



Job Title	Base Avg	Base 25th	Base 50th	Base 75th	TCC 50th	TCC 75th
Chairman of the Board	897.3	605.5	828	1164	1475.4	2469.5
Chief Executive Officer	828	621.6	806.2	1026	1453.2	2248.1
Vice Chairman	836.1	559.4	745.7	1060.7	1525.6	3218.1
Chief Executive Officer--Health System	736.4	583.9	722.9	872.6	818.7	1092.4
Chief Executive Officer--Non Hospital Healthcare	722.1	642.5	700.4	828.7	1122.6	1680.5
Chief Operating Officer--Health System	626.9	497.9	623.9	747.7	736.7	968.1
Operations Executive (Hospital)	619.6	434.9	619.1	782.3	812.1	916.7
Energy Service Business Unit Executive (Group)	614.9	521.2	616.3	696.2	1059.6	1287.1
Oil and Gas Exploration Executive	601.8	515.1	615.8	706	1270.3	1948
Chief Executive Officer (Group)	617.3	512.5	588.8	687.4	1015.9	1297.9
Physician--Department Chair	608.1	464.4	564.4	719.6	605.2	768.5
Energy Nuclear Operations Executive (Group)	532.6	489.1	533.2	559.1	802.2	851.8
Chief Executive Officer (Subsidiary)	563.8	405.5	524.6	702.3	865.8	1356.3
Chief Executive Officer--Region--Health System	529.7	427.6	515.8	625.6	660	826.2

Chief Financial Officer--Health System	527.6	439.7	508.4	601.9	614.5	753.2
Chief Operating Officer	528.2	397.5	498	618.1	753.5	1070.5
Chief Executive Officer--Region	484.3	393.4	492.9	520.7	706.2	907.4
International Executive	521.3	358.9	490.6	667.1	797.2	1275.1
International Executive (Group)	499.6	409.7	484.4	595	992.9	1320.2
Chief Innovation Officer	520.3	330.5	483.1	616.2	756.7	1040.2
President (Non-CEO)	486.6	338.8	473.2	553.6	583.4	672.6
Executive Vice President	489.4	347.8	466.8	611.1	711.4	1108.7
International Executive (Division)	539.1	451.7	463.1	600.1	687.3	690.2
Chief Executive Officer (Medical Group)	504.8	345.6	456.1	603.2	503.9	659.1
Chief Academic Affairs Officer--Health System	418.7	318.1	428.4	490.9	465.5	548.1
Medicare Risk Executive	411	302	417.7	485.6	623.6	784.3
Chief Medical Officer	410.4	365.5	412.8	459.9	453	524.8
Human Resources Executive--Global	413.5	353	409.4	466	634.6	773.8
Public and Government Relations Executive	421.2	346.7	407.3	469.2	622.3	787.6
Investment Executive	413.1	292.3	402.2	533.4	632	1023.9
Accountable Care Organization (ACO) Executive/President	405.2	313.5	401.8	474.3	476.8	489.4
Chief Financial Officer	411.8	310.5	397.2	498.1	569.5	805.1
Chief Operating Officer (Group)	411.8	344.6	395.9	474.1	597.6	793.6
Chief Academic Affairs Officer	401.8	295.5	390.5	505.8	400.8	604.3

Legal Executive-- Health System	395	328.9	390.4	451.4	460	554.8
Public and Government Relations Executive (Group)	360.2	304.1	388.2	432.5	542.3	564
Physician Chief (Division)	410.7	326.6	387	467.3	422.6	516.3
Provider Network Development Executive	385.5	265.6	385.1	466.9	477.1	573.5
Legal Executive-- General Counsel	392.7	314.8	385	465.7	551.1	726.8
Wealth Management Services Executive	404.1	313.1	384.4	487.8	621.5	688.2
Energy Trading and Marketing Executive (Group)	383.4	316.3	383.8	417.8	606.2	665.5
Administrative Executive (Group)	428.8	317.1	380.5	477.1	568	776.7
Behavioral Health Executive	388.1	294.4	380.5	481.5	533.8	685.9
Clinical Effectiveness Executive	379.5	312.3	373.3	451.4	431.7	525.9
Legal Executive-- General Counsel (Group)	385.7	296.1	369.2	477	507.8	770.2
Energy Natural Gas Operations Executive (Group)	357.2	333.7	368.3	399.2	647	748.6
Natural Gas Operations Executive	357.2	333.7	368.3	399.2	647	748.6
Banking Executive-- Regional (Group)	361.4	337	368.2	389.7	532.5	582
Medicare Operations Executive	339	260.1	362.6	396.7	510.8	568.9
Legal Executive-- General Counsel (Division)	378	289.4	362.4	469.9	498.1	759.8
Administrative Executive	381.7	269.3	361.4	484.4	546.1	846.5
Chief Executive Officer (Hospital)	370	279	361.3	453.6	417.3	533.2

