

### 2012 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
1853506	William	Roper, MD	CEO, UNC Health Care System	\$ -	\$ 735,540	\$ 82,836	\$ 818,376
826401	Gary	Park	President, CEO UNCH	\$ -	\$ 690,850	\$ 74,393	\$ 765,243
738300	Brian	Goldstein, MD	Exec VP, COO UNCH	\$ 37,884	\$ 460,770	\$ 54,665	\$ 553,319
3590205	Christopher	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 39,071	\$ 457,392	\$ 55,625	\$ 552,088
557503	John	Lewis	CFO, UNC Health Care	\$ 20,297	\$ 465,475	\$ 54,690	\$ 540,463
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 53,178	\$ 328,488	\$ 65,951	\$ 447,616
4028955	Betty	George	Chief Legal Counsel	\$ 29,932	\$ 355,625	\$ 39,756	\$ 425,313
4027035	Rose	Laureto	HCS - VP/CIO	\$ 32,235	\$ 348,622	\$ 39,801	\$ 420,658
1779300	Mary	Tonges	Sr VP, CNO UNCH	\$ 27,119	\$ 294,452	\$ 29,977	\$ 351,547
680703	William	Rotella	HCS-VP Human Resources	\$ 23,062	\$ 247,768	\$ 39,620	\$ 310,450
1583905	Johnnie	Baba	VP/CTO	\$ 16,118	\$ 258,796	\$ 20,692	\$ 295,606
1721101	Mary	Beck	VP System Affiliat/Network Dev	\$ 22,012	\$ 239,007	\$ 27,567	\$ 288,586
1802506	Melvin	Hurston	Sr VP Prof/Suppt Svcs	\$ 19,449	\$ 246,950	\$ 21,874	\$ 288,272
1530809	Tammie	Stanton	VP Post Acute Services	\$ 19,338	\$ 221,668	\$ 26,746	\$ 267,752
904701	Tracy	Parham	HCS VP CIO	\$ 16,118	\$ 236,524	\$ 12,175	\$ 264,817
3553809	Amy	Higgins	VP Strag Plng/Ntwk Outr	\$ 20,772	\$ 223,165	\$ 20,262	\$ 264,198
679303	Marlene	Rifkin	Sr VP Operations	\$ 20,760	\$ 225,219	\$ 13,003	\$ 258,982
4015530	Kevin	Fitzgerald	Chief of Staff	\$ -	\$ 240,846	\$ 17,662	\$ 258,508
1378001	John	Hart	VP Chief Audit & Comp Officer	\$ 10,351	\$ 225,777	\$ 21,358	\$ 257,485
1659708	Glen	Spivak	VP Operational Efficiency	\$ 18,575	\$ 216,991	\$ 21,233	\$ 256,799
1855003	Karen A	McCall	Chief Comms & Mktg Officer	\$ 18,848	\$ 204,650	\$ 24,805	\$ 248,303

### 2013 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary	Park	President, CEO UNCH	\$ 49,534	\$ 747,950	\$ 271,663	\$ 1,069,147
1853506	William	Roper, MD	CEO, UNC Health Care System	\$ -	\$ 751,286	\$ 223,924	\$ 975,210
3590205	Christopher	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 78,951	\$ 487,068	\$ 58,634	\$ 624,653
738300	Brian	Goldstein, MD	Exec VP, COO UNCH	\$ 79,482	\$ 466,605	\$ 58,016	\$ 604,103
577503	John	Lewis	CFO, UNC Health Care	\$ 31,903	\$ 496,507	\$ 161,004	\$ 689,414
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 82,995	\$ 362,854	\$ 53,678	\$ 499,527
4028955	Betty	George	Chief Legal Counsel	\$ 27,928	\$ 420,990	\$ 53,836	\$ 502,754
516505	Donald	Spencer, MD	Chief Med Informatic Officer	\$ 41,138	\$ 321,181	\$ 53,257	\$ 415,576
1779300	Mary	Tonges	Sr VP, CNO UNCH	\$ 55,171	\$ 312,850	\$ 28,558	\$ 396,579
