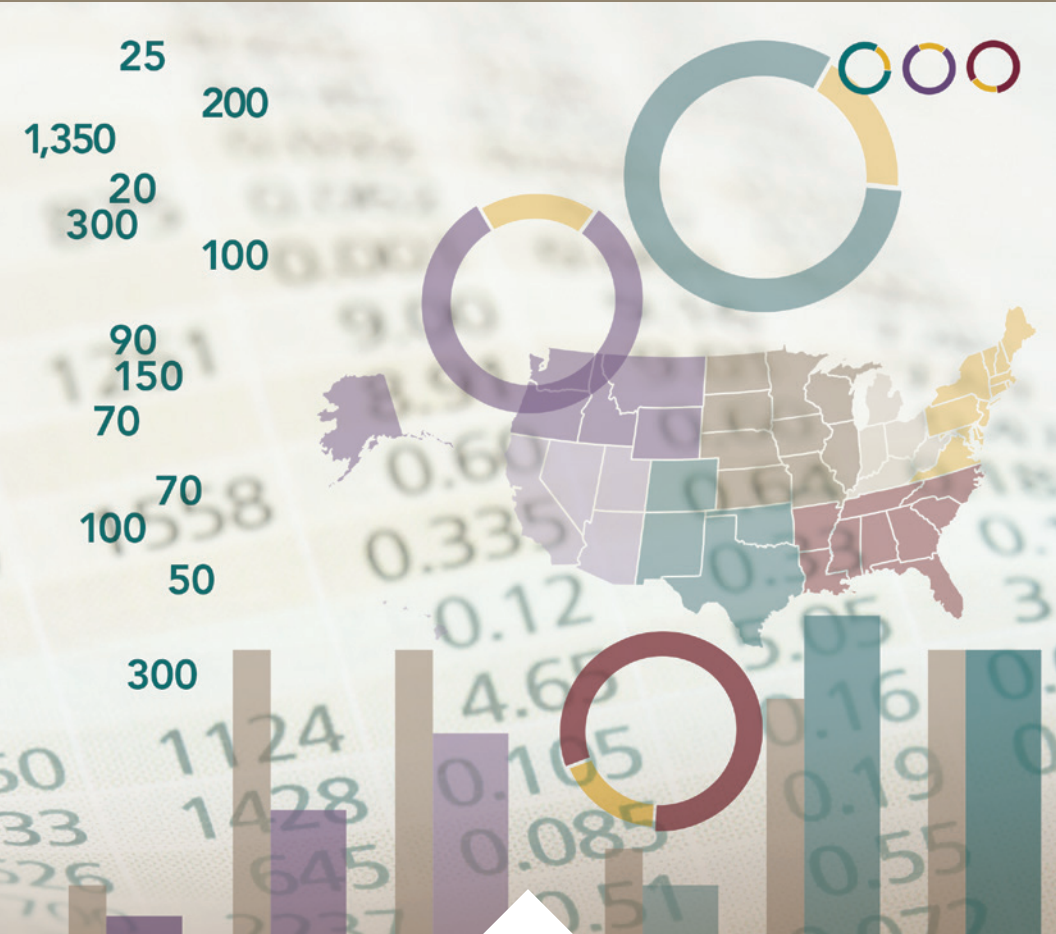


2014

Healthcare Compensation Surveys



INTEGRATED
HEALTHCARE STRATEGIESSM

Why INTEGRATED?

More than **25** years of experience in compensation surveys

With an exclusive focus on healthcare and unique experiences across a wide range of healthcare human-capital issues, we have developed focused services that are not only proven and effective, but distinctively INTEGRATED.

For more than 30 years, INTEGRATED Healthcare Strategies has provided consultative human-capital services to clients across the healthcare spectrum, including community and children's hospitals, academic medical centers, health networks, clinics, and other healthcare-related organizations. Our expert consultants and nationally recognized thought-leaders help organizations achieve their business goals by ensuring top talent is attracted, retained, and engaged while measuring and maximizing human and organizational performance. With tailored solutions that extend well beyond single services, INTEGRATED offers the knowledge, guidance, insights, and alignment that organizations need to not only survive the rapidly changing healthcare environment, but to succeed in it.

