2024 SURVEY SUITE

Strengthening Total Compensation Solutions Through Data-Driven Intelligence and Insights
With the health care industry constantly adapting and transforming in response to short- and long-term impacts, organizations require meaningful data to help them navigate an ever-evolving landscape.

We rely on your participation in order to capture and understand changes and emerging trends in compensation and pay practices. Organizations require access to critical data-driven insights and timely survey benchmarks in order to react to the changing health care environment.

Benchmark unique and emerging positions.

Align compensation practices to the evolving market.

Design competitive compensation arrangements to attract, engage and retain your executives, physicians, advanced practice providers and employees.

Ensure compliance with regulatory requirements.

SullivanCotter’s proprietary survey data provide the intelligence and insight you need to confidently inform reward strategies.

INDUSTRY-LEADING BENCHMARKING DATA AND ANALYSES FOR HEALTH CARE AND BEYOND

For over 30 years, SullivanCotter has provided the most comprehensive total compensation data, analyses and research to a wide variety of organizations, including for-profit and not-for-profit health care, higher education, public charities, associations and foundations. Our market-leading surveys equip organizations with the data and information they need to keep pace with the changing marketplace — enabling them to confidently develop compensation strategies that attract, manage and retain top talent while satisfying evolving regulatory requirements.
WHY INDUSTRY-LEADING ORGANIZATIONS DEPEND ON SULLIVANCOTTER SURVEYS

**VALUABLE INSIGHTS**: Our deep industry knowledge and consulting experience inform our surveys, focusing data collection to reveal emerging market issues.

**EXPERIENCE**: We offer comprehensive workforce performance solutions informed by over 30 years of industry-leading compensation and productivity data. These data enable us to advise our clients on emerging market trends so they can achieve their strategic objectives faster.

**SUPERIOR DATA**: Proprietary data collection, cleaning, analysis and reporting methodologies ensure benchmarking data of the highest quality and integrity. Our survey participants include many of the nation’s leading and most complex health care organizations. Their involvement allows us to deliver datasets that are among the largest and most comprehensive available in the market.

**FULL SERVICE**: SullivanCotter offers organizations a wide array of services to help interpret data and put them to work.

**SURVEY PARTICIPATION HAS ITS PRIVILEGES**

- Substantial discounts on standard report prices
- Early access to compensation benchmarks and electronic survey data tables
- Exclusive webinars with insights from our consultants
- Easy access to reports
- Prepopulated participation files using prior-year submissions
- Bundled pricing available for select surveys
PARTICIPATION IS EASY

Your time is valuable, which is why we’ve designed our survey systems to minimize your effort. We collect data through our secure online portals, which prepopulate your prior-year data whenever possible. In addition, your data will be automatically transferred to other SullivanCotter surveys on your behalf, providing you with the participant benefit of completing multiple surveys without the additional effort. With our newly enhanced user interface, organizations enjoy an improved data submission experience that is easier and more flexible than ever before.

ADDITIONAL SUPPORT AND BENEFITS

• Submit your compensation data by uploading an Excel file
• Delegate survey tasks across your organization to other colleagues
• Dedicated participant support team and subject-matter experts on hand to assist with any questions
• Enhanced multiphase auditing process allows organizations to contribute to data robustness and integrity and provides confidence in report accuracy
• Input on preferred topics for future surveys
• Access to pulse survey results covering hot topics
• Early submission discounts
• Complimentary access to compensation practices benchmarks when submitting to those survey sections

Learn More
Participate
PURCHASE
www.sullivancotter.com/surveys
surveys@sullivancotter.com
888.739.7039

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<thead>
<tr>
<th>Survey Name</th>
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### Bundle Types

- **Health Care Workforce Bundle**: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys.
- **Health Care Workforce Premium Bundle**: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys.