904701	Tracy	Parham	HCS VP CIO	\$ 53,012	\$ 286,538	\$ 54,182	\$ 393,732
680703	William	Rotella	HCS-VP Human Resources	\$ 47,875	\$ 271,089	\$ 29,702	\$ 348,666
5001151	Margaret	Dardess	Chief of Staff, UNC HC & SOM	\$ 17,424	\$ 284,031	\$ 57,747	\$ 359,202
3553809	Amy	Higgins	VP Strag Plng/Ntwk Outr	\$ 43,909	\$ 248,311	\$ 22,742	\$ 314,962
1721101	Mary	Beck	VP System Affiliat/Network Dev	\$ 44,786	\$ 253,962	\$ 20,817	\$ 319,565
1583905	Johnnie	Baba	VP/CTO	\$ 39,302	\$ 252,113	\$ 46,911	\$ 338,326
1802506	Melvin	Hurston	Sr VP Prof/Suppt Svcs	\$ 39,576	\$ 252,550	\$ 12,892	\$ 305,018
1530809	Tammie	Stanton	VP Post Acute Services	\$ 40,691	\$ 230,190	\$ 26,178	\$ 297,059
679303	Marlene	Rifkin	Sr VP Operations	\$ 42,228	\$ 239,459	\$ 14,286	\$ 295,973
1659708	Glen	Spivak	VP Operational Efficiency	\$ 37,787	\$ 229,041	\$ 20,782	\$ 287,610
1855003	Karen	McCall	HCS - Chief Comms & Mktg Officer	\$ 38,351	\$ 225,227	\$ 19,804	\$ 283,382

### 2014 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary	Park	President, CEO UNCH	\$ 106,652	\$ 756,645	\$ 322,384	\$ 1,185,682
1853506	William	Roper, MD	CEO, UNC Health Care System	\$ -	\$ 758,905	\$ 232,751	\$ 991,656
577503	John	Lewis	CFO, UNC Health Care	\$ 67,937	\$ 635,760	\$ 164,654	\$ 868,351
3590205	Christopher	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 83,050	\$ 487,873	\$ 272,287	\$ 843,211
738300	Brian	Goldstein, MD	Exec VP, COO UNCH	\$ 84,669	\$ 479,268	\$ 63,163	\$ 627,101
4028955	Betty	George	Chief Legal Counsel	\$ 58,756	\$ 454,284	\$ 43,938	\$ 556,979
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ -	\$ 365,357	\$ 59,494	\$ 424,851
904701	Tracy	Parham	HCS VP CIO	\$ 62,565	\$ 318,442	\$ 51,963	\$ 432,971
516505	Donald	Spencer, MD	Chief Med Informatic Officer	\$ 54,868	\$ 315,227	\$ 48,410	\$ 418,505
1779300	Mary	Tonges	Sr VP, CNO UNCH	\$ 58,035	\$ 309,063	\$ 28,457	\$ 395,555
680703	William	Rotella	HCS-VP Human Resources	\$ 53,505	\$ 284,309	\$ 36,272	\$ 374,086
3553809	Amy	Higgins	VP Strag Plng/Ntwk Outr	\$ 48,666	\$ 253,031	\$ 34,032	\$ 335,729
5001151	Margaret	Dardess	Chief of Staff, UNC HC & SOM	\$ 48,307	\$ 257,212	\$ 57,766	\$ 363,285
1530809	Tammie	Stanton	VP Post Acute Services	\$ 45,894	\$ 243,790	\$ 26,137	\$ 315,821
1721101	Mary	Beck	VP System Affiliat/Network Dev	\$ 47,686	\$ 253,834	\$ 20,716	\$ 322,236
1583905	Johnnie	Baba	VP/CTO	\$ 41,746	\$ 248,235	\$ 47,062	\$ 337,043
1855003	Karen	McCall	HCS - Chief Comms & Mktg Officer	\$ 44,086	\$ 240,785	\$ 19,455	\$ 304,326
1802506	Melvin	Hurston	Sr VP Prof/Suppt Svcs	\$ 41,631	\$ 250,128	\$ 18,977	\$ 310,736
679303	Marlene	Rifkin	Sr VP Operations	\$ 44,962	\$ 239,334	\$ 14,365	\$ 298,661
