

**4175C Head of Medical Information**

Responsible for developing and managing the organization's capabilities in information systems and tools that are applied to medical information. Coordinates analytical support for medical management, including profiling, health economics, and business analytics/performance metrics. Works with the Information Systems department to prioritize medical management needs. Typically reports to the Chief Medical Officer (CMO) or Chief Information Officer (CIO). Note: This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

(Compensation Data Displayed in \$000s)	Dist Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile	Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
<b>All Participants Analysis</b>										Minimum	29	214.5	214.5
Base Salary - Incumbent Weighted	54	61	61	181.4	240.5	302.5	298.8	355.5	422.2	Midpoint	29	276.9	276.9
Base Salary - Organization Weighted	54	61	61	181.4	240.5	302.5	298.8	355.5	422.2	Maximum	29	339.2	339.2
Total Cash Compensation	54	61	61	197.5	250.1	318.5	328.3	412.3	460.0	Compa-ratio	29	104.6%	104.6%
<b>Short-term Incentive Eligibility Analysis</b>										<b>Short-term Incentives</b>			
Base Salary - Incentive Eligible	37	41	41	176.5	230.3	295.6	291.3	351.6	408.4	Percent Eligible			67%
Base Salary - Not Incentive Eligible	18	20	20	202.5	250.6	315.4	314.2	360.2	430.0	Mean Actual as Percent of Salary	31	19.2%	19.2%
Short-term Incentive - Receiving	29	31	31	10.0	24.2	57.6	57.9	84.2	105.5	Mean Threshold Percent	18	11.8%	11.8%
Total Cash Compensation - Receiving	29	31	31	190.7	258.1	359.5	348.3	426.4	471.3	Mean Target Percent	33	18.9%	18.9%
<b>Long-term Incentive Eligibility Analysis (Black-Scholes)</b>										<b>Long-term Incentives</b>			
Long-term Incentive - Receiving	3	*3	3	--	--	--	--	--	--	Percent Eligible			7%
Total Direct Comp - Receiving	3	*3	3	--	--	--	--	--	--	Of Those LTI Eligible, Percent Eligible for:			
*More than 25% of sample supplied by one organization													
										Stock/Share Options			--%
										Share Appreciation Rights (SARs)			--%
										Restricted Shares/Share Units			--%
										Performance Shares/Share Units			--%
										Performance Cash Units			--%
										Long-term Cash			--%
										Of those Reporting LTI Grants, Percent Receiving:			
										Stock/Share Options			--%
										Share Appreciation Rights (SARs)			--%
										Restricted Shares/Share Units			--%
										Performance Shares/Share Units			--%
										Performance Cash Units			--%
										Long-term Cash			--%

4175C Head of Medical Information

(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
<b>Net Revenue</b>															
All Orgs	1,468.4	44	49	49	240.5	309.0	299.8	355.5	61.5	20.2	27	249.1	338.0	333.7	421.4
Less than \$100 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$100 Million < \$200 Million	--	2	*2	2	--	--	--	--	--	--	1	--	--	--	--
\$200 Million < \$400 Million	218.2	5	5	5	--	242.5	250.8	--	--	--	2	--	242.5	266.2	--
\$400 Million or More	1,804.1	39	41	41	241.5	311.2	306.1	358.3	65.5	21.4	24	255.9	353.4	344.5	425.9
<b>For-Profit Organizations</b>															
All Orgs	--	1	*1	1	--	--	--	--	--	--	1	--	--	--	--
Less than \$75 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$75 Million < \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$150 Million or More	--	1	*1	1	--	--	--	--	--	--	1	--	--	--	--
<b>Not-for-Profit Organizations</b>															
All Orgs	1,429.7	43	48	48	243.0	310.1	302.6	356.6	60.1	18.7	26	246.8	345.0	335.2	422.1
Less than \$100 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$100 Million < \$350 Million	209.0	7	7	7	188.4	280.8	268.4	344.1	--	--	3	188.4	280.8	280.9	354.1
\$350 Million or More	1,797.0	38	40	40	246.8	312.9	309.6	358.6	64.1	19.8	23	254.7	355.6	346.5	426.2
<b>Faith-based Organizations</b>															
All Orgs	1,875.2	8	9	9	156.1	302.5	274.4	347.4	28.4	11.1	7	167.4	338.0	296.4	387.8
Less than \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$150 Million < \$400 Million	--	4	4	4	--	--	--	--	--	--	3	--	--	--	--
\$400 Million or More	2,450.6	5	5	5	--	226.2	260.4	--	--	--	4	--	258.1	282.7	--
<b>Secular Organizations</b>															
All Orgs	1,429.7	36	40	40	246.8	310.1	305.6	357.8	73.1	23.3	20	255.8	339.2	342.1	424.8
Less than \$100 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$100 Million < \$250 Million	--	3	*3	3	--	--	--	--	--	--	0	--	--	--	--
\$250 Million or More	1,688.8	34	36	36	256.5	316.5	312.5	358.6	73.1	23.3	20	270.6	355.6	353.1	426.2