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National Healthcare Leadership Compensation Survey



The National Healthcare Leadership Compensation Survey includes executive, director, and manager-level positions to create a comprehensive source of leadership compensation data.

SURVEY FEATURES

- Data on total compensation including salaries, short- and long-term incentives, benefits, perquisites, and severance
- 200+ benchmark positions at the executive, director, and manager level
- Comprehensive data on salary structures, bonus plans, budgeted increases, benefit plans, and more
- Data reported by revenue size and region
- Participants in our 2013 Leadership Survey will be able to download a pre-populated survey with their previously submitted data
- Consistently published on time to help you in budget planning

PARTICIPATION DATES

Participation opens:
February 13, 2014

Participation deadline:
May 9, 2014

Publication:
August 29, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$550
Participant Bundle*.....	\$720
Non-Participant.....	\$1,800

PDF & EXCEL

Participant.....	\$650
Participant Bundle*.....	\$920
Non-Participant.....	\$2,050

PDF & HARD COPY

Participant.....	\$750
Participant Bundle*.....	\$1,120
Non-Participant.....	\$2,100

PDF, EXCEL & HARD COPY

Participant.....	\$850
Participant Bundle*.....	\$1,320
Non-Participant.....	\$2,250

*Bundle includes National Healthcare Staff Compensation Survey

National Healthcare Staff Compensation Survey



The National Healthcare Staff Compensation Survey is one of the most recognized and valued surveys on staff compensation available, and provides a wealth of data for all positions, including salary structures, differentials, pay practices, compensation philosophies and hiring policies, incentive plans, and more.

SURVEY FEATURES

- Special section on best practices and issues in staff compensation
- Data reported nationally and by region
- Nearly 300 benchmark positions
- Participants in our 2013 Staff Survey will be able to download a pre-populated survey containing their previously submitted data

PARTICIPATION DATES

Participation opens:
January 16, 2014

Participation deadline:
April 4, 2014

Publication:
June 27, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$350
Participant Bundle*.....	\$720
Non-Participant.....	\$1,800

PDF & EXCEL

Participant.....	\$450
Participant Bundle*.....	\$920
Non-Participant.....	\$2,050

PDF & HARD COPY

Participant.....	\$550
Participant Bundle*.....	\$1,120
Non-Participant.....	\$2,100

PDF, EXCEL & HARD COPY

Participant.....	\$650
Participant Bundle*.....	\$1,320
Non-Participant.....	\$2,250

*Bundle includes National Healthcare Leadership Compensation Survey

National Nursing Compensation Survey



INTEGRATED Healthcare Strategies offers the National Nursing Compensation Survey, now in its 7th year. This survey has proven to be an effective tool for managing nursing salaries.

SURVEY FEATURES

- Covers both nursing leadership and staff positions
- Comprehensive data on special pay practices including call pay practices, shift differentials, certification pay, career ladders, incentives, etc.
- Data reported nationally and by region, with custom reports available for an additional charge (subject to data availability)
- Special report for Magnet-designated organizations
- Participants in our 2013 Nursing Survey will be able to download a pre-populated survey containing their previously submitted data

PARTICIPATION DATES

Participation opens:
January 23, 2014

Participation deadline:
March 28, 2014

Publication:
May 9, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$225
Non-Participant.....	\$1,800

PDF & EXCEL

Participant.....	\$325
Non-Participant.....	\$2,050

PDF & HARD COPY

Participant.....	\$425
Non-Participant.....	\$2,100

PDF, EXCEL & HARD COPY

Participant.....	\$525
Non-Participant.....	\$2,250

Medical Director Survey



The Medical Director Survey is recognized as one of the most comprehensive resources available on medical director compensation for physicians who perform administrative-related duties.