1677205	Catherine	Madigan	Sr VP Nursing CNO	\$ 38,919	\$ 231,499	\$ 31,329	\$ 301,747

### 2015 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary	Park	President, CEO UNCH	\$ 142,263	\$ 772,584	\$ 701,718	\$ 1,616,565
1853506	William	Roper, MD	CEO, UNC Health Care System	\$ 140,416	\$ 774,541	\$ 238,496	\$ 1,153,453
577503	John	Lewis	CFO, UNC Health Care	\$ 94,139	\$ 565,355	\$ 719,435	\$ 1,378,929
3590205	Christopher	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 90,767	\$ 564,233	\$ 271,647	\$ 926,646
738300	Brian	Goldstein, MD	Exec VP, COO UNCH	\$ 87,612	\$ 513,931	\$ 63,183	\$ 664,725
4028955	Betty	George	Chief Legal Counsel	\$ 74,967	\$ 429,756	\$ 164,475	\$ 669,197
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 78,795	\$ 361,648	\$ 59,514	\$ 499,957
904701	Tracy	Parham	HCS VP CIO	\$ 61,925	\$ 391,809	\$ 51,972	\$ 505,706
516505	Donald	Spencer, MD	Chief Med Informatic Officer	\$ 54,307	\$ 324,897	\$ 48,379	\$ 427,582

680703	William	Rotella	HCS-VP Human Resources	\$ 55,365	\$ 314,866	\$ 36,291	\$ 406,522
1779300	Mary	Tonges	Sr VP, CNO UNCH	\$ 58,060	\$ 315,302	\$ 28,457	\$ 401,820
3553809	Amy	Higgins	VP Strag Plng/Ntwk Outr	\$ 46,114	\$ 267,737	\$ 28,361	\$ 342,211
1855003	Karen	McCall	HCS - Chief Comms & Mktg Officer	\$ 47,126	\$ 267,222	\$ 41,850	\$ 356,198
1530809	Tammie	Stanton	VP Post Acute Services	\$ 45,415	\$ 249,342	\$ 26,807	\$ 321,564
1802506	Melvin	Hurston	Sr VP Prof/Suppt Svcs	\$ 41,649	\$ 255,955	\$ 18,977	\$ 316,581
1583905	Johnnie	Baba	VP/CTO	\$ 39,948	\$ 246,176	\$ 47,082	\$ 333,205
630908	Janet	Hadar	Sr VP Ops/Vice CHR Clin Intr	\$ 43,677	\$ 249,250	\$ 30,163	\$ 323,091
679303	Marlene	Rifkin	Sr VP Operations	\$ 44,981	\$ 244,277	\$ 14,315	\$ 303,573
1659708	Glen	Spivak	VP Operational Efficiency	\$ 39,766	\$ 231,284	\$ 20,903	\$ 291,953
5006608	Jerylyn	Williams	VP Chief Audit & Comp Officer	\$ 21,000	\$ 258,538	\$ 30,150	\$ 309,688

## 2016 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary L	Park	President, CEO UNCH	\$ 140,626	\$ 814,057	\$ 1,411,330	\$ 2,366,013
1853506	William L	Roper, MD	CEO, UNC Health Care System	\$ 137,546	\$ 778,694	\$ 306,308	\$ 1,222,549
577503	John P	Lewis	CFO, UNC Health Care	\$ 94,059	\$ 545,172	\$ 388,981	\$ 1,028,213
3590205	Christopher S	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 91,578	\$ 574,091	\$ 308,736	\$ 974,404
4028955	Betty G	George	Chief Legal Counsel	\$ 74,168	\$ 455,735	\$ 164,389	\$ 694,292
738300	Brian P	Goldstein, MD	Exec VP, COO UNCH	\$ 92,441	\$ 497,876	\$ 67,694	\$ 658,010
5008812	Mark F	Miller	HCS SVP Finance	\$ 33,750	\$ 441,546	\$ 90,341	\$ 565,637
904701	Tracy B	Parham	HCS VP CIO	\$ 63,995	\$ 370,452	\$ 48,252	\$ 482,700
