



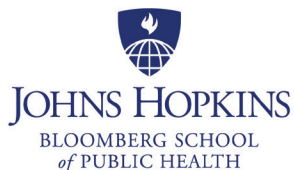
HOSPITAL EXECUTIVE COMPENSATION

A Decade of
Growing Wage Inequity
Across Nonprofit Hospitals

North Carolina State Health Plan for Teachers and State Employees

Rice University's Baker School for Public Policy

Johns Hopkins University of Bloomberg School of Public Health



Executive Summary

Nonprofit hospital executives have enriched themselves while fueling a crisis of health care affordability. North Carolina's nine largest hospital systems paid "highly compensated" executives more than \$1.75 billion from 2010 to 2021. Almost 20% of that hospital executive pay was captured by a small handful of hospital chief executive officers (CEO), who collectively took home \$308.8 million over 12 years.

Existing research has gravely underestimated the growth of wage inequity across nonprofit hospitals. This report finds that most nonprofit hospital CEOs doubled their paychecks in five years or less — half the time previously thought. Prior research did not account for personnel turnover, a missing link that inadvertently concealed an explosion in hospital CEO pay. Many CEOs who enjoyed the financial benefits of seniority during 2010 have since retired and been replaced by new leaders, who then accrued their own wage increases over time. A simple snapshot of CEO pay will therefore overlook individuals' soaring pay increases. When one does account for this turnover, however, a far more disturbing picture of wage inequality and waste emerges at nonprofit hospitals. For example, Atrium Health CEO Gene Woods grew his compensation by 473% over six years, and Mission Health CEO Ronald Paulus' paycheck soared 726% in less than a decade.

Experts fear that the method by which top tier hospital executives are paid makes health care increasingly unaffordable and monopolistic. Existing evidence suggests that hospital CEO pay is not meaningfully tied to quality of care or patient safety. Instead, experts have warned that too many hospital CEOs and top tier executives are financially incentivized to cut costs and boost

revenue in ways that threaten patient safety and hurt affordability. In North Carolina, it is impossible to know whether this is accurate because existing law allows nonprofit hospitals to conceal executive contracts. The public does not even have sufficient oversight over how much public hospitals pay their executives. Both Atrium and UNC Health do not have to publish their tax filings, limiting oversight over two of the state's largest hospital systems. UNC Health did not answer a public records request for compensation data in time for the publication of this report, causing researchers to underestimate the system's executive compensation. Ironically, for-profit hospitals can provide more transparency than nonprofit or public hospitals.

North Carolina's nonprofit hospitals supposedly enjoy huge tax breaks in exchange for providing community benefits, but too many have failed to fulfill their charitable mission. State lawmakers, local leaders and hospital boards of directors are all responsible for holding hospital executives accountable. They should consider increasing quality metrics for chief executive officers, as well as reforming existing law to strengthen transparency for hospital executive contracts and the public hospitals that currently operate in a black box of secrecy. The public has a right to exercise oversight over publicly-owned hospitals and their executives.

Introduction

North Carolina is facing a health care affordability crisis and crippling medical inflation. Health care costs now devour 20% of the average worker’s paycheck.¹ One in five families is trapped in medical debt collections in North Carolina.² Millions of Americans have rationed medication, gas, food, or skipped medical treatment, sometimes at the cost of their lives.^{3 4 5}

Hospital systems are the single largest driver of medical inflation in the United States.⁶ Hospitals receive \$1 in every \$3 spent on health care, and their prices vary wildly, without transparency or accountability.^{7 8} North Carolina is among the most consolidated, least affordable states for health care, but its hospitals were three times more profitable than the national average in 2019.^{9 10 11}

North Carolina State Treasurer Dale R. Folwell invited researchers from the North Carolina State Health Plan for Teachers and State Employees, Rice University’s Baker Institute for Public Policy and Johns Hopkins Bloomberg School of Public Health to analyze hospital executive pay in North Carolina across its nine largest hospital systems, including Atrium, Mission, Novant, Vidant, Duke, Cone, WakeMed, UNC REX and Wake Forest Baptist Health, as well as the Midwest system Advocate Aurora Health. Their report concludes that previous research inadvertently missed the true growth in wage inequity in nonprofit hospitals.¹²

While worker wages have remained mostly flat, hospital executives enjoyed massive pay increases, the scope of which were not fully understood until now.¹³ Previous national research found that hospital CEO compensation escalated by 93% from 2005 to 2015, even faster than hospital price inflation.¹⁴ At first glance, North Carolina hospitals seem to have experienced similar growth: Total spending on nonprofit hospital system CEOs rose 104% from \$19 million in 2011 to \$38.7 million in 2019.¹⁵

But nonprofit hospital CEOs did not need to wait a decade to double their paychecks. Previous research inadvertently overlooked a massive escalation in pay inequity because the studies did not account for personnel turnover. For example, Duke Health appears to have decreased its CEO compensation from 2010 to 2021 — unless one accounts for a change in leadership. When former CEO Victor Dzau retired, he netted an \$8 million paycheck that was 145% larger than in 2010. His successor,

Most nonprofit hospital systems CEOs doubled their paychecks in just five years — half the time previously estimated in national research.



Eugene Washington, then doubled his pay in four years. Unless one analyzes the skyrocketing pay of each individual in the intervening time, however, researchers would instead find a \$1.2 million decrease in CEO compensation from 2010 to 2021.¹⁶

Across North Carolina's nine largest nonprofit hospital systems, the majority of CEOs doubled their compensation in five years or less. Individual hospital CEOs enjoyed pay increases that dwarfed the growth of their workers' wages. Atrium Health CEO Gene Woods grew his compensation by 473% over six years, and Mission

Health CEO Ronald Paulus' paycheck soared 726% before he sold the hospital to a for-profit corporation.¹⁷

Nonprofit hospitals did not limit their huge executive spending to their CEOs. North Carolina's largest nonprofit hospital systems poured more than \$1.75 billion into paying highly compensated executives from 2010 to 2021. For this report, these "top executives," or "executives," include executives such as chief financial officers, system vice presidents, chief legal officers and management positions over clinical care, such as chief medical officers.¹⁸ "Total compensation" includes base compensation, bonuses, incentives, retirement and other deferred compensation, nontaxable benefits and other reportable compensation from related organizations.

Spending on these top executives' compensation rivaled the explosive growth in CEO compensation. Across the eight largest systems, total executive compensation jumped by 74%, from \$99.2 million in 2010 to \$172.5 million in 2019, without including UNC Health.¹⁹

It is important to understand that these figures are significant underestimates for three reasons. First, a legal loophole denies the public the right to see how much publicly owned hospitals reported paying their top executives on their tax filings. This failure of oversight hides the tax filings of more than three in 10 nonprofit hospitals in North Carolina, including Atrium and UNC Health.²⁰ UNC Health did not answer a public records request for executive compensation data until February 13, 2023, two days before this report's publication and almost three months after its receipt of the request.²¹ UNC Health's system-wide data is therefore not included in this report. See the Methodology for more detail.

Second, many nonprofit hospital systems submit tax filings not only for their flagship operation but also for multiple smaller "satellite" entities, each of which contains additional information about

\$1.75B

spent on nine hospital system executives from 2010 to 2021.

\$309M

spent on nine hospital system CEOs from 2010 to 2021.

\$9.8M

spent to pay Atrium Health CEO Gene Woods in 2021.

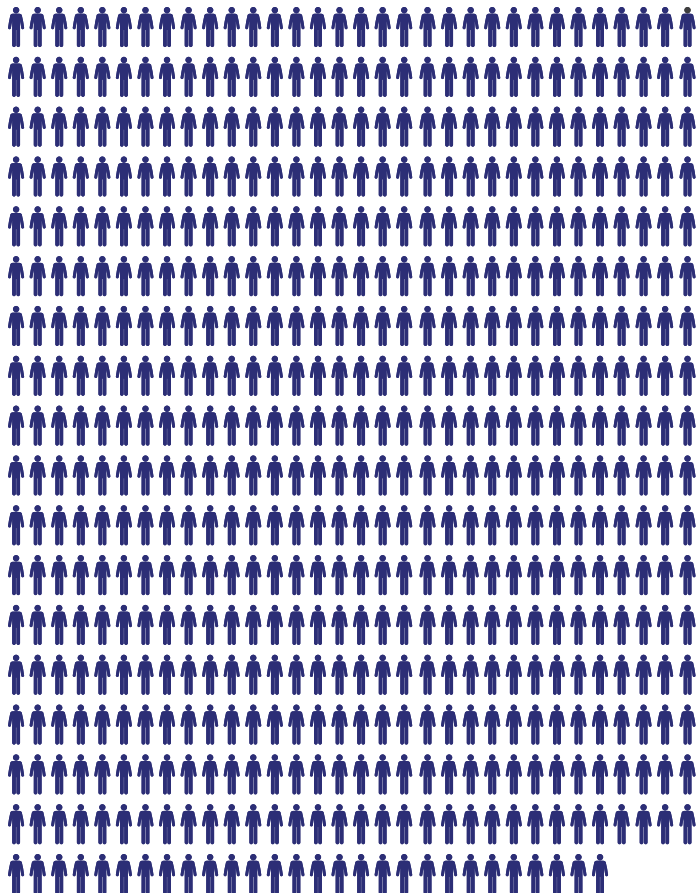
Raises for Executives, Not Workers

11 HOSPITAL CEOS



EQUAL TO

572 REGISTERED NURSES



North Carolina's nine largest non-profit hospital systems paid 11 current or former CEOs a total of \$38.7 million in 2019 — enough to pay 572 registered nurses, who made an average of \$67,730 in North Carolina hospitals in 2019.^{22 23}

\$187M

Nine hospitals' 2019 executive pay equals....

858

family medicine physicians.²⁴

7,207

home health aides.²⁵

9,072

families' average health insurance premiums.²⁶

executive compensation. Our researchers were only able to acquire statewide data that included these satellite hospitals for the years 2011 and 2019. After one accounts for these smaller hospitals and all nonprofit hospitals in North Carolina, statewide spending on executive compensation rose 42% from \$197.9 million in 2011 to \$281.7 million in 2019.²⁷

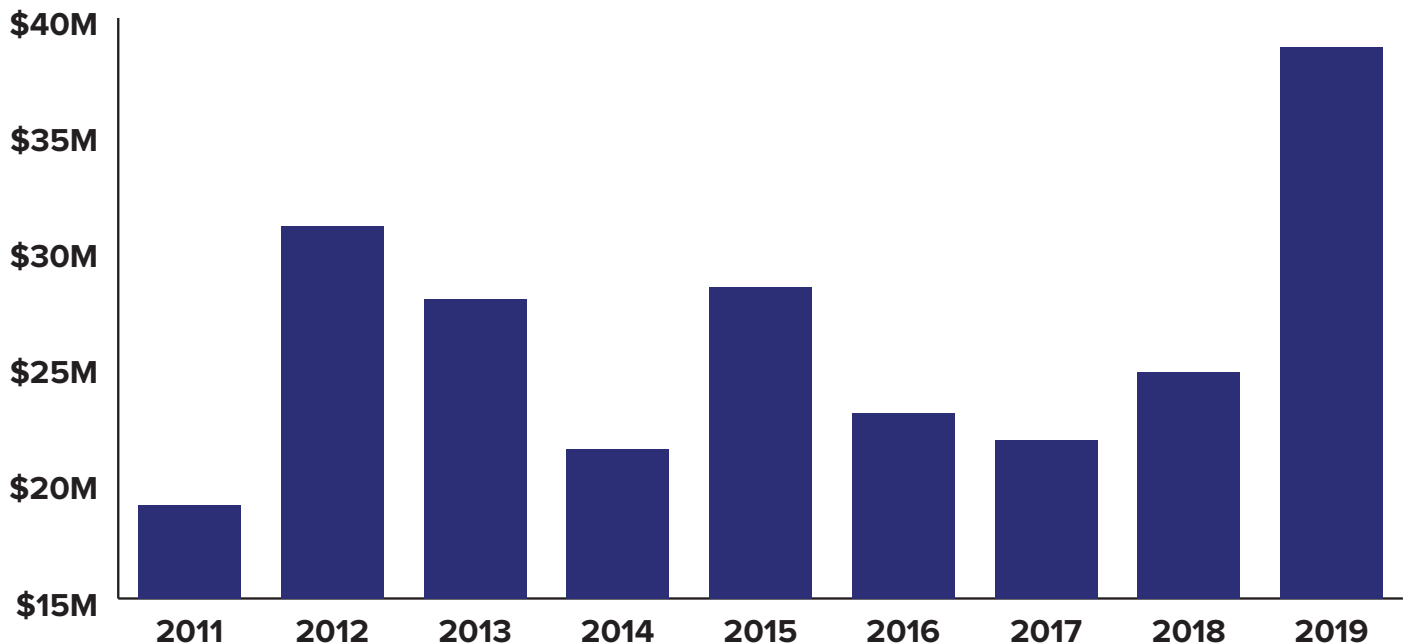
Third, this analysis does not capture the compensation many hospital CEOs draw from outside organizations. UNC Health CEO William Roper collected \$5.5 million from sitting on the boards of outside organizations that did business with the state. Historically, this extra compensation has not always been disclosed.²⁸

The pandemic did not interfere with pay raises for most hospital executives. While overall executive spending fell, this decrease was partly driven by the departure of several million-dollar

executives — not by pay cuts across the majority of leadership. Out of 175 executives across eight systems, only 35 executives took pay reductions in 2020 that were not triggered by retirement.²⁹ By 2021, at least 17 of those 35 executives pocketed 2021 paychecks that exceeded their 2019 compensation. Only Duke, Novant and Cone Health cut their CEO compensation, by 2%, 1.7% and 6.5%, respectively, in 2020 — and all earned higher wages by 2021 but Duke Health's CEO.³⁰

Hospital system leaders asserted they were in dire straits in 2020 as they collected \$1.5 billion of the taxpayer-funded coronavirus relief meant for struggling hospitals.³¹ Many promised executive pay cuts. But in stark contrast, CEOs took home an average \$3.4 million across North Carolina's largest nonprofit hospital systems in 2020. The majority of top executives also accepted pay increases.³²

Nine Hospital Systems' Total Spending on CEO Compensation Over Time



Mission Health stopped publishing data after its 2019 merger, while 2010 data is unavailable for UNC Rex Hospital. Only Duke, Novant and Cone Health cut their CEO compensation during the pandemic.

PAY RAISE



NORTH CAROLINA HOSPITALS (2016-2021)

Source: See Appendix, Bureau of Labor Statistics.³³

Frontline clinical workers did not fare as well as hospital executives. On average, family medicine physicians' wages rose 22.7% from 2010 to 2019, while registered nurses' wages rose only 14.8%, from \$57,870 in 2010 to \$66,440 in 2019 across the nation.^{34 35 36} During the pandemic, nurses achieved more significant wage gains, but half of nurses considered leaving the profession amid widespread burnout.^{37 38}

THE BIGGEST PAYCHECKS NONPROFIT HOSPITAL CEOS TOOK HOME IN NORTH CAROLINA:

- **\$11.1M:** NOVANT, PAUL WILES, 2012
- **\$9.8M:** ATRIUM, GENE WOODS, 2021
- **\$8.2M:** NOVANT, CARL ARMATO, 2013
- **\$8M:** DUKE, VICTOR DZAU, 2015
- **\$6.7M:** ATRIUM, MICHAEL TARWATER, 2015
- **\$5.6M:** WFBH, JOHN MCCONNELL, 2019
- **\$4M:** MISSION, RONALD PAULUS, 2019
- **\$3.1M:** UNC REX, WESLEY BURKS, 2021
- **\$2.9M:** CONE, TERRY AKIN, 2021
- **\$2.7M:** VIDANT, DAVID MCRAE, 2014

Worse, there is disturbing evidence that hospital executive pay is not meaningfully linked to either patient safety or nonprofit hospitals' charitable mission.^{39 40 41} Patient safety "declined severely" during the pandemic, as health care-associated infections jumped as much as 47% from 2019 to 2020, accompanied by troubling increases in patient falls and other preventable patient safety events.^{42 43}

Federal regulators even proposed suppressing critical hospital safety data from the pandemic instead of publishing it, sparking an outcry from patient advocates.^{44 45}

Patients' financial health also suffered during the pandemic as hospitals sued thousands of patients over medical debt.^{46 47 48} In North Carolina, some nonprofit hospitals billed more than \$149 million to poor patients who should have received charity care. Worse, many of North Carolina's largest nonprofit hospitals encouraged thousands of North Carolinians to sign up for "medical credit cards" that can charge up to 18% interest.^{49 50 51 52}

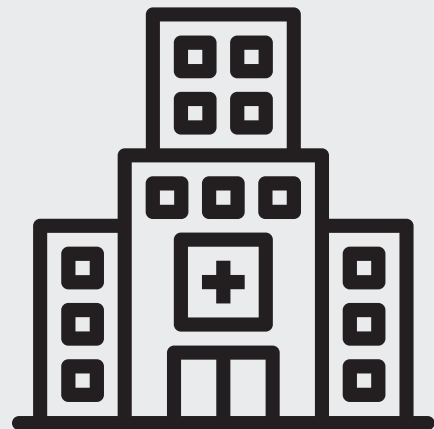
Nonprofit hospitals face very little accountability to justify their nonprofit status by giving back to the community. North Carolina's largest nonprofit hospital systems enjoyed \$1.8 billion in tax breaks in 2020, but only WakeMed Health equaled the value of its tax exemption with charity care spending.⁵³ The Internal Revenue Service cannot even demonstrate that it is consistently reviewing nonprofit hospitals' community benefits. Unlike other states, North Carolina does not hold hospitals accountable to their charitable mission.^{54 55 56 57 58 59 60}

State policymakers should take action to ensure that nonprofit hospitals do not lose sight of their mission. While hospital executives reap large pay increases, the state's own health plan is facing an unfunded liability of \$24 billion and potential insolvency due to high costs. The State Health Plan's reserves will fall below the required threshold in 2024, according to recent projections provided to members

Administrative Waste

Billions of Dollars Lost to Wasteful Administrative Spending in the U.S.