Energy Transmission and Distribution Exec. (Group)	368.7	334.1	359.6	409.6	531.2	724.8
Underwriting Executive--Property/Casualty	334.8	305.8	359.1	384.1	543.9	686.8
Business Development (Planning) Executive--International	368.2	334	353.7	395	463	546.9
Research and Development Executive--Applied	354.3	304.5	352	402.2	488.1	547.1
Administrative Executive (Division)	364.4	248.6	343.8	472.4	482.6	775.5
Chief Financial Officer (Group)	355.5	283.8	337.3	404.2	480.9	626.5
Provider Relations Executive	334.2	274.9	334.3	393.3	434.9	538.5
Chief Executive Officer (Division)	356.6	291	331.4	392.3	479	620.5
Legal Executive--Litigation	340	288.3	330.8	383.5	472.2	602.7
Human Resources Executive--Health System	336.8	288.2	330	374.3	383	482.4
Planning Executive--Strategic Alliances	334.9	270.2	329	379.3	462.8	595
Portfolio Management Executive	320.7	254.9	328.5	371.6	496.8	587.8
Patient Care Executive--Health System	327.3	280.6	328	368	370.5	417
IT Internet/Web E-Commerce Merchandising Executive	327.1	274.9	327.1	386.1	435.9	505.6
Engineering/Product Development Executive	276.4	291	325.1	381.3	350.2	411.4
Research and Development Executive (Group)	339.9	292.1	325	373.5	460.7	549.4

Chief Operating Officer (Division)	333.1	280.5	324	381.8	433.9	562.8
Shared Services Executive--Multiple Functions	333.6	273.1	322.5	340.2	372.6	478.9
Acquisitions Executive	358.8	269.4	321.7	416.9	447.4	643
Sales and Marketing Executive	327	253.5	318.8	397.5	436.4	560.7
Regulatory Affairs Executive	320	272.1	318.3	375	432	537.7
Nursing Services Executive--Health System	316.1	267.8	318.1	368.4	359.8	423.8
Manufacturing Engineering Executive	331.4	256	317.9	384.3	449.8	561.8
Business Development (Planning) Executive (Group)	328.8	283.5	314.4	356.4	451.9	550.9
Telemedicine Executive	277.8	98.2	313.3	385.2	323.9	431.5
Planning Executive	327.6	241.4	313	401.7	399.1	579.2
Medical Director (2nd Level)--Health System	311.4	287.1	312	347.6	362.9	436.5
Leasing Executive (Group)	292.9	268	310	339.5	402.9	435.3
Business Development (Planning) Executive	316.9	259	308.7	374.9	429.1	577.8
Actuarial Executive	316.8	251.5	308.3	370.5	412.6	554.7
Channel/Government Sales Executive	324.5	245.4	307.8	403.8	416.2	635.5
Power Generation Executive--Energy	333.3	255.5	307	408.1	425.5	612.4
Mergers and Acquisitions Executive	320.2	266.3	306.6	368.1	429.4	567.1
Transmission and Distribution Executive--Energy	337.9	257.1	306.3	417.6	434	707.6

Government Affairs Executive--Federal (Group)	312.9	266.1	305.8	347.6	424.9	524.5
Legal Executive--Intellectual Property	315.3	267.2	305.1	352.9	407.8	492.4
Real Estate/Construction Executive	321.1	244.2	304.7	381.7	394.1	534.7
Commercial Real Estate Executive (Group)	307.8	262.7	304.1	352.5	376.8	477
Research and Development Executive	320.5	255.6	304.1	374.5	453.8	624.1
Legal Executive--Deputy General Counsel	310.3	263.5	303.9	351.9	404.8	503.5
Actuarial Executive--Property/Casualty (Group)	288.5	249.8	302.2	349.1	423.4	520.6
Merger Integration Executive	324.9	257.8	299.7	394.8	418	627.2
Finance Executive	309.8	250.3	299	362.4	400.8	537.3
Medical Informatics Executive--Health System	299	237.7	298.1	338.4	340.9	395.4
Insurance Executive	288.5	230.4	295.6	354.1	418.2	534.4
IT Chief Technology Officer	307.9	254.2	295.4	359.5	373.2	497
Treasurer	300	243.7	294.6	355.1	395.1	514.2
Sourcing Executive	286.4	268.1	293.9	335.8	365.7	425.3
Shareholder Relations Executive	298.4	255.9	293.5	342.3	409.1	514.2
Operations Executive (Division)	308.3	213.8	293.3	398.5	389.3	625.6
Business Development (Planning) Executive-Health System	314	229.3	293.1	381.8	323.3	480.3
Service Line Executive	300.8	253.2	292	342.2	372.4	465.7
Finance Executive (Group)	296	250.1	291.7	333.4	430.7	515.1

Human Resources Executive	293.9	236.1	291.6	350.4	379.4	491
Insurance Business Executive (Group)	304.9	250.1	291.6	369.6	427.3	596.9
Commercial Finance Executive--Asset-Based (Group)	279.8	205.6	291.4	347.1	334.8	674.2
Asset Management Executive	304.3	247.4	291.3	353.8	390.5	511
Provider Contracting Network Executive	302.3	282.4	290.7	330.2	383	464
Human Resources Executive (Group)	299	252.5	289.8	336.8	405.2	488.1
Tax Executive	293.4	249.5	289.8	337.9	392.4	500.4
Purchasing Executive--Centralized Procurement	289.2	243.8	289.6	329.9	411.4	498
Loan Executive--Commercial	280.7	170.9	289.3	354.3	373.2	557.7
Energy Engineering and Construction Executive	329	217.9	289	393.2	424.8	568.9
Sales and Marketing Executive (Group)	306.2	223.9	288.1	378.7	371.2	559.4
Economic Executive	286.6	220.2	287	351.5	353.7	440
Loan Workout Executive (Group)	292.2	271	286.7	297.9	369.4	401.9
Shared Services Executive--Finance	292	239.8	286.4	339.8	409.7	499.7
Marketing Services Executive	294.8	248.1	286.3	331	392.4	473.6
Managed Care Executive (Dental)	280.2	223.3	284.5	334.8	292	443.2
Program Management Executive	292.5	246.4	283.7	334.2	387.3	477.4
Business Development (Marketing) Executive	296.8	217.2	283.5	372.6	351.2	527.5
Insurance Agency Executive	306.8	218.4	282.9	395.9	537	911.7