5000324	Robert A	Enders	Pres & CEO Chatham Hosp	\$ 63,523	\$ 317,629	\$ 82,636	\$ 463,788
4022281	James M	Kirby	Pres & CEO Pardee Hosp	\$ -	\$ 396,152	\$ 65,417	\$ 461,569
680703	William J	Rotella	HCS-VP Human Resources	\$ 60,316	\$ 352,287	\$ 47,949	\$ 460,553
516505	Donald C	Spencer, MD	Chief Med Informatic Officer	\$ 55,593	\$ 349,674	\$ 43,549	\$ 448,816
5002665	Lee A	Willis	Chief of Staff, UNCHC & SOM	\$ 37,549	\$ 230,203	\$ 104,774	\$ 372,526
1855003	Karen A	McCall	HCS - Chief Comms and Marketing Officer	\$ 48,704	\$ 281,938	\$ 37,949	\$ 368,592
3553809	Amy B	Higgins	VP Strag Plng/Ntwk Outr	\$ 47,657	\$ 282,776	\$ 34,017	\$ 364,451
1677205	Catherine	Madigan	Sr VP Nursing CNO	\$ 53,952	\$ 280,095	\$ 29,147	\$ 363,194
5006608	Jerylyn A	Williams	VP Chief Audit & Comp Officer	\$ 48,536	\$ 281,315	\$ 30,171	\$ 360,023
5006511	Marty E	Ferguson	HCS VP Supply Chain	\$ 47,292	\$ 273,760	\$ 38,417	\$ 359,469
630908	Janet T	Hadar	Sr VP Operations/Vice Chair Clinical Integration	\$ 51,462	\$ 275,180	\$ 30,171	\$ 356,813
1802506	Melvin S	Hurston	Sr VP Prof/Suppt Svcs	\$ 44,801	\$ 275,794	\$ 25,171	\$ 345,767

## 2017 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
1853506	William L	Roper, MD	CEO, UNC Health Care System	\$ 134,873	\$ 1,529,604	\$ 669,041	\$ 2,333,518
826401	Gary L	Park	President, CEO UNCH	\$ 137,894	\$ 894,032	\$ 519,332	\$ 1,551,258
577503	John P	Lewis	CFO, UNC Health Care	\$ 96,185	\$ 805,506	\$ 284,325	\$ 1,186,016
3590205	Christopher S	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 93,650	\$ 828,219	\$ 244,329	\$ 1,166,197
4028955	Betty G	George	Chief Legal Counsel	\$ 70,650	\$ 528,577	\$ 142,970	\$ 742,197
5008812	Mark F	Miller	HCS SVP Finance	\$ 79,337	\$ 524,183	\$ 94,388	\$ 697,908
4022281	James M	Kirby	Pres & CEO Pardee Hosp	\$ 60,300	\$ 448,661	\$ 84,456	\$ 593,417
904701	Tracy B	Parham	HCS VP CIO	\$ 63,052	\$ 417,564	\$ 88,297	\$ 568,912
516505	Donald	Spencer, MD	Chief Med Informatic Officer	\$ 53,699	\$ 393,130	\$ 68,679	\$ 515,507
1677205	Catherine	Madigan	Sr VP Nursing CNO	\$ 53,242	\$ 346,235	\$ 73,118	\$ 472,595
1322909	Ian B	Buchanan	Sr VP Ops, Chief Research Ofr	\$ 45,889	\$ 335,768	\$ 64,625	\$ 446,281
5006608	Jerylyn A	Williams	VP Chief Audit & Comp Officer	\$ 47,577	\$ 317,630	\$ 60,434	\$ 425,641
630908	Janet T	Hadar	Sr VP Ops/Vice CHR Clin Intr	\$ 49,616	\$ 309,705	\$ 63,133	\$ 422,454
5006511	Marty E	Ferguson	HCS VP Supply Chain	\$ 51,226	\$ 300,299	\$ 64,524	\$ 416,049
3553809	Amy B	Higgins	VP Strag Plng/Ntwk Outr	\$ 46,954	\$ 301,545	\$ 64,621	\$ 413,120
5011281	Paul J	Grosswald	HCS VP Controller	\$ 43,069	\$ 302,735	\$ 60,672	\$ 406,476
1530809	Tammie T	Stanton	VP Post Acute Services	\$ 43,575	\$ 289,137	\$ 59,636	\$ 392,348
