

POSITION PROFILE

Has MD N/A
 Years (Mean) With Organization: 8 In Current Position: 7

6414 Home Health Physical Therapist

Provides services to home health/hospice patients that help restore function, improve mobility, relieve pain, and prevent or limit permanent physical disabilities of patients suffering from injuries or disease. Examines patient's medical history, evaluates their physical abilities, determines their potential to respond to therapy, and develops treatment plans. Requires Physical Therapist license.

(Compensation Data Displayed in \$000s)	Dist Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
All Participants Analysis									
Base Salary - Incumbent Weighted	62	78	3,827	78.1	88.6	97.5	99.5	106.9	127.9
Base Salary - Organization Weighted	62	78	3,827	84.7	90.6	95.4	97.2	103.1	109.3
Total Cash Compensation	62	78	3,827	78.1	88.7	97.5	99.6	106.9	127.9
Hourly Per Diem/PRN	6	*9	996	--	--	47.99	47.37	--	--
Hourly Float Pool	1	*1	2	--	--	--	--	--	--
Short-term Incentive Eligibility Analysis									
Base Salary - Incentive Eligible	10	*10	77	--	--	109.1	112.4	--	--
Base Salary - Not Incentive Eligible	57	72	3,750	78.0	88.2	97.4	99.3	106.5	126.7
Short-term Incentive - Receiving	7	*7	25	0.5	0.7	0.8	2.0	1.5	8.3
Total Cash Compensation - Receiving	7	*7	25	89.5	91.8	102.2	101.2	104.1	114.4
Shift Premiums Analysis									
Hourly 2nd Shift Premium - Org Wtd	13	*19	362	1.75	1.90	2.00	2.82	2.75	4.61
Hourly 3rd Shift Premium - Org Wtd	14	*20	297	1.78	2.75	3.00	3.76	4.52	6.80
Hourly Weekend 1st Shift - Org Wtd	11	17	116	1.00	1.75	2.75	2.53	3.34	3.87
Hourly Weekend 2nd Shift - Org Wtd	9	*10	87	1.78	2.30	3.70	4.15	5.50	8.23
Hourly Weekend 3rd Shift - Org Wtd	9	*10	87	1.83	2.58	4.50	5.12	7.77	10.50
Other Premiums Analysis									
Hourly Holiday Premium - Org Wtd	9	10	48	19.40	22.48	23.48	23.65	25.44	27.07
Hourly In-charge Premium - Org Wtd	6	*11	215	--	--	2.25	2.05	--	--
Hourly On-call/Stand-by Rate - Org Wtd	14	*20	187	2.00	2.50	2.82	2.98	3.00	5.70

*More than 25% of sample supplied by one organization

Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
Minimum	68	74.2	79.6
Midpoint	68	93.4	99.7
Maximum	68	112.6	119.8
Compa-ratio	68	106.0%	106.1%

Short-term Incentives			
Percent Eligible			2%
Mean Actual as Percent of Salary	7	3.7%	2.0%
Mean Threshold Percent	2	--%	--%
Mean Target Percent	2	--%	--%
Mean Maximum Percent	2	--%	--%