Research and Development Executive (Division)	304.3	224.7	282.8	380.2	351	512.6
Research and Development Exec.--Applied (Group)	283.3	266.1	281.4	290.1	416.2	449.6
Sales Executive	282.7	240.7	278.9	327.3	369.7	465.3
Legal Executive--Intellectual Property (Group)	302.1	255.9	278.8	334.3	369.9	471.5
Operations Executive (Group)	284.9	244.4	278.8	317.6	386.7	453.6
Chief Financial Officer (Division)	289.9	234.9	277.7	328	388.4	479.6
Financial Planning Executive	286	248.3	277.7	318	399.5	477.4
Chief Athletics Officer	344.5	201.9	277.3	452.9	280.1	457.4
Commercialization Executive	280.4	239	276.2	307.8	362.1	435.5
Legal Executive--Patent	278.7	236.6	275.5	314.1	358.1	420
Ambulatory/Out-Patient Services Executive--Health System	293.1	227.5	275.3	356.4	294.7	400.8
Business Development (Marketing) Executive (Group)	290.3	205	274.3	367.2	344.1	525.4
Financial Planning Executive (Group)	276.6	240	273.4	308.5	380.3	453.6
Technical Product Support Executive	246	251.9	272.7	290.8	307.1	351.9
Sales Executive (Group)	286.5	215.7	272.2	348.7	344.6	496.3
Supply Chain Executive (Group)	292.4	209.8	272.1	365.3	358.3	527.6
Supply Chain Executive	278.7	225.8	271.9	334.7	359.6	481.7
Banking Executive--Regional Middle Market (Group)	284.7	246.9	271.1	316.4	383.3	511.4
Marketing Services Executive (Group)	277.3	248.6	271.1	303.5	409.2	476.2

Legal Executive-- Deputy General Counsel (Division)	274.6	236.9	271	318.7	369.1	454.1
Sales and Marketing Exec.-- Product/Service Line	293	239.4	271	337.9	368.7	497.6
Regional Executive	244.9	211.3	270.4	316.6	531.3	753.3
Financial Planning and Analysis Executive	277	228.8	269.5	315.3	357.8	464.3
Marketing and Sales Executive-- International	282.4	220	269.4	340.5	360.9	517.2
Sales Executive (Division)	278.8	235.5	269.4	313.9	354.6	437.2
Supply Chain Executive (Division)	288.5	204.7	269	363.1	351.1	523.4
Business Development (Marketing) Exec. (Div.)	284.3	200.8	268.6	359.7	337	514.7
Product Marketing Executive	281.1	249.1	267.9	319.5	351.6	405.2
Merchandising Executive--Product Line	260.6	216	267.8	298.7	379.4	497
Legal Executive-- Deputy General Counsel (Group)	271.7	240.3	267.3	304.5	381.4	443.6
Philanthropy Executive	307.7	183.4	266.1	422.5	302.8	596.8
Federal Regulatory Counsel Executive	262.9	223.8	264.9	302.8	320.8	410.8
Business Development (Planning) Exec. (Div.)	263.7	235.9	264.6	292.4	365.5	433.3
Product/Brand Management Executive	263.5	229.5	264.1	308.3	335.4	427.1
Finance Executive (Division)	286	241.8	263.7	314.8	377	488.6
Shared Services Executive--Finance (Group)	263.1	235.4	263.1	294.8	359.7	439.5

Manufacturing Executive	271.1	210.8	262.9	329.4	324.8	441
Credit Executive	259.4	225.7	262.3	316.9	345.1	451.1
Management Development Executive	262.2	234.6	262.3	289.3	337.9	397.5
Planning Executive--Health System	279.6	206	262.2	337.7	293.1	400.1
Trust Executive	273.2	181.7	262.2	346.5	334.8	435.4
IT Software Development Executive	248.6	218	262.1	292.5	294.5	351
Executive Compensation Executive	263.6	233.7	261.8	299.7	364	434.3
Chief Executive Officer--Executive Director	315.9	192.3	261.3	373	270.5	392.3
Chief Financial Officer--Regional--Health System	278.8	205.8	261	329	324.5	429.8
Treasurer (Group)	262.5	226.7	260.9	280	360.5	438.8
Corporate Governance Executive	269.9	223	260.1	327.9	396.7	512.3
Environmental Executive	273.8	223.7	259.4	329.4	358.8	452.8
Fuel Supply Executive--Energy	255.5	204.3	259.4	300.5	378.8	441.5
Sales Promotion Executive (Group)	267.6	235.3	259	283.2	337.1	399.8
Sales and Marketing Executive (Division)	277.4	213.8	258.5	336	349.5	474.4
Accounts Executive--National	267.8	215	258.3	317.8	358.5	453.4
IT Infrastructure Executive	267.9	222.9	257.9	305.3	322	403.5
Underwriting Executive	258.8	199.9	257.9	313	320.9	463
Capital Markets Executive	281.1	207.9	257.3	324.5	437.2	623.3
IT Internet/Web E-Commerce Executive	265.3	208.3	257.3	323	332.2	437.1
Logistics Executive	263	216.1	257.3	303.5	340.3	438