SURVEY FEATURES

- 2013 survey participation included 189 healthcare organizations
- 2013 survey contained data on 108 position titles representing more than 2,700 individual medical directors
- Information also provided on medical director contract administration and the methodologies used to determine compensation

PARTICIPATION DATES

Participation opens:
April 3, 2014

Participation deadline:
June 6, 2014

Publication:
October 31, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....	FREE
Non-Participant.....	\$750

PDF & HARD COPY

Participant.....	\$100
Non-Participant.....	\$850

Advanced Practice Clinician Survey



PARTICIPATION DATES

Participation opens:

July 10, 2014

Participation deadline:

September 26, 2014

Publication:

December 19, 2014

The most exhaustive list of benchmark positions available in the industry with more than 40 for nurse practitioner, more than 30 for physician assistant, plus nurse midwives. This survey is a focused study of total cash compensation, productivity, and pay practices.

SURVEY FEATURES

- Data reported nationally and by region
- Custom data cuts available upon request
- Comprehensive data on:
 - Pay practices (call pay, shift differentials, certification pay, etc.)
 - Incentive practices
 - Hiring practices
 - Workforce trends
 - Employer-sponsored career and educational advancement programs

PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$100
Non-Participant.....	\$1,800

PDF & EXCEL

Participant.....	\$150
Non-Participant.....	\$2,050

PDF & HARD COPY

Participant.....	\$200
Non-Participant.....	\$2,100

PDF, EXCEL & HARD COPY

Participant.....	\$250
Non-Participant.....	\$2,250

Critical Access Hospital Compensation Survey



Our third annual Critical Access Hospital Compensation Survey is one of the most detailed available sources of compensation information specific to Critical Access Hospitals.

SURVEY FEATURES

- More than 70 leadership and 100 staff level benchmark positions available
- Special pay practice information, including differentials, wage increases and hiring practices
- Data reported nationally and by region

PARTICIPATION DATES

Participation opens:
March 6, 2014

Participation deadline:
April 18, 2014

Publication:
July 11, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....\$50

PDF & EXCEL

Participant.....\$100

Exclusive results available for participants only

Children's Hospitals Executive Compensation Survey



PARTICIPATION DATES

Participation opens:
March 6, 2014

Participation deadline:
April 18, 2014

Publication:
August 15, 2014

Our 15th annual Children's Hospitals Executive Compensation Survey includes compensation data from executive and director positions exclusively at children's hospitals.

SURVEY FEATURES

- Over 50 executive and director level positions surveyed
- Comprehensive data on:
 - Salaries
 - Salary increases
 - Incentive opportunities
 - Incentive awards

PRICING FOR SURVEY RESULTS	
PDF	
Participant.....	FREE
PDF & EXCEL	
Participant.....	\$200
Exclusive results available for participants only	

Information subject to change. Products not yet released are available for pre-order. Custom peer group reports and analysis also available.

National Healthcare Executive Benefits Survey



The National Healthcare Executive Benefit Survey is backed by over three decades of experience in design and review of benefit plans. Our 2012 survey had 340 participants.

SURVEY FEATURES

Comprehensive data on:

- Qualified and non-qualified retirement benefits
- Health, life, and disability benefits
- Paid time off, vacation, and holidays
- Perquisites and business expenses
- Employment agreements, retention plans, and severance

PARTICIPATION DATES

Participation opens:
February 27, 2014

Participation deadline:
June 13, 2014

Publication:
September 30, 2014

PRICING FOR SURVEY RESULTS

PDF

Participant.....\$100

Exclusive results available for participants only



PARTICIPATE PURCHASE BENEFIT

PARTICIPATE, BUNDLE, AND SAVE

Survey participants receive a discount on their survey purchases. Bundle the National Healthcare Leadership & Staff Surveys to save even more.

Contact us today to learn more, sign up to participate in our 2014 National Healthcare surveys, and pre-order your copy of the results.