The United States diverts more health care dollars to non-clinical administrative costs than any other developed country. The U.S. spent \$1,055 per capita on administrative costs while its closest rival, Germany, spent only \$306 per capita.⁶¹ Put another way, \$3 out of every \$10 spent on health care in the United States went to administration. At least half of that administrative spending was wasteful — or up to \$570 billion in 2019.^{62 63} Within hospitals, administrative spending is also high in the United States. On average, hospitals alone dedicated 20.9% of their revenue to administrative costs.⁶⁴ Hospitals spent an estimated \$250 billion on administration in 2019, without even including spending on executives.⁶⁵



of the State Health Plan’s Board of Trustees. Without price relief from hospitals, the State Health Plan could be unable to fulfill its legal obligations to pay for the health care claims of more than 545,000 of its members.

State lawmakers are considering legislation to protect patients from unfair medical debt collections, as well as to bolster accountability for price transparency and charity care. North Carolina’s taxpayers have given up billions of dollars for nonprofit hospitals’ tax exemptions — sacrificing resources that could have been used to support public education, public roads, public works and public safety. Without reform,

however, taxpayers cannot even see how much public hospitals are paying top executives or what they are paying executives for.

Lawmakers should require publicly owned hospitals to abide by the same transparency standards as other nonprofit hospitals that publish tax filings. Likewise, policy makers should reconsider allowing hospitals to conceal the structure of their top executives’ compensation in contracts. North Carolinians deserve better oversight and stronger accountability to make sure their sacrifice supports health care workers and patient care rather than profits for multimillion-dollar hospital executives.

North Carolina Hospital Systems’ Total Executive Spending

YEAR	ATRIUM	MISSION	NOVANT	WFBH	UNC REX	DUKE	CONE	VIDANT	WAKEMED
2010	\$15.3M	\$3.6M	\$36.3M	\$5.1M	N/A	\$13.8M	\$8.7M	\$11.5M	\$4.8M
2011	\$21.2M	\$4.7M	\$36.3M	\$9.5M	\$7.1M	\$12.5M	\$7.8M	\$13.4M	\$5.6M
2012	\$19.4M	\$6.8M	\$41.1M	\$11M	\$7.8M	\$12M	\$9.3M	\$14.3M	\$6M
2013	\$26.1M	\$9.5M	\$49.6M	\$14.6M	\$8.5M	\$13.6M	\$12.3M	\$13.8M	\$7.1M
2014	\$27.8M	\$11M	\$29.1M	\$12.6M	\$8.7M	\$14.3M	\$9.6M	\$13.1M	\$6.2M
2015	\$27M	\$11.1M	\$31.9M	\$15.9M	\$9.5M	\$19.6M	\$9.4M	\$12.7M	\$7M
2016	\$27.2M	\$11.7M	\$36.1M	\$21.3M	\$10.2M	\$14.8M	\$13.6M	\$14.7M	\$7.6M
2017	\$25.9M	\$13.6M	\$38.1M	\$18.8M	\$10.3M	\$14.1M	\$15.1M	\$10.7M	\$10.5M
2018	\$27.1M	\$16.4M	\$39M	\$19.5M	\$12.2M	\$14.6M	\$15.3M	\$13.6M	\$12.9M
2019	\$29.4M	\$19.6M	\$40.3M	\$21.5M	\$14.1M	\$17.3M	\$16.2M	\$15.9M	\$12.4M
2020	\$30.9M	N/A	\$39.4M	\$17.5M	\$10.6M	\$18.3M	\$15.6M	\$9.3M	\$13.2M
2021	\$32.4M	N/A	\$41.4M	N/A	\$15.6M	\$14.1M	\$17.4M	\$10.3M	\$12.6M

Mission Health HCA

After orchestrating the sale of Mission Health to HCA Healthcare, Mission Health CEO Ronald Paulus collected a \$4 million paycheck that was 726% larger in 2019 than in 2011.⁶⁶ He then left Mission Health to join the for-profit HCA Healthcare under a contract as a strategic consultant, the terms of which remain secret.⁶⁷

Other top executives shared this drastic growth in compensation. Spending on highly compensated executives shot up by 446% from \$3.6 million in 2010 to \$19.6 million in 2019. By 2019, top executives' payout equaled 90% of the charity care that Mission Hospital provided to impoverished patients in Asheville in 2019.⁶⁸

After the merger, HCA Mission Health raised its prices by an average 10% almost immediately, while triggering an exodus of physicians and widespread unrest among nurses.^{69 70 71 72} It now faces class action antitrust lawsuits alleging monopolistic price increases and a lawsuit alleging critical failures in patient safety.^{73 74 75}

During the pandemic, HCA promised that its senior leaders would take a 30% pay cut “until the pandemic passes,” but the corporation failed to follow through with smaller paychecks for top executives.⁷⁶ Instead, HCA's national CEO Samuel Hazen's total compensation grew 13.4% to \$30.4 million in 2020 over 2019. Other senior HCA executives also enjoyed significant pay increases during the pandemic.⁷⁷ At the same time, clinical workers and employees faced reduced hours and reduced pay.^{78 79}

At the national level, HCA prioritized financial performance over patient safety in its executive pay structure. When calculating its senior officers' stock grants and bonuses, HCA weighed financial benchmarks at 80%, while only 20% of the incentive awards were ostensibly based on the quality of patient care. Financial performance, however, can modify even these quality metrics. Stockholders pushed back against this formula, noting that HCA achieved its targets for only three of nine quality metrics in 2019.⁸⁰

However, HCA's national Board of Directors unanimously recommended against stockholders' proposal to consider increasing quality metrics in calculating executive pay, saying that “this proposal would not provide meaningful information to stockholders, would not be a good use of the Company's resources, and is unnecessary.”⁸¹

In contrast, the Board of Directors did not object to using a total of \$366.2 million to pay HCA's national chief executive officers from 2010 to 2021, including former CEO R. Milton Johnson's retirement package of \$109 million in 2018.⁸²

PROFITS OVER SAFETY

HCA rejected increasing quality metrics for executive pay, writing it “would not provide meaningful information to stockholders, would not be a good use of the Company's resources, and is unnecessary.”



Mission Health HCA

“500-pound gorilla in Western North Carolina”

North Carolina families are forced to pay substantially higher premiums in counties where Mission Health operates, according to an antitrust lawsuit that accused the system of monopolistic price increases. The lawsuit quotes a former Mission Health executive saying, “There was a lot of talk about the fact that we are a monopoly, and we are. ... We’re kind of the 500-pound gorilla in Western North Carolina.”^{83 84}

446%

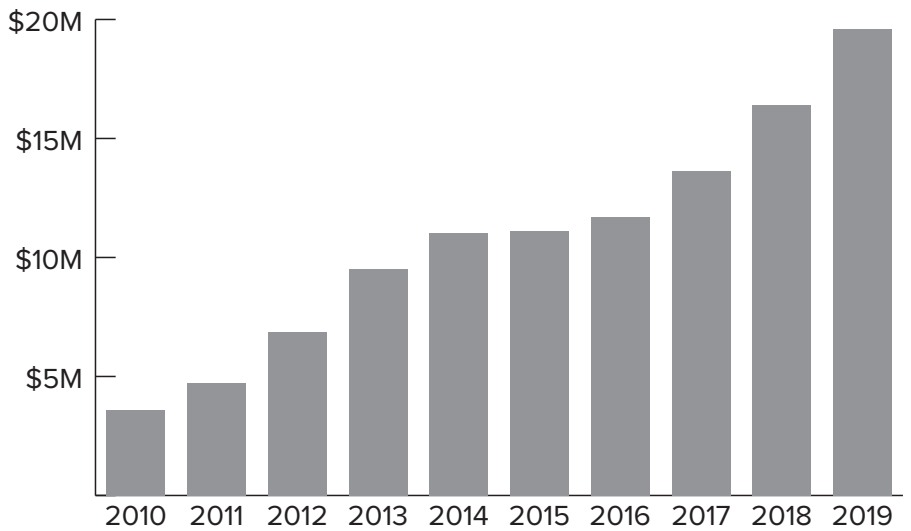
increase in executive compensation.

\$108M

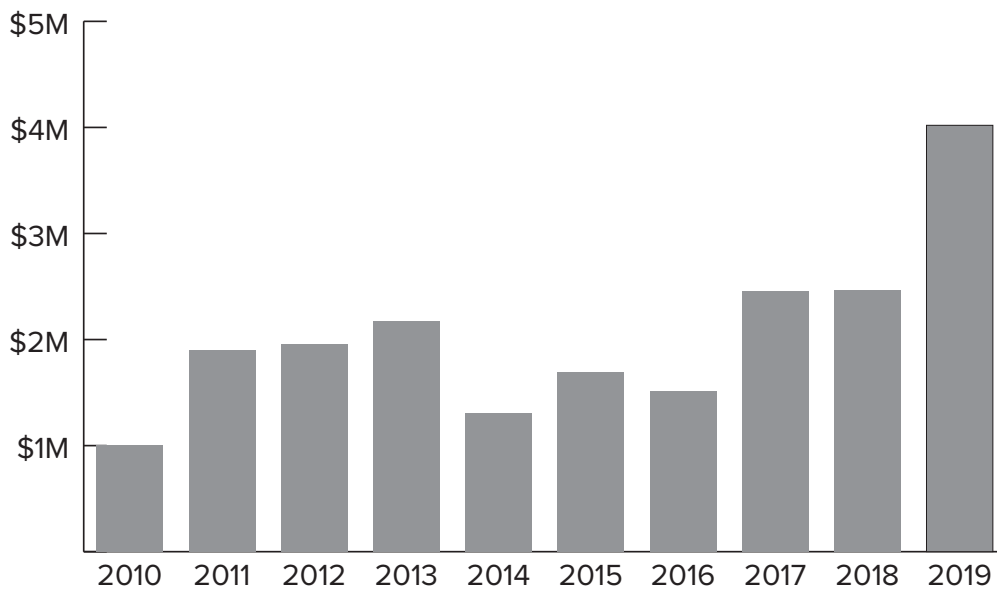
total executive compensation.

\$19.6M

2019 executive compensation.



Mission Health Executive Compensation Over Time



Change In Mission Health CEO Compensation Over Time

727%

CEO Ronald Paulus pay increase from 2011 to 2019.

12.1%

registered nurses’ wage increases over that time.⁸⁵

Atrium Health

With a paycheck of **\$9.8 million**, Atrium Health CEO Gene Woods was the highest paid hospital CEO in North Carolina in 2021. Woods made **\$4,728 an hour**, and it would take him just **13 hours** to exceed the yearly wages of the average North Carolina household — or less than two days.^{86 87}

After presiding over high-profile mergers, Woods increased his pay by 473% over six years.⁸⁸ Executive spending escalated by 111% from \$15.3 million in 2010 to \$32.4 million in 2021. Even the pandemic failed to slow mushrooming executive compensation. Atrium Health paid 11 executives more than \$1 million each in 2021 after it reaped billions in net profits and investment growth while taking taxpayer-funded coronavirus relief dollars.⁸⁹

Atrium Health has prioritized the paychecks of its top executives over its charitable mission. Atrium paid its top 10 executives so much money that their compensation equaled a tenth of its charity care spending during the height of the pandemic and economic devastation in 2020.^{90 91} At the same time, Atrium sued hundreds of patients over medical debt, some of which was over a decade old.^{92 93} Atrium Health even encouraged thousands of patients to enroll in “medical credit cards” that can charge up to 18% interest on medical debt.^{94 95}

Atrium Health does not disclose whether its executives were paid to protect quality of care or to boost the bottom line. However, a 2013 investigation by Kaiser Health News listed Atrium Health as one of the “examples of CEO pay linked to finance and growth.” It concluded former CEO Michael Tarwater “earned a \$2.8 million bonus last year that included \$1.6 million tied to targets including undisclosed financial goals. His total pay of \$4.8 million that year reflects the ‘growth in scope and scale’ of the organization, according to the system.”⁹⁶

\$310M

spent on executives from 2010 to 2021.

\$9.8M

spent to pay Atrium Health CEO Gene Woods in 2021.

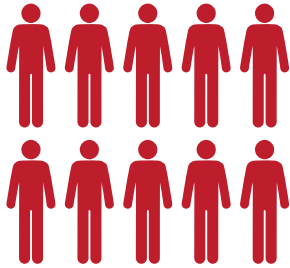
63,000+

patients enrolled in "medical credit cards" that can charge up to 18% interest⁹⁷

Atrium Health

The Mission of a Nonprofit Hospital

Atrium Health is now the fifth largest hospital system in the United States. It has a history of suing families over medical debt and encouraging patients to enroll in “medical credit cards” that can charge up to 18% interest.^{98 99} Public oversight into its executive compensation is extremely limited, and the estimated total spending on executive compensation is therefore a critical undercount.



\$27M

Top 10 executives' compensation in 2020.

1/10

charity care spending in 2020 equals 10 executives' paychecks.

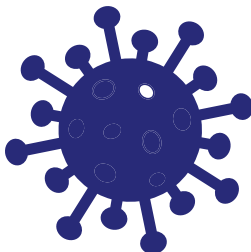


\$9.8M

Atrium Health CEO Gene Woods' compensation in 2021.

1,000+

patients sued over medical debt, including during the pandemic.



\$1B

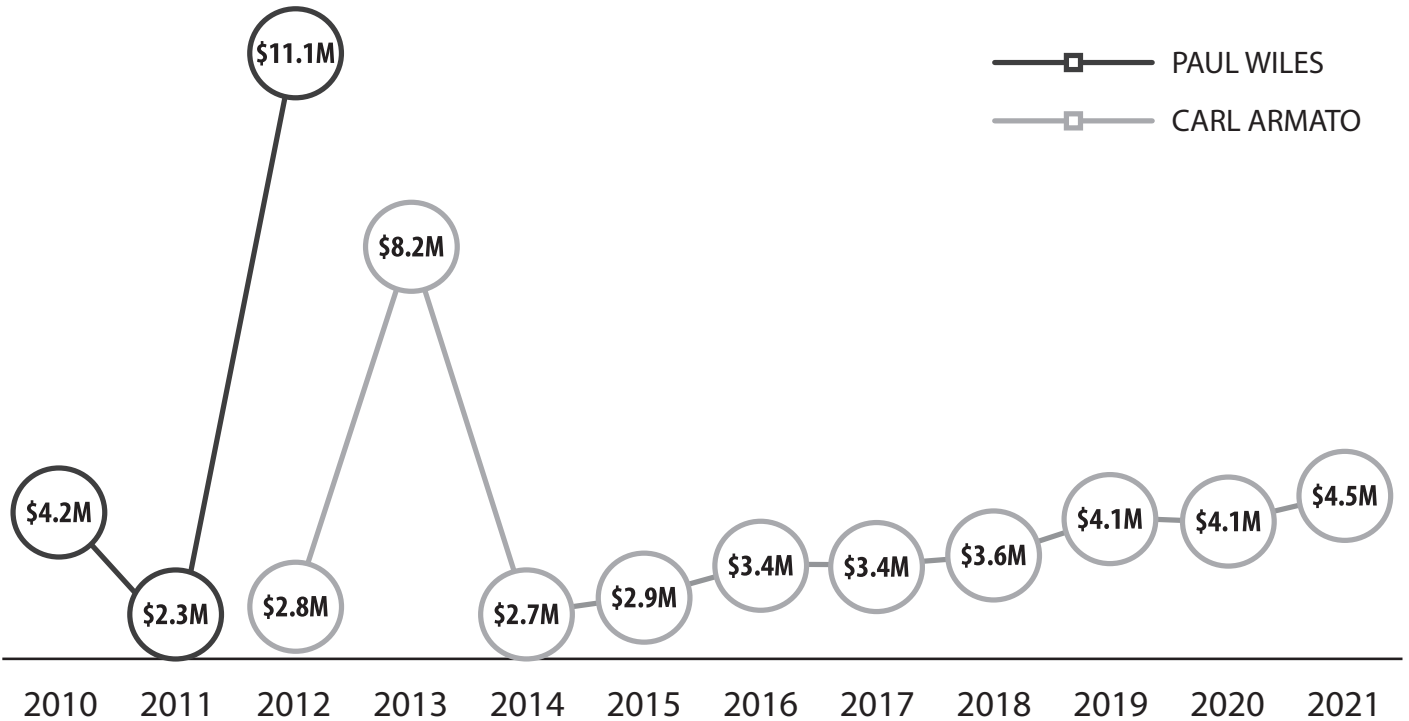
taken in COVID relief payments and Medicare Advance and Accelerated Loan Payments.

\$13B

held in cash and investments in 2021.

Novant Health

Novant Health CEO Compensation Over Time



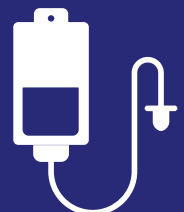
During the pandemic, Novant paid its CEO Carl Armato \$4.5 million, or \$1,721 an hour — equaling the yearly pay of the average North Carolina household in just 35 hours in 2021.^{100 101}

Novant Health's \$4.5 million CEO compensation package was only slightly larger than its level in 2010, when Novant's former CEO Paul

Wiles' paycheck of \$4.2 million eclipsed all rivals in North Carolina. Unless researchers account for personnel turnover as chief executive officers retired or took office, they will miss Armato's 60% pay increase from 2012 to 2021 and Wiles' 163% pay increase from 2010 to 2012.¹⁰²

HOSPITAL WORKER WAGES

Raising its minimum wage cost Novant \$4.3 million — less than what it spent to pay its CEO in 2021.



Novant Health

Furthermore, neither of these numbers capture short-term spikes in executive pay. When Novant Health adjusted its retirement system and gave large payments to its executives, Armato took home \$8.2 million in 2013, while his predecessor netted an \$11.1 million paycheck in 2012.¹⁰³

Novant Health spent a total of \$458.7 million on its top executives from 2010 to 2021, including \$58.2 million on CEO compensation. It paid 19 executives more than \$1 million each in 2021, according to its flagship's tax filings.¹⁰⁴

This is a significant underestimate, however, because Novant Health also submits multiple tax filings for smaller entities. After accounting for all of Novant's satellite hospitals, Novant Health spent \$61.9 million on executive compensation in 2019 — \$21.6 million more than the \$40.3 million in executive compensation listed on its 2019 flagship tax filing.¹⁰⁵

When Novant raised its minimum wage to \$15 an hour in 2021, executives wrote, “we believe that offering a living wage improves the economic mobility of our team members and reinforces our commitment to attract and retain the best people to carry out our mission to improve the health of our communities.”¹⁰⁶ Raising its minimum wage cost Novant \$4.3 million — less than what it spent to pay its CEO in 2021.^{107 108}

Hospital Mergers:

New Hanover Regional Medical Center, Novant Health

After selling New Hanover Regional Medical Center to Novant Health, former New Hanover Regional Medical Center CEO John Gizdic collected \$1.74 million in total compensation from Novant, making him the sixth-highest paid executive in 2021. Failures in oversight under current law make it impossible to know whether this represented a significant pay increase.¹⁰⁹ While Gizdic collected an \$897,000 salary in 2018, more recent data was unavailable. It is unclear whether Gizdic benefited from bonuses or incentive payments tied to the merger because the hospital refused to release this information to the press.¹¹⁰ Like Atrium and UNC Health, New Hanover can exploit a legal loophole that allows publicly-owned hospitals to hide its tax filings from the public.