Energy Engineering Executive	314.2	251	256.8	259	327	371.6
Compensation and Benefits Executive	253.1	219.9	256.3	298.6	327.9	408.7
Audit Executive	260.2	219.1	256.2	298.3	331.3	413.3
Engineering/Product Development Executive (Group)	268.4	235.1	256.2	300.5	372.2	458.4
Strategy/Business Development Executive	222.7	221.6	255.8	292.1	290.5	336.6
Tax Executive (Group)	273.7	205	255.8	306.2	352.3	438.3
Treasurer (Division)	263.1	208.6	255.5	314.7	337.8	454.5
Accounts Exec. (National)--Large Company (Group)	265.8	244.8	255.2	288.9	405.5	453.9
IT Security Executive	266.5	220.7	254.9	301.9	314.4	398.6
Long-Term Care Executive--Health System	279.6	197.4	254.8	292.4	276.6	349.3
Energy Engineering Executive (Group)	266.2	236.3	254.6	289.3	350.4	425.8
Research Executive	227.9	219.7	254.2	336.5	273.3	366.3
Accounts Executive--Global	258.1	205.5	254	293.5	346.4	426.1
Claims Executive	258.6	196.6	254	309.5	331.9	447.9
Business Intelligence Executive	252.2	228.7	253.8	283.5	307.5	354.5
Accounting Policy Executive	232.6	216.6	253.3	292	305.8	367.9
Claims Executive (Group)	299.9	228.7	253.2	316.6	356	466.5
E-Commerce Strategy Executive	248.9	220.4	253	295.9	275.1	314.5
Government Affairs Executive--Health System	253.7	207.3	252.7	298.5	273	329.8
Nursing Services Executive	247.7	217.6	252.7	284.8	271.5	308.8
Human Resources Executive--Regional	262	241	252.3	285.2	333	357.1
IT Vendor Relationship Executive	257.3	222.8	251.8	297.6	312	390.8

Human Resources Executive (Division)	262.6	218.3	251.7	297.5	339.4	422.5
Tax Executive--Federal	247.5	221.3	251.6	269.2	347	369.7
Planning Executive (Group)	267.4	231.3	251.4	293.2	378.6	457.4
Product Development Executive (Division)	269.9	225.1	251.4	300.8	334.7	426.4
Development Executive--Health System	257.5	206.6	251.2	306.2	279.9	354.4
Accounts Executive--National (Group)	257.1	228.3	250.7	280.4	376.6	423.3
Regional Finance Executive	261.7	217	250.3	298.1	318.5	388.6
Sustainability Executive (Green)	251.9	226.8	249.7	299.1	300.3	397.4
Total Quality Executive (Division)	250.7	225.7	249.4	277.9	318.9	381.5
Sales Executive--International	269.6	219.2	249.2	339.5	322.8	460.1
IT Purchasing/Sourcing Executive	252.3	219.1	248.9	286.5	304.7	388.2
IT Shared Services Executive	262.2	219.6	248.8	300.1	352.3	441.7
Risk Management Executive	253.3	206.7	248.8	299.7	315.5	412.2
Clinical Research Executive (MD)	342.6	219.9	248.7	485	248.7	550.7
Human Resources Planning Executive	250.4	200.6	248.4	277.5	313.9	396.2
Transmission Executive--Energy	254.2	197.4	248	289.6	248	410.1
IT Project Management Office (PMO) Executive	248.1	206.1	247.7	289.6	289.5	366.8
Purchasing Exec.--Centralized Procurement (Group)	257.9	219.7	247.4	289.5	314.4	383.5
Marketing Executive	250.9	200.6	246.9	303.4	320.7	417.7
Customer Service Executive	247.7	210.7	246.5	281.7	297.1	364

Continuum of Care Executive	274.1	202.3	245.9	341.2	315	459.7
Operations Executive	218.8	216.8	245.9	283.1	310.9	398.6
Member Services Executive	248.2	214.3	245.7	288.1	286.6	354.2
Tax Executive (Division)	258.6	199.9	245.6	305.7	304.4	431.8
Sales Administration Executive	252.9	214.5	245.5	287.7	284	370.9
Managed Care Executive--Health System	264.8	181	245.4	315.4	284.8	364.4
Total Quality Executive--Health System	256.8	211.7	245.3	294.1	278.2	355.2
Physician Hospital Org. (PHO) Exec.--Health System	299.6	226.5	245.1	339.9	270.8	358.3
Shared Services Executive--Human Resources	252.5	212.4	244.7	277.6	324	401.7
Professional Services Executive--Health System	244.4	213.4	244.5	274	283	328.8
Total Quality Executive (Group)	246	206.4	244.2	285.5	319.1	408.7
Manufacturing Engineering Executive (Division)	244.3	205	244.1	269.9	304.7	387.6
Field Operations Executive (Insurance)	304.1	169.8	243.5	481.5	328.5	950.4
Tax Executive--International	244.6	220.8	243.5	266.7	331.5	375.6
Media Executive	225.2	172.9	243.4	253.8	257.7	362.5
Government Affairs Executive	224.9	195.8	243.2	300.8	289.5	400.9
IT Business Systems Analysis Executive	238.8	210.7	243.2	271.6	281.5	316.8
Real Estate Executive	254.5	192.9	242.7	312.2	298	425.1
Product Development Executive	245.7	202.4	242.5	297.7	300.5	388.8

