

POSITION PROFILE

Has MD N/A
 Years (Mean) With Organization: 5 In Current Position: 3

6520 Senior Living LPN/LVN

Provides general nursing care to residents in a skilled nursing/extended care facility. Requires LPN or LVN 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 | 34 | *57 | 4,269 | 39.5 | 43.1 | 47.8 | 48.0 | 52.0 | 56.9 |
| Base Salary - Organization Weighted | 34 | *57 | 4,269 | 43.2 | 45.4 | 48.1 | 48.7 | 51.4 | 54.2 |
| Total Cash Compensation | 34 | *57 | 4,269 | 39.5 | 43.1 | 47.8 | 48.0 | 52.0 | 56.9 |
| Hourly Per Diem/PRN | 7 | *11 | 384 | -- | -- | 23.0 | 23.0 | -- | -- |
| Hourly Float Pool | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- |

| Short-term Incentive Eligibility Analysis | | | | | | | | | |
|--|----|-----|-------|------|------|------|------|------|------|
| Base Salary - Incentive Eligible | 2 | *8 | 70 | -- | -- | -- | -- | -- | -- |
| Base Salary - Not Incentive Eligible | 32 | *49 | 4,199 | 39.5 | 43.1 | 47.8 | 48.0 | 52.0 | 56.9 |
| Short-term Incentive - Receiving | 1 | *1 | 9 | -- | -- | -- | -- | -- | -- |
| Total Cash Compensation - Receiving | 1 | *1 | 9 | -- | -- | -- | -- | -- | -- |

| Shift Premiums Analysis | | | | | | | | | |
|------------------------------------|----|-----|-------|------|------|------|------|------|------|
| Hourly 2nd Shift Premium - Org Wtd | 15 | *19 | 1,627 | 1.00 | 1.40 | 1.75 | 1.72 | 2.00 | 2.50 |
| Hourly 3rd Shift Premium - Org Wtd | 16 | *20 | 1,640 | 1.25 | 1.63 | 2.13 | 2.24 | 2.75 | 3.00 |
| Hourly Weekend 1st Shift - Org Wtd | 12 | *16 | 1,555 | 0.95 | 1.25 | 2.00 | 1.96 | 2.75 | 2.83 |
| Hourly Weekend 2nd Shift - Org Wtd | 9 | *9 | 1,432 | -- | 2.11 | 2.75 | 2.85 | 3.25 | -- |
| Hourly Weekend 3rd Shift - Org Wtd | 10 | *10 | 1,404 | 1.79 | 2.22 | 3.25 | 3.44 | 4.31 | 5.92 |

| Other Premiums Analysis | | | | | | | | | |
|--|---|-----|-----|------|------|------|------|------|------|
| Hourly Holiday Premium - Org Wtd | 4 | *4 | 89 | -- | -- | -- | -- | -- | -- |
| Hourly In-charge Premium - Org Wtd | 4 | *8 | 222 | -- | -- | -- | -- | -- | -- |
| Hourly On-call/Stand-by Rate - Org Wtd | 8 | *13 | 729 | 1.25 | 2.60 | 3.00 | 2.88 | 3.25 | 4.00 |

*More than 25% of sample supplied by one organization

| Salary Range (Mean) | Num Orgs | Org Weighted | Inc Weighted |
|---------------------|----------|--------------|--------------|
| Minimum | 47 | 38.5 | 38.4 |
| Midpoint | 47 | 47.8 | 46.9 |
| Maximum | 47 | 57.2 | 55.5 |
| Compa-ratio | 46 | 100.3% | 103.4% |

| Short-term Incentives | | | |
|----------------------------------|---|-----|-----|
| Percent Eligible | | | 2% |
| Mean Actual as Percent of Salary | 1 | --% | --% |
| Mean Threshold Percent | 1 | --% | --% |
| Mean Target Percent | 1 | --% | --% |
| Mean Maximum Percent | 1 | --% | --% |

| 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 | | | 0% |
| Nonexempt | | | 100% |