Duke Health

CEO Pay and Pandemic Profits

Duke Health doubled the paychecks of its CEOs twice in one decade. CEO Eugene Washington made \$2.7 million in 2020 — a 120% raise from 2016 — while former CEO Victor Dzau retired with an \$8 million compensation package that was 187% higher in 2015 than in 2011.¹¹²

By 2020, Duke Health paid its CEO an estimated \$798 an hour, which was 5,323% more than the hourly wage of its minimum wage workers.^{113 114} When Duke Health raised its minimum wage to \$17 an hour in 2022, executives noted the efforts of frontline workers during the pandemic, saying that “at Duke we have recognized our frontline staff as essential for years by consistently providing a higher minimum wage.”¹¹⁵ Before giving its minimum wage workers a raise of \$2 an hour, Duke Health had reaped a 41% net profit margin of \$1.8 billion in 2021.¹¹⁶

Duke Health’s spending on executive compensation grew by 33% from 2010 to 2020 even though the system decreased the number of executives listed on its tax filings. Seven executives made seven figures in 2020, up from just two in 2010. Duke Health spent a total of \$179 million to compensate its top executives from 2010 to 2021.¹¹⁷

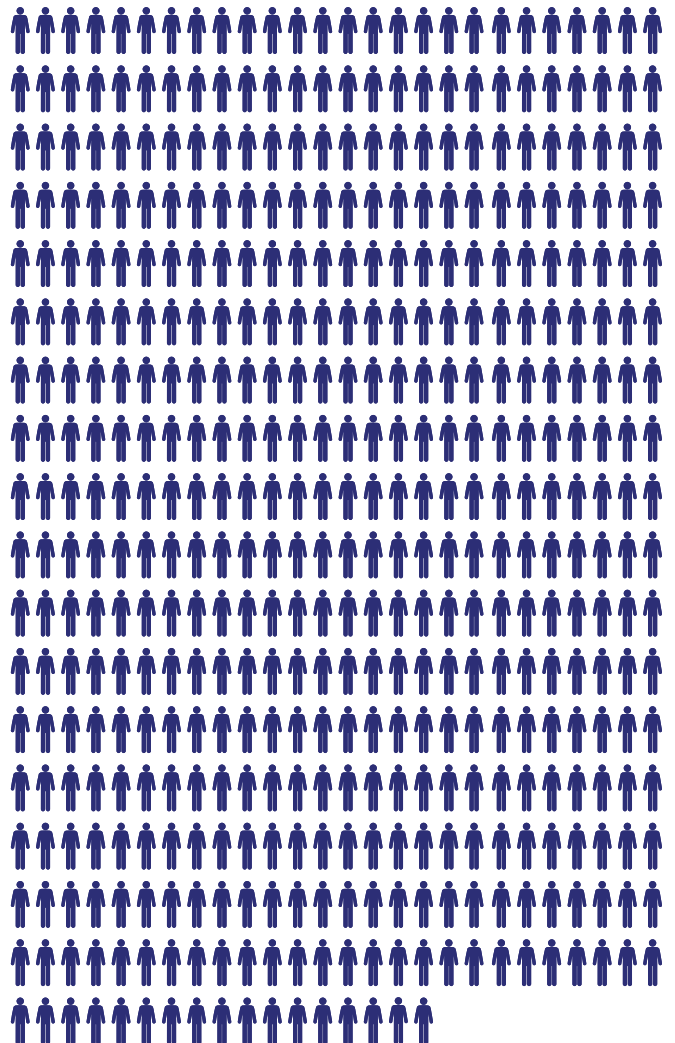
ONE HOUR WORKED IN 2020:

18 HOSPITAL EXECUTIVES



ARE EQUAL TO

459 MINIMUM WAGE WORKERS¹¹⁸



Wake Forest Baptist Health

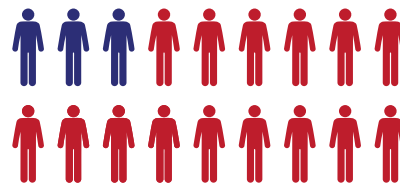
Wake Forest Baptist Health paid its CEO Julie Freischlag \$2.5 million in 2020, a 109% increase from 2018. But her compensation paled in comparison to her predecessor John McConnell's \$5.6 million retirement package in 2019, which was 233% larger than his compensation in 2010.¹¹⁹

Like some systems, Wake Forest Baptist Health reacted to the pandemic by temporarily reversing its massive spending growth in top executives' compensation, which had escalated by 324% to \$21.5 million in 2019 from just \$5.1 million in 2010. But while overall spending fell from its pre-pandemic level, much of the decrease was driven by the retirement of a multimillion-dollar executive, not by sweeping pay cuts.¹²⁰

Wake Forest Baptist Health announced furloughs for almost 20,000 employees in 2020, saying that "most of its employees would participate in flex time or pay in some fashion." After a spokesperson noted that "many of our clinical staff have already been doing their part" by "flexing to patient volumes," the spokesperson also promised that executives "will be giving up a material percentage of their salaries."¹²¹

Only three out of 18 top executives saw their total compensation actually fall in 2020.

After Wake Forest Baptist Health combined with Atrium Health, the systems took a total of \$632.4 million in taxpayer-funded COVID relief and grew their cash and investments to a record \$12.5 billion in 2021. Combined, the systems reaped a \$1.7 billion net profit in 2021.^{122 123}



only 3 of 18 executives cut their compensation in 2020.

20,000

employees furloughed in 2020.

\$220M

Atrium Health + Wake Forest Baptist Health merger in 2020.

UNC Health

UNC Health was less transparent than any of the large nonprofit hospital systems. The public lacks full oversight over how the taxpayer-owned hospital system pays its executive leadership.

Under a loophole in state and federal law, UNC Health does not have to share its tax filings with the public because it is owned by the government. UNC Health offers only a narrow window of transparency. UNC REX Hospital does publish executive compensation, but its tax filing listed only three executives who served in the top executive suite at the systemwide level in 2021.¹²⁴

UNC Health did not respond to a public records request for compensation data until February 13, 2023, almost three months after its receipt of the request and two days before the publication of this study. The compensation data for UNC Health's systemwide leadership is therefore not included in this analysis because it was provided after the peer review of this report. This data is provided online on the State Health Plan's website as an addendum to this study.

UNC REX Hospital paid its top executives so much that this one hospital's spending outpaced Duke Health, WakeMed Health and Vidant Health in 2021. UNC Health CEO Wesley Burks made \$3.1 million in 2021, taking home a compensation package that was slightly smaller than UNC REX President Gary Park's paycheck of \$3.4 million.¹²⁵

UNC REX Hospital shared in the astronomical growth in executive compensation. Former CEO William Roper made \$2.3 million in 2018, up 165% from \$883,988 in 2011. UNC REX Hospital more than doubled its spending on top executives, from \$7.1 million in 2011 to \$15.6 million in 2021. Again, these estimates do not even include systemwide data on UNC Health.

State employee pay is a public record under the state employee retirement system, but many of UNC Health's top executives do not appear in the system files. Even among those executives that appear in the state's retirement system, compensation data seems to be incomplete and often shows a fraction of true compensation.

It is also worth noting that our analysis does not include the money that hospital CEOs can earn from outside organizations. For example, Roper collected \$5.5 million from sitting on the boards of major corporations that did business with the state between 2010 and 2018, and he did not disclose most of these payments on his Statement of Economic Interest (SEI). A SEI is a financial disclosure form that certain state officials must file each year to disclose the sources of a public servant's income.¹²⁶

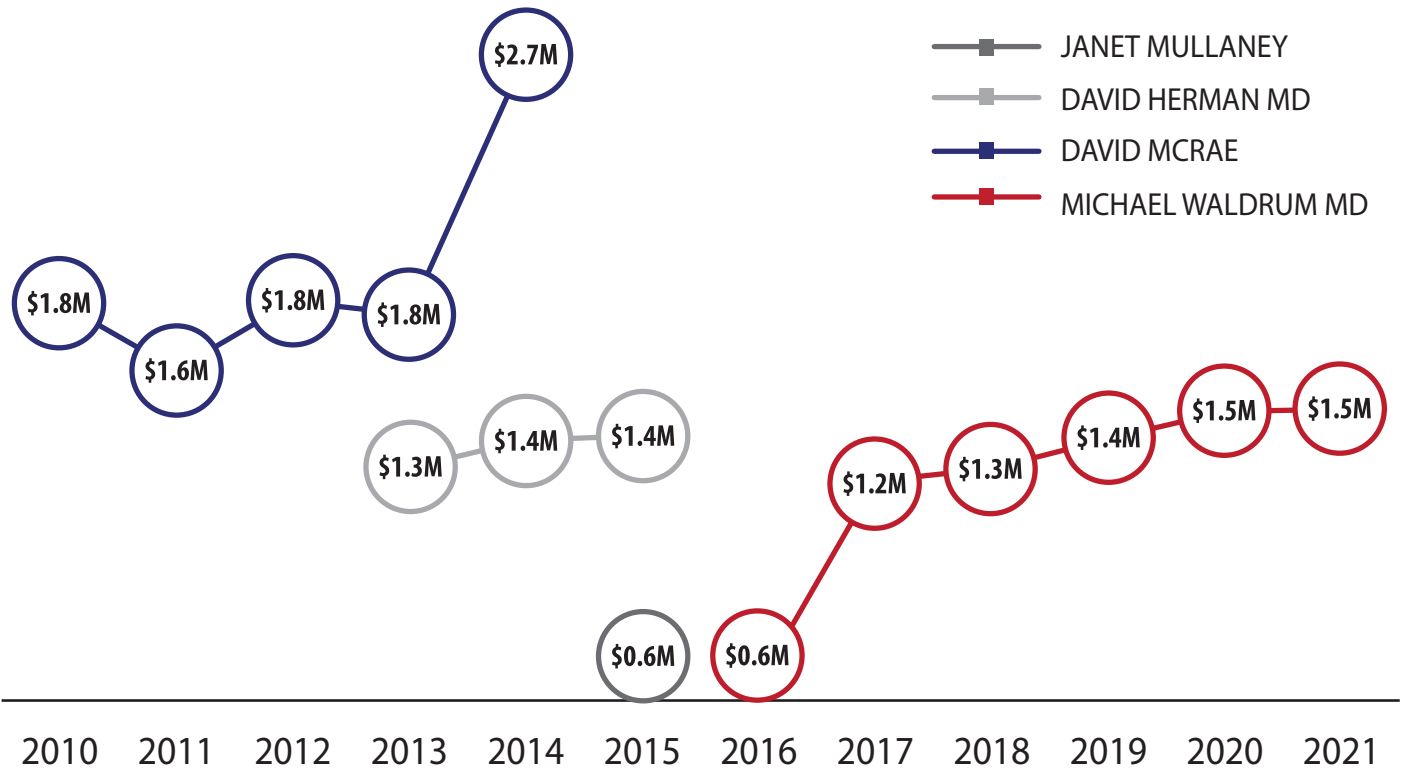
HOSPITAL OVERSIGHT CRIPPLED

The public cannot see the contracts for the state hospital system's top executives.



Vidant Health

Vidant Health CEO Pay Over Time



During the pandemic, Vidant Health was one of the systems that meaningfully reduced its spending on executive compensation. Spending on total compensation fell to \$9.3 million in 2020, down 42% from \$15.9 million in 2019. However, this drop conceals the fact that all but two of its top executives enjoyed pay increases, not pay cuts, in 2020 without counting executives who left the system.¹²⁷

CEO Michael Waldrum did not sacrifice his own compensation during the pandemic. Waldrum collected \$1.5 million in 2021, up by 163% from his start in 2016.¹²⁸ Before the pandemic interrupted the growth in executive compensation, Vidant Health's spending on its top executives increased by 38% over 10 years. Six executives made more than \$1 million in 2019, up from just one in 2010.

It is unknown whether Vidant's pursuit of increased consolidation will affect executive salaries. Vidant Health announced a joint operating agreement (JOA) with the Brody School of Medicine to create ECU Health in 2021.¹²⁹ JOA agreements avoid the regulatory oversight applied to mergers, but have been criticized as "virtual mergers," which "ignite antitrust concerns" because of the harm to competition, according to the global law firm McGuire Woods.^{130 131}

National studies show that hospital mergers increase the cost of care and decrease quality — but they could also deliver fatter paychecks to the hospital executives who remain employed. The size of hospital CEO compensation is strongly tied to the number of hospital beds they manage. The larger the hospital, the larger the payday for executives.^{132 133 134}

WakeMed Health

Physicians and Executives

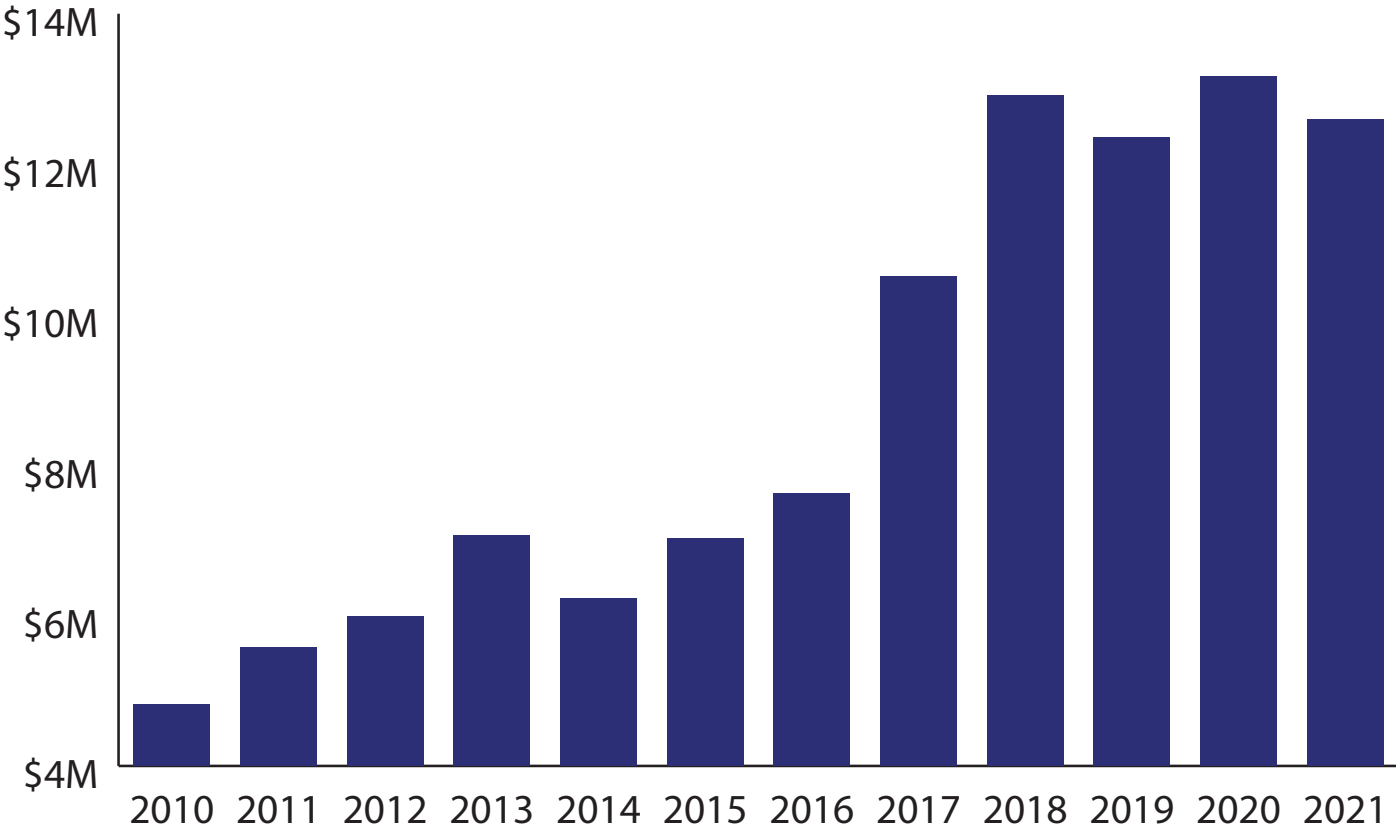
While WakeMed Health participated in the explosive growth in executive compensation, it was the only hospital system that did not double the salary of a CEO in five years or less. Instead, WakeMed Health increased its spending on CEO pay by 87% over 12 years to \$1.8 million in 2021.¹³⁵

WakeMed did share in the huge growth in spending on executive compensation. Executive spending jumped 162% over 12 years. The system listed 28 highly-paid executives in 2021, up from just 13 in 2010. However, WakeMed

Health only gave one executive a seven-figure compensation package in 2021, while five physicians made seven figures. Multiple physicians regularly out-earned top executives, though none surpassed CEO compensation. This made the system an outlier among the largest health systems of North Carolina.¹³⁶

Our findings reinforce past research by the Lown Institute, which gave WakeMed Health an “A” for pay equity and ranked it 23rd of 307 hospital systems.¹³⁷ WakeMed Health was also the only large North Carolina system that justified its tax exemptions with charity care spending during the pandemic.¹³⁸

Total Spending on Top Executives’ Compensation Over Time



Cone Health

Cone Health spent a total of **\$25 million** on CEO pay after giving its chief executive officers massive pay increases from 2010 to 2021.