1802506	Melvin S	Hurston	Sr VP Prof/Suppt Svcs	\$ 41,909	\$ 285,316	\$ 58,395	\$ 385,620
5011198	William R	Bryant	HCS VP Operational Finance	\$ 17,602	\$ 300,514	\$ 65,468	\$ 383,584
1583905	Johnnie	Baba	VP/CTO	\$ 39,339	\$ 280,074	\$ 59,470	\$ 378,883

## 2018 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary L	Park	President, CEO UNCH	\$ 507,300	\$ 2,544,571	\$ 17,059	\$ 3,068,930
3590205	Christopher S	Ellington	Pres Ntwrk Hosps/CFO UNC Hosps	\$ 231,196	\$ 944,363	\$ 17,059	\$ 1,192,618
577503	John P	Lewis	CFO, UNC Health Care	\$ 239,443	\$ 885,035	\$ 17,059	\$ 1,141,537
4028955	Betty G	George	Chief Legal Counsel	\$ 168,553	\$ 573,173	\$ 15,755	\$ 757,481
5008812	Mark F	Miller	HCS SVP Finance	\$ 94,293	\$ 564,100	\$ 17,059	\$ 675,453
904701	Tracy B	Parham	HCS VP CIO	\$ 77,463	\$ 443,593	\$ 17,059	\$ 538,115
5002665	Lee	Willis	Chief of Staff, UNC HC & SOM	\$ 105,918	\$ 407,752	\$ 17,036	\$ 530,706
4022281	James M	Kirby	Pres & CEO Pardee Hosp	\$ -	\$ 490,591	\$ 17,059	\$ 507,650
516505	Donald	Spencer, MD	Chief Med Informatic Officer	\$ 63,517	\$ 406,584	\$ 34,308	\$ 504,409
1322909	Ian B	Buchanan, MD	Sr VP Ops, Chief Research Ofr	\$ 58,632	\$ 382,222	\$ 17,059	\$ 457,913
5012340	Scott	Doak	HCS VP Human Resources	\$ 60,523	\$ 356,826	\$ 34,308	\$ 451,656
1677205	Catherine	Madigan	Sr VP Nursing CNO	\$ 60,895	\$ 369,161	\$ 17,059	\$ 447,115
3553809	Amy B	Higgins	VP Strag Plng/Ntwk Outr	\$ 100,339	\$ 314,347	\$ 17,059	\$ 431,746
630908	Janet T	Hadar	Sr VP Ops/Vice CHR Clin Intr	\$ 62,212	\$ 351,213	\$ 10,192	\$ 423,617
5006511	Marty E	Ferguson	HCS VP Supply Chain	\$ 46,936	\$ 341,779	\$ 14,166	\$ 402,881
5011198	William R	Bryant	HCS VP Operational Finance	\$ 47,308	\$ 334,711	\$ 16,971	\$ 398,990
5006608	Jerylyn A	Williams	VP Chief Audit & Comp Officer	\$ 53,915	\$ 327,947	\$ 12,696	\$ 394,558
5012183	Thomas	Ivester	CMO/VP Medical Affairs	\$ 55,304	\$ 310,843	\$ 27,488	\$ 393,635
5011281	Paul J	Grosswald	HCS VP Controller	\$ 48,569	\$ 310,439	\$ 16,831	\$ 375,839
1802506	Melvin S	Hurston	Sr VP Prof/Suppt Svcs	\$ 47,040	\$ 306,575	\$ 12,338	\$ 365,954

### 2019 Highest Paid

EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
826401	Gary L	Park	Chief Operating Officer	\$ 577,518	\$ 1,002,450	\$ 520,530	\$ 2,100,498
4028615	Arvil	Burks, MD	CEO, UNC Health Care Sys	\$ 354,953	\$ 905,677	\$ 499,622	\$ 1,760,252
3590205	Christopher	Ellington	President, UNCHCS Ntwrk Hosp	\$ 211,434	\$ 885,672	\$ 145,530	\$ 1,242,636
557503	John	Lewis	Chief Business Integration Ofcr	\$ 217,905	\$ 785,679	\$ 170,530	\$ 1,174,114
5008812	Mark F	Miller	System CFO & Treasurer	\$ 144,749	\$ 640,209	\$ 110,530	\$ 895,488
