



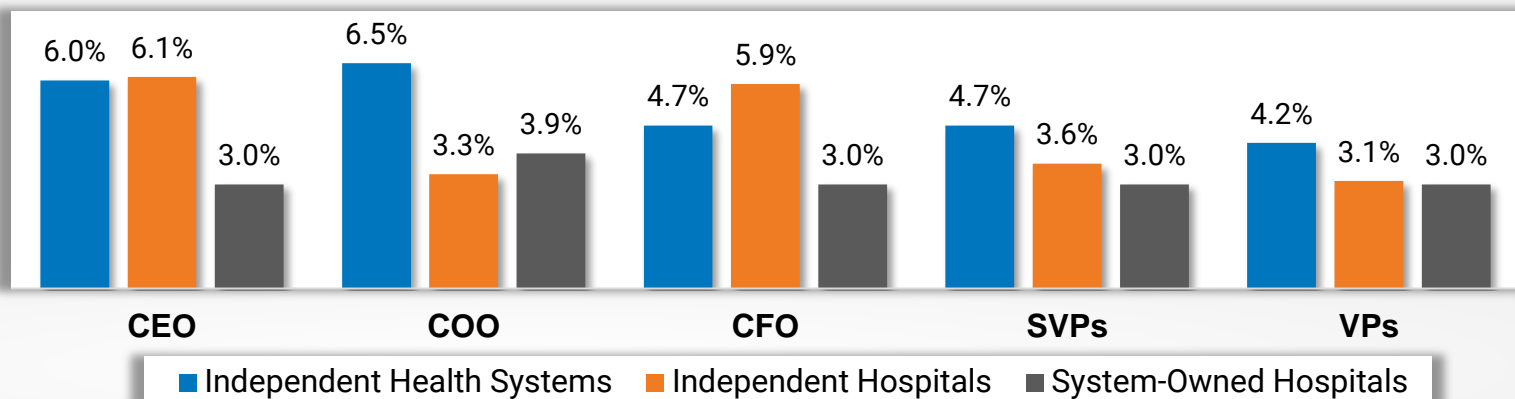
Challenges facing the health care industry and its leaders require carefully designed compensation programs

An increasingly complex and highly competitive market for talent is leading to upward movement in compensation for executives

CEOs at Independent Health Systems and Hospitals and COOs at Independent Hospitals saw the highest increases in median total cash compensation



Median Total Cash Compensation Increase

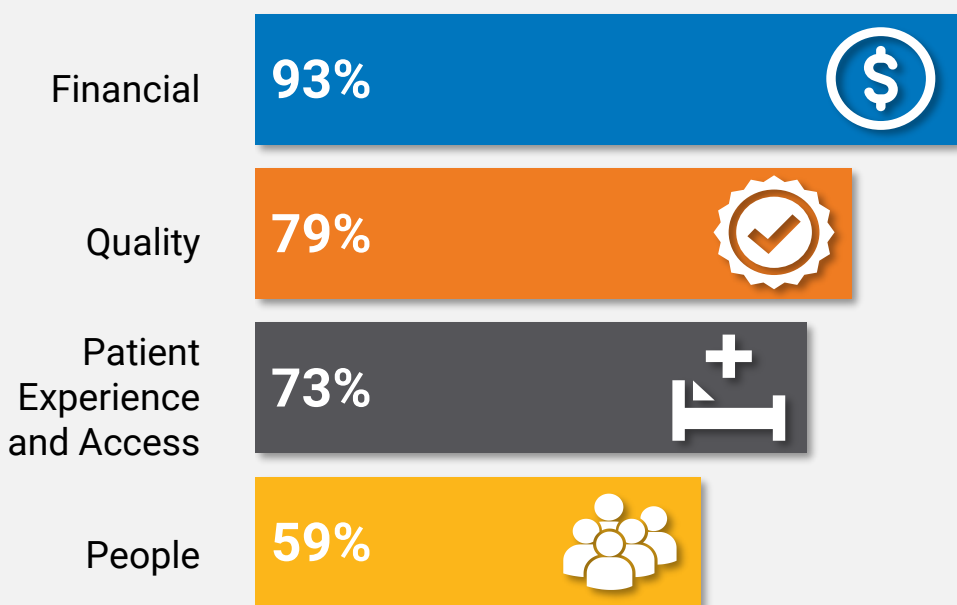


Annual incentive plans continue to be the norm among executives and management to drive and reward performance