CEO Terry Akin enjoyed a 255% raise over seven years, while his predecessor Timothy Rice increased his compensation by 90% from 2010 to 2013.¹³⁹

Cone Health paid \$150.2 million to its top executives from 2010 to 2021. While spending on executive compensation doubled, the number of executives decreased slightly from 2010 to 2021. Instead, the executive compensation itself increased, and four executives made seven figures in 2021, up from just one in 2010.¹⁴⁰

Cone Health paid \$17.4 million to its top 25 executives in 2021, equivalent to about 71% of the \$24.5 million in bad debt billed to impoverished patients in 2021. Cone Health acknowledged it should not have tried to collect almost one in every five dollars of bad debt from patients and instead should have provided these patients free or discounted charity care in 2021.^{141 142}

Chief executive officer compensation did not suffer even when Cone Health planned to lay off 150 workers in an effort to cut \$30 million from its budget in 2013.¹⁴³ That same year, Rice received a 54% increase that raised his CEO pay to \$2.1 million from \$1.4 million in 2012.^{144 145}

\$17.4M

paid to top executives in 2021.

\$24.5M

billed to poor patients who should have received charity care in 2021.

71%

of the amount billed to the poor equaled the spending on the top 25 executives.

Advocate Aurora Health

Atrium Health merged with the Midwest giant Advocate Aurora Health to create the fifth-largest health system in the nation in 2022.¹⁴⁶ Even before the merger, Advocate Aurora faced a class action antitrust lawsuit, alleging anti-competitive, monopolistic billing practices that made its home base, Milwaukee, Wis., more expensive for health care than New York City.¹⁴⁷

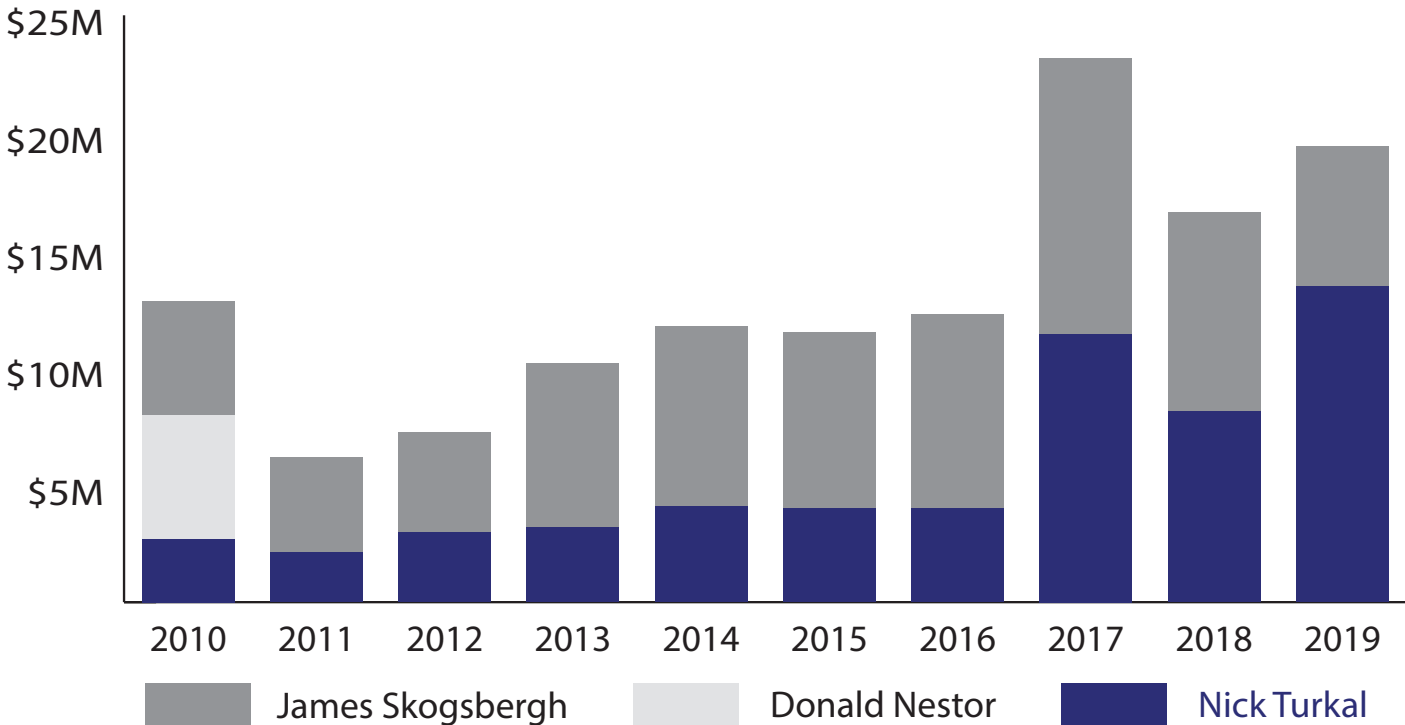
Advocate Aurora Health spent a total of \$927.2 million on executive compensation from 2010 to 2019, including \$125.9 million on CEO compensation. Advocate Aurora Health CEO Nick Turkal took home \$13.4 million in 2019, while his joint CEO James Skogsbergh collected \$6 million.¹⁴⁸

The system’s CEO compensation leaped after Turkal and Skogsbergh presided over a major merger. When Advocate Health merged with Aurora Health, Turkal took home \$11.4 million in 2017 — an increase of 187% from \$4 million

in 2016. Skogsbergh also benefited from a temporary spike in compensation as he took home \$11.7 million in 2017.^{149 150}

Advocate Aurora Health is not included in any of this report’s calculations for North Carolina because its merger with Atrium Health was only approved by the North Carolina Attorney General in 2022.¹⁵¹ Aurora Health listed an unusually high number of executives on its tax filings, which could make its executive spending appear larger than other systems.¹⁵²

Advocate, Aurora Health CEO Compensation Spikes After 2017 Merger



Discussion

Experts believe that hospital executives are often paid to make health care increasingly expensive. There is little evidence that hospital executive pay is meaningfully tied to quality of care.^{153 154} Instead, experts fear that some executives face financial incentives to cut costs in ways that could jeopardize patient safety.¹⁵⁵

Evidence from other sectors in the health care industry underlines this concern. A congressional investigation found that “executive compensation provides incentives to raise prices” in the pharmaceutical drug industry. Ten drug companies paid their top executives more than \$2.2 billion over four years, but “without price hikes on certain drugs, companies would have failed to meet revenue targets and top executives would have forgone millions of dollars in additional compensation.”¹⁵⁶

Hospital executives face similar troubling financial incentives. Existing literature warns that hospital executives are incentivized to increase the hospitals’ size and revenue, as well as to admit more privately insured patients — but fulfilling their charitable mission is not similarly encouraged.¹⁵⁷ Even among the nonprofits that offered bonuses based on quality, those bonuses paled in comparison with the incentives to boost the bottom line, meet financial goals, acquire doctors, expand with construction or merge with competitors.¹⁵⁸

The soaring executive compensation at nonprofit hospitals sets them apart from other nonprofits. The average CEO pay among most

nonprofits hovered between \$100,000 to \$200,000 in 2018. University CEOs were paid an average of only \$350,000 in 2018.¹⁵⁹ The president of the American Red Cross earned a total of \$750,823 in 2020.^{160 161}

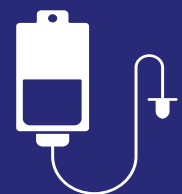
Though recent data on Mission HCA is unavailable, average CEO compensation was \$3.4 million in 2020 across North Carolina’s eight other major nonprofit hospital systems, and more than 40 executives made seven figures. Together, the top 40 nonprofit hospital executives collected a total of \$77.2 million in 2020 — enough to pay the average salaries of 1,412 teachers in North Carolina.^{162 163}

In North Carolina, the resources dedicated to executive pay are staggering. The nine largest nonprofit hospitals poured more than \$1.75 billion into executive compensation from 2010 to 2021. Before the pandemic interrupted trends, these nonprofit hospital systems were on course to double their spending on executives.¹⁶⁴

Both hospital prices and hospital executive compensation have soared in the past decade, and patients are paying the price. While

LOST CHARITABLE MISSION

The soaring executive compensation at nonprofit hospitals sets them apart from other nonprofits.



the majority of North Carolina's nonprofit hospital system CEOs have doubled their compensation in less than five years, workers' real wages have stayed mostly flat. The rising cost of health care is a significant reason why workers are losing their upward mobility, as the average American worker now loses 20% of a paycheck to pay health care costs.^{165 166}

Experts warn that double-digit health care price inflation will hit businesses and workers as inflation works its way through the system.^{167 168} North Carolina hospitals have also completed several major mergers during the pandemic. Research has linked hospital mergers to higher prices and lower quality, creating concerns over future affordability of care.¹⁶⁹
¹⁷⁰ Research also shows that hospital mergers slow wage growth for nurses, while direct care workers historically have experienced stagnant wages or wages that have grown slower than inflation.^{171 172}

North Carolinians have given nonprofit hospitals billions of dollars in tax breaks to fulfill their charitable mission. None of these non-

profit systems have to pay most local, state or federal taxes. Past reports have exposed widespread failures in charity care and other community benefits, but there is little oversight and less accountability to stop hospitals from putting profits over patients.^{173 174 175 176}

Although the IRS collects data on hospitals' community benefits, the IRS cannot prove that it is consistently reviewing nonprofit hospitals' community benefits, according to a report from the United States Government Accountability Office.¹⁷⁷ Community oversight over the different types and compositions of hospital community benefit spending is lacking. Furthermore, North Carolina does not mandate a minimum level of community benefit spending. State lawmakers should strengthen accountability over nonprofit hospitals, or, at a minimum, improve the public's oversight over the tax filings of the publicly-owned hospital systems that currently operate in a black box. Taxpayers deserve to know whether nonprofit hospital executives' pay structure prioritizes patients' safety or hospitals' bottom lines.

Methodology

This report relies on publicly available data from the Internal Revenue Service 990 tax filings of North Carolina’s nine largest hospital systems: Atrium, Mission, Novant, UNC, Vidant, Duke, Cone, WakeMed, and Wake Forest Baptist Health.

Researchers used executive compensation data from Schedule J of nonprofit hospitals’ Internal Revenue Service 990 tax filings from 2010 to the most recent year available. This schedule tracks the total compensation of “highly compensated” executives, officers, trustees and key employees. "Total compensation" includes base compensation, bonuses, incentives, retirement and other deferred compensation, nontaxable benefits and other reportable compensation from related organizations.

The U.S. Internal Revenue Service requires nonprofit hospitals to list all of their current officers, directors and trustees on their 990 tax filings, as well as up to 20 current key employees who have certain responsibilities and reportable compensation greater than \$150,000 from the organization and related organizations. Nonprofit hospitals must also include their five current highest compensated employees with reportable compensation greater than \$100,000 from the organization and related organizations who are not officers, directors, trustees or key employees of the organization.

Highly compensated physicians or clinicians who focused on direct patient care were not included in our analysis of executive spending, though our calculations do include highly compensated executives in management positions over clinical care, such as chief medical officers.

Unless otherwise noted, this report relies on hospitals' main “flagship” 990 tax filings to measure executive compensation for each hospital system from 2010 through 2021.

These "flagship" filings provide executive compensation data for top executives at the system level, such as the chief financial officer, the chief information officer or vice presidents that manage the system's regional service areas. This data was sourced from ProPublica Nonprofit Explorer and the Internal Revenue Service databases.

Many hospital systems also file multiple “satellite” 990s in addition to their main “flagship” 990 filing, such as tax filings for smaller hospitals, property management corporations or nonprofit foundations owned by the system. Most of these "satellite" 990 tax filings also include additional data on executive compensation, although the same executives often appear several times across a hospital system's different 990 tax filings.

A comprehensive overview of these "satellite" tax filings is necessary to fully understand hospital systems' spending on executive compensation.

Researchers from Johns Hopkins Bloomberg School of Public Health obtained statewide data for North Carolina hospitals for years 2011 and 2019 from the 990 tax filings’ Part VII, Section A. Under this section of the 990 tax filing, nonprofit hospitals list their executives' names and titles, the average number of hours executives worked per week, reportable compensation from the organization, reportable compensation from related organizations, and the estimated amount of other compensation from the organization and related organizations. Schedule J largely presents this same data in a different format.

Methodology

Obtaining this statewide data for 2011 and 2019 allowed researchers to create a more comprehensive picture of nonprofit hospital systems' executive compensation across both their "flagship" tax filings and their "satellite hospitals."

However, this report did not weigh data from these "satellite" hospitals when tracking how the nine hospital systems' spending on executive compensation changed over time. A significant amount of hospital consolidation occurred during the past decade, and many systems had acquired more "satellite" hospitals by 2019 than in 2010. Researchers therefore used hospital systems' "flagship" filings when measuring the growth of executive compensation over time in order to avoid tracking hospital mergers rather than spending on hospital executives.

When researchers did weigh executive spending across hospital systems' "satellite" hospitals, the calculations focused primarily on 2019 as the most recent data available.

It was not possible for researchers to obtain complete statewide data for all hospitals in North Carolina, however, because existing law does not require transparency from hospitals that are owned by state or local governments. As publicly owned hospitals, they are exempt from the same standards of transparency as other nonprofit hospitals. This has created a widespread failure of oversight that covers more than three in 10 nonprofit hospitals in

North Carolina, including Atrium Health and UNC Health.¹⁷⁸ Furthermore, researchers were only able to obtain data for the "satellite" hospitals, and other "satellite" affiliates such as property management corporations and nonprofit entities are not included in our estimates.

Mission Health stopped publishing data on executive compensation after it was purchased by the for-profit HCA Healthcare in 2019. This report therefore frequently cites 2019 as the most recent year when complete data was available for all nine systems. Furthermore, Wake Forest Baptist Health had not yet published its tax filings for 2021, while UNC REX Hospital did not publish tax filings for 2010.

Where we list hourly wages for chief executive officers, we used the average hours they worked per week as recorded in the 990 tax filings, as well as their start date if listed on the 990 filings. In North Carolina, many of the hospital CEOs do not appear on the 990 tax filing during the first, incomplete year of their tenure, as they did not draw down a full year's salary. Instead, their compensation often first appears on the tax filings during the first full year of their leadership. As tax filings were unavailable for Atrium Health's CEO Gene Woods, researchers estimated his hourly wage by using the standard 2,080 working hours in a year, which assumes a 40 hour work week. Total chief executive officer pay can also include retirement payouts that occurred over time if the former CEO was listed as a "former officer."

Limitations

Critical Underestimates

It is certain that this report's calculations critically underestimate the true scale of hospitals' spending on executives. The most significant limitation of this study is the failure of transparency across two of North Carolina's largest hospital systems — Atrium Health and UNC Health. Both hospital systems operate outside of essential transparency guardrails under federal and state law.

Because neither Atrium nor UNC Health must publish their tax filings, we had to access Atrium Health's compensation data from the archives of *The Business Journals* and other local news outlets, which publish executive compensation data drawn from public records requests annually. The result of this approach, however, is a significant undercount of Atrium Health's executives. Most hospital tax filings list more executives than the number published by local news outlets. This makes Atrium Health's executive spending appear lower than that of Novant Health, which lists far more executives on its tax filings.

UNC Health did not respond to a public records request for compensation data until February 13, 2023, almost three months after its receipt of the request and two days before the publication of this study. The compensation data for UNC Health's systemwide leadership is therefore not included in this analysis because it was provided after the peer review of this report. This data is provided online on the State Health Plan's website as an addendum to this study.

Most of UNC Health's top executives were not entered into the state employee retirement system in North Carolina. State employee pay is a public record under this system, but only a few top executives in UNC Health's chief executive suite appeared in the system. Even among the few executives within the system, the state's retirement system's compensation data often only showed a fraction of true compensation.

We therefore relied on the few tax filings that UNC Health published for data on executive pay. UNC REX Hospital publishes tax filings as a nonprofit hospital, but this tax filing fails to capture most of the system's chief executive suite. This means that this analysis could not capture a significant percentage of UNC Health's executive compensation.

Furthermore, the public lacks oversight over how nonprofit hospitals calculate the incentive structure for their executives' pay. This blinds patients to whether their hospital is prioritizing patient safety or the financial bottom line. Ironically, for-profit hospitals provide more transparency for their top executives' contracts than North Carolina's publicly owned hospital systems.

The most significant challenge of studying hospital executive pay at the system level was the "satellite" 990 tax filings that many hospital systems file in addition to their main "flagship" 990 filing, such as tax filings for smaller hospitals, property management corporations or nonprofit foundations owned by the system. When researchers were able to obtain statewide hospital data for years 2011 and 2019, it became clear that hospital systems' "satellite" tax filings contained tens of millions of dollars of additional executive compensation — without even including the executives paid by hospital systems' property management corporations or nonprofit foundations. This means that North Carolina's largest hospital systems spent far more than the estimated \$1.75 billion on executive pay over 12 years.

Another limitation of this study lies in the inconsistent number of hospital executives listed on the 990 tax filings. Some tax filings list as few as five highly compensated employees, while others can list more than a 100 highly compensated employees. Among most of North Carolina's "flagship" 990 tax filings, the differences were not so stark, but Advocate Aurora Health lists far more executives on its tax filings than any North Carolina system.

Acknowledgements

The North Carolina Department of State Treasurer and the North Carolina State Health Plan for Teachers and State Employees would like to thank Dr. Vivian Ho, James A. Baker Institute Chair in Health Economics at Rice University, for her help in compiling and peer-reviewing this report.

We would like to thank Dr. Hossein Zare, Johns Hopkins Bloomberg School of Public Health assistant scientist, for his work to aggregate statewide data on hospital executive pay for years 2011 and 2019 in North Carolina, as well as for his peer review of this report and his insight into executive pay.

The office also thanks Dr. Ge Bai, PhD, CPA, professor of accounting at the Johns Hopkins Carey Business School and professor of health policy & management at the Johns Hopkins Bloomberg School of Public Health, for her advice and her peer review of this report.

