

POSITION PROFILE

Has MD N/A
 Years (Mean) With Organization: 8 In Current Position: 2

6032 Clinic Supervisor

Supervises the professional and/or support personnel who provide outpatient care to patients. Typically reports to the Clinic Manager or Director.

(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	65	143	3,305	42.3	46.3	55.3	56.4	63.5	73.5
Base Salary - Organization Weighted	65	143	3,305	44.0	49.4	57.8	59.3	66.6	76.7
Total Cash Compensation	65	143	3,305	42.4	46.4	55.5	56.6	63.9	74.3
Hourly Per Diem/PRN	6	*7	27	--	--	24.1	23.9	--	--

Short-term Incentive Eligibility Analysis									
Base Salary - Incentive Eligible	17	*26	1,201	--	--	52.2	54.6	--	--
Base Salary - Not Incentive Eligible	53	122	2,104	41.6	48.0	56.3	57.5	64.5	74.6
Short-term Incentive - Receiving	13	*16	290	0.3	0.7	1.2	2.3	2.3	7.5
Total Cash Compensation - Receiving	13	*16	290	49.8	58.0	66.3	66.6	76.3	82.4

Shift Premiums Analysis									
Hourly 2nd Shift Premium - Org Wtd	8	*12	125	1.10	1.56	1.85	2.05	2.38	3.72
Hourly 3rd Shift Premium - Org Wtd	8	*12	125	1.40	1.63	2.64	2.66	3.35	4.78
Hourly Weekend 1st Shift - Org Wtd	6	*10	115	--	--	1.00	1.31	--	--
Hourly Weekend 2nd Shift - Org Wtd	3	*5	19	--	--	--	--	--	--
Hourly Weekend 3rd Shift - Org Wtd	3	*5	19	--	--	--	--	--	--

Other Premiums Analysis									
Hourly Holiday Premium - Org Wtd	2	*3	32	--	--	--	--	--	--
Hourly In-charge Premium - Org Wtd	0	0	0	--	--	--	--	--	--
Hourly On-call/Stand-by Rate - Org Wtd	3	*4	21	--	--	--	--	--	--

*More than 25% of sample supplied by one organization

Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
Minimum	128	48.4	49.1
Midpoint	128	61.3	63.1
Maximum	128	74.3	77.1
Compa-ratio	126	97.1%	91.8%

Short-term Incentives			
Percent Eligible			36%
Mean Actual as Percent of Salary	16	3.8%	3.8%
Mean Threshold Percent	3	--%	--%
Mean Target Percent	10	5.3%	5.8%
Mean Maximum Percent	9	7.4%	6.5%

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			55%
Nonexempt			45%

SCOPE ANALYSIS

6032 Clinic Supervisor

(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	365.1	59	129	1,668	46.9	53.0	56.0	63.0	3.4	5.7	156	47.0	53.3	56.3	63.5
Less than \$75 Million	54.5	13	*14	90	43.7	55.8	55.0	66.9	--	--	10	43.7	55.8	55.1	66.9
\$75 Million < \$175 Million	123.8	12	*23	190	36.4	42.6	46.3	53.9	--	--	1	36.4	42.6	46.3	53.9
\$175 Million < \$300 Million	234.0	14	*18	153	43.3	49.7	50.3	57.2	--	--	0	43.3	49.7	50.3	57.2
\$300 Million or More	702.0	42	74	1,235	49.2	54.6	58.2	64.4	3.6	6.1	145	49.6	54.9	58.7	64.8
For Profit Organizations															
All Orgs	298.9	12	*17	718	44.8	50.0	51.4	57.8	--	--	67	44.8	50.5	52.0	58.4
Less than \$75 Million	--	2	*2	29	--	--	--	--	--	--	0	--	--	--	--
\$75 Million < \$150 Million	--	2	*2	89	--	--	--	--	--	--	0	--	--	--	--
\$150 Million or More	343.2	10	*13	600	46.9	51.0	52.9	58.1	--	--	67	47.1	51.2	53.5	59.2
Not-for-Profit Organizations															
All Orgs	395.3	47	112	950	49.9	56.5	59.4	66.5	1.7	2.9	89	50.0	56.5	59.6	66.6
Less than \$100 Million	65.3	13	18	82	43.3	46.8	51.0	59.2	--	--	10	43.6	47.1	51.1	59.2
\$100 Million < \$350 Million	194.1	19	*34	226	44.4	52.0	52.5	58.2	--	--	1	44.4	52.0	52.5	58.2
\$350 Million or More	725.5	34	60	642	52.3	59.4	63.0	71.1	1.8	3.1	78	52.4	59.4	63.2	71.5

