

POSITION PROFILE

Has MD Years (Mean) N/A
 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	37	*60	3,546	42.4	45.8	50.4	51.1	55.4	59.7
Base Salary - Organization Weighted	37	*60	3,546	44.2	46.5	49.4	50.3	52.1	57.1
Total Cash Compensation	37	*60	3,546	42.4	45.8	50.4	51.1	55.4	59.7
Hourly Per Diem/PRN	18	*24	377	20.0	21.5	23.4	23.8	25.7	28.3

Short-term Incentive Eligibility Analysis									
Base Salary - Incentive Eligible	0	0	0	--	--	--	--	--	--
Base Salary - Not Incentive Eligible	37	*60	3,546	42.4	45.8	50.4	51.1	55.4	59.7
Short-term Incentive - Receiving	0	0	0	--	--	--	--	--	--
Total Cash Compensation - Receiving	0	0	0	--	--	--	--	--	--

Shift Premiums Analysis									
Hourly 2nd Shift Premium - Org Wtd	17	*26	756	1.00	1.48	1.90	1.79	2.00	2.52
Hourly 3rd Shift Premium - Org Wtd	18	*27	807	1.44	2.00	2.50	2.45	2.75	3.50
Hourly Weekend 1st Shift - Org Wtd	13	*21	575	1.00	1.25	2.50	2.10	2.75	3.00
Hourly Weekend 2nd Shift - Org Wtd	8	*16	447	2.00	2.81	4.65	3.88	4.65	5.00
Hourly Weekend 3rd Shift - Org Wtd	9	*17	498	2.20	3.63	5.00	4.48	5.50	5.50

Other Premiums Analysis									
Hourly Holiday Premium - Org Wtd	2	*3	55	--	--	--	--	--	--
Hourly In-charge Premium - Org Wtd	5	*11	168	--	--	2.25	1.78	--	--
Hourly On-call/Stand-by Rate - Org Wtd	6	*11	203	--	--	3.00	3.11	--	--

*More than 25% of sample supplied by one organization

Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
Minimum	50	39.6	38.8
Midpoint	50	49.2	47.8
Maximum	50	58.8	56.7
Compa-ratio	50	101.2%	106.2%

Short-term Incentives			
Percent Eligible			0%
Mean Actual as Percent of Salary	0	--%	--%
Mean Threshold Percent	0	--%	--%
Mean Target Percent	0	--%	--%
Mean Maximum Percent	0	--%	--%

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	117.9	27	*44	3,310	45.8	50.1	51.0	55.1	--	--	0	45.8	50.1	51.0	55.1	
Less than \$75 Million	19.5	11	18	145	45.8	53.8	54.7	62.0	--	--	0	45.8	53.8	54.7	62.0	
\$75 Million < \$175 Million	117.9	7	*8	134	48.6	52.0	56.9	58.9	--	--	0	48.6	52.0	56.9	58.9	
\$175 Million < \$300 Million	--	4	*5	196	--	--	--	--	--	--	0	--	--	--	--	
\$300 Million or More	1,957.0	9	*13	2,835	45.8	50.4	50.7	55.1	--	--	0	45.8	50.4	50.7	55.1	
For Profit Organizations																
All Orgs	--	4	*4	2,373	--	--	--	--	--	--	0	--	--	--	--	
Less than \$75 Million	--	1	*1	7	--	--	--	--	--	--	0	--	--	--	--	
\$75 Million < \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million or More	--	3	*3	2,366	--	--	--	--	--	--	0	--	--	--	--	
Not-for-Profit Organizations																
All Orgs	104.6	23	*40	937	44.9	49.9	51.6	55.4	--	--	0	44.9	49.9	51.6	55.4	
Less than \$100 Million	24.9	13	*20	214	46.7	51.6	53.1	56.0	--	--	0	46.7	51.6	53.1	56.0	
\$100 Million < \$350 Million	191.0	9	*11	263	--	48.8	51.9	--	--	--	0	--	48.8	51.9	--	
\$350 Million or More	2,340.8	5	*9	460	--	50.4	50.6	--	--	--	0	--	50.4	50.6	--	

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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	191.0	11	*13	462	46.9	51.9	53.2	57.6	--	--	0	46.9	51.9	53.2	57.6	
Less than \$150 Million	--	4	*6	60	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	3	*3	183	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	--	4	*4	219	--	--	--	--	--	--	0	--	--	--	--	
Southeast Region																
All Orgs	723.9	8	*12	709	--	47.9	48.5	--	--	--	0	--	47.9	48.5	--	
Less than \$150 Million	--	2	*2	22	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	1	*2	12	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	1,390.3	6	*8	675	--	47.9	48.5	--	--	--	0	--	47.9	48.5	--	
North Central Region																
All Orgs	36.8	13	*23	1,732	45.8	50.1	50.0	54.1	--	--	0	45.8	50.1	50.0	54.1	
Less than \$150 Million	24.9	7	*15	149	45.7	50.2	49.4	53.2	--	--	0	45.7	50.2	49.4	53.2	
\$150 Million < \$400 Million	--	1	*1	10	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	2,374.9	5	*7	1,573	--	50.1	50.1	--	--	--	0	--	50.1	50.1	--	
South Central Region																
All Orgs	--	3	*3	242	--	--	--	--	--	--	0	--	--	--	--	
Less than \$150 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	0	0	0	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	--	3	*3	242	--	--	--	--	--	--	0	--	--	--	--	
West Coast Region																
All Orgs	--	3	*4	165	--	--	--	--	--	--	0	--	--	--	--	
Less than \$150 Million	--	2	*2	36	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	1	*1	12	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	--	1	*1	117	--	--	--	--	--	--	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															
Indianapolis-Carmel-Anderson, IN	990.2	5	*5	142	--	53.1	53.1	--	--	--	0	--	53.1	53.1	--

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