

CHRO COMPENSATION AMALGAMATION STUDIES

2009
TRENDED

***NSI* NURSING SOLUTIONS, INC.®**

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CHRO BASE COMPENSATION

N = 314

- ❑ Hospitals with Less than \$150 Million in Revenues: **\$131,673**
Range: \$116,200 to \$158,602
- ❑ Hospitals with Less than \$300 Million in Revenues: **\$161,465**
Range: \$132,400 to \$181,757
- ❑ Hospitals with Less than 600 Million in Revenues: **\$207,319**
Range: \$161,320 to \$221,123
- ❑ Hospitals with Less than \$1 Billion in Revenues: **\$239,437**
Range: \$201,743 to \$277,317
- ❑ Hospitals with Less than \$2 Billion in Revenues: **\$289,691**
Range: \$262,910 to \$319,827

CHRO

TOTAL COMPENSATION

INCLUDES BONUSES

- Hospitals with Less than \$150 Million in Revenues: \$151,000
- Hospitals with Less than \$300 Million in Revenues: \$181,000
- Hospitals with Less than 600 Million in Revenues: \$227,000
- Hospitals with Less than \$1 Billion in Revenues: \$269,000
- Hospitals with Less than \$2 Billion in Revenues: \$319,000

PAY RAISES

System: 7.1%

Hospital: 6.2%

Sources: Compensation Analyst, 2008; Modern Healthcare Compensation Survey, July 2008; Sullivan Cotter; Hay Group; William M. Mercer

CHRO TURNOVER RATES N= 298

Average Tenure	4.9 years
2002	16.1%
2003	16.4%
2004	17.2%
2005	18.2%
2006	16.6%
2007	18.3%
2008	19.1%
2009 (Forecast)	19.3%

Source: Compensation Analyst, 2008; Watson Wyatt; Modern Healthcare; AHA; HealthLeaders

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NEED NURSES?

- ❑ ***NSI*** NURSING SOLUTIONS, INC is a 9 year old national high volume U.S. nurse recruitment firm; that recruits only within the continental U.S. for American *Experienced Nurses*, as your core employee staff, in an average **time-to-fill of 32 days**.
- ❑ ***NSI*** is not a foreign recruiter nor a travel or temporary agency.
- ❑ The partnership is "RISK FREE", since you must hire the nurses BEFORE ***NSI*** is paid.
- ❑ The relationship is also a "WIN-WIN", since not only are the nurses guaranteed for 6 months, ***NSI*** provides "On-Boarding Coaching" for the nurses, for 365 days.

SOURCES

- Sullivan Cotter & Associates
- Hospital & Healthcare Compensation Services
- Hay Group
- Watson Wyatt
- Martin Fletcher & Associates
- HR Strategic Solutions Inc
- William M. Mercer Associates
- SHRM;
- ASHHRA;
- Towers Perrin
- Salary.com
- AON Consulting
- HealthLeaders
- Modern Healthcare, By The Numbers
- Jackson & Coker

All survey information and data is obtained from: consulting firms and other published data, professional journals, white papers, professional associations and governmental websites, NSI surveys, etc., and all are coalesced, amalgamated and where applicable are trended and forecasted in the variously published NSI surveys and reports.