Endnotes

- 1 Gary Claxton, Matthew Rae, Nisha Kurani, Jared Ortaliza. "How Affordability of Employer Coverage Varies by Family Income." Peterson-Kaiser Family Foundation Health System Tracker. March 10, 2022.
- 2 Alexander Carther, Kassandra Martinchek, Breno Braga, Signe-Mary McKernan, Caleb Quakenbush. "Debt in America: An Interactive Map." Urban Institute. June 23, 2022.
- 3 Sainato, Michael. "The Americans Dying Because They Can't Afford Medical Care." *The Guardian*. January 7, 2020.
- 4 Alex Montero, Audrey Kearney, Liz Hamel, Mollyann Brodie. "Americans' Challenges with Health Care Costs." Kaiser Family Foundation. July 14, 2022.
- 5 Adams, Katie. "Rising Costs Force 39% of Americans to Skip, Ration Meds, Survey Says." *Becker's Hospital Review*. March 22, 2021.
- 6 Zack Cooper, Stuart Craig, Martin Gaynor, et al. "Hospital Prices Grew Substantially Faster Than Physician Prices For Hospital-Based Care In 2007–14." *Health Affairs*. February 2019.
- 7 Hamilton Moses, David Matheson, Ray Dorsey, et al. "The Anatomy of Health Care in the United States." *Journal of the American Medical Association*. November 13, 2013.
- 8 Andrea Sisko, Sean Keehan, John Poisal, et. al. "National Health Expenditure Projections, 2018–27: Economic and Demographic Trends Drive Spending and Enrollment Growth." *Health Affairs*. February 20, 2019.
- 9 Health Care Cost Institute. "Hospital Concentration Index: An Analysis of U.S. Hospital Market Concentration." Healthy Marketplace Index. June 2022, 2021, 2020.
- 10 North Carolina State Health Plan, Johns Hopkins Bloomberg School of Public Health. North Carolina Hospitals: "Charity Care Case Report." North Carolina Department of State Treasurer. October 27, 2021.
- 11 Brown, Maggie. "Study: North Carolina One of the Worst, Most Expensive States for HealthCare." *WRAL*. August 2, 2021.
- 12 See the Methodology section on page 24 for more detail.
- 13 Desilver, Drew. "For most U.S. workers, real wages have barely budged in decades." Pew Research. August 7, 2018.
- 14 Du, J.Y., A.S. Rascoe, R.E. Marcus. "The Growing Executive-Physician Wage Gap in Major US Nonprofit Hospitals and Burden of Nonclinical Workers on the US Healthcare System." *Clinical Orthopedics and Related Research* 476(10): 1910-1919. 2018.
- 15 See Appendix.
- 16 See Appendix.
- 17 See Appendix.
- 18 According to the rules of the United States Internal Revenue Service, nonprofit hospitals must list "all of its current officers, directors and trustees ... The organization must also list up to 20 current employees who satisfy the definition of key employee (persons with certain responsibilities and reportable compensation greater than \$150,000 from the organization and related organizations), and its five current highest compensated employees with reportable compensation greater than \$100,000 from the organization and related organizations who are not officers, directors, trustees or key employees of the organization." See: United States Internal Revenue Service. "Exempt Organizations Annual Reporting

Endnotes

- Requirements - Form 990, Part VII and Schedule J: Whose Compensation Must Be Reported in Part VII, Form 990." Annual Filing and Forms. Accessed February 6, 2022.
- 19 See Appendix.
- 20 Under federal and state law, publicly owned hospitals do not have to publish their tax filings, unlike other nonprofit hospitals. The following for-profit and nonprofit hospitals do not have to publish their tax filings, hurting efforts to increase transparency or accountability: Watauga Medical Center, Atrium Health Anson, Atrium Health Cabarrus, Atrium Health Cleveland, Atrium Health Kings Mountain, Atrium Health Lincoln, Atrium Health Pineville, Atrium Health Stanly, Atrium Health Union, Atrium Health University City, Carolinas Medical Center, Columbus Regional Healthcare System, CarolinaEast Medical Center, Catawba Valley Medical Center, J. Arthur Doshier Memorial Hospital, Sampson Regional Medical Center, CAH Washington Regional Medical Center, Central Carolina Hospital, Davis Regional Medical Center, Frye Regional Medical Center, Harris Regional Hospital, Haywood Regional Medical Center, Lake Norman Regional Medical Center, Lifebrite Community Hospital of Stokes County, Maria Parham Medical Center, Martin General Hospital, North Carolina Specialty Hospital, Person Memorial Hospital, Rutherford Hospital, Swain County Hospital, Wilmington Treatment Center, Carteret County General Hospital, Granville Medical Center, New Hanover Regional Medical Center, Northern Hospital of Surry County, Onslow Memorial Hospital, Pender Memorial Hospital, Iredell Memorial Hospital, Wilson Medical Center, Sentara Albemarle Regional Medical Center, Johnson Health, Margret R. Pardee Memorial Hospital, Nash Hospitals, and University of North Carolina Hospitals.
- 21 See Appendix.
- 22 See Appendix.
- 23 This is the annual mean wage for registered nurses employed by hospitals in North Carolina. See: "United State Bureau of Labor Statistics. "May 2019: Sector 62: Health Care and Social Assistance (including private, state, and local government hospitals)." Occupational Employment and Wage Statistics Research Estimates by State and Industry. May 2019.
- 24 United State Bureau of Labor Statistics. "Occupational Employment and Wages, May 2019: Employment of Family Medicine Physicians, By State, May 2019." Occupational Employment and Wage Statistics. May 2019.
- 25 This relies on the annual mean wages for home health aides employed by hospitals in North Carolina. See: United State Bureau of Labor Statistics. "May 2019: Sector 62: Health Care and Social Assistance (including private, state, and local government hospitals)." Occupational Employment and Wage Statistics Research Estimates by State and Industry. May 2019.
- 26 Kaiser Family Foundation. "2019 Employer Health Benefits Survey." Health Costs. September 25, 2021.
- 27 See Appendix.
- 28 Ochsner, Nick. "UNC System Head, Former UNC Health Care CEO Didn't Disclose Corporate Board Seats that Paid Millions on Ethics Forms." *WBTV*. August 6, 2019.
- 29 See Appendix.
- 30 See Appendix.

Endnotes

- 31 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Johns Hopkins Bloomberg School of Public Health. "Hospitals Profit During COVID-19." North Carolina Office of State Treasurer. June 22, 2022.
- 32 See Appendix.
- 33 This figure relies on the annual mean wages for registered nurses employed by hospitals in North Carolina. See: United State Bureau of Labor Statistics. "May 2019, May 2016: Sector 62: Health Care and Social Assistance (including private, state, and local government hospitals)." Occupational Employment and Wage Statistics Research Estimates by State and Industry. May 2019, May 2016.
- 34 United State Bureau of Labor Statistics. "Occupational Employment and Wages, May 2019: 29-1215 Family Medicine Physicians." Occupational Employment and Wages. Accessed 2023.
- 35 United State Bureau of Labor Statistics. "Occupational Employment and Wages — May 2010." United States Department of Labor. May 17, 2011.
- 36 Lee Fleisher, Michelle Schreiber, Denise Cardo, Arjun Srinivasan. "Health Care Safety during the Pandemic and Beyond — Building a System That Ensures Resilience." *New England Journal of Medicine*. February 17, 2022.
- 37 Goldman, David. "Travel nurses' gold rush is over. Now, some are joining other nurses in leaving the profession altogether." *NBC News*. September 3, 2022.
- 38 Mensik, Hailey. "Half of Nurses Consider Leaving the Profession, Survey Finds." *Healthcare Dive*. November 8, 2022.
- 39 Hancock, Jay. "Hospital CEO Bonuses Reward Volume and Growth." *Kaiser Health News*. June 16, 2013.
- 40 Evans, Melanie. "Bonuses still tied to better financials: Use of CEO pay incentives for quality is uneven across for-profit hospital systems." *Modern Healthcare*. April 28, 2014.
- 41 Garber, Judith. "Does Higher Hospital CEO Compensation Mean Better Quality? Lown Institute. March 25, 2021.
- 42 Muoio, Dave. "Patient safety events jumped amid COVID-19 strain on hospitals, Press Ganey reports." *Fierce Healthcare*. October 22, 2021.
- 43 Lindsey Weiner-Lastinger, Vaishnavi Pattabiraman, Rebecca Konnor, Prachi Patel, Emily Wong, et al. "The impact of coronavirus disease 2019 (COVID-19) on healthcare-associated infections in 2020: A summary of data reported to the National Healthcare Safety Network." *Cambridge University Press*. September 3, 2021.
- 44 Fry, Erika. "Hospitals have become less safe during the pandemic. So why does the government want to suppress hospital safety data?" *Fortune Magazine*. June 14, 2022.
- 45 Binder, Leah. "Hospital complications kill thousands per year – CMS shouldn't hide that data." *The Hill*. June 9, 2022.
- 46 Hodges, David. "Medical Debt and Deeds: How Hospitals Use Homes to Collect Debt." *WBTV*. June 13, 2022.
- 47 Deam, Jenny. "Some Hospitals Kept Suing Patients Over Medical Debt Through the Pandemic." *ProPublica*. June 14, 2021.
- 48 Tolan, Casey. "'There's no way I can pay for this:' One of America's largest hospital chains has been suing thousands of patients during the pandemic." *CNN*. May 18, 2021.

Endnotes

- 49 AccessOne. "Initial Disclosure. AccessOne Patient Portal: Atrium Health Wake Forest Baptist." Accessed December 2, 2022.
- 50 ClearBalance Healthcare. "ClearBalance Customer Novant Health Offers No-Interest Payment Plan with Great Success." *ClearBalance Blog*. September 6, 2016.
- 51 North Carolina State Health Plan, the National Academy for State Health Policy, Rice University's Baker Institute for Public Policy. "Some North Carolina Nonprofit Hospitals Billing Poor Patients Amid Failures in Charity Care." North Carolina Department of State Treasurer. January 26, 2022.
- 52 Noam Levey, Aneri Pattani. "How Banks and Private Equity Cash in When Patients Can't Pay Their Medical Bills." *Kaiser Health News*. November 17, 2022.
- 53 North Carolina State Health Plan, Johns Hopkins Bloomberg School of Public Health. "North Carolina Hospitals: Charity Care Case Report." North Carolina Department of State Treasurer. October 27, 2021.
- 54 *The New York Times*. "Arizona Proposition 2019 Election Results: Reduce Medical Debt." Arizona State Results. November 23, 2022.
- 55 Turtinen, Melissa. "Hutchinson Hospital forgives \$184K in medical debt following settlement." *Bring Me The News*. June 14, 2021.
- 56 Attorney General Bob Ferguson. "Following AG's charity care lawsuit, St. Joseph parent company CHI Franciscan will provide up to \$25 million in restitution, debt relief and fees." Washington Attorney General's Office. April 29, 2019.
- 57 Paavola, Alia. "California Changes Hospital Debt Collection, Charity Care Eligibility." *Becker's Hospital Review*. October 13, 2021.
- 58 Allie Atkeson, Elinor Higgins. "How States Can Hold Hospitals Accountable for their Community Benefit Expenditures." National Academy for State Health Policy. March 14, 2021.
- 59 Daphne Kenyon, Adam Langley. "Nonprofit PILOTs (Payments in Lieu of Taxes) Policy Brief." Lincoln Institute of Land Policy. 2012.
- 60 United States Government Accountability Office. "Opportunities Exist to Improve Oversight of Hospitals' Tax-Exempt Status." *Report to Congressional Requesters*. September 2020.
- 61 Peter G. Peterson Foundation. "How Does the U.S. Healthcare System Compare to Other Countries." July 19, 2022.
- 62 Health Affairs Staff. "The Role of Administrative Waste in Excess US Health Spending." *Health Affairs*. October 6, 2022.
- 63 Emily Gee, Topher Sprio. "Excess Administrative Costs Burden the U.S. Health Care System." Center for American Progress. April 8, 2019.
- 64 Tanya Bentley, Rachel Effros, Kartika Palar, Emmett Keeler. "Waste in the U.S. Health Care System: A Conceptual Framework." *The Millbank Quarterly*. December 2008.
- 65 Nikhil Sahni, Prakriti Mishra, Brandon Carrus, David Cutler. "Administrative simplification: How to save a quarter-trillion dollars in US healthcare." McKinsey. October 20, 2021.
- 66 See Appendix.
- 67 Lewis, Peter. "Attorney General's Office Had 'Great Concerns' Mission-HCA Deal Was Rigged 'From the Beginning.'" *Asheville WatchDog*. March 15, 2022.
- 68 Mission Hospital. "Mission Hospital, Inc. Internal Revenue Service Form 990, Schedule H for

Endnotes

- Fiscal Year Ending Sept. 2019.” *ProPublica*. Filed on August 21, 2020.
- 69 Zatkulak, Karen. “Clinics Closed, Dozens of Doctors Leave Mission Health Since HCA Take over.” *ABC13 News*. February 23, 2021.
- 70 Durr, Barbara. “How Many Doctors Have Left Mission? HCA Won’t Say.” *Asheville Watchdog*. March 23, 2022.
- 71 Brigman, Lauren. “OSHA Cites Mission Hospital Following Complaint from Nurses Union.” *ABC 13 News*. March 23, 2022.
- 72 Lewis, Peter. “Profits are up at HCA. Ratings Are Down at Mission.” *Asheville Watchdog*. April 30, 2021.
- 73 Durr, Barbara. “On the Decline: Quality of Care Concerns at Mission Hospital.” *Asheville Watchdog*. May 31, 2021.
- 74 Vaillancourt, Cory. “Smathers Sues HCA for ‘Egregious’ Medical Negligence During Son’s Birth.” *Smoky Mountain News*. September 23, 2022.
- 75 Jones, Andrew. “Asheville, Buncombe File Lawsuit Against HCA/Mission Health, Which Vows to Fight Back.” *Asheville Citizen Times*. July 28, 2022.
- 76 Wicker, Mackenzie. “Coronavirus: Mission Health Announces ‘Pandemic Pay Continuation’ Policy, Other Services.” *Asheville Citizen Times*. April 4, 2020.
- 77 Lewis, Peter. “Profits are up at HCA. Ratings Are Down at Mission.” *Asheville Watchdog*. April 30, 2021.
- 78 Morgenson, Gretchen. “CEOs of public U.S. firms earn 320 times as much as workers. Even some CEOs say the gap is too big.” *NBC News*. April 7, 2021.
- 79 Wicker, Mackenzie. “Coronavirus: Mission Health Announces ‘Pandemic Pay Continuation’ Policy, Other Services.” *Asheville Citizen Times*. April 4, 2020.
- 80 HCA Healthcare, Donnelley Financial Services. “Form DEF 14A HCA Healthcare, Inc.: Other Definitive Proxy Statements.” United States Security and Exchange Commission. March 19, 2021.
- 81 HCA Healthcare, Donnelley Financial Services. “Form DEF 14A HCA Healthcare, Inc.: Other Definitive Proxy Statements.” United States Security and Exchange Commission. March 19, 2021.
- 82 See Appendix.
- 83 Lacey, Derek. “HCA/Mission Hit With Antitrust Lawsuit, Accused of Exorbitant Prices, Declining Quality.” *Asheville Citizen Times*. August 10, 2021.
- 84 Staff Reports. “Mission Hospital Official Resigns Over Comments: In Recording, Communications Director Calls Asheville System a Monopoly.” *Blue Ridge Now*. October 22, 2011.
- 85 This is the change in registered nurses' national estimated mean annual wage. See: Bureau of Labor Statistics. "Occupational Employment and Wages, May 2019: Registered Nurses." Occupational Employment and Wage Statistics. May 2019.
See: U.S. Bureau of Labor Statistics. "An overview of U.S. occupational employment and wages in 2011." *Beyond the Numbers*. July 2012.
- 86 See Appendix. Detailed information about how many hours Atrium Health's executives work per week on average was unavailable. Researchers therefore assumed an average of 2,080

Endnotes

- working hours in the year, which is the standard estimate for a 40-hour work week.
- 87 United States Census Bureau. “North Carolina Median Household Income (in 2021 dollars), 2017-2021.” QuickFacts North Carolina. <https://www.census.gov/quickfacts/fact/table/NC/INC110221#INC110221> (Accessed January 25, 2023).
- 88 See Appendix.
- 89 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Johns Hopkins Bloomberg School of Public Health. “Hospitals Profit During COVID-19.” North Carolina Office of State Treasurer. June 22, 2022.
- 90 KPMG. “The Charlotte-Mecklenburg Hospital Authority (d/b/a Atrium Health): Basic Financial Statements and Other Financial Information.” Electronic Municipal Market Access. December 31, 2020.
- 91 See Appendix.
- 92 Hodges, David. “Medical Debt and Deeds: How hospitals use homes to collect debt.” *WBTV*. June 13, 2022.
- 93 Atrium Health. One Truth: Financial Assistance. Carolinas HealthCare System. February 2015.
- 94 North Carolina State Health Plan, the National Academy for State Health Policy, Rice University’s Baker Institute for Public Policy. “Some North Carolina Nonprofit Hospitals Billing Poor Patients Amid Failures in Charity Care.” North Carolina Department of State Treasurer. January 26, 2022.
- 95 Noam Levey, Aneri Pattani. “How Banks and Private Equity Cash in When Patients Can’t Pay Their Medical Bills.” *Kaiser Health News*. November 17, 2022.
- 96 Hancock, Jay. “Hospital CEO Bonuses Reward Volume And Growth.” *Kaiser Health News*. June 16, 2013.
- 97 AccessOne. “Customer Story: How Atrium Health Bolstered Patient Satisfaction While Reducing Bad Debt.” Resources Main. Accessed February 7, 2023.
- 98 Ames Alexander, Karen Garloch, Joseph Neff. “Prognosis: Profits.” *Charlotte Observer, News and Observer*. 2012, 2015.
- 99 Noam Levey, Aneri Pattani. “How Banks and Private Equity Cash in When Patients Can’t Pay Their Medical Bills.” *Kaiser Health News*. November 17, 2022.
- 100 United States Census Bureau. “North Carolina Median Household Income (in 2021 dollars), 2017-2021.” QuickFacts North Carolina. <https://www.census.gov/quickfacts/fact/table/NC/INC110221#INC110221> (Accessed January 25, 2023).
- 101 See Appendix.
- 102 See Appendix.
- 103 See Appendix.
- 104 See Appendix.
- 105 See Appendix.
- 106 Novant Health. “Novant Health raises minimum wage.” Press releases. November 11, 2020.
- 107 See Appendix.
- 108 Novant Health. “Novant Health raises minimum wage.” Press releases. November 11, 2020.
- 109 See Appendix.