Financial Planning Executive (Division)	255	212.4	242.4	287.5	349.9	435.3
Legal Executive--Major Specialization	245.8	212.7	242.3	273	306	367.1
Communications Executive	252.9	195.8	242.1	305.3	323.9	405.6
Commercial Credit Executive	248.9	202.2	242	296.5	297.9	377.2
Category Executive	248.9	182.3	241.7	298.6	291.9	342.7
Service Line Executive--Health System	264.8	199.7	241.7	301.6	263.9	348
Finance Function Director--2nd Level (Group)	244.7	221.1	240.6	259.1	350.9	406
Real Estate Executive (Division)	257.5	184.8	240.3	321.3	296.9	437.2
IT Executive (Division)	245.6	211.4	240.2	275.5	301.6	366.3
Tax Executive--Domestic	245.6	222.8	239.1	264.6	339	392
Distribution Executive	244.2	204.5	238.6	281.1	298	393.3
Channel Development Executive	238	183	238.5	291.2	303.4	408.4
Underwriting Executive--Life/Health--Group	244.8	207.7	238.4	279.1	317.9	381
Planning Executive (Division)	247.7	178.1	238.2	308.3	312.4	479.9
Engineering/Product Development Exec. (Div.)	217.7	168.2	238	248.8	262.3	395.2
Government Affairs Executive--State	245.6	205.4	237.2	283.7	314.3	400.7
Accounting Executive	238.4	196.5	236.2	282.8	298.5	387.4
Shared Services Executive--Human Resources (Group)	244.7	198	236.2	277.5	340	447.2
IT Technology Executive (Group)	238.1	215.5	235.9	255.6	310.6	352.2
Marketing Executive--Health System	245.2	204.4	235.7	280	264.4	313.2

Membership and Billing Executive	248.9	223.1	235.4	269.9	306.2	367.2
Public Relations Executive--Health System	237.1	195.3	234.6	281	249.6	302.3
Legal Executive--Major Specialization (Division)	240.9	207.7	234.3	281.1	309.8	395.8
Customer Development Executive	218.6	203.4	233.8	256.1	252.9	279.9
Channel/Government Sales Executive (Division)	225.9	205.5	232.8	267.9	351	493.2
Pharmacy Utilization Executive	240.2	210.5	232.4	254.1	254.2	300.4
Financial Reporting Executive	236	201.3	231.9	266.3	295.7	363.7
Regulatory Affairs Executive (Group)	248.8	203.1	231.7	256.6	342.1	440.6
Sales Training Executive	222.6	186.5	231.7	256.9	314.1	337.9
Training Executive	237.6	201.6	231.4	267.2	293.6	362.7
Communications Executive (Division)	203	126.5	231.1	265.1	260.9	347.4
Banking Executive--Retail	234.4	162.9	230.4	292.6	251.8	336
Market Research Executive	235	194	230.4	274.3	300.1	392.4
Public Affairs Executive--Health System	238.8	181.4	229.6	283	242.8	316.6
Fuel Supply Executive--Energy (Group)	252.1	222.8	229.3	285.3	333.5	483.6
Accounts Executive--National (Division)	232.3	220.6	229.2	241.9	315.1	355.8
IT Executive	208.2	201.1	229.2	263.5	276.1	330.2
Organizational Development Executive	229.5	200.5	229.1	267.1	275.3	345.5
IT Infrastructure Executive (Group)	228.7	194.5	229	266.7	307.8	398.3
Managed Care Executive	235.9	187.5	228.7	274.9	251.2	316

Employee Communications Executive	230	187.7	228.2	269.5	288.3	382
Environmental, Health, and Safety Executive	231.6	195.1	228.2	271.9	281.6	361.2
Marketing and Merchandising Executive	254.9	161	228.1	297.7	259.8	392.9
Product Development Executive (Group)	239.3	181.7	227.7	291.7	281.9	391.8
Revenue Cycle Management Executive--Health System	233	187.8	227.7	278.9	258	343.4
Compensation and Benefits Executive (Group)	228.7	199.1	227.4	253.7	309.7	354.3
Community Relations Executive	235.1	186.9	227.2	272.2	281.7	372.1
Legal Executive--Major Specialization--Health System	231.8	198.2	226.9	255.9	260.3	308.4
Financial Analysis Executive	231.9	193.3	226.8	271.2	279.6	361.7
Marketing Executive (Group)	240.7	172.5	226.8	299.4	286	417.4
Facility Management Executive--Health System	240.8	191.5	226.7	278.5	263.8	342
Physician Hospital Organization (PHO) Executive	249.6	157.1	226.4	353.7	226.4	353.7
Engineering Executive	228.9	196.5	226	268.6	277.7	348.6
Banking Executive--Retail (Group)	223.3	211.1	225.6	239.9	345.6	392.3
International Compensation Executive	240.7	198.5	224.6	272.8	310.4	434
Employee Relations Executive	230.5	191.1	224.5	270.8	277.7	363.8

Manufacturing Engineering Executive (Group)	237.7	195.5	224.3	265.7	286.4	383.1
Purchasing Executive	228.1	188.6	224	269.4	292.7	374.4
Transportation Executive	227.8	184.1	223.7	268.6	283.1	362.3
Tax Executive--Domestic (Group)	244.4	208	223.6	279.6	350.2	427.6
Logistics Executive (Division)	216.5	193.6	222.9	240.7	308.8	352.2
Marketing Executive (Division)	234	188.5	222.9	269.1	299.7	383.6
Patient Care Executive	225	190.4	222.2	255.3	239.3	284.9
Support Services Executive--Health System	235	197.4	221.2	266.7	245.3	306.7
Advertising Executive	227.2	183.8	221.1	274.1	281.8	374.1
Quality Control Executive	227.8	188.4	220.9	264.6	291.1	366.4
IT Database Architecture Executive	227.7	209.7	220.5	249.6	263.6	341
Customer Service Operations Executive	244.8	211.9	220.2	274.6	284.3	351.1
Compensation and Benefits Executive (Division)	218.5	204.4	220.1	233	289.9	319.1
Creative Executive	228.1	201.2	220	234.2	234.4	307.3
IT Business Management Executive	220.5	187.5	219.8	257.7	266.6	326
IT Audit Executive	219.5	182.3	219.7	254.3	252.9	311.5
Logistics Executive (Group)	220.3	197.6	219.3	248.1	318.2	375.3
Accounting Executive--Health System	218.5	194.4	219.1	245.2	254.3	294.5
Human Resources Executive--Regional--Health System	219.4	192.2	218.4	254.7	258.4	342.3
Rates Executive--Energy	234	203.1	218.4	260.5	298	370.3