4028955	Betty	George	Chief Legal Officer	\$ 151,892	\$ 559,015	\$ 114,344	\$ 825,251
904701	Tracy	Parham	System Chief Info Officer	\$ 129,329	\$ 486,800	\$ 104,932	\$ 721,061
5002665	Lee	Willis	Chief External Affairs Officer	\$ 99,224	\$ 509,350	\$ 85,605	\$ 694,179
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 110,355	\$ 464,281	\$ 90,679	\$ 665,315
5012340	Scott	Doak	Chief Human Resources Officer	\$ 93,038	\$ 428,367	\$ 80,178	\$ 601,583
516505	Donald	Spencer, MD	Chief Med Informatc Officer	\$ 99,902	\$ 415,272	\$ 80,245	\$ 595,419
5011198	William R	Bryant	System Assoc CFO	\$ 78,481	\$ 445,809	\$ 70,830	\$ 595,119
3553809	Amy B	Higgins	Chief Transformation & Experience Officer	\$ 90,417	\$ 405,024	\$ 85,906	\$ 581,347
630908	Janet T	Hadar	President UNCH & Chatham	\$ 92,332	\$ 412,033	\$ 74,118	\$ 578,483
123747	Matthew	Ewend, MD	Chief Clinical Officer	\$ 231,171	\$ 216,986	\$ 123,387	\$ 571,544
5000324	Robert	Enders	LEN-President & CEO	\$ 102,901	\$ 404,961	\$ 60,649	\$ 568,511
1677205	Catherine	Madigan	System Chief Nursing Officer	\$ 91,296	\$ 383,143	\$ 75,848	\$ 550,287
1322909	Ian	Buchanan, MD	President, Ambul & Post-Acute	\$ 90,004	\$ 375,192	\$ 75,845	\$ 541,041
5006627	Lisa	Schiller	HCS Chief Comms & Mktg Officer	\$ 96,144	\$ 334,250	\$ 85,881	\$ 516,275
5006608	Jerylyn A	Williams	Chief Audit & Compliance Ofcr	\$ 79,235	\$ 337,245	\$ 66,587	\$ 483,067

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EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
4028615	Arvil	Burks, MD	CEO, UNC Health Care Sys	\$ 1,538,262	\$ 971,019	\$ 500,012	\$ 3,009,293
123747	Matthew	Ewend, MD	Chief Clinical Officer	\$ 692,703	\$ 916,754	\$ 170,882	\$ 1,780,339
8017598	Stephen	Burriss	Chief Operating Officer	\$ 537,287	\$ 1,047,407	\$ 161,689	\$ 1,746,384
557503	John	Lewis	Chief Business Integration Ofcr	\$ 635,967	\$ 840,116	\$ 170,011	\$ 1,646,094
5008294	Matthew	Mauro, MD	President, UNC Faculty Physicians	\$ 625,409	\$ 803,765	\$ 160,652	\$ 1,589,826
3590205	Christopher	Ellington	President, UNCHCS Ntwrk Hosp	\$ 594,802	\$ 812,222	\$ 150,011	\$ 1,557,035
4028955	Betty	George	Chief Legal Officer	\$ 422,546	\$ 580,839	\$ 113,713	\$ 1,117,097
3553809	Amy	Higgins	Chief Transformation & Experience Officer	\$ 346,549	\$ 592,494	\$ 110,011	\$ 1,049,054
5008812	Mark	Miller	System CFO & Treasurer	\$ 187,593	\$ 697,624	\$ 135,011	\$ 1,020,228
630908	Janet	Hadar	President UNCH & Chatham	\$ 145,080	\$ 623,505	\$ 118,420	\$ 887,005
5002665	Lee	Willis	Chief External Affairs Officer	\$ 305,865	\$ 471,931	\$ 95,439	\$ 873,235
4015549	Byron	Lindsey, MD	System Chief Medical Officer	\$ 159,715	\$ 568,783	\$ 130,460	\$ 858,958
904701	Tracy	Parham	System Chief Info Officer	\$ 132,745	\$ 549,700	\$ 114,627	\$ 797,072