Endnotes

- 110 Cammie Bellamy StarNews Staff. “Push for More Pay.” *Star News Online*. March 25, 2019.
- 111 Schachtman, Benjamin. “Deep Dive: Vetting the Allegations, Accusations, and Theories Surrounding NHRMC’s Sale Exploration.” *Port City Daily*. December 5, 2019.
- 112 See Appendix.
- 113 This estimate accounts for Eugene Washington's average hourly work week as recorded on Duke Health's 990 tax filing. Researchers used the 990 tax filings' "average hours per week" to estimate executives' hourly wages, as seen in "Part VII, Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees."
- 114 See Appendix.
- 115 Duke staff. “Duke to Move to \$17 Minimum Wage.” *Duke Today*. March 31, 2022.
- 116 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Johns Hopkins Bloomberg School of Public Health. “Hospitals Profit During COVID-19.” North Carolina Office of State Treasurer. June 22, 2022.
- 117 See Appendix.
- 118 This estimate accounts for hospital executives' different average hourly work weeks. Researchers used the 990 tax filings' "average hours per week" to estimate executives' hourly wages, as seen in "Part VII, Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees."
- 119 See Appendix.
- 120 See Appendix.
- 121 Jefferies, Terrence. “Wake Forest Baptist Announces Furloughs for Staff Members Amid Coronavirus.” *WFMY News 2*. April 24, 2020.
- 122 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Johns Hopkins Bloomberg School of Public Health. “Hospitals Profit During COVID-19.” North Carolina Office of State Treasurer. June 22, 2022.
- 123 See Appendix.
- 124 UNC Health. “Leading the Way: 2021 Annual Report.” UNC Health. March 2022.
- 125 See Appendix.
- 126 Ochsner, Nick. “UNC System Head, Former UNC Health Care CEO Didn’t Disclose Corporate Board Seats that Paid Millions on Ethics Forms.” *WBTV*. August 6, 2019.
- 127 See Appendix.
- 128 See Appendix.
- 129 Vidant Health. “ECU, Vidant Health announce joint operating agreement.” Press Releases. January 3, 2022.
- 130 Botti, Mark. “Comments on the Antitrust Aspects of Hospital Virtual Mergers.” *Justice News: Health Care Task Force Antitrust Division of the U.S. Department of Justice*. July 1, 1998.
- 131 McGuire Woods. “Three Things to Know About Joint Operating Agreement Transactions.” June 26, 2013.
- 132 Karen Joynt, Sidney Le, E. John Orav, et al. “Compensation of Chief Executive Officers at Nonprofit U.S. Hospitals.” *JAMA Internal Medicine*. 2014.
- 133 Nancy Beaulieu, Leemore Dafny, Bruce Landon, et. al. “Changes in Quality of Care after Hospital Mergers and Acquisitions.” *The New England Journal of Medicine*. January 2, 2020.

Endnotes

- 134 Karyn Schwartz, Eric Lopez, et. al. "What We Know About Provider Consolidation." Kaiser Family Foundation. September 2, 2020.
- 135 See Appendix.
- 136 See Appendix.
- 137 Lown Institute. "WakeMed Health and Hospitals." Lown Institute Hospitals Index. October 4, 2022.
- 138 North Carolina State Health Plan, Johns Hopkins Bloomberg School of Public Health. North Carolina Hospitals: "Charity Care Case Report." North Carolina Department of State Treasurer. October 27, 2021.
- 139 See Appendix.
- 140 See Appendix.
- 141 See Appendix.
- 142 North Carolina State Health Plan, the National Academy for State Health Policy, Rice University's Baker Institute for Public Policy. "Some North Carolina Nonprofit Hospitals Billing Poor Patients Amid Failures in Charity Care." North Carolina Department of State Treasurer. January 26, 2022.
- 143 Barron, Richard. "Cone Health to Lay Off 150 Workers." *Greensboro News and Record*. June 19, 2013.
- 144 See Appendix.
- 145 North Carolina State Health Plan for Teachers and State Employees, Rice University's Baker Institute for Public Policy, University of Southern California's Sol Price School of Public Policy. "Overcharged: North Carolina Hospitals Profit on Medicare." North Carolina Office of State Treasurer. June 22, 2022.
- 146 Liss, Samatha. "Advocate Aurora and Atrium Complete Merger, Creating a \$27B System." *Healthcare Dive*. December 2, 2022.
- 147 Hess, Corrinne. "A class action lawsuit accuses Advocate Aurora of driving up prices in Milwaukee more 44 % of the national median average." *Milwaukee Journal Sentinel*. May 32, 2022.
- 148 See Appendix. Advocate Aurora Health filed multiple major 990 tax filings. This report includes executive compensation from the 990 tax filings under Aurora Health Inc.; Aurora Health Care Inc., Group Return; Advocate Aurora Health Inc.; and Advocate Health and Hospitals Corporation.
- 149 Kirchen, Rich. "Advocate Aurora Health CEOs Nearly Doubled Combined Pay in 2017." *Milwaukee Business Journal*. January 8, 2019.
- 150 See Appendix.
- 151 Craver, Richard. "AG Josh Stein Signs Off on Atrium Mega-Merger With Chicago Healthcare System." *Winston-Salem Journal*. December 2, 2022.
- 152 See Appendix.
- 153 Hancock, Jay. "Hospital CEO Bonuses Reward Volume and Growth." *Kaiser Health News*. June 16, 2013.
- 154 Evans, Melanie. "Bonuses still tied to better financials: Use of CEO pay incentives for quality is uneven across for-profit hospital systems." *Modern Healthcare*. April 28, 2014.
- 155 Garber, Judith. "Does Higher Hospital CEO Compensation Mean Better Quality?" Lown

Endnotes

- Institute. March 25, 2021.
- 156 Committee on Oversight and Reform. "United States House of Representatives. Drug Pricing Investigation: Majority Staff Report." December 2021.
- 157 Jeffrey Kramer, Rexford Santerre. "Not-for-Profit CEO Performance and Pay: Some Evidence from Connecticut." *Inquiry* 47: 242-251. Fall 2010.
- 158 Hancock, Jay. "Hospital CEO Bonuses Reward Volume and Growth." *Kaiser Health News*. June 16, 2013.
- 159 Economic Research Institute. "2021 CEO Pay Trends in the Nonprofit World." Economic Research Institute. 2021.
- 160 American National Red Cross. "Tax Filings and Audits by Year: 2020 Internal Revenue Service 990 Tax Filings, Section J." ProPublica Nonprofit Explorer: Research Tax-Exempt Organizations. 2022.
- 161 Vikas Saini, Judith Garber, Shannon Brownlee. "Nonprofit CEO Compensation: How Much is Enough?" *Health Affairs*. February 10, 2022.
- 162 Walkenhorst, Emily. "NC Teachers Feel Strain of Cost of Living." *WRAL News*. February 12, 2023.
- 163 See Appendix.
- 164 See Appendix.
- 165 Gary Claxton, Matthew Rae, Nisha Kurani, Jared Ortaliza. "How Affordability of Employer Coverage Varies by Family Income." Peterson-Kaiser Family Foundation Health System Tracker. March 10, 2022.
- 166 Gary Claxton, Matthew Rae, Nisha Kurani, Jared Ortaliza. "How Affordability of Employer Coverage Varies by Family Income." Peterson-Kaiser Family Foundation Health System Tracker. March 10, 2022.
- 167 Herman, Bob. "'Completely Unsustainable': Small employers brace for giant health insurance price hikes." *STAT News*. April 14, 2022
- 168 Evans, Melanie. "Hospitals Look to Raise Treatment Costs as Nurses' Salaries Increase." *Wall Street Journal*. May 8, 2022.
- 169 Martin Gaynor. "Examining the Impact of Health Care Consolidation." Committee on Energy and Commerce Oversight and Investigations Subcommittee. 2018.
- 170 Leemore Dafny, Kate Ho, Robin Lee. "The Price Effects of Cross-Market Hospital Mergers. Cambridge, MA: National Bureau of Economic Research. March 2016.
- 171 Barry, Janis. "Real wage growth in the U.S. health workforce and the narrowing of the gender pay gap." *Human Resources Health*. August 28, 2021.
- 172 Elena Prager, Matt Schmitt. "Employer Consolidation and Wages: Evidence from Hospitals." *American Economic Review*. February 2021.
- 173 North Carolina State Health Plan for Teachers and State Employees, Rice University's Baker Institute for Public Policy. "Overcharged: North Carolina Hospitals Profit on Medicare." North Carolina Department of State Treasurer. October 23, 2022.
- 174 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Rice University's Baker Institute for Public Policy. "N.C. Hospitals Bill the Poor." North Carolina Office of State Treasurer. January 26, 2022.
- 175 North Carolina State Health Plan, Johns Hopkins Bloomberg School of Public Health. "North

Endnotes

- Carolina Hospitals: Charity Care Case Report." North Carolina Department of State Treasurer. October 27, 2021.
- 176 North Carolina State Health Plan for Teachers and State Employees, National Academy of State Health Policy, Johns Hopkins Bloomberg School of Public Health. "Hospitals Profit During COVID-19." North Carolina Office of State Treasurer. June 22, 2022.
- 177 United States Government Accountability Office. "Opportunities Exist to Improve Oversight of Hospitals' Tax-Exempt Status." Tax Administration. September 17, 2020.
- 178 The following for-profit and nonprofit hospitals do not have to publish their tax filings, hurting efforts to increase transparency or accountability: Watauga Medical Center, Atrium Health Anson, Atrium Health Cabarrus, Atrium Health Cleveland, Atrium Health Kings Mountain, Atrium Health Lincoln, Atrium Health Pineville, Atrium Health Stanly, Atrium Health Union, Atrium Health University City, Carolinas Medical Center, Columbus Regional Healthcare System, CarolinaEast Medical Center, Catawba Valley Medical Center, J. Arthur Doshier Memorial Hospital, Sampson Regional Medical Center, CAH Washington Regional Medical Center, Central Carolina Hospital, Davis Regional Medical Center, Frye Regional Medical Center, Harris Regional Hospital, Haywood Regional Medical Center, Lake Norman Regional Medical Center, Lifebrite Community Hospital of Stokes County, Maria Parham Medical Center, Martin General Hospital, North Carolina Specialty Hospital, Person Memorial Hospital, Rutherford Hospital, Swain County Hospital, Wilmington Treatment Center, Carteret County General Hospital, Granville Medical Center, New Hanover Regional Medical Center, Northern Hospital of Surry County, Onslow Memorial Hospital, Pender Memorial Hospital, Iredell Memorial Hospital, Wilson Medical Center, Sentara Albemarle Regional Medical Center, Johnson Health, Margret R. Pardee Memorial Hospital, Nash Hospitals, and University of North Carolina Hospitals.

ATRIUM HEALTH (2021-2018)

TITLE	NAME	2021	2020	TITLE 2019	2019	TITLE 2018	2018
CEO	GENE WOODS	\$9,834,151	\$7,906,813		\$7,253,357		\$6,058,380
CFO	ANTHONY DEFURIO	\$2,851,111	\$2,486,675		\$1,826,078		\$1,249,062
PRES CHARLOTTE REGION	KEN HAYNES	\$2,499,143	\$2,232,548	COO	\$1,746,464		\$1,679,616
C PHY EXEC	DR. SCOTT RISSMILLER	\$2,379,328	\$2,041,270				
C PEOPLE/CULTURE OFF	JIM DUNN	\$1,812,866	\$1,566,056				
CHIEF STRAT/TRANSFORMATION	DR. RASU SHRESTHA	\$1,807,318	\$1,585,969				
CHIEF OF STAFF	CAROL LOVIN	\$1,754,897	\$1,734,473		\$1,474,151		\$1,358,252
GENERAL COUNSEL/CHIEF LEGAL OFF	BRETT DENTON	\$1,734,018					
PRS MUSCULOSKELETAL INSTIT	DR. CLAUDE MOORMAN	\$1,602,083	\$1,486,938		\$1,450,323		
PRES CANCER INSTIT	DR. DEREK RAGHAVAN	\$1,568,272	\$1,462,378		\$1,678,477		\$1,372,276
C MARKET PRES	VICKI BLOCK	\$1,008,647	\$925,858		\$510,207		
NE MARKET PRES/COO central region	CHRISTOPHER BOWE	\$961,251	\$843,844	C MARKET P	\$778,431		
S MARKET PRES	MICHAEL LUTES	\$897,051	\$957,312		\$795,913		\$761,737
W MARKET PRES	BRIAN GWYN	\$843,190	\$904,287			P CLEVE-	\$713,892
CAROLINAS REHAB FACILITY EXEC	ROBERT LARRISON	\$576,404	\$629,839		\$510,216	LAND	
NE MARKET PRES	ROY HAWKINS (new)	\$220,516					
PRES C SYSTEM-STANLEY	BRIAN FREEMAN						\$316,312
PRES CAROLINAS REHAB	ROBERT LARRISON						\$509,618
PRESIDENT OF ATRIUM-LINCOLN	PETE ACKER						\$562,803
PRES UNIVERSITY CITY	BILL LEONARD						\$615,746
EXEC/S DIV PRES	CHRIS HUMMER				\$772,135		\$814,003
PRES N DIVIS	PHYLLIS WINGATE				\$1,027,811		\$994,129
PRES CMC	W SPENCER LILLY						\$1,353,302
GENERAL COUNSEL/CHIEF LEGAL OFFICER	KEITH SMITH						\$1,531,007
CHIEF INFO/ANALY OFFICER	CRAIG RICHARDVILLE				\$1,562,053		\$1,590,906
C PHY EXEC	ROGER RAY				\$2,154,928		\$1,973,004
CHIEF OF STAFF fmr	DEBRA MOORE						\$3,668,885
FMR CEO NAVICENT	NINFA SAUNDERS		\$4,159,843				
TOTAL EXECUTIVE SPENDING:		\$32,350,246	\$30,924,103		\$29,376,365		\$27,122,930

ATRIUM HEALTH (2017-2014)

TITLE	NAME	2017	TITLE 2016	2016	TITLE 2015	2014
CEO	GENE WOODS	\$5,380,055	ceo april	\$1,715,275		
CFO	GREG GOMBAR	\$2,486,819		\$2,142,638	\$2,334,150	\$2,340,613
C PHY EXEC	ROGER RAY	\$2,309,197		\$2,207,359	\$1,957,065	\$1,619,584
CHIEF OF STAFF	DEBRA MOORE	\$1,753,048		\$1,699,617	CHIEF HR	\$1,269,022
EVP METRO GROUP	DENNIS PHILLIPS	\$1,736,787		\$1,542,720	\$1,400,487	\$1,391,918
CHIEF INFO/ANALY OFFICER	CRAIG RICHARDVILLE	\$1,644,642		\$1,548,607		
GENERAL COUNSEL/CHIEF LEGAL OFF	KEITH SMITH	\$1,545,870		\$1,446,464	\$1,317,919	
CHIEF STRAT OFF	CAROL LOVIN	\$1,432,322				
CMO	JAMES HUNTER	\$1,178,886				
PRES CMC	W SPENCER LILLY	\$1,132,958		\$1,074,083	\$868,610	\$860,562
PRES N DIVIS	PHYLLIS WINGATE	\$1,115,661		\$1,058,388	\$1,045,784	\$915,985
PRES S DIV; ATRIUM HEALTH-PINEVILLE	CHRIS HUMMER	\$815,819		\$782,890	\$711,685	\$669,257
S MARKET PRES	MICHAEL LUTES	\$734,873	SE DIV; SYSTEM UNION	\$719,885	\$690,719	\$648,613
PRES ATRIUM-CLEVELAND	BRIAN GWYN	\$697,573		\$687,640	\$664,034	\$585,204
PRES CMC-U	WILLIAM LEONARD	\$601,787				
PRESIDENT OF ATRIUM-LINCOLN	PETE ACKER	\$542,848		\$509,022	\$475,758	\$458,270
PRES CAROLINAS REHAB	ROBERT LARRISON	\$502,885		\$442,129		\$392,827
PRES C SYSTEM-STANLEY	BRIAN FREEMAN	\$275,218				
FMR CEO	MICHAEL TARWATER			\$4,859,895	\$6,652,068	\$5,262,726
COO	JOE PIEMONT				\$3,200,326	\$3,558,907
EVP REGION	LARRY HINSDALE					\$1,918,371
EVP REGION	PAUL FRANZ			\$1,982,375	\$1,500,245	\$1,721,104
CEO ANMED HEALTH	JOHN MILLER					\$1,598,205
C ADMIN OFF	JOHN KNOX			\$1,824,666	\$1,507,984	\$1,434,112
PRES UNIVERSITY CITY	BILL LEONARD			\$556,264	\$530,493	\$519,636
PRES CHS STANLEY	ALFRED TAYLOR			\$439,397	\$455,665	\$407,723
PRES ANSON	FRED THOMPSON					\$275,534
CAROLINAS REHAB FACILITY EXEC	ROBERT LARRISON				\$407,503	
TOTAL EXECUTIVE SPENDING:		\$25,887,248		\$27,239,314	\$27,026,972	\$27,848,173

ATRIUM HEALTH (2013-2010)