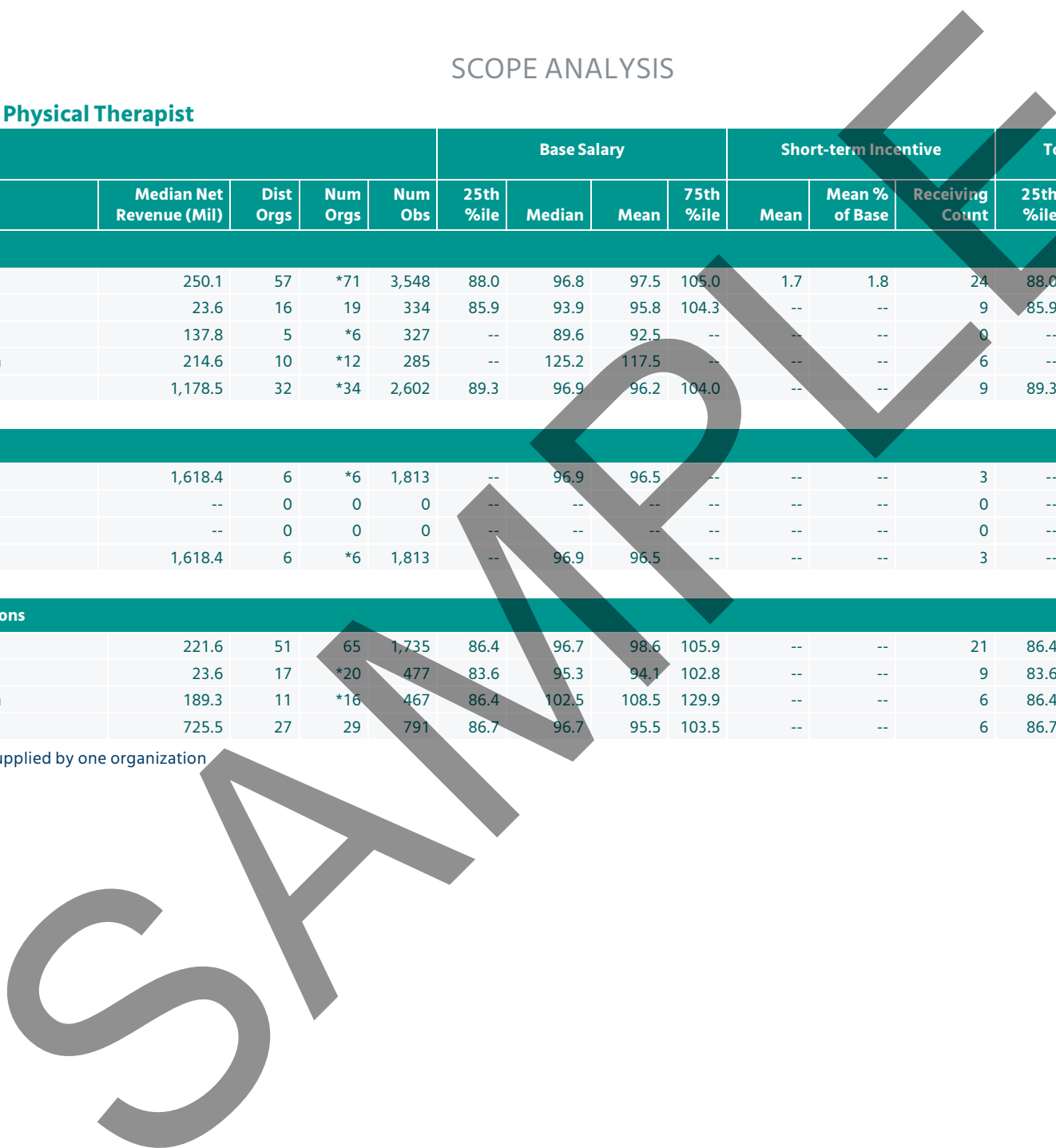
Long-term Incentives			
Percent Eligible			0%
Of those LTI Eligible, Percent Eligible for:			
Stock/Share Options			--%
Share Appreciation Rights (SARs)			--%
Restricted Shares/Share Units			--%
Performance Shares/Share Units			--%
Performance Cash Units			--%
Long-term Cash			--%