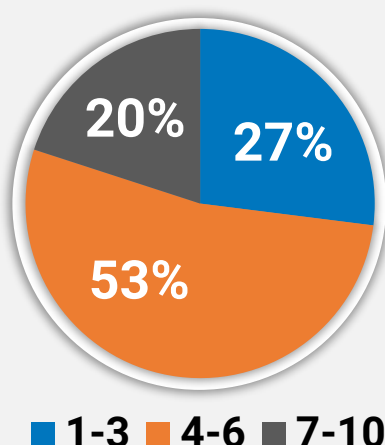
Annual Incentive Plan Prevalence: Health Systems



Most Commonly Used Enterprise Performance Measure Categories in Annual Incentive Plans:

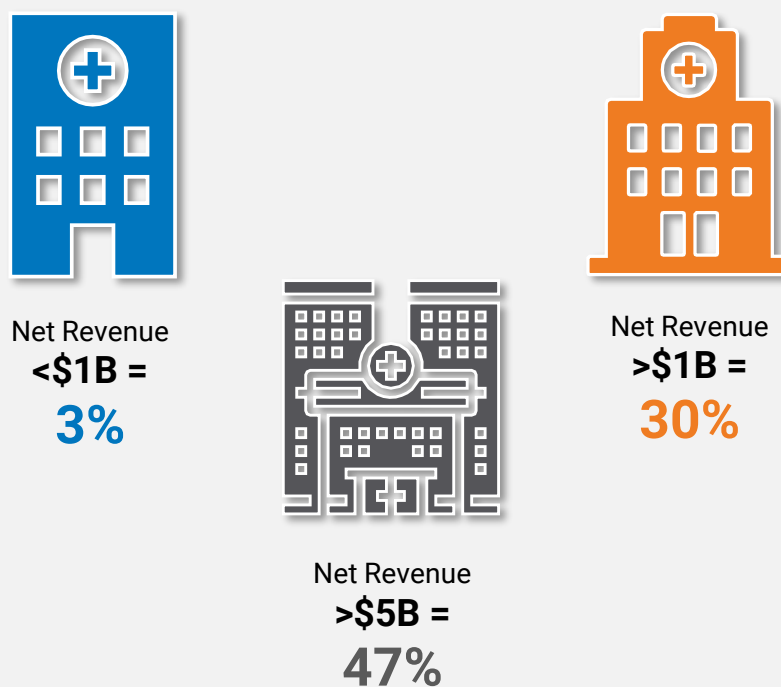


Number of Performance Measures Used in Annual Incentive Plans:

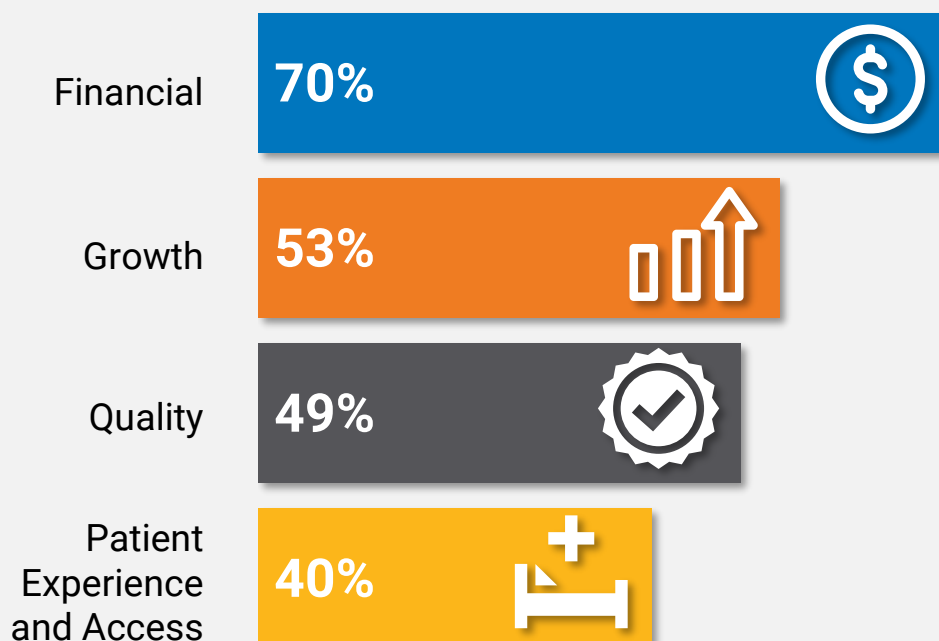


Long-term incentive plan (LTIP) prevalence continues to increase as health care organizations expand their executive compensation packages to focus on multi-year goals and results

Cash-Based LTIP Prevalence: Health System Executives



Most Commonly Used Enterprise Performance Measure Categories in Cash-Based LTIPs:



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2020 Survey Open for Participation
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Source: SullivanCotter 2019 Manager and Executive Compensation in Hospitals and Health Systems Survey Report