TITLE	NAME	2013	2012	2011	2010
CEO	MICHAEL TARWATER	\$4,883,026	\$4,760,026	\$4,236,305	\$3,700,000
COO	JOE PIEMONT	\$3,346,372	\$2,880,926	\$2,536,792	\$2,119,505
CFO	GREG GOMBAR	\$2,234,192	\$1,898,027	\$1,751,798	\$1,609,308
EVP REGION	LARRY HINSDALE	\$1,963,132	\$1,844,413	\$1,693,314	\$1,175,524
EVP PHSY SERV	PAUL FRANZ	\$1,773,712	\$1,704,671	\$1,575,927	\$1,596,862
C MED OFF	ROGER RAY	\$1,541,643	\$1,315,148	\$1,080,159	
EVP METRO GROUP	DENNIS PHILLIPS	\$1,440,852	\$1,420,521	\$1,351,138	\$1,204,541
C ADMIN OFF	JOHN KNOX	\$1,398,288	\$1,296,185	\$1,197,528	\$1,071,291
CHIEF HR	DEBRA MOORE	\$1,206,261	\$1,145,357		
GENERAL COUNSEL/CHIEF LEGAL OFF	KEITH SMITH	\$1,170,995			
PRES N DIVIS	PHYLLIS WINGATE	\$805,446		\$600,278	
PRES CMC	W SPENCER LILLY	\$799,888			
prs S div, pineville	CHRIS HUMMER	\$604,461		\$491,235	
SE DIV; SYSTEM UNION	MICHAEL LUTES	\$563,689			
PRES ATRIUM-CLEVELAND	BRIAN GWYN	\$539,712			
PRESIDENT OF ATRIUM-LINCOLN	PETE ACKER	\$441,991		\$362,753	
PRES UNIVERSITY CITY	BILL LEONARD	\$397,168			
PRES CAROLINAS REHAB	ROBERT LARRISON	\$376,236		\$278,287	
VP CMC-MERCY	SCOTT JONES	\$292,820			
PRES ANSON	FRED THOMPSON	\$291,842			
EVP BUSINESS DEV	RUSSELL GUERIN		\$1,141,171	\$1,060,931	\$1,029,941
PRES ST FRANCIS	DAVID DUNLAP			\$1,043,275	\$991,487
PRES CMC	SUSANNE FREEMAN			\$889,643	\$837,326
CHIEF INFO/ANALY OFFICER	CRAIG RICHARDVILLE				
INTERIM PRES CMC	SPENCER LILLY			\$515,442	
PRES CMC-U	WILLIAM LEONARD			\$330,077	
PRES CMC-MERCY	DOUGLAS ROUSH			\$228,218	
CEO ANMED HEALTH	JOHN MILLER				
CMO	JAMES HUNTER				
PRES CHS STANLEY	ALFRED TAYLOR				
TOTAL EXECUTIVE SPENDING:		\$26,071,726	\$19,406,445	\$21,223,100	\$15,335,785

NOVANT HEALTH (2021-2020)

TITLE	NAME	2021	2020
CEO	CARL ARMATO	\$4,473,377	\$4,058,658
EVP/CHIEF OPERATING OFF	Jeffery Lindsay	\$2,369,545	\$2,233,859
CFO	Fred Hargett	\$2,304,587	\$2,188,638
CHIEF MED OFF/EVP	Eric Eskioglu MD	\$2,014,144	\$1,846,901
CHIEF NURSING OFFICER, EVP	Denise Michal	\$1,759,972	\$1,659,998
EVP	JOHN GIZDIC	\$1,740,803	
EXEC VP /CHIEF consumer off	JESSE CURETON	\$1,649,589	\$1,581,610
SVP	ERIC DESHAIES	\$1,497,602	\$1,180,541
ASS/C ADMIN OFF	FRANK EMORY	\$1,486,420	\$1,342,305
CHIEF TECH OFF	Angela Yochem	\$1,446,962	\$1,207,131
PRES PHY NETWORK, EVP	Pamela Oliver MD	\$1,413,334	\$1,186,044
SVP	ALFRED PILONG	\$1,232,064	\$984,483
SVP	Brian EDWARDS	\$1,213,305	\$1,069,826
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$1,124,458	\$926,263
SVP	Geoffrey GARDNER	\$1,065,313	\$958,387
SVP	Kathryn LANGFORD	\$1,054,941	\$962,389
SVP CORPORATE FINANCES	SCOTT MYERS	\$1,020,655	\$953,129
SVP	GREGORY CHERE MD	\$1,015,406	\$933,409
SVP C HUMAN EXP OFF	THOMAS JENIKE MD	\$1,001,081	\$939,915
SVP FINANCIAL PLAN/ANALYSIS	JON GRIFFIN	\$997,563	\$942,860
SYST PHY EXEC	GARY NIESS	\$988,182	
SYST NH PHY NETWORK	NAVIN BHOJWANI	\$981,846	
EVP, diversity off	TANYA BLACKMON	\$965,722	\$956,868
SVP	KIMBERLY HENDERSON	\$960,652	\$854,204
SVP/C MED INFO OFF; FMR	ARTHUR PATEFIELD MD	\$855,483	\$818,249
SVP comm wellness; FMR	OPHELIA GARMON-BROWN MD	\$789,984	\$770,985
PRES COO NHRMC	STEVENS SHELBOURN	\$775,642	\$534,464
SVP fmr	STEVEN LIMENTANI MD	\$560,930	\$1,504,025
fmr SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$553,816	\$1,036,603
PRES/COO NHTMC	JONATHAN APPLEBAUM	\$530,166	
PRES COO NHRMC	ALLISON GREER	\$499,043	\$470,133
SVP FMR	RICHARD CAPPS	\$450,400	\$933,453
SVP HOSP OPERATIONS; FMR	HARRY SMITH	\$425,001	\$1,441,180
PRES/COO NHBMC	LAURIE WHALIN	\$226,259	
SVP CONSUMER OP	DONALD EASTERLING		\$907,043
FRM EVP	JANET SMITH-HALL		\$883,069
SVP CORP HLTH, HALLMRK C; FMR	THOMAS WOOLLEN MD		\$298,428
SVP FOUNDATIONS, FMR	PAULA VINCENT		\$262,788
SYSTEMWIDE	TOTAL EXECUTIVE SPENDING:	\$41,444,247	\$39,359,119

NOVANT HEALTH (2019-2018)

TITLE	NAME	2019	2018
CEO	CARL ARMATO	\$4,127,320	\$3,553,284
CFO	Fred Hargett	\$2,286,016	\$2,027,874
EVP/CHIEF OPERATING OFF	Jeffery Lindsay	\$2,169,733	\$1,960,080
CHIEF NURSING OFFICER/clin ops/EVP	Denise Michal	\$1,738,553	\$1,501,226
SVP	Eric Eskioglu MD	\$1,709,611	\$1,443,453
EXEC VP /CHIEF consumer off	JESSE CURETON	\$1,644,663	\$1,515,734
SVP HOSP OPERATIONS	HARRY SMITH	\$1,490,430	\$1,285,173
FRM EVP	JANET SMITH-HALL	\$1,448,527	\$1,130,066
C MED OFF, FMR EVP	THOMAS ZWENG MD	\$1,410,529	\$1,578,772
SVP	STEVEN LIMENTANI MD	\$1,267,074	\$1,154,797
CHIEF TECH OFF	Angela Yochem	\$1,238,559	\$844,859
SVP	Brian EDWARDS	\$1,087,918	\$880,917
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$1,081,374	\$907,613
SVP	Kathryn LANGFORD	\$1,021,287	\$900,904
SVP C HUMAN EXPERIENCE OFF	THOMAS JENIKE MD	\$995,260	\$879,095
SVP FINANCIAL PLAN/ANALYSIS	JON GRIFFIN	\$982,251	\$854,686
SVP WOMENS HEALTH	GREGORY CHERE MD	\$970,457	\$853,379
SVP CORPORATE FINANCES	SCOTT MYERS	\$959,672	\$845,457
SVP CONSUMER OP	DONALD EASTERLING	\$938,929	
EVP, diversity off	TANYA BLACKMON	\$936,094	\$709,473
SVP POPULATION HEALTH MGMT	AMY VANCE	\$920,146	
SVP CORP HLTH, HALLMRK C	THOMAS WOOLLEN MD	\$909,295	\$854,668
SVP VALUE STRAT	SCOTT BERTRAM	\$902,219	
SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$899,446	\$868,030
SVP/C MED INFO OFF	ARTHUR PATEFIELD MD	\$881,317	\$781,963
PRES NHMG	Pamela Oliver MD	\$809,566	\$542,176
SVP comm wellness	OPHELIA GARMON-BROWN MD	\$801,610	\$740,254
ASS/C ADMIN OFF	FRANK EMORY	\$787,541	
CHIEF LEGAL OFF FMR	PETER BRUNSTETTER	\$785,991	\$1,408,962
SVP FOUNDATIONS FMR	PAULA VINCENT	\$770,443	\$837,853
SVP C INFO OFF	DAVID GARRETT	\$587,887	\$1,362,075
FRM EVP/PRES NHMG	JOHN PHILLIPS MD	\$511,584	\$1,652,324
FMR SVP CLIN IMPROV	DIANA BEST	\$444,064	\$965,555
ASST SEC	JOHN MORRIS	\$442,682	\$440,642
SVP BUSISS STRAT/INNOVATION FMR	DAVID COOK MD	\$214,044	\$959,896
FMR SVP/CEO NHUVA	MELISSA ROBSON	\$120,061	\$472,441
CHIEF ADMIN off	JACQUELINE/GATTIS DANIELS		\$636,763
SVP REAL ESTATE, CONST	DAVID PARK		\$649,816
FMR SVP NH HEART/VASCULAR	ALUKO AKINYELE MD		
VP CLIN IMPROV	JOHN GARDELLA MD		\$576,257
ASST SECRETARY	BETSY WALSH		\$453,697
SYSTEMWIDE	TOTAL EXECUTIVE SPENDING:	\$40,292,153	\$39,030,214

NOVANT HEALTH (2017-2016)

TITLE	NAME	2017	TITLE 2016	2016
CEO	CARL ARMATO	\$3,416,233		\$3,426,419
CFO	Fred Hargett	\$1,991,078		\$2,055,977
EVP/CHIEF OPERATING OFF	Jeffery Lindsay	\$1,869,718		\$1,850,098
EXEC VP /CHIEF consumer off	JESSE CURETON	\$1,523,571		\$1,470,730
FRM EVP/PRES NHMG	JOHN PHILLIPS MD	\$1,436,559		\$1,320,013
C MED OFF, FMR EVP	THOMAS ZWENG MD	\$1,418,199		\$1,317,549
CHIEF NURSING OFF/clin ops/EVP	Denise Michal	\$1,412,412		\$1,341,358
EVP NEUROSCIENCE	Eric Eskioglu MD	\$1,382,979		\$1,172,857
SVP HOSP OPERATIONS	HARRY SMITH	\$1,287,330		\$1,203,840
CHIEF LEGAL OFF FMR	PETER BRUNSTETTER	\$1,162,943		\$1,131,295
C HR OFF	JANET SMITH-HALL	\$1,069,611		\$930,942
FMR SVP/CEO NHUVA	MELISSA ROBSON	\$1,036,146		\$921,441
SVP BUSISS STRAT/INNOVATION FMR	DAVID COOK MD	\$1,018,984	SVP VBC/HLTH-CARE FUTURIST	\$956,931
CHIEF ADMIN off	JACQUELINE/GATTIS DANIELS	\$996,667		\$1,569,581
SVP C INFO OFF	DAVID GARRETT	\$993,059		\$987,814
SVP comm wellness	OPHELIA GARMON-BROWN MD	\$957,983		\$739,354
SVP INTEGR/OPER EXCELLENCE	Kathryn LANGFORD	\$924,940		\$881,343
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$922,160		\$791,992
SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$901,799		\$916,141
SVP PHYSICIAN SERV	THOMAS WOOLLEN MD	\$884,591		\$833,091
SVP FINANCIAL PLAN/ANALYSIS	JON GRIFFIN	\$870,100		\$785,730
SVP/C MED INFO OFF	ARTHUR PATEFIELD MD	\$850,102		\$847,036
SVP CORPORATE FINANCES	SCOTT MYERS	\$843,010		\$787,680
SVP C HUMAN EXPERIENCE OFF	THOMAS JENIKE MD	\$826,622		\$781,878
SVP FOUNDATIONS FMR	PAULA VINCENT	\$810,636		\$770,163
SVP POPULATION HEALTH MGMT	AMY VANCE	\$791,746		
FMR SVP CLIN IMPROV	DIANA BEST	\$777,393		\$804,485
SVP WOMENS HEALTH	GREGORY CHERE MD	\$772,320		\$712,132
SVP VALUE STRAT	SCOTT BERTRAM	\$748,674		
SVP CANCER	STEVEN LIMENTANI MD	\$726,774		
SVP REAL ESTATE, CONST	DAVID PARK	\$683,726		\$696,636
EVP, diversity off	TANYA BLACKMON	\$676,297		\$642,692
FMR SVP NH HEART/VASCULAR	ALUKO AKINYELE MD	\$626,819		\$909,937
VP CLIN IMPROV	JOHN GARDELLA MD	\$607,624		\$630,852
ASST SEC	JOHN MORRIS	\$434,484		\$394,606
ASST SECRETARY	BETSY WALSH	\$411,571		\$418,112
SVP SUPPLY CHAIN	TONY JOHNSON			\$701,183
FMR CEO	PAUL WILES			\$223,250
SVP CHIEF Med OFF fmr	STEVEN WALLENHAUPT			\$177,873
FMR EVP	GREGORY BEIER			\$20,086
TOTAL SPENDING:		\$38,064,860		\$36,123,097

NOVANT HEALTH (2015-2014)

TITLE	NAME	2015	TITLE 2014	2014
CEO	CARL ARMATO	\$2,938,639		\$2,690,475
CFO	Fred Hargett	\$1,775,954		\$1,635,032
EVP/CHIEF OPERATING OFF	Jeffery Lindsay	\$1,522,160		\$1,309,888
EXEC VP /CHIEF consumer off	JESSE CURETON	\$1,361,298		\$1,277,473
CHIEF ADMIN off	JACQUELINE/GATTIS DANIELS	\$1,198,938		\$1,206,603
C MED OFF, FMR EVP	THOMAS ZWENG MD	\$1,138,449		\$985,691
FRM EVP/PRES NHMG	JOHN PHILLIPS MD	\$1,117,421		\$1,059,895
CHIEF LEGAL OFF FMR	PETER BRUNSTETTER	\$1,000,323		\$677,767
FMR SVP NH HEART/VASCULAR	ALUKO AKINYELE MD	\$883,257		\$822,180
SVP C INFO OFF	DAVID GARRETT	\$881,862		\$878,009
SVP OPER FINANCE FMR	MARK MILLER	\$876,270		\$726,203
SVP SUPPLY CHAIN	TONY JOHNSON	\$873,130		\$714,024
SVP VBC/HLTHCARE FUTURIST	DAVID COOK MD	\$868,455	SVP POP HEALTH MGMT	\$831,223
SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$845,697		\$874,441
C HR OFF	JANET SMITH-HALL	\$836,386	SVP HUM RES	\$814,826
SVP comm wellness	OPHELIA GARMON-BROWN MD	\$824,339	SVP PHYS SERV	\$715,686
SVP NH/CLIN OPS	Kathryn LANGFORD	\$802,468	SVP NOV HEALTH	\$800,824
CHIEF CLINICAL OFF FMR	SALLYE LINER	\$799,391		\$1,138,055
SVP/C MED INFO OFF	ARTHUR PATEFIELD MD	\$794,971		\$803,275
FRM EVP/PRES NHSS	DERRICK BILLINGS	\$790,528		\$1,389,571
SVP PHYSICIAN SERV	THOMAS WOOLLEN MD	\$756,061		\$720,209
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$714,423		\$749,070
FMR SVP CLIN IMPROV	DIANA BEST	\$706,953		\$705,262
SVP FOUNDATIONS FMR	PAULA VINCENT	\$693,703		\$671,719
SVP WOMENS HEALTH	GREGORY CHERE MD	\$691,438		
SVP FINANCIAL PLAN/ANALYSIS	JON GRIFFIN	\$689,233		
SVP CORPORATE FINANCES	SCOTT MYERS	\$687,757		\$627,677
SVP POPULATION HEALTH MGMT	AMY VANCE	\$684,217		
SVP CONSUMER OP	DONALD EASTERLING	\$670,492		\$444,337
SVP MARKETING/COMM	DAVID DUVALL	\$668,821		
SVP CHIEF Med OFF fmr	STEVEN WALLENHAUPT	\$644,297	SVP	\$1,052,265
SVP REAL ESTATE, CONST	DAVID PARK	\$629,580		\$610,435
VP CLIN IMPROV FMR	JOHN GARDELLA MD	\$575,704		\$463,023
ASST SECRETARY	BETSY WALSH	\$400,093		
ASST SEC	JOHN MORRIS	\$392,561		
FMR CEO	PAUL WILES	\$153,250		\$128,173
FMR EVP	GREGORY BEIER	\$20,086		\$667,905
CHIEF LEGAL OFF FMR	LAWRENCE MCGEE			\$348,935
VP CLIN IMPROV	JAMES LEDERER			\$567,576
TOTAL EXECUTIVE SPENDING:		\$31,908,605		\$29,107,727

NOVANT HEALTH (2013-2012)

TITLE	NAME	2013	2012
CEO	CARL ARMATO	\$8,220,379	\$2,798,348
CFO	Fred Hargett	\$2,726,496	\$1,704,286
FRM EVP/PRES NHSS	DERRICK BILLINGS	\$1,616,294	\$1,290,412
EVP/CHIEF OPERATING OFF	Jeffery Lindsay		
EXEC VP /CHIEF consumer off	JESSE CURETON	\$856,382	
CHIEF ADMIN off	JACQUELINE/GATTIS DANIELS	\$9,889,066	\$1,654,235
CHIEF CLINICAL OFF FMR	SALLYE LINER	\$1,626,976	\$1,399,281
FRM EVP/PRES NHMG	JOHN PHILLIPS MD		
SVP CHIEF Med OFF	STEVEN WALLENHAUPT	\$2,230,464	\$2,443,079
C MED OFF, FMR EVP	THOMAS ZWENG MD		
SVP C INFO OFF	DAVID GARRETT	\$820,707	\$674,896
SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$2,923,771	\$1,037,463
SVP POP HEALTH MGMT	DAVID COOK MD		
TRUSTEE	ALUKO AKINYELE MD	\$588,917	\$587,193
SVP HUM RES	JANET SMITH-HALL	\$774,817	\$613,867
SVP/C MED INFO OFF	ARTHUR PATEFIELD MD	\$811,122	\$746,963
SVP NOV HEALTH	Kathryn LANGFORD		
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$730,039	\$588,522
SVP OPER FINANCE FMR	MARK MILLER	\$744,228	\$570,606
SVP PHYSICIAN SERV	THOMAS WOOLLEN MD	\$503,079	\$517,208
SVP PHYS SERV	OPHELIA GARMON-BROWN MD	\$646,219	\$514,899
SVP SUPPLY CHAIN	TONY JOHNSON	\$1,201,081	\$1,234,143
FMR SVP CLIN IMPROV	DIANA BEST	\$1,313,481	\$1,385,710
CHIEF LEGAL OFF FMR	PETER BRUNSTETTER		
SVP FOUNDATIONS FMR	PAULA VINCENT	\$3,336,170	\$834,195
PRES NOVANT OPS	GREGORY BEIER	\$1,363,909	\$1,999,984
SVP CORPORATE FINANCES	SCOTT MYERS	\$579,261	\$494,305
SVP REAL ESTATE, CONST	DAVID PARK	\$1,120,723	\$1,168,185
VP CLIN IMPROV	JAMES LEDERER	\$546,401	\$491,632
VP CLIN IMPROV FMR	JOHN GARDELLA MD	\$469,085	\$418,824
SVP CONSUMER OP	DONALD EASTERLING		
EVP COUNSEL	LAWRENCE MCGEE	\$1,460,675	\$1,575,830
FMR CEO	PAUL WILES	\$329,978	\$11,142,251
VP CLIN IMPROV	PATRICK HEALY	\$530,219	\$422,048
PRES NHCOH	Michael RILEY	\$473,196	
SVP BUSINESS RISK	MARGARET BURKE	\$441,082	
NOVANT MARKET/PR	CATHERINE EVERETT	\$396,815	
SVP REV CYCLE	DANIELLE WEBER	\$365,887	\$495,466
SP VP MARKETING/COMMS	GEORGE TOBALSКИJIM		\$1,028,352
SVP GWS MARKET COO	Denise Michal		\$781,775
SVP FINANCE PLAN/ANAY	NICHOLAS BARTON		\$451,046
TOTAL EXECUTIVE SPENDING		\$49,636,919	\$41,065,004