### Survey Report Pricing

- **Participant**: $3,500
- **Non-participant**: $14,000
- **Bundle Price**:
  - **Health Care Workforce Bundle**: $3,500 (participant), $18,400 (non-participant)
  - **Health Care Workforce Premium Bundle**: $6,600 (participant), $22,400 (non-participant)

### Survey Submission Deadlines

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## Notes

1. All surveys included in the bundle must be submitted by the early submission deadline in order to qualify for the early submission discount of $200 off of the bundle.
2. Dates are subject to change.
3. Pay practices benchmarks are complimentary to participants who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.
4. Non-health care organizations may participate on behalf of their clients but are ineligible to purchase reports at the participant price. Please call 888.739.7039 for pricing.
5. Only qualifying participants are eligible to purchase the survey report; participants must also purchase the Health Care Management and Executive Compensation Survey Report. Receive a $100 discount off the participant price when you participate in and purchase the Health Care Staff Compensation Survey.
6. To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle. Participants will be invoiced for the bundle upon order. If an organization fails to participate in all surveys included in the bundle, the difference in cost will be invoiced to account for nonparticipant survey pricing. Refunds will not be issued due to nonparticipation.

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Executive Surveys

**Health Care Management and Executive Compensation Survey**

Provides critical benchmarking data on executive and management compensation trends and pay practices. For over 30 years, this survey has been and continues to be the largest of its kind for health care organizations nationwide.

**SURVEY HIGHLIGHTS**
- Base salary, total cash compensation and total direct compensation
- Annual and long-term incentive plan design, including performance measures, eligibility and award opportunities and payouts
- National compensation data reported by organization type and size
- Compensation data reported by region and subregion for subsidiary hospitals
- Regression equations by organization type
- Featured in Modern Healthcare’s annual executive compensation issue

**2023 PARTICIPANT HIGHLIGHTS**
- More than 42,160 incumbents
- Over 3,085 organizations
- Over 320 jobs reported

**SURVEY SCHEDULE**
- Participation Period: January 2, 2024 – March 15, 2024
- Early Submission Deadline: February 28, 2024
- Compensation Benchmarks Published: July 2024
- Pay Practices Benchmarks(1) Published: August 2024

**REPORT PRICING**
- Participants: $1,150
- Early Submission Discount: $200
- Health Care Nonparticipants: $4,600

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**Health Plan Management and Executive Compensation Survey**

Provides vital benchmarking data on executive and management positions in both independent health plans and those owned by health systems.

**SURVEY HIGHLIGHTS**
- Base salary
- Annual and long-term incentive award opportunities and payouts
- Total cash compensation
- Total direct compensation
- Data reported by organization type, revenue and membership

**2023 PARTICIPANT HIGHLIGHTS**
- More than 625 incumbents
- Over 50 organizations
- Over 30 jobs reported

**SURVEY SCHEDULE**
- Participation Period: January 2, 2024 – March 15, 2024
- Early Submission Deadline: February 28, 2024
- Compensation Benchmarks Published: August 2024

**REPORT PRICING**
- Participants: $975
- Early Submission Discount: $200
- Health Care Nonparticipants: $3,900

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**Bundle Type**

**Health Care Workforce Bundle:** Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys.

**Health Care Workforce Premium Bundle:** Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys.

**Bundle Price**

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(1) Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

(2) To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.
Executive Surveys

Health Care Management and Executive Compensation in Children’s Organizations Survey

Provides critical benchmarking data on executive and management positions in both independent children’s organizations and those owned by health systems.

**SURVEY HIGHLIGHTS**
- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and size
- Annual and long-term incentive award opportunities and payouts

**2023 PARTICIPANT HIGHLIGHTS**
- More than 2,625 incumbents
- Over 115 organizations
- Over 140 jobs reported

**SURVEY SCHEDULE**
Participation Period: January 2, 2024 – March 15, 2024
Compensation Benchmarks Published: July 2024

**REPORT PRICING**
Participants: $575(1)

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Health Care Management and Executive Compensation in Academic and Major Teaching Organizations Survey

Provides critical benchmarking data on executive and management positions in independent academic and major teaching organizations and their flagship regions, flagship hospitals and faculty practice plans.

**SURVEY HIGHLIGHTS**
- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and size
- Annual and long-term incentive award opportunities and payouts

**2023 PARTICIPANT HIGHLIGHTS**
- More than 10,880 incumbents
- Over 205 organizations
- Over 275 jobs reported

**SURVEY SCHEDULE**
Participation Period: January 2, 2024 – March 15, 2024
Compensation Benchmarks Published: July 2024

**REPORT PRICING**
Participants: $575(1)

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(1) Only qualifying participants are eligible to purchase the survey report; participants must also purchase the Health Care Management and Executive Compensation Survey Report.
Executive Surveys

**Physician Executive Compensation Survey**

Offers unique source of benchmarking data on physicians in C-suite, service line and other key executive positions.