SCOPE ANALYSIS

6520 Senior Living LPN/LVN

| (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 | 133.5 | 28 | *49 | 4,023 | 42.7 | 47.8 | 47.8 | 52.0 | -- | -- | 9 | 42.7 | 47.8 | 47.8 | 52.0 |
| Less than \$75 Million | 31.6 | 11 | 22 | 317 | 44.9 | 51.8 | 51.3 | 56.1 | -- | -- | 0 | 44.9 | 51.8 | 51.3 | 56.1 |
| \$75 Million < \$175 Million | 133.5 | 5 | *6 | 111 | -- | 49.6 | 49.1 | -- | -- | -- | 9 | -- | 49.7 | 49.2 | -- |
| \$175 Million < \$300 Million | -- | 3 | *3 | 55 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- |
| \$300 Million or More | 1,266.6 | 16 | *18 | 3,540 | 42.4 | 47.3 | 47.5 | 52.0 | -- | -- | 0 | 42.4 | 47.3 | 47.5 | 52.0 |
| For Profit Organizations | | | | | | | | | | | | | | | |
| All Orgs | -- | 4 | *4 | 2,622 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- |
| Less than \$75 Million | -- | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- |
| \$75 Million < \$150 Million | -- | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- |
| \$150 Million or More | -- | 4 | *4 | 2,622 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- |
| Not-for-Profit Organizations | | | | | | | | | | | | | | | |
| All Orgs | 97.2 | 24 | *45 | 1,401 | 44.1 | 49.2 | 49.5 | 54.5 | -- | -- | 9 | 44.1 | 49.2 | 49.5 | 54.5 |
| Less than \$100 Million | 34.7 | 12 | 23 | 368 | 45.2 | 51.3 | 51.4 | 56.0 | -- | -- | 0 | 45.2 | 51.3 | 51.4 | 56.0 |
| \$100 Million < \$350 Million | 151.2 | 7 | *8 | 115 | 42.8 | 46.9 | 46.6 | 49.6 | -- | -- | 9 | 42.8 | 47.5 | 46.7 | 49.9 |
| \$350 Million or More | 1,298.0 | 12 | *14 | 918 | -- | 48.9 | 49.1 | -- | -- | -- | 0 | -- | 48.9 | 49.1 | -- |

*More than 25% of sample supplied by one organization

REGIONAL ANALYSIS

6520 Senior Living LPN/LVN

| (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 | |
| Northeast Region | | | | | | | | | | | | | | | | |
| All Orgs | 153.7 | 7 | *11 | 406 | 46.8 | 54.1 | 53.6 | 59.4 | -- | -- | 0 | 46.8 | 54.1 | 53.6 | 59.4 | |
| Less than \$150 Million | -- | 3 | *6 | 128 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$150 Million < \$400 Million | -- | 1 | *1 | 37 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$400 Million or More | -- | 4 | *4 | 241 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| Southeast Region | | | | | | | | | | | | | | | | |
| All Orgs | 985.3 | 10 | *13 | 1,112 | -- | 45.6 | 45.1 | -- | -- | -- | 0 | -- | 45.6 | 45.1 | -- | |
| Less than \$150 Million | -- | 1 | *1 | 15 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$150 Million < \$400 Million | -- | 1 | *1 | 9 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$400 Million or More | 1,266.6 | 9 | *11 | 1,088 | -- | 45.4 | 45.1 | -- | -- | -- | 0 | -- | 45.4 | 45.1 | -- | |
| North Central Region | | | | | | | | | | | | | | | | |
| All Orgs | 93.5 | 17 | *31 | 2,078 | 44.4 | 48.1 | 48.4 | 52.4 | -- | -- | 9 | 44.4 | 48.1 | 48.4 | 52.4 | |
| Less than \$150 Million | 38.4 | 7 | 19 | 265 | 45.2 | 49.8 | 49.4 | 53.2 | -- | -- | 0 | 45.2 | 49.8 | 49.4 | 53.2 | |
| \$150 Million < \$400 Million | -- | 2 | *2 | 18 | -- | -- | -- | -- | -- | -- | 9 | -- | -- | -- | -- | |
| \$400 Million or More | 973.1 | 10 | *10 | 1,795 | 44.0 | 47.8 | 48.3 | 52.2 | -- | -- | 0 | 44.0 | 47.8 | 48.3 | 52.2 | |
| South Central Region | | | | | | | | | | | | | | | | |
| All Orgs | -- | 4 | *4 | 189 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| Less than \$150 Million | -- | 1 | *1 | 11 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$150 Million < \$400 Million | -- | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$400 Million or More | -- | 3 | *3 | 178 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| West Coast Region | | | | | | | | | | | | | | | | |
| All Orgs | -- | 3 | *3 | 212 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| Less than \$150 Million | -- | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$150 Million < \$400 Million | -- | 0 | 0 | 0 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |
| \$400 Million or More | -- | 3 | *3 | 212 | -- | -- | -- | -- | -- | -- | 0 | -- | -- | -- | -- | |

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LOCATION ANALYSIS

6520 Senior Living LPN/LVN

| (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 | 622.9 | 7 | *7 | 159 | 50.9 | 55.1 | 54.3 | 57.5 | -- | -- | 9 | 51.1 | 55.1 | 54.4 | 57.5 | |
| Cincinnati, OH-KY-IN | -- | 5 | *5 | 150 | -- | 46.7 | 47.0 | -- | -- | -- | 0 | -- | 46.7 | 47.0 | -- | |
| Indianapolis-Carmel-Anderson, IN | -- | 5 | *5 | 223 | -- | 49.9 | 49.9 | -- | -- | -- | 0 | -- | 49.9 | 49.9 | -- | |
| Kansas City, MO-KS | -- | 5 | *5 | 73 | -- | 53.2 | 53.6 | -- | -- | -- | 0 | -- | 53.2 | 53.6 | -- | |

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SAMPLE