Communications Executive (Group)	229.7	179.5	217.4	261.2	288.5	355.2
Budget Executive	230.1	180.7	217.3	274.2	269.3	365.4
Labor Relations Executive (Group)	213.3	184.4	217.2	236.6	298.1	327.2
Safety Executive	221.4	181.7	216.5	256.8	268.8	339.2
Construction Management Executive	220.8	180.3	216.4	260.1	248	320.1
Recruiting Executive	213.8	182	215.8	252.2	260.9	330.3
Customer Service Operations Executive (Group)	214	155.1	215.6	279.1	356.4	501.6
Call Center and Customer Service Executive	231.5	162.9	215.4	296.9	270.4	407.5
Financial Analysis Executive (Group)	219.4	192.9	215	243.5	275.5	319.4
Organizational Development Executive (Group)	225.5	198.3	214.6	255.8	288.7	317.4
Tax Executive--State/Local	217.4	182.4	214.5	243	277.1	314.7
Audit Executive (Group)	215.5	175.3	213.6	233.1	268.5	309.2
Public Relations Executive	216.1	170.2	213.3	260.8	251.2	323.9
Accounting Executive (Division)	220.1	178.9	212.8	253.1	267.4	341.4
Employee Communications Executive (Group)	208.7	165.2	212	239.1	271.2	339.6
Facility Maintenance Executive	225.8	174.8	211.9	261.1	242.8	345.6
IT Operations Systems Executive	222.1	191.5	211.7	251.6	268	304.2
Group Claims Executive	216.4	170.8	211.1	252.3	273	358.7
Rates Executive--Energy (Group)	231.9	204.9	211	262.5	306.8	444.8
Compliance Executive	212.1	175.5	210.7	255	253.2	325.1
Branch Bank Administration Executive	222.8	177.7	210.6	270.4	239.2	325.1

Engineering Executive (Group)	213.5	180.2	210.2	242.2	279.5	347.5
IT Business Technology Executive	211.2	189.6	210.2	241.6	226.1	261.2
Cash Management Executive	216.7	177.6	210.1	254.4	284.2	360.3
Compliance Executive (Group)	206.3	183.3	209.5	228.7	271.3	304.1
Six Sigma Executive	222.7	168	209.5	271.4	271.9	384.5
Physician Practice Chief Executive Officer	224.3	161.2	209.2	281.4	221.8	304.5
Communications Executive--Health System	212.3	158.3	208.8	254.5	225	289.4
Financial Systems Executive	215.2	180.9	208.6	245.3	254.3	314.4
Distribution Executive (Group)	214.7	180.6	208.3	235.2	292.5	338.1
Public Policy Development Executive	221.1	174.8	208	293.7	386.9	412.3
Sales Director--Global/International	224.7	182.5	207.8	280.6	266.7	377.2
Environmental, Health, and Safety Executive (Group)	205.4	170	207.6	238.7	298.8	359.6
Chief Enrollment Management Officer	220.8	171.2	207.3	257.3	209.4	259.9
Materials Management Executive--Health System	219.9	170.1	206.8	261.9	232.9	305.6
IT Software Implementation Executive	212.4	179.6	206.5	231.5	255.1	303.2
Audit Executive (Division)	213.4	169.7	206.3	252.6	244.8	319.2
Customer Service Executive (Group)	214.1	175.3	206	254.8	273.9	341.4
Clinical Research Executive--Health System	227.4	151.7	205.8	291.9	222.8	315

IT Executive--2nd Level	210.9	172.2	205.7	247.1	240.3	312.1
Risk Management Executive (Group)	207.9	190.2	205.6	231	298.2	332
Contract Administration Executive	213.8	171	205.5	254	239	329.8
Total Quality Executive	211.1	169.7	205.4	255	245.9	326
Distribution Executive (Division)	216.1	159.1	205.3	270	270.8	396.8
HRIS Executive	211.2	178.2	205	242.7	252.5	320.8
Human Resources Executive--International	216	172.8	204.9	255.8	245.1	349.8
Market Research Executive (Group)	207.4	192.7	204.5	222.3	284.7	335
Community Reinvestment Executive	206.5	182.2	203.9	240.1	217.7	266.6
Human Resources Exec.--Multiple Plants (Div.)	220	201.5	203.5	222.7	281.7	327.3
Claims Litigation Executive	220.1	173	203.4	269	233.6	359.4
Public Relations Executive (Group)	216.4	156.7	202.6	269.6	239.6	344.5
Contract Administration Executive (Division)	213.3	167.8	202.2	254.3	237.9	332.2
IT Executive--Health System	204.2	171.3	202.2	231.8	222.4	252.3
Labor Relations Executive (Division)	207.4	187.9	201.3	232.9	270.4	306.8
Security Executive (Group)	208.2	179.7	201.2	230.3	255.5	307.9
Ethics Executive	213.6	162.1	200.5	255	246.5	335.3
Training Executive (Group)	205	178.3	200.5	234.7	267.5	302.4
Legal Service Director--Assistant General Counsel	192.6	169.8	200.1	232.4	224.4	274.7
Compensation Executive	204.4	174	200	236.5	247.4	313.2
Benefits Executive	206.3	172.9	199.5	238.6	247.7	310.7
Public Affairs Executive	207.9	164.3	199.1	259.3	215.9	275.5