**SURVEY HIGHLIGHTS**
- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and size
- Annual and long-term incentive award opportunities and payouts
- Regression equations by organization type

**2023 PARTICIPANT HIGHLIGHTS**
- Over 2,615 incumbents
- Over 1,195 organizations
- Over 30 jobs reported

**SURVEY SCHEDULE**
- Participation Period: January 2, 2024 – March 15, 2024
- Early Submission Deadline: February 28, 2024
- Compensation Benchmarks Published: August 2024

**REPORT PRICING**
- Participants: $975
- Early Submission Discount: $200
- Health Care Nonparticipants: $3,900

**Medical Group Executive Compensation Survey**

Provides vital source of benchmarking data on key executive positions in both independent medical groups and those owned by health systems.

**SURVEY HIGHLIGHTS**
- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and physician FTEs
- Annual and long-term incentive award opportunities and payouts
- Regression equations by organization type

**2023 PARTICIPANT HIGHLIGHTS**
- Over 1,900 incumbents
- Over 265 organizations
- Over 35 jobs reported

**SURVEY SCHEDULE**
- Participation Period: January 2, 2024 – March 15, 2024
- Early Submission Deadline: February 28, 2024
- Compensation Benchmarks Published: July 2024

**REPORT PRICING**
- Participants: $975
- Early Submission Discount: $200
- Health Care Nonparticipants: $3,900

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**Bundle Type**

Health Care Workforce Premium Bundle: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

**Bundle Price**
- Participant: $4,600
- Nonparticipant: $18,400

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Physician Surveys

**Physician Compensation and Productivity Survey**

Conducted for over 30 years, this survey is the largest and most comprehensive dataset of its kind and provides compensation, pay practices and productivity benchmarking data for employed physicians and PhD providers and researchers.

**SURVEY HIGHLIGHTS**

- Total cash compensation, total encounters and total cost of benefits
- Productivity data and ratios, including work RVUs, net collections, patient visits and panel size
- Quality incentive compensation and total cash compensation trends
- Compensation data for new and experienced hires
- Data reported nationally and by region, position level and specialty
- Compensation practices, including staffing changes, hospital-based work effort, recruitment and retention, telemedicine and more
- New and emerging specialties added annually

**2023 PARTICIPANT HIGHLIGHTS**

- Over 306,765 incumbents
- Over 915 organizations
- Over 235 specialties reported

**SURVEY SCHEDULE**

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation and Productivity Benchmarks Published: June 2024
Pay Practices Benchmarks\(^{(1)}\) Published: June 2024

**REPORT PRICING**

Participants: $1,150
Early Submission Discount: $200
Health Care Nonparticipants: $4,600

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**Medical Group Compensation and Productivity Survey**

As the largest medical group compensation dataset in the market, this survey offers a comprehensive look into pay practices and productivity across a wide spectrum of physician specialties.

**SURVEY HIGHLIGHTS**

- Total cash compensation data for physicians as well as compensation and productivity data on academic and health care organizations
- Productivity data and ratios, including work RVUs, net collections, patient visits and panel size
- Total encounters and total cost of benefits
- Compensation data for new and experienced hires
- Data reported nationally and by region, FTE size, position level and specialty
- Compensation practices, including staffing changes, recruitment and retention, telemedicine and more

**2023 PARTICIPANT HIGHLIGHTS**

- Over 217,595 incumbents
- Over 380 medical groups
- 195 specialties reported

**SURVEY SCHEDULE**

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation and Productivity Benchmarks Published: June 2024
Pay Practices Benchmarks\(^{(1)}\) Published: June 2024

**REPORT PRICING**

Participants: $1,150
Early Submission Discount: $200
Health Care Nonparticipants: $4,600

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**Bundle Type\(^{(2)}\)**

- **Health Care Workforce Bundle**: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys
- **Health Care Workforce Premium Bundle**: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

**Bundle Price**

<table>
<thead>
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<th>Participant</th>
<th>Nonparticipant</th>
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<tbody>
<tr>
<td>$3,500</td>
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\(^{(1)}\)Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

\(^{(2)}\)To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.
Physician Surveys

Provider On-Call Compensation Survey

This one-of-a-kind survey provides deep insight into on-call pay rates and practices.