*More than 25% of sample supplied by one organization

REGIONAL ANALYSIS

6032 Clinic Supervisor

(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	275.0	12	*15	154	47.1	53.2	54.1	60.3	--	--	0	47.1	53.2	54.1	60.3
Less than \$150 Million	--	4	*5	30	--	--	--	--	--	--	0	--	--	--	--
\$150 Million < \$400 Million	--	3	*3	12	--	--	--	--	--	--	0	--	--	--	--
\$400 Million or More	1,337.8	7	*7	112	46.4	50.7	52.4	58.1	--	--	0	46.4	50.7	52.4	58.1
Southeast Region															
All Orgs	550.5	13	17	350	43.7	50.9	54.1	59.5	--	--	91	43.7	51.4	55.2	62.1
Less than \$150 Million	82.2	5	*5	67	--	37.4	39.9	--	--	--	1	--	37.4	39.9	--
\$150 Million < \$400 Million	--	3	*3	68	--	--	--	--	--	--	59	--	--	--	--
\$400 Million or More	1,501.4	7	9	215	47.8	51.3	57.1	58.8	--	--	31	47.8	51.7	57.3	58.8
North Central Region															
All Orgs	460.5	21	52	555	48.5	53.6	58.2	64.8	--	--	15	48.7	53.6	58.2	64.9
Less than \$150 Million	85.8	8	15	70	43.5	48.2	52.3	61.8	--	--	10	43.7	48.4	52.4	61.8
\$150 Million < \$400 Million	265.8	8	*9	51	43.7	50.6	51.4	57.6	--	--	4	43.7	50.6	51.8	57.6
\$400 Million or More	708.3	16	28	434	50.6	55.1	59.9	65.9	--	--	1	50.6	55.1	59.9	65.9
South Central Region															
All Orgs	314.5	18	34	380	43.2	49.8	50.0	56.4	--	--	15	43.2	49.9	50.2	56.4
Less than \$150 Million	122.4	5	*7	49	--	40.8	42.0	--	--	--	0	--	40.8	42.0	--
\$150 Million < \$400 Million	277.4	9	*14	151	44.1	54.0	52.4	59.3	--	--	10	44.1	54.0	52.8	59.4
\$400 Million or More	1,178.0	11	*13	180	45.3	49.9	50.1	54.6	--	--	5	45.3	49.9	50.1	54.6
West Coast Region															
All Orgs	458.7	15	22	225	57.8	63.8	64.9	72.4	--	--	33	57.8	63.9	64.9	72.5
Less than \$150 Million	--	1	*1	27	--	--	--	--	--	--	0	--	--	--	--
\$150 Million < \$400 Million	255.2	7	*9	71	54.4	61.8	60.9	66.5	--	--	0	54.4	61.8	60.9	66.5
\$400 Million or More	997.0	10	*12	127	58.1	65.8	67.1	77.5	--	--	33	58.1	65.8	67.2	77.7

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LOCATION ANALYSIS

6032 Clinic Supervisor

(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
Atlanta-Sandy Springs-Alpharetta, GA	--	5	*7	72	--	54.6	66.5	--	--	--	6	--	54.8	66.5	--
Austin-Round Rock-Georgetown, TX	--	5	*5	51	--	57.6	56.1	--	--	--	1	--	57.6	56.1	--
Chicago-Naperville-Elgin, IL-IN-WI	1,300.7	6	*8	87	--	62.9	60.6	--	--	--	0	--	62.9	60.6	--
Dallas-Fort Worth-Arlington, TX	404.1	7	*7	84	49.1	55.8	57.1	62.9	--	--	14	49.1	55.8	57.3	62.9
Detroit-Warren-Dearborn, MI	--	6	*8	63	--	53.8	54.9	--	--	--	0	--	53.8	54.9	--
El Paso, TX	--	5	*6	32	--	47.4	52.0	--	--	--	2	--	47.4	52.2	--
Houston-The Woodlands-Sugar Land, TX	933.4	9	*12	107	53.2	59.0	57.8	62.9	--	--	9	53.2	59.0	58.3	62.9
Indianapolis-Carmel-Anderson, IN	--	5	*5	68	--	56.4	58.0	--	--	--	0	--	56.4	58.0	--
Jacksonville, FL	--	5	*5	36	--	45.2	50.2	--	--	--	9	--	45.4	51.7	--
Los Angeles-Long Beach-Anaheim, CA	--	5	*5	41	--	66.3	66.6	--	--	--	14	--	66.3	67.0	--
Milwaukee-Waukesha, WI	1,502.1	6	*12	160	--	65.9	65.3	--	--	--	0	--	65.9	65.3	--
Orlando-Kissimmee-Sanford, FL	--	5	*5	36	--	55.4	53.1	--	--	--	9	--	55.4	53.9	--
Phoenix-Mesa-Chandler, AZ	1,501.4	7	*7	62	41.0	46.2	49.1	58.6	--	--	2	41.0	46.2	49.2	58.6
Riverside-San Bernardino-Ontario, CA	--	6	*6	55	--	57.2	57.8	--	--	--	2	--	57.2	57.9	--
San Antonio-New Braunfels, TX	1,501.4	7	*7	91	42.6	58.9	54.1	60.9	--	--	14	42.8	58.9	54.4	60.9
San Diego-Chula Vista-Carlsbad, CA	--	5	*6	71	--	75.4	72.6	--	--	--	33	--	75.4	72.8	--
Seattle-Tacoma-Bellevue, WA	1,501.4	5	*5	24	--	65.8	65.9	--	--	--	1	--	65.8	65.9	--
Tucson, AZ	--	5	*5	15	--	45.8	49.4	--	--	--	3	--	45.8	49.6	--
Tulsa, OK	--	5	*6	90	--	44.8	46.5	--	--	--	0	--	44.8	46.5	--
Washington-Arlington-Alexandria, DC-VA-MD-WV	--	6	*6	20	--	62.7	61.0	--	--	--	0	--	62.7	61.0	--

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