Sales Executive (Regional)--International	209.3	175.6	199.1	233.8	240	342.2
Manufacturing Executive (Group)	205.9	157	198.7	251.8	252.7	348.1
Home Health/Hospice Executive	222.7	156.5	198.5	284.6	204.4	373.9
Loss Prevention Executive	205.3	170.6	198.5	236.3	239.5	316.7
Customer Service Executive (Division)	210.2	163	198.2	255	247.1	336.7
Public Relations Executive (Division)	211.3	153.2	197.9	263.5	234	335.9
IT ERP (Enterprise Resource Planning) Executive	199.4	171.4	197.3	228.4	241.3	296
Market Research Executive (Division)	203.2	181.9	197.2	218.4	288.6	347.7
Professional Services Executive	203.8	172.7	196.9	236.6	208.1	256.2
IT Executive--2nd Level--Health System	209.2	174.3	196.7	238.5	213.9	276.7
Risk Management Executive (Division)	206.4	154.8	196.3	251.4	236.1	327.3
Environmental, Health, and Safety Exec. (Div.)	203.1	156.7	196.2	244	226.8	320.4
Purchasing Executive (Group)	205	157.3	196.2	247	229.9	316.8
Compensation Executive (Group)	193.9	174.3	195.2	222.9	248.8	298.2
Purchasing Executive (Division)	203.3	156.1	195.2	245	227	311.9
IT Data Warehouse Executive	197.5	160.7	194.4	227.2	217.2	278.5
IT End User Support Executive	184.4	168.2	193.4	217.8	224.9	251.2
Process Improvement Executive	200.2	160.6	192.3	227.7	224.8	307.9
Call Center Executive (Group/Regional)	195.4	164.3	192.2	227.4	228.8	288.8
Clinical Research Executive	208.9	140.3	192.2	257.6	198.2	269.7

Development Executive--International	193	166.1	192.2	207.7	194.1	209.8
Security Executive	193.7	157	192.2	237.6	232.4	308.5
Human Resources Executive--Multiple Plants	196.9	168.3	192.1	226.9	236.7	297.2
Collections Executive	204	162.5	192	232	234.7	303.3
Manufacturing Executive (Division)	194.6	168.8	191.9	218.7	251	301.2
Financial Analysis Executive (Division)	194.4	172.2	191.6	211.2	247.2	279.4
Mission Services Executive--Health System	210.3	166.8	191.3	245.6	216.7	282.2
Labor Relations Executive	196.5	163.7	191.2	227.9	232.5	295.8
IT Security Executive (Group)	185.6	159.8	191.1	228.2	250.4	322.9
Benefits Executive (Group)	191.8	175.7	191	201.4	249.9	283
Facility Management Executive	198	154.7	190.3	236	219.4	287.7
IT Telecommunications Executive	185.1	158.4	189.9	209.1	235.1	269.7
Behavioral Health Executive--Health System	203.4	161.7	189	246.2	205.8	267.2
Medical Informatics Executive	198.7	157.5	188.8	233.9	209.7	265.2
IT Technology Executive (Division)	204.7	169.3	188.6	220.2	226.2	284.6
Facility Management Executive (Division)	198.7	152.9	188	237.2	215.2	285.4
Inventory Planning and Control Executive	217.2	146.4	187.9	267.2	236.7	328.1
IT Internet/Web Content/Studio Executive	214.9	143.8	186.1	300.3	220.6	331.3
Call Center Executive (Division)	171.5	117.8	185.4	211.1	211.9	303.7

Quality Control Executive (Group)	191.6	159.9	185.2	218.9	261.9	312.7
EEO/Diversity & Inclusion Executive (Group)	201.6	175.3	185	246.9	300.2	410.2
International Relations Executive	184.3	144	185	202.4	186.9	204.4
Credit and Collections Executive	193.4	153.7	184.8	227.8	232.7	297.4
Call Center Executive	191	151.8	184.3	239.3	220.9	308.2
Engineering Executive (Division)	189.3	150.7	183.3	225	217.3	292.5
Quality Control Executive (Division)	197.2	159.7	183.3	230.1	219.4	304
Fulfillment Executive	175.7	128.1	183	195.2	227	284.2
Physician Relations Executive--Health System	193	137.6	181.6	246.4	204.4	264
Accounting Executive (Group)	183.1	163.9	181.1	201.1	213.9	247.7
Deputy Executive Director	193.7	143.4	180.2	230.3	182	232.6
Audit Executive--Health System	185.8	151.1	179.9	214.2	193.5	248.5
Construction Project Management Executive	183.8	150.5	179.9	222.4	193	246.1
Construction Executive--Health System	186.8	146.9	179.8	226.7	195.9	257.5
Long-Term Care Executive	187.2	158.7	179.6	221.5	195.4	229.9
Industrial Engineering Executive	173.9	158.7	179	189.4	222.7	282
Organizational Development Executive--Health System	191.1	154.6	178.9	213.9	187.9	258.9
Engineering Director (Group)	182.6	152.9	178.4	208.3	242.4	308