SURVEY HIGHLIGHTS

• On-call pay practices for both employed and nonemployed physicians
• Compensation data and pay rates, including total on-call pay expenditures
• Details on both restricted and unrestricted call coverage as well as concurrent and excess call arrangements
• Pay rate data includes unrestricted on-call rates paid for general emergency medicine coverage, trauma coverage and rates paid by trauma centers

2022 PARTICIPANT HIGHLIGHTS

• More than 2,925 on-call panels
• Over 285 organizations
• Over 70 specialties reported

SURVEY SCHEDULE

Participation Period: June 18, 2024 – September 6, 2024
Early Submission Deadline: July 11, 2024
Equated Hourly Rates Benchmarks Published: November 2024
Pay Practices Benchmarks(1) Published: December 2024

REPORT PRICING

Participants: $1,150
Early Submission Discount: $200
Health Care Nonparticipants: $4,600

Physician and APP CPT Work RVU Benchmark Study

This study provides robust CPT coding data based on 2023 and 2022 Centers for Medicare & Medicaid Services (CMS) Physician Fee Schedules (PFS). This will enable your organization to identify differences by specialty and analyze the projected impact of updating the physician fee schedule used in your productivity-based compensation plan.

SURVEY HIGHLIGHTS

• Data reported for physicians and APPs, including CPT coding profiles
• Year-over-year physician and APP productivity based on PFS changes
• Specialty work RVU differences that may impact physician and APP compensation
• Coding variation and market coding trends
• Operational differences between specialties

2023 PARTICIPANT HIGHLIGHTS

• More than 45 organizations
• Over 145 specialties reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: November 2024

REPORT PRICING

Participants: $3,900
Early Submission Discount: $200
Health Care Nonparticipants: $10,000

(1)Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.
This survey provides insights into compensation topics specific to hospital-based physicians and APPs with a focus on understanding work effort and related compensation structures.

**SURVEY HIGHLIGHTS**
- Clinical work effort standards
- Off-site work expectations
- Information on a number of adult and pediatric specialties, including the following:
  + Anesthesiology
  + Critical care medicine
  + Emergency medicine
  + Hospitalist
  + Neonatology
  + Radiology
  + Urgent care

**2021 PARTICIPANT HIGHLIGHTS**
- Over 50 organizations

**SURVEY SCHEDULE**
- Participation Period: July 2024 – October 2024
- Pay Practices Benchmarks(1) Published: November 2024

**REPORT PRICING**
- Participants: Complimentary
- Health Care Nonparticipants: $4,600

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(1) Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.
Advanced Practice Provider Surveys

Advanced Practice Provider Compensation and Productivity Survey

Offers unique insight into advanced practice provider (APP) compensation levels, trends, productivity and pay practices.

**SURVEY HIGHLIGHTS**
- Base salary, base pay hourly rates, total cash compensation, total encounters and total cost of benefits
- Productivity data and ratios, including work RVUs, net collections and panel size
- Compensation data and pay practices for APP leaders
- Pay practices, including staffing changes and initiatives, salary grades and ranges, extra shifts and shift differentials, bonuses and incentives, on-call pay, education programs, recruitment and retention, benefits and work effort
- Pay practices for CRNAs
- Compensation data for new and experienced hires
- Data reported for nurse practitioners, physician assistants, certified registered nurse anesthetists, certified nurse midwives and certified anesthesiologist assistants
- Data reported nationally, regional, by practice setting and locale

**2023 PARTICIPANT HIGHLIGHTS**
- More than 124,145 APPs
- Over 810 organizations
- Over 115 specialties reported

**SURVEY SCHEDULE**
- Participation Period: January 2, 2024 – March 15, 2024
- Early Submission Deadline: February 28, 2024
- Compensation Benchmarks Published: June 2024
- Pay Practices Benchmarks(1) Published: July 2024

**REPORT PRICING**
- Participants: $1,150
- Early Submission Discount: $200
- Health Care Nonparticipants: $4,600

**Bundle Price**
- Participants: $3,500
- Nonparticipants: $14,000

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Advanced Practice Provider Leadership and Organizational Survey

As health care organizations seek to transform care delivery by improving access, quality, services and affordability, supporting the advanced practice provider (APP) workforce and optimizing leadership practices are essential. This survey focuses on leadership roles and responsibilities, highlights strategies for integrating and engaging APPs across all specialties and evaluates workplace infrastructure for better APP workforce management.