5011198	William	Bryant	System Assoc CFO	\$ 122,411	\$ 547,644	\$ 100,146	\$ 770,201
5012340	Scott	Doak	Chief Human Resources Officer	\$ 192,605	\$ 449,768	\$ 95,994	\$ 738,368
1677205	Catherine	Madigan	System Chief Nursing Officer	\$ 105,402	\$ 473,318	\$ 100,398	\$ 679,118
5006627	Lisa	Schiller	HCS Chief Comms & Mktg Officer	\$ 218,332	\$ 352,355	\$ 85,719	\$ 656,406
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 108,201	\$ 443,071	\$ 95,495	\$ 646,768
1322909	Ian	Buchanan	President, Ambul & Post-Acute	\$ 105,402	\$ 434,271	\$ 100,468	\$ 640,141
516505	Donald	Spencer, MD	Chief Med Informatc Officer	\$ 85,157	\$ 396,796	\$ 86,073	\$ 568,026

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EID	First Name	Last Name	Title	Total Incentive	Total Wages	Benefit	Total Compensation
4028615	Arvil	Burks, MD	CEO, UNC Health Care Sys	\$ 905,609	\$ 992,945	\$ 536,647	\$ 2,435,201
8017598	Stephen	Burriss	President UNCH Sys Hosp	\$ 336,996	\$ 908,314	\$ 180,793	\$ 1,426,103
123747	Matthew	Ewend, MD	Chief Clinical Officer	\$ 327,920	\$ 900,569	\$ 171,283	\$ 1,399,771
5008294	Matthew	Mauro, MD	SOM Chair	\$ 287,075	\$ 838,579	\$ 165,482	\$ 1,291,136
557503	John	Lewis	Chief Business Integration Ofcr	\$ 299,368	\$ 811,882	\$ 171,643	\$ 1,282,892
3590205	Christopher	Ellington	President, UNCHCS Ntwrk Hosp	\$ 274,907	\$ 836,986	\$ 151,651	\$ 1,263,544
5008812	Mark	Miller	System CFO & Treasurer	\$ 248,999	\$ 699,630	\$ 136,651	\$ 1,085,280
4015549	Byron	Lindsey, MD	System Chief Medical Officer	\$ 211,558	\$ 637,096	\$ 133,241	\$ 981,895
630908	Janet	Hadar	President UNCH & Chatham	\$ 191,280	\$ 619,862	\$ 120,455	\$ 931,598
4028955	Betty	George	Chief Legal Officer	\$ 187,825	\$ 574,071	\$ 115,350	\$ 877,245
3553809	Amy	Higgins	Chief Transformation & Experience Officer	\$ 191,208	\$ 568,555	\$ 116,647	\$ 876,410
904701	Tracy	Parham	System Chief Info Officer	\$ 175,839	\$ 526,006	\$ 116,291	\$ 818,135
4022281	James	Kirby	Pres & CEO Pardee Hosp	\$ 176,645	\$ 528,989	\$ 106,651	\$ 812,285
5002665	Lee	Willis	Chief External Affairs Officer	\$ 155,318	\$ 484,744	\$ 96,643	\$ 736,705
5012340	Scott	Doak	Chief Human Resources Officer	\$ 152,073	\$ 486,348	\$ 96,283	\$ 734,704
1322909	Ian	Buchanan, MD	Deputy COO	\$ 146,374	\$ 464,446	\$ 101,647	\$ 712,467
1677205	Catherine	Madigan	System Chief Nursing Officer	\$ 146,374	\$ 451,548	\$ 101,647	\$ 699,569
1643008	Benjamin	Daniels	COO, UNC Hospitals	\$ 111,355	\$ 427,873	\$ 86,647	\$ 625,874
5006627	Lisa	Schiller	HCS Chief Comms & Mktg Officer	\$ 122,340	\$ 358,525	\$ 86,647	\$ 567,512
5013423	Simon	George	Sys VP Real Estate, Dev & Fac	\$ 98,596	\$ 386,714	\$ 76,651	\$ 561,961
