RETAining Your Key Healthcare Talent

IHN: Healthcare System & Hospital Compensation Survey
HELPING YOU LAND THE TALENT YOU WANT

The future of the healthcare workforce ...

The healthcare sector continues to evolve and grow as a result of three main factors: changes in the regulatory environment, an aging population, and a tightening labor pool. The transformation of work within healthcare is happening right before our eyes, and we can expect an accelerated demand for healthcare labor in the future.

In the US, already a third of the job growth is expected to come from the healthcare sector, especially in targeted segments such as home health services, outpatient care centers, nurses, and other health practitioners.

When it comes to your employees, we understand the challenges you face in attracting and retaining talent where the demand for labor is strong. We are in the business of providing the best quality of employer-reported compensation data in the industry to help you design an optimal compensation mix to incentivize and retain your workforce.

With over 20 years of compensation experience in the sector, Mercer’s team of experts can help you navigate through these impending changes and ensure you have the data you need to make the best pay decisions for your company.

Please take a look at the following pages and learn more about the scope of Mercer’s healthcare compensation survey, IHN – Healthcare System & Hospital Compensation Suite.

We are looking forward to contributing to your success.

Donna Burke
Mercer Healthcare Information Leader

INDUSTRY LEADERS

20+ years of expertise
1,800+ organizations
800 + positions

Mercer’s compensation expertise in the healthcare industry goes back to early 1990, when the Healthcare System and Hospital Compensation Survey (IHN) was launched in the US.

Since then, we have grown our client base to include employer-reported salary data for 1,872 organizations and cover 826 positions across all IHN modules. Our healthcare survey owners are experts in the industry and available to help you understand the data and market trends, our reporting tools, and specialized reports you might need to build your holistic compensation strategy.

IHN provides salary information that can be analyzed by:
• Executives, nurses, clinical staff, support staff, and functional roles, such as IT, HR, finance, marketing, legal, etc.
• Type of hospital, stand-alone and system-owned
• Specialty hospitals, such as children’s hospitals, cancer, and teaching
• Type of organization: religious, profit, and not-for-profit
• Physician practices, urgent care clinics, walk-in clinics, home-care, hospices, skilled nursing facilities, nursing homes, and retirement centers
• Specific in-demand jobs, such as IT, including EPIC jobs
• Shift differentials, on-call pay, in-charge pay, per diem, and float pool pay
• Revenue, beds, FTEs
HEALTHCARE SYSTEM & HOSPITAL COMPENSATION SURVEY

OVERVIEW

With critical data collected from 1,872 organizations and 826 healthcare executive, manager, professional, and individual contributor positions, the US IHN – Healthcare System & Hospital Compensation Survey Suite can help attract and retain critical talent while optimizing your compensation strategy. This information is available within eight survey modules, each one with vital market data on base pay, short- and long-term incentives, and total cash compensation.

MODULES, SUBMODULES, AND OTHER REPORTS

- Health Care System & Hospital Executives (Module 4)
- Health Care System Executives (Module 4A)
- Hospital Executives (Module 4B)
- Health Care System & Hospital Executives (Module 4C)
- Healthcare Individual Contributors (Module 5)
- Home Health/Hospice (Module 6A)
- Physician practices/Clinics (Module 6B)
- Skilled nursing/Assisted living facilities (Module 6C)
- Healthcare Management & Supervisory (Module 7)
- Healthcare Informatics & Technology (Module 8)
- Additional Offerings
  - Advanced Practice Clinicians and Nurses
  - Medical Oncology

Custom reports are available, contact us for more information.

PARTICIPATING COMPANIES

- Abbott Northwestern Hospital – Allina Health System
- Abilene Regional Medical Center – Community Health Systems
- Abington Memorial Hospital – Jefferson Health
- Abrazo Health Care – Tenet Healthcare
- AccentCare, Inc.
- ACL Laboratories
- Adeptus Health, Inc
- Advanced Care Hospital of Montana – Ernest Health

For a full list of participants, go to imercer.com/healthcare.

JOB FAMILIES COVERED

- Academic Medical Schools
- Accountable Care
- Administrative
- Advanced Practice Nursing
- Ambulatory Clinics/Physician Practices
- Ambulatory Surgery
- Ancillary Market
- Assisted Living
- Behavioral Health/Social Services
- Business Intelligence
- Call Center
- Cardiology/Neurology/Respiratory
- Clinical Research
- Compliance/Privacy
- Data Scientists
- Development/Planning
- Emergency Medical/Transport
- EPIC/Cerner
- Executives
- External Relations
- Facilities/Environmental Services
- Finance/Insurance/Reimbursement
- Food & Nutrition/Dining
- Health Information Exchange (HIE)
- Health Information/Patient Relations
- Home Health/Hospice
- Home Health/Hospice Nursing
- Human Resources
- Information Systems Executives
- Information Technology
- Laboratory
- Legal
- Long-Term Care/Nursing Homes
- Materials Management
- Medical/Nursing Executives
- Nursing Leaders
- Ophthalmology
- Patient Care
- Physicians
- Product/Service Line Executives
- Quality Management
- Radiology
- Rehabilitation
- Resident Services
- Skilled Nursing/Extended Care
- Support Services
- Telemedicine
- Wellness
DATA COLLECTED

• Base pay
• Short- and long-term incentives
• Total cash compensation

Additional data points analyzed: shift differentials, on-call pay, in-charge pay, per diem, and float pool pay.

KEY DATES

• Questionnaire distributed: early February
• Participation webinar: February
• Participation deadline: mid-March
• Report available: late July
• Results meetings: September and October

PRICING — 2018 US IHN

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<tr>
<th>Survey Suite</th>
<th>Participant price</th>
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<tr>
<td>Healthcare System &amp; Hospital Compensation</td>
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CONTACTS

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SUPPORT & SERVICES

Mercer compensation surveys are delivered through Mercer WIN®, an interactive workforce intelligence tool that lets you bring your compensation data to life. This highly intuitive platform allows you to quickly customize data by geography, industry, and company size. With Mercer WIN, you can:

• Run unlimited peer cut reports to ensure an apples-to-apples comparison.
• Combine jobs and position classes to better represent your organization.
• Compare your data against selected markets.
• Easily select charts for your presentations to upper management.

*IHN is also delivered in other formats, such as PDF and Excel, to give you the flexibility you need when analyzing the data.

Our customer service team, based in the US, is available through phone, chat, or email should you need clarification on participation, pricing, or additional information on modules and other reports.

We know submission can be daunting, and sometimes you don’t have the resources to do it. Call to learn more about other ways we can help you get your data factored in, so you can benefit from the discounted rate when the survey releases.

We’d like to be your partner in this journey. Let our team of experts support and help you along the way.
To learn more, visit www.imercer.com/healthcare or call us at 800 333 3070.