**SURVEY HIGHLIGHTS**
- Committee and organizational engagement and participation
- Four distinct APP leadership levels
- Insight into varying levels of education, titling and reporting structures for APP leaders
- Information about APP leader roles, scope of responsibility and time allocation
- Data on APP centers to support APP practice
- Assess current organizational APP practices in key areas

**2022 PARTICIPANT HIGHLIGHTS**
- Over 70 organizations

**SURVEY SCHEDULE**
- Participation Period: April 30, 2024 – June 28, 2024
- Early Submission Deadline: May 30, 2024
- Pay Practices Benchmarks(1) Published: September 2024

**REPORT PRICING**
- Participants: $1,150
- Early Submission Discount: $200
- Health Care Nonparticipants: $4,600

**Bundle Price**
- Participants: $4,600
- Nonparticipants: $18,400

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(1)Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

(2)To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.
Employee Surveys

Health Care Staff Compensation Survey

This national survey provides cash compensation market data for health care staff.

SURVEY HIGHLIGHTS
- Market data tables by region, state and organization size, including hourly base rate and total cash compensation for individual contributors, supervisors and managers in clinical and nonclinical functions
- Detailed on-call pay and shift differential data, including evening, night and weekend coverage
- Compensation practices data on strategy and governance, pay range structure, pay increases and premium and variable pay
- Additional data on certification, charge, extra-shift, per diem, float pool and preceptor pay
- Payroll data reported by job level and work status

2023 PARTICIPANT HIGHLIGHTS
- Over 1,484,270 health care employees
- Over 1,630 organizations
- Over 615 jobs reported

SURVEY SCHEDULE
Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: June 2024
Pay Practices Benchmarks(1) Published: July 2024

REPORT PRICING
Participants: $1,150
Early Submission Discount: $200
Health Care Nonparticipants: $4,600

Endowment and Foundation Investment Staff Compensation Survey

Offers a comprehensive look into pay levels, practices and trends among endowment and foundation staff.

SURVEY HIGHLIGHTS
- Base salary, incentive pay and retirement benefits for senior investment staff
- Base salary and total cash compensation data for other investment staff
- Detailed incentive plan design information, including performance measures, weighting of measures, incentive opportunity levels, payout and deferral practices, and new hires
- Other data including eligibility and participation as well as administration and governance of investment staff incentive plans
- National data reported by organization type and asset category
- Key endowment and foundation investment staff positions, including chief investment officer, managing director, director, manager, two levels of analyst staff and three levels of investment operations staff
- Position list expanded to include five new impact investment positions

2023 PARTICIPANT HIGHLIGHTS
- Over 460 investment professionals
- Over 60 organizations
- 9 investment staff positions

SURVEY SCHEDULE
Participation Period: January 2, 2024 – February 23, 2024
Early Submission Deadline: January 26, 2024
Compensation Benchmarks Published: May 2024
Pay Practices Benchmarks(1) Published: May 2024

REPORT PRICING
Participants: $1,500
Early Submission Discount: $200
Health Care Nonparticipants: $6,000

Bundle Type
Health Care Workforce Bundle: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys
Health Care Workforce Premium Bundle: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

Bundle Price
Participant Nonparticipant
Health Care Workforce Bundle: $3,500 $14,000
Health Care Workforce Premium Bundle: $4,600 $18,400

(1) Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.
(2) To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.
Employee Surveys

**Workforce Metrics Benchmark Survey**

As health care organizations look for better ways to optimize care delivery and improve performance, effectively managing the size, shape and complexity of the workforce remains a key initiative. This survey helps health care organizations understand how their workforce size, distribution and cost compares to market practices.

**SURVEY HIGHLIGHTS**

- Workforce data across key job families, six career-level categories and important demographic groupings
- Quantitative market positioning statistics
- Data reported for all organizations and by employee size groupings
- Two survey report editions are available: The standard survey report includes tabular data for 10 job families and the PRO edition includes tabular data for 19 job families as well as access to a customized dashboard

**Survey Membership**

The enhanced PRO technology subscription includes everything provided in the standard version as well as additional features.

Membership includes the following benefits:

- Complimentary first year of a three-year membership
- Customizable report-building dashboard
- Reports that compare your organization to benchmarks
- Access to 19 job families
- Additional workforce metrics

**2023 PARTICIPANT HIGHLIGHTS**

- Approximately 1,500,000 FTEs across all job families
- Over 70 organizations

**SURVEY SCHEDULE**

Submission Deadline: June 30, 2024
Standard Survey Report Published: Fall 2024
Pro Survey Report Published: Fall 2024

**REPORT PRICING**

Participants:

- Less Than 1,000 FTEs: $975
- 1,000 – 5,000 FTEs: $1,475
- 5,001 – 10,000 FTEs: $1,975
- Greater Than 10,000 FTEs: $2,475

Nonparticipants:

- Less Than 1,000 FTEs: $975
- 1,000 – 5,000 FTEs: $2,975
- 5,001 – 10,000 FTEs: $3,975
- Greater Than 10,000 FTEs: $4,975

**Registered Nursing Compensation Survey**

Focusing on the broad population of registered nurses navigating the complex and fast-changing landscape of health care organizations, this survey provides insights on nursing salary trends and pay practices.

**SURVEY HIGHLIGHTS**

- Six months of base pay data trends
- Data reported by setting, specialty, experience and level
- Premium pay, pay practices and insights into staffing ratios and turnover

**SURVEY SCHEDULE**

Participation Period: July 2, 2024 – August 16, 2024
Early Submission Deadline: July 17, 2024
Compensation Benchmarks Published: October 2024
Pay Practices Benchmarks Published: November 2024

**REPORT PRICING**

Participants: $1,050
Early Submission Discount: $200
Health Care Nonparticipants: $4,200

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1 Pricing is based on organization size by full-time equivalents (FTEs).
2 Receive a $100 discount off the participant price when you participate in and purchase the Health Care Staff Compensation Survey.
Multilevel Surveys

Benefits Practices in Hospitals and Health Systems Survey

Uniquely focused on hospitals and health systems, this survey helps organizations address challenges related to executive, physician and employee benefits programs, including optimizing benefits offerings, implementing retirement plans for evolving executive and physician roles and keeping pace with emerging trends in paid time off, severance and disability programs.

SURVEY HIGHLIGHTS
• Detailed reporting on executive, physician and employee benefits
• Data covering all facets of benefits:
  + Supplemental retirement plans
  + Paid time off
  + Disability
  + Life insurance
  + Severance policies
  + Perquisites and professional benefits
• Data reported nationally; custom reports available by region and organization size

Special Note
• Must complete all sections of the survey (executive, physician and employee) to receive the full report

2023 PARTICIPANT HIGHLIGHTS
• Over 200 organizations

SURVEY SCHEDULE
Participation Period: April 9, 2024 – June 28, 2024
Early Submission Deadline: May 30, 2024
Pay Practices Benchmarks Published: October 2024

REPORT PRICING
Participants: $1,150
Early Submission Discount: $200
Health Care Nonparticipants: $4,600

Custom Survey Solutions and Membership Groups

If the unique needs of your organization cannot be met by readily available benchmarking data, consider a custom survey conducted by our experienced researchers and consultants — delivering the information you need on compensation, benefits, performance measurement and other critical elements to help your organization craft data-driven solutions.

SURVEY HIGHLIGHTS
• Customized and proprietary analyses that provide data on positions and topics not covered in our suite of annual surveys nor widely available in the marketplace, including the following:
  + CEO evaluations
  + APP and provider compensation preferences
  + Targeted and specialized compensation data
  + Board and committee evaluations
  + Benefits plan designs
  + Pulse surveys on specific issues
• Offers the ability to identify and target survey participants and groups within our extensive contact database
• Survey timelines customized to meet your needs
ABOUT SULLIVANCOTTER

SullivanCotter partners with health care and other not-for-profit organizations to understand what drives performance and improve outcomes through the development and implementation of integrated workforce strategies. Using our time-tested methodologies and industry-leading research and information, we provide data-driven insights, expertise, data and technology products to help organizations align business strategy and performance objectives – enabling our clients to deliver on their mission, vision and values.

SullivanCotter maintains strict confidentiality regarding all survey data submissions and follows the safe harbor guidelines published by the U.S. Department of Justice and the Federal Trade Commission where applicable.