NOVANT HEALTH (2011-2010)

TITLE	NAME	2011	TITLE 2010	2010
PRES NOVANT OPS	GREGORY BEIER	\$5,088,884	P OPERATIONS	\$3,158,319
SVP/C MED INFO OFF	ARTHUR PATEFIELD MD	\$4,117,151		\$1,440,256
COO	CARL ARMATO	\$2,301,114	P OF MARKETS	\$2,672,231
FMR CEO	PAUL WILES	\$2,295,475		\$4,229,395
SVP CHIEF Med OFF	STEVEN WALLENHAUPT	\$2,153,142		\$2,408,687
CHIEF CLINICAL OFF FMR	SALLYE LINER	\$1,769,484		\$2,311,361
CHIEF ADMIN off	JACQUELINE/GATTIS DANIELS	\$1,541,804		\$1,926,742
EVP COUNSEL	LAWRENCE MCGEE	\$1,511,974		\$1,754,408
CFO	Fred Hargett	\$1,477,404	CFO	\$1,667,021
NMG PRES	THOMAS WOOLLEN MD	\$1,360,002		\$1,205,483
FMR SVP CLIN IMPROV	DIANA BEST	\$1,279,796		\$1,375,603
SP VP MARKETING/COMMS	GEORGE TOBALSКИJIM	\$1,208,183		\$1,084,968
SVP REAL ESTATE, CONST	DAVID PARK	\$970,745		\$724,765
SVP BUSINESS/SALES	ROBERT SEEHAUSEN	\$911,158	SVP MANAGED CARE	\$1,138,748
SVP SUPPLY CHAIN	TONY JOHNSON	\$900,511		\$1,258,801
SVP AMBULATORY CARE	THOMAS HEARN	\$658,317		\$679,491
TRUSTEE	ALUKO AKINYELE MD	\$651,122	CARDIOLOGIST	
SVP C INFO OFF	DAVID GARRETT	\$626,041		\$770,224
SVP GWS MARKET COO	Denise Michal	\$617,069		\$565,501
SVP, CHIEF INVESTMENT	Wayne MORGAN	\$582,576		\$720,960
SVP HR	JANET SMITH-HALL	\$575,567		\$700,568
SVP FINANCE PLAN/ANAY	NICHOLAS BARTON	\$515,679		\$572,821
MEDICAL DIRECTOR	MARK MOGUL	\$494,164		\$585,832
SVP REV CYCLE	DANIELLE WEBER	\$485,303		\$616,869
SVP OPER FINANCE FMR	MARK MILLER	\$475,925		\$392,457
VP COMM PARTNERSHIPS	OPHELIA GARMON-BROWN MD	\$461,861		\$523,820
VP CLIN IMPROV	JAMES LEDERER	\$447,452		\$475,207
SVP CORPORATE FINANCES	SCOTT MYERS	\$423,850		
VP CLIN IMPROV FMR	JOHN GARDELLA MD	\$396,296		\$463,259
PRES AMBUL SVCS	JO DEAN SWINDLE			\$913,619
TOTAL EXECUTIVE SPENDING		\$36,298,049		\$36,337,416

MISSION HEALTH (2019-2017)

TITLE	NAME	2019	TITLE 2018	2018	TITLE 2017	2017
CEO	RONALD PAULUS MD	\$4,020,238		\$2,460,723		\$2,456,685
SVP/COO	JILL H GREEN MD	\$1,260,855		\$1,250,267		\$1,057,993
CFO/SVP	PAUL MCDOWELL	\$1,038,168	DEPUTY CFO	\$671,152		\$552,367
C MED OFF	WILLIAM HATHAWAY MD	\$968,173		\$764,873		\$753,391
SVP INNOV ADMIN	MARC WESTLE DO	\$905,181		\$631,065		\$726,620
SVP SOLUTIONS	MARC MALLOY	\$882,960		\$663,569		
SVP TRANSFORMATION	DEBRA FOSS	\$858,557		\$608,159		\$672,174
SVP OPERAT	SONYA GRECK	\$776,934		\$774,072		\$695,045
SVP PATIENT CARE SVS	KATHY GUYETTE	\$775,188		\$756,173		\$704,374
C QUALITY OFF	CHRIS DERIENZO	\$742,765		\$682,009		\$566,269
C INFO OFF	JONATHAN BROWN	\$671,412		\$435,265		\$464,320
VP	KELLETT LETSON	\$639,802				\$514,649
SVP, GENERAL COUNSEL	DONALD EPOSITO	\$625,515				
C MED INFO	CHARLES SAWYER MD	\$610,813		\$490,394		
VP	SUSAN MIMS	\$565,707		\$476,690		
C STRAT OFF	JON YEATMAN	\$543,669		\$351,448		
CHIEF CLIN OPP OFF	RUTH ZYRY	\$530,387		\$448,112		\$413,248
GOV RELATIONS	ROWENA B TIMMS	\$512,737		\$580,743		\$438,976
MED DIRECT	RICHARD ZENN	\$492,325		\$531,680		
C COMPL OFF	GWEN MCKINNEY	\$488,735		\$348,893		
C NURS OFF	KAREN OLSEN	\$481,507		\$458,614		\$390,212
VP	JONATHAN BAILEY	\$410,962			C PROG DEV OFF	\$406,780
GENERAL COUNSEL	ANN YOUNG	\$398,834		\$619,517		\$567,566
VP REVENUE CYCLE	RHONDA MILLER	\$271,228		\$543,324		
CFO/SVP	CHARLES AYSCUE	\$141,662		\$924,489		\$899,740
C INFO OFF	SULAIMAN SULAIMAN					\$475,065
C ACUTE MED	JEFFREY MOREADITH MD			\$467,178		\$451,451
VP	KAREN LEMIEUX					
VP	ANGELA FLETCHER					
SVP CEO MCDOWELL HOSP	LYNN BOGGS					
FMR C QUALITY OFF	WILLIAM MAPLES MD					
VP	OSCAR WEINMEISTER					\$413,663
VP	TRENT IBBOTSON			\$478,585		
TOTAL EXECUTIVE SPENDING		\$19,614,314		\$16,416,994		\$13,620,588

MISSION HEALTH (2016-2013)

TITLE	NAME	2016	2015	TITLE 2014	2014	2013
CEO	RONALD PAULUS MD	\$1,515,131	\$1,689,512		\$1,302,559	\$1,801,379
COO/PRES	JILL H GREEN MD	\$929,828	\$792,680		\$786,088	\$760,056
CFO/SVP	CHARLES AYSCUE	\$870,652	\$753,937		\$735,439	\$750,481
SVP INNOV ADMIN	MARC WESTLE DO	\$709,313	\$562,349	SVP, Chief Innovation Off	\$460,172	\$499,926
GENERAL COUNSEL	ANN YOUNG	\$695,327	\$545,976		\$457,107	\$488,789
C NURSING OFF	KATHY GUYETTE	\$622,164	\$461,361		\$498,323	\$439,259
SVP OPERAT	SONYA GRECK	\$618,760	\$540,812		\$611,915	\$529,949
VP HR	DEBRA FOSS	\$606,184	\$488,115		\$517,084	\$587,782
DEPUTY CFO	PAUL MCDOWELL	\$559,372	\$489,085	CFO	\$499,737	
C INFO OFF	SULAIMAN SULAIMAN	\$513,743	\$499,992		\$426,199	\$352,765
C MED OFF	WILLIAM HATHAWAY MD	\$499,281	\$529,903		\$682,183	
C QUALITY OFF	CHRIS DERIENZO	\$492,074				
SVP MARKETING	ROWENA B TIMMS	\$417,094	\$342,923		\$394,217	\$391,834
VP	SUSAN MIMS	\$416,561	\$378,206		\$386,583	
C ACUTE MED	JEFFREY MOREADITH MD	\$373,170	\$390,655			
VP	KAREN OLSEN	\$354,446				
C INFO OFF	JONATHAN BROWN	\$339,046				
VP	KAREN LEMIEUX	\$326,331	\$316,405		\$352,697	
VP	ANGELA FLETCHER	\$302,308				
SVP CEO MCDOWELL HOSP	LYNN BOGGS	\$284,906	\$497,764		\$387,407	
FMR C QUALITY OFF	WILLIAM MAPLES MD	\$268,561	\$544,943	Chief Quality Officer	\$570,896	\$584,854
SVP C COMPL OFF	JERYLYN WILLIAMS		\$380,963		\$290,222	
FMR C MED OFF	DALE FELL MD		\$376,641	CMO	\$459,750	\$559,201
C DEPT OF ANESTHESIA	STEPHEN STRELEC		\$276,131			
VP	JOHN COLETTI		\$261,423			
VP	JOHN J MAHER				\$315,883	\$398,843
FMR C OP OFF	BRIAN ASTON				\$304,309	\$173,877
VP	KRISTI SINK				\$289,921	
VP	JONATHAN BAILEY				\$282,481	
C INFO OFF	DONALD A JENNINGS					\$432,080
VP REVENUE CYCLE	RHONDA MILLER					\$394,098
FMR CEO	JOSEPH DAMORE					\$372,657
TOTAL EXECUTIVE SPENDING		\$11,714,252	\$11,119,776		\$11,011,172	\$9,517,830

MISSION HEALTH (2012-2010)

TITLE	NAME	2012	2011	TITLE 2010	2010
CEO	RONALD PAULUS MD	\$1,603,805	\$486,440		
CFO/SVP	CHARLES AYSCUE	\$690,664	\$620,977		\$558,308
CMO	DALE FELL MD	\$575,812	\$522,480		\$501,734
Chief Quality Officer	WILLIAM MAPLES MD	\$473,024			
C INFO OFF	DONALD A JENNINGS	\$469,199	\$403,507		\$354,644
GENERAL COUNSEL	ANN YOUNG	\$427,497	\$377,557		\$344,375
FMR	BRIAN ASTON	\$403,421	\$568,944		\$522,564
C NURSING OFF	KATHY GUYETTE	\$390,066			
VP REVENUE CYCLE	RHONDA MILLER	\$365,206			
FMR CEO	JOSEPH DAMORE	\$351,102	\$917,467	CEO	\$1,006,712
VP SYSTEM INTEGRATION	JOHN J MAHER	\$319,356			
VP HR	MARIA ROLOFF	\$310,876	\$339,460		\$302,563
VP HEART SERVICES	KAREN LEMIEUX	\$295,884			
COO/PRES	JILL H GREEN MD	\$170,675			
INTERIM CEO	CARLETON RIDER		\$500,000		
TOTAL EXECUTIVE SPENDING		\$6,846,587	\$4,736,832		\$3,590,900

WAKE FOREST BAPTIST HEALTH (2020-2018)

TITLE	NAME	2020	2019	TITLE 2018	2018
CEO, DEAN	JULIE FREISCHLAG, MD	\$2,510,277	\$2,095,839		\$1,201,109
DIRECTOR WF	NATHAN HATCH	\$2,018,688	\$2,375,695		\$1,885,529
PRES WFBH SYSTEM	KEVIN HIGH MD	\$1,328,853	\$1,047,534		\$922,637
CFO/TREAS	BRADLEY CLARK	\$1,184,545	\$954,531		\$654,092
CHIEF STRAT OFFICER	TERRY WILLIAMS	\$1,068,360	\$925,923		\$916,241
GENERAL COUNSEL	MCLAIN WALLACE	\$950,287	\$855,212		\$760,997
PRES WFBMC, SVP CH NURS OF	CATHLEEN WHEATLEY DNP	\$928,909	\$677,581	VP CLINICAL OP, C NURS	\$649,576
FMR C MARKETING OFF	ROBERT GFELLER	\$904,871	\$809,382	EVP EXTERNAL RELATIONS, CHIEF MARKET-ING OFFICER	\$802,203
ASS SECRETARY	REID MORGAN	\$822,003	\$747,828		\$711,661
CHIEF PEOPLE OFF	LILCIA BAILEY	\$787,386	\$763,252		\$733,035
SVP SYSTEM OPPS	MICHAEL WAID	\$768,238	\$691,775		\$647,736
FMR CEO/OFFICER	JOHN MCCONNELL MD	\$763,467	\$5,597,552		\$2,149,574
CHIEF INFO OFF	WILLIAM SHOWALTER	\$750,996	\$675,997		\$242,221
SVO, CLIN OPS/PT FIN SVC	TODD BANKHEAD	\$687,470	\$502,918		
VP BUSINESS SVC	CONRAAD EMMERICH	\$669,470			
VP, C PHIL OFF	LISA M MARSHALL	\$482,745	\$495,434		
FMR CHIEF INNOV OFF	ERIC TOMLINSON, DCS	\$441,630	\$688,587		\$730,314
VP, FACILITIES	KAREN H HUEY	\$439,821	\$474,650		\$458,146
FMR CFO	CHAD ECKES				\$1,020,928
DEAN MED SCHOOL fmr	DR. EDWARD ABRAHAM				\$681,796
C SYSTEM fmr	RUSSELL HOWERTON MD				\$863,357
C HUMAN RES OFF	CHERYL LOCKE				\$515,919
VP, CIO	DEETE EMON				
VP CLIN OPS, Ex Adm Dir	VICTORIA RUSSELL				
FMR OFFICER	NORMAN B POTTER				\$540,103
SVP BUS SVC, EVP Health System	CONRAD S EMMERICH		\$574,543		
Director Fin Affiliates-OP FINANCE	DAN SQUIRES				
FMR OFFICER	JOANNE C RUHLAND				\$415,375
COO/FMR PRES	BARBARA CARBONE MD				
FMR OFFICER	LISA M WYATT				
VP MANAGED CARE	CHARLES R VIGNOS		\$548,798		\$600,805
AVP/ASST CFO	DENISE CHAMBERLAIN				\$522,724
VP CLIN OPS	ERWIN STAINBACK				\$492,892
VP, CIO	DEETTE M EMON				\$385,505
TOTAL EXECUTIVE SPENDING		\$17,508,016	\$21,503,031		\$19,504,475

WAKE FOREST BAPTIST HEALTH (2017-2015)

52

TITLE	NAME	2017	2016	TITLE 2015	2015
CEO/DIRECTOR	JOHN MCCONNELL MD	\$2,297,481	\$2,284,045		\$1,783,508
DIRECTOR WF	NATHAN HATCH	\$1,686,087	\$4,229,027		\$1,456,819
CFO	CHAD ECKES	\$1,215,382	\$845,006		\$479,023
DEAN MED SCHOOL	DR. EDWARD ABRAHAM	\$1,113,838	\$1,298,545		\$773,364
EVP HEALTH S AFFAIRS	KEVIN HIGH MD	\$1,004,678	\$799,383		\$466,646
PRES WFIQ	ERIC TOMLINSON, DCS	\$911,421	\$653,291		\$643,016
CHIEF STRAT OFFICER	TERRY WILLIAMS	\$896,156	\$858,769	EVP Strategy and Dev	\$737,582
C SYSTEM FMR	RUSSELL HOWERTON MD	\$875,694	\$836,201		\$699,105
GENERAL COUNSEL	MCLAIN WALLACE	\$734,764	\$677,177		\$564,004
EVP EXTERNAL RELATIONS, CHIEF MARKETING OFFICER	ROBERT GFELLER	\$726,405	\$482,093		
ASS SECRETARY	REID MORGAN	\$703,137	\$608,047		\$589,026
C HUMAN RES OFF FMR	CHERYL LOCKE	\$637,121	\$749,074		\$479,664
VP CLINICAL OP, C NURS	CATHLEEN WHEATLEY DNP	\$633,479	\$580,747		
VP, CIO	DEETE EMON	\$623,521	\$510,807		
SVP SYSTEM OPPTS	MICHAEL WAID	\$612,032	\$513,339		
VP CLIN OPS, Ex Adm Dir	VICTORIA RUSSELL	\$571,554			
VP DEVELOP	NORMAN B POTTER	\$527,715	\$494,168		\$404,654
SVP BUS SVC, EVP Health System	CONRAD S EMMERICH	\$527,384			
Director Fin Affiliates-OP FINANCE	DAN SQUIRES	\$517,082			
VP, FACILITIES	KAREN H HUEY	\$457,230	\$432,124		\$366,898
TREASURER	BRADLEY CLARK	\$432,657	\$328,094	ASST TREAS	\$258,296
FMR OFFICER	JOANNE C RUHLAND	\$405,888	\$425,368		\$327,292
COO/FMR PRES	BARBARA CARBONE MD	\$395,689	\$1,437,648		\$1,093,028
C HUMAN RESOR	LILCIA BAILEY	\$193,645			
FMR OFF, C MARKETING OFF	LISA M WYATT	\$104,622	\$602,098		\$413,701
FMR CFO	EDWARD CHADWICK		\$145,587		\$1,608,699
COO/FMR PRES	DR. THOMAS SIBERT			