8024575	Audrea	Caesar	Chief Diversity, Equity and Inclusion Officer	\$ -	\$ 105,804	\$ 20,457	\$ 126,262



2016			2017			2018			2019			2020			2021							
2016 Incentive	2016 Benefits	2016 Total	2017 Wages	2017 Incentive	2017 Benefits	2017 Total	2018 Wages	2018 Incentive	2018 Benefits	2018 total	2019 Wages	2019 Incentive	2019 Benefits	2019 Total	2020 Wages	2020 Incentive	2020 Benefits	2020 Total	2021 Wages	2021 Incentive	2021 Benefits	2021 Total
\$ 137,546	\$ 306,308	\$ 1,222,549	\$ 1,529,604	\$ 134,873	\$ 669,041	\$ 2,333,518	\$ 777,783	\$ 447,343	\$ 203,969	\$ 1,429,095	\$ 905,677	\$ 354,953	\$ 499,622	\$ 1,760,252	\$ 971,019	\$ 1,538,262	\$ 500,012	\$ 3,009,293	\$ 992,945	\$ 905,609	\$ 536,647	\$ 2,435,201
\$ 94,059	\$ 388,981	\$ 1,028,213	\$ 805,506	\$ 96,185	\$ 284,325	\$ 1,186,016	\$ 885,035	\$ 581,788	\$ 17,059	\$ 1,483,882	\$ 785,679	\$ 217,905	\$ 170,530	\$ 1,174,114	\$ 840,116	\$ 635,967	\$ 170,011	\$ 1,646,094	\$ 811,882	\$ 299,368	\$ 171,643	\$ 1,282,892
											\$ 640,209	\$ 144,749	\$ 110,530	\$ 895,488	\$ 697,624	\$ 187,593	\$ 135,011	\$ 1,020,228	\$ 699,630	\$ 248,999	\$ 136,651	\$ 1,085,280
\$ 140,626	\$ 1,411,330	\$ 2,366,013	\$ 894,032	\$ 137,894	\$ 519,332	\$ 1,551,258	\$ 2,544,571	\$ 850,305	\$ 17,059	\$ 3,411,936	\$ 1,002,450	\$ 577,518	\$ 520,530	\$ 2,100,498								
															\$ 1,047,407	\$ 537,287	\$ 161,689	\$ 1,746,384	\$ 908,314	\$ 336,996	\$ 180,793	\$ 1,426,103
			\$ 528,577	\$ 70,650	\$ 142,970	\$ 742,197	\$ 573,173	\$ 405,152	\$ 15,755	\$ 994,080	\$ 559,015	\$ 151,892	\$ 114,344	\$ 825,251	\$ 580,839	\$ 422,546	\$ 113,713	\$ 1,117,097	\$ 574,071	\$ 187,825	\$ 115,350	\$ 877,245
\$ 91,578	\$ 308,736	\$ 974,404	\$ 828,219	\$ 93,650	\$ 244,329	\$ 1,166,197	\$ 944,363	\$ 599,936	\$ 17,059	\$ 1,561,359	\$ 885,672	\$ 211,434	\$ 145,530	\$ 1,242,636	\$ 812,222	\$ 594,802	\$ 150,011	\$ 1,557,035	\$ 836,986	\$ 274,907	\$ 151,651	\$ 1,263,544
			\$ 301,704	\$ 36,995	\$ 159,332	\$ 498,031	\$ 407,752	\$ 259,451	\$ 17,036	\$ 684,238	\$ 509,350	\$ 99,224	\$ 85,605	\$ 694,179	\$ 471,931	\$ 305,865	\$ 95,439	\$ 873,236	\$ 484,744	\$ 155,318	\$ 96,643	\$ 736,705
			\$ 301,545	\$ 46,954	\$ 64,621	\$ 413,120	\$ 314,347	\$ 256,590	\$ 17,059	\$ 587,997	\$ 405,024	\$ 90,417	\$ 85,906	\$ 581,347	\$ 592,494	\$ 346,549	\$ 110,011	\$ 1,049,054	\$ 568,555	\$ 191,208	\$ 116,647	\$ 876,410
			\$ 317,630	\$ 47,577	\$ 60,434	\$ 425,641	\$ 327,947	\$ 249,188	\$ 12,696	\$ 589,831	\$ 337,245	\$ 79,235	\$ 66,587	\$ 483,067	\$ 331,346	\$ 149,973	\$ 71,594	\$ 552,913	\$ 346,118	\$ 118,086	\$ 76,495	\$ 540,699
											\$ 127,960	\$ -	\$ 67,936	\$ 195,897	\$ 316,605	\$ 135,120	\$ 85,836	\$ 537,561	\$ 323,709	\$ 110,166	\$ 86,647	\$ 520,522