Compensation and Benefits Executive--Health System	182.8	152.1	177.5	209.8	193.2	242.4
Program Executive--Association/Non-profit	189.4	141.6	177.1	241	208.3	284.4
Compliance Executive--Health System	181.8	148	177	209	192.2	239.5
Community Health Executive--Health System	216.7	143.4	176.9	271.3	198.9	303.7
HRIS Executive (Group)	175	168.9	175.4	183.3	240.4	249
Safety Executive (Group)	173.2	140.9	175.4	189.6	223.1	284.2
Transportation Executive (Group)	183.8	157	175.3	210	232.8	295.7
Retirement Benefits Plan Executive	181.9	151.1	174	213.3	200.5	258.2
Manufacturing Executive (Plant)	179.1	142.5	173.8	211.6	199.7	264.4
Physician Practice Chief Financial Officer	188.9	139.7	173.3	221.3	190.7	251
Engineering Executive--Health System	176.5	138.4	172.2	218.8	178.8	297.5
Foundation Executive	176.2	141	172.1	211.3	211	264.6
Fraud Prevention Executive	199.4	124.2	172.1	286.8	193.4	391.6
IT Computer Operations Executive	174	154.7	171.7	192.7	196.5	229.5
Nursing Services Executive--2nd Level--Health System	189.6	152.1	171.1	224.3	215.8	281.3
Patient Care Executive--2nd Level--Health System	189.6	152.1	171.1	224.3	215.8	281.3
Top Field Services Position	185.1	128	171	219.3	172.8	221.5

Revenue Cycle Management Executive	177.1	140.4	170.9	209.3	177	220.8
Development Executive	179.7	128.5	167.5	225	175.4	237.2
Purchasing Executive--Health System	177.8	128.7	166	221.4	179.4	246.7
Credit and Collections Executive (Group)	181.1	156.7	164.9	203.1	213.2	242.5
Support Services Executive	162.8	136	164.5	200.6	173.5	212.2
Call Center Executive (Group)	168	148	163.1	185.8	217.9	268.4
Mission Services Executive	175.8	136.8	161.2	197.8	177.2	232.9
Nursing Services Executive--2nd Level	161.8	143.5	161.1	180.3	166.3	186.7
Management Engineering Executive--Health System	164.8	134.3	158.5	196.5	160.3	203.4
Loan Executive--Consumer	175	125.9	157.2	223.3	158.9	241.7
Employee Relations Executive--Health System	169.5	133.4	156.5	198.6	168	222.4
Materials Management Executive	158.7	128.7	155.6	184.3	170	207.9
Human Resources Executive--Multiple Plants (Group)	165.2	145.8	155.1	178.8	207	245.4
Budget Executive--Health System	156.5	130.7	154.8	181	166.1	195.2
Budget Planning Executive	156.5	130.7	154.8	181	166.1	195.2
Patient Care Executive--2nd Level	155.9	137.6	154.8	179.2	160	183.2
Biomedical Engineering Executive	153.6	133.7	153.8	171.3	160.6	181.4

Training/Organization Development Executive--Health System	156.6	133.6	153.5	177	166.2	191.5
Materials Management Executive--Region--Health System	151.8	126.8	151.7	185.2	174.6	215.4
Patient and Community Services Executive	146.1	135.8	151.6	158	153.1	159.6
Training/Organization Development Executive	151.9	127.2	148	173.7	169.2	208.4
Manufacturing Production Oversight Executive	172	122	145.2	178.2	179.4	239.1
Materials Management Executive (Group)	145.6	127.4	145.1	174.7	200.2	232.5
Chief Admissions Officer	150.4	104.3	142.8	164.8	151.2	166.4
Corporate Secretary (Non-Legal)	153.3	120.1	141.8	185.1	162.1	233.1
Management Engineering Executive	152.8	125.7	141.8	171.5	148.9	174.6
Call Center Operations Executive	144	123	141.5	163	162.9	190.8
Ethics Executive--Health System	146.5	117.9	140.8	171.6	153.6	194.7
Ambulatory/Out-Patient Surgery Center Executive	141.3	125	140.5	162.9	147	166
Materials Management Executive (Division)	143.6	112	138.9	173.1	158.9	212.9
Safety/Security Executive--Health System	160.3	117.5	138.7	166.3	140.1	172.7
Environmental Executive--Health System	144.1	113.3	136.9	172.1	138.5	185.3

Risk Management Executive--Health System	136.3	114.7	133.7	154	139.3	161.8
IT Computer Operations Executive--Health System	137.1	113.4	132	155.6	133.1	162.1
Community Health Executive	130.9	110	131.3	157.1	136.4	165.5
Clinical Recruitment Executive	131.3	123.6	129.2	140	129.2	145.6
Clinical Recruitment Executive--Health System	130.7	118.9	127	143.3	140.2	151.9
Constituency Relations Executive	141.5	92	125.8	185.6	127.1	187.5
Physician Practice Chief Operating Officer	127.6	105.2	124.2	145.5	129.4	154.5
Safety/Security Executive	114.2	102.1	117.6	140.2	119	144.6
Medical Staff Services Executive	120.8	98.5	117.4	143.5	122.1	148.4
Infection Control Executive	119.7	102.8	113.9	134.4	117.5	143.1
IT Telecommunications Executive--Health System	115.1	93.4	111.7	132.2	114.1	137.8
Marketing/Public Relations Executive	127.5	95.3	111.2	140.8	117.4	144.4
Membership Executive	111	82.8	105.2	134.9	106.3	136.7
Child Life Program Executive	106.7	87	105	125.2	106.6	128