\*More than 25% of sample supplied by one organization

4175C Head of Medical Information

(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
<b>Teaching Organizations</b>															
All Orgs	1,782.6	33	35	35	244.5	314.6	309.1	357.9	70.1	21.4	18	244.5	353.4	345.1	426.4
Less than \$250 Million	--	2	*2	2	--	--	--	--	--	--	0	--	--	--	--
\$250 Million < \$500 Million	--	2	*2	2	--	--	--	--	--	--	1	--	--	--	--
\$500 Million or More	1,853.2	29	31	31	253.6	314.6	313.5	357.9	67.9	20.9	17	253.6	357.9	350.7	426.4
<b>Non-teaching Organizations</b>															
All Orgs	671.7	11	13	13	177.4	280.8	271.4	347.4	43.8	18.2	8	223.3	280.8	298.3	385.1
Less than \$75 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$75 Million < \$175 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$175 Million or More	673.4	10	11	11	166.4	291.2	271.3	350.8	43.8	18.2	8	188.4	291.2	303.1	416.1
<b>System</b>															
All Orgs	2,351.8	29	30	30	240.0	310.1	305.4	357.9	66.6	22.1	19	262.4	345.0	347.5	425.7
Less than \$700 Million	--	4	4	4	--	--	--	--	--	--	3	--	--	--	--
\$700 Million < \$2 Billion	1,786.3	8	8	8	256.2	299.1	315.6	402.5	--	--	2	256.2	327.6	332.3	422.1
\$2 Billion or More	3,694.5	18	18	18	202.2	310.1	293.9	357.9	64.3	22.2	14	251.5	321.0	344.0	433.8
<b>Stand-alone Facilities</b>															
All Orgs	787.7	8	8	8	200.0	269.3	278.2	349.4	--	--	3	202.1	307.3	301.4	393.6
Less than \$250 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$250 Million < \$500 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$500 Million or More	971.8	6	6	6	--	299.9	313.3	--	--	--	3	--	369.7	344.3	--
<b>System-owned Facilities</b>															
All Orgs	585.1	9	11	11	242.5	318.5	300.6	352.6	41.9	12.4	5	242.5	318.5	319.6	386.1
Less than \$75 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$75 Million < \$175 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$175 Million or More	671.7	9	9	9	240.5	344.1	307.0	355.2	41.9	12.4	5	240.5	354.1	330.3	409.8

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					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile
<b>Northeast Region</b>															
All Orgs	1,375.1	7	9	9	230.4	280.8	277.1	335.5	62.2	25.3	5	258.1	280.8	311.6	369.0
Less than \$200 Million	--	1	*2	2	--	--	--	--	--	--	0	--	--	--	--
\$200 Million <\$500 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$500 Million or More	1,468.4	7	7	7	207.3	294.3	278.6	352.6	62.2	25.3	5	253.6	318.5	323.0	386.1
<b>Southeast Region</b>															
All Orgs	2,450.6	11	11	11	242.5	309.0	311.3	362.0	70.3	20.4	5	242.5	309.0	343.2	422.8
Less than \$200 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$200 Million <\$500 Million	--	1	*1	1	--	--	--	--	--	--	0	--	--	--	--
\$500 Million or More	2,925.3	10	10	10	265.2	327.4	318.2	377.2	70.3	20.4	5	274.5	331.2	353.3	423.4
<b>North Central Region</b>															
All Orgs	943.7	16	17	17	241.5	314.6	308.2	355.1	77.9	23.5	9	251.3	359.5	349.4	428.6
Less than \$200 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$200 Million <\$500 Million	229.0	5	5	5	--	338.0	279.3	--	--	--	2	--	338.0	313.9	--
\$500 Million or More	1,349.0	11	12	12	254.7	312.9	320.2	356.5	75.4	23.4	7	271.4	368.9	364.2	429.7
<b>South Central Region</b>															
All Orgs	1,699.6	7	8	8	267.9	344.7	333.9	405.3	--	--	4	318.3	357.6	358.7	430.1
Less than \$200 Million	--	1	*1	1	--	--	--	--	--	--	1	--	--	--	--
\$200 Million <\$500 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$500 Million or More	1,804.1	6	7	7	--	345.4	332.4	--	--	--	3	--	361.0	359.4	--
<b>West Coast Region</b>															
All Orgs	--	3	4	4	--	--	--	--	--	--	4	--	--	--	--
Less than \$200 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--
\$200 Million <\$500 Million	--	1	*1	1	--	--	--	--	--	--	1	--	--	--	--
\$500 Million or More	--	3	*3	3	--	--	--	--	--	--	3	--	--	--	--

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