LEARN MORE · SIGN UP · PRE-ORDER

ONLINE www.INTEGRATEDHealthcareStrategies.com

EMAIL Comp.Surveys@IHStrategies.com

PHONE 800.327.9335 Mon–Fri, 8 AM–5 PM, CST



INTEGRATED
HEALTHCARE STRATEGIESSM

NATIONAL HEALTHCARE
LEADERSHIP COMPENSATION
SURVEY

Participation opens:
February 13, 2014

Participation deadline:
May 9, 2014

Publication:
August 29, 2014

MEDICAL DIRECTOR
COMPENSATION
SURVEY

Participation opens:
April 3, 2014

Participation deadline:
June 6, 2014

Publication:
October 31, 2014

NATIONAL HEALTHCARE
STAFF COMPENSATION
SURVEY

Participation opens:
January 16, 2014

Participation deadline:
April 4, 2014

Publication:
June 27, 2014

ADVANCED PRACTICE
CLINICIAN COMPENSATION
SURVEY

Participation opens:
July 10, 2014

Participation deadline:
September 26, 2014

Publication:
December 19, 2014

NATIONAL NURSING
COMPENSATION SURVEY

Participation opens:
January 23, 2014

Participation deadline:
March 28, 2014

Publication:
May 9, 2014

CRITICAL ACCESS HOSPITAL
COMPENSATION SURVEY

Participation opens:
March 6, 2014

Participation deadline:
April 18, 2014

Publication:
July 11, 2014

CHILDREN'S
HOSPITALS EXECUTIVE
COMPENSATION SURVEY

Participation opens:
March 6, 2014

Participation deadline:
April 18, 2014

Publication:
August 15, 2014

NATIONAL HEALTHCARE
EXECUTIVE BENEFITS
SURVEY

Participation opens:
February 27, 2014

Participation deadline:
June 13, 2014

Publication:
September 30, 2014

Custom Survey Capabilities



If your organization is in need of data not found in our annual surveys, please contact us to learn how we can assist.

Regardless of your survey findings, our INTEGRATED service groups can work in unison to solve your most complex issues including labor relations, compensation and benefits, succession planning, physician relations, and even search to find the right candidates for your leadership positions.

TAILOR-MADE SURVEY SOLUTIONS

A sample list of custom surveys we conduct for clients:

- State association surveys
- Short-term incentive plan surveys
- Medical group surveys
- Benefits surveys
- “Hot Jobs” surveys
- Perquisites surveys
- Governance surveys
- Exclusive peer group surveys
- Market segment surveys
- Topical surveys
- Pay practice surveys

Compensation Survey Results Pricing

FORMAT	PDF	PDF & EXCEL	PDF & HARD COPY	PDF, EXCEL & HARD COPY
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NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

Participant	\$550	\$650	\$750	\$850
Participant Bundle*	\$720	\$920	\$1,120	\$1,320
Non-Participant	\$1,800	\$2,050	\$2,100	\$2,250

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

Participant	\$350	\$450	\$550	\$650
Participant Bundle*	\$720	\$920	\$1,120	\$1,320
Non-Participant	\$1,800	\$2,050	\$2,100	\$2,250

NATIONAL NURSING COMPENSATION SURVEY

Participant	\$225	\$325	\$425	\$525
Non-Participant	\$1,800	\$2,050	\$2,100	\$2,250

MEDICAL DIRECTOR COMPENSATION SURVEY

Participant	FREE	NA	\$100	NA
Non-Participant	\$750	NA	\$850	NA

ADVANCED PRACTICE CLINICIAN

Participant	\$100	\$150	\$200	\$250
Non-Participant	\$1,800	\$2,050	\$2,100	\$2,250

CRITICAL ACCESS HOSPITAL COMPENSATION SURVEY

Participant	\$50	\$100	NA	NA
Non-Participant	NA	NA	NA	NA

CHILDREN'S HOSPITALS EXECUTIVE COMPENSATION SURVEY

Participant	FREE	\$200	NA	NA
Non-Participant	NA	NA	NA	NA

NATIONAL HEALTHCARE EXECUTIVE BENEFITS SURVEY

Participant	\$100	NA	NA	NA
Non-Participant	NA	NA	NA	NA

*Bundle Includes National Healthcare Leadership Compensation Survey and National Healthcare Staff Compensation Survey



PARTICIPATE PURCHASE BENEFIT



INTEGRATED
HEALTHCARE STRATEGIESSM

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KANSAS CITY
MINNEAPOLIS
DALLAS