FLSA Status			
Exempt			80%
Nonexempt			20%

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(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary				Short-term Incentive			Total Cash Compensation				
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
Net Revenue																
All Orgs	250.1	57	*71	3,548	88.0	96.8	97.5	105.0	1.7	1.8	24	88.0	96.9	97.5	105.0	
Less than \$75 Million	23.6	16	19	334	85.9	93.9	95.8	104.3	--	--	9	85.9	93.9	95.8	104.3	
\$75 Million < \$175 Million	137.8	5	*6	327	--	89.6	92.5	--	--	--	0	--	89.6	92.5	--	
\$175 Million < \$300 Million	214.6	10	*12	285	--	125.2	117.5	--	--	--	6	--	125.2	117.5	--	
\$300 Million or More	1,178.5	32	*34	2,602	89.3	96.9	96.2	104.0	--	--	9	89.3	96.9	96.2	104.0	
For Profit Organizations																
All Orgs	1,618.4	6	*6	1,813	--	96.9	96.5	--	--	--	3	--	97.0	96.5	--	
Less than \$75 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$75 Million < \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million or More	1,618.4	6	*6	1,813	--	96.9	96.5	--	--	--	3	--	97.0	96.5	--	
Not-for-Profit Organizations																
All Orgs	221.6	51	65	1,735	86.4	96.7	98.6	105.9	--	--	21	86.4	96.7	98.6	105.9	
Less than \$100 Million	23.6	17	*20	477	83.6	95.3	94.1	102.8	--	--	9	83.6	95.3	94.1	102.8	
\$100 Million < \$350 Million	189.3	11	*16	467	86.4	102.5	108.5	129.9	--	--	6	86.4	102.5	108.5	129.9	
\$350 Million or More	725.5	27	29	791	86.7	96.7	95.5	103.5	--	--	6	86.7	96.7	95.5	103.5	

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					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
Northeast Region																
All Orgs	158.8	16	21	1,105	84.8	93.8	92.8	102.0	--	--	0	84.8	93.8	92.8	102.0	
Less than \$150 Million	54.5	7	*10	460	82.0	88.0	90.9	100.1	--	--	0	82.0	88.0	90.9	100.1	
\$150 Million < \$400 Million	--	2	*2	34	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	2,500.0	9	*9	611	85.7	96.1	93.7	102.0	--	--	0	85.7	96.1	93.7	102.0	
Southeast Region																
All Orgs	472.2	17	*19	1,157	--	96.7	95.7	--	--	--	13	--	96.8	95.8	--	
Less than \$150 Million	--	3	*3	39	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	213.6	4	*6	51	--	--	--	--	--	--	4	--	--	--	--	
\$400 Million or More	2,523.1	10	*10	1,067	--	97.0	96.1	--	--	--	9	--	97.0	96.1	--	
North Central Region																
All Orgs	251.0	23	27	420	86.0	94.0	94.3	100.9	--	--	9	86.0	94.0	94.3	100.9	
Less than \$150 Million	23.6	8	10	101	90.7	96.1	95.3	101.7	--	--	9	91.0	96.1	95.3	101.7	
\$150 Million < \$400 Million	228.0	5	*5	81	--	91.8	96.4	--	--	--	0	--	91.8	96.4	--	
\$400 Million or More	923.3	12	*12	238	85.0	94.6	93.1	100.9	--	--	0	85.0	94.6	93.1	100.9	
South Central Region																
All Orgs	1,285.1	8	*10	502	--	98.9	98.3	--	--	--	0	--	98.9	98.3	--	
Less than \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	3	*4	42	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	3,847.8	6	*6	460	--	99.0	98.3	--	--	--	0	--	99.0	98.3	--	
West Coast Region																
All Orgs	1,329.4	7	*7	341	--	126.9	121.6	--	--	--	2	--	126.9	121.7	--	
Less than \$150 Million	--	1	*1	40	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	2	*2	184	--	--	--	--	--	--	2	--	--	--	--	
\$400 Million or More	--	4	*4	117	--	--	--	--	--	--	0	--	--	--	--	

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LOCATION ANALYSIS

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(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary			Short-term Incentive			Total Cash Compensation					
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
Location																
Chicago-Naperville-Elgin, IL-IN-WI	436.5	7	*7	81	89.0	97.8	101.3	111.2	--	--	0	89.0	97.8	101.3	111.2	
Kansas City, MO-KS	1,362.3	5	*5	36	--	96.4	95.3	--	--	--	0	--	96.4	95.3	--	
New York-Newark-Jersey City, NY-NJ-PA	2,227.8	6	*6	383	--	99.2	97.4	--	--	--	0	--	99.2	97.4	--	
St. Louis, MO-IL	--	5	*5	11	--	95.6	96.1	--	--	--	0	--	95.6	96.1	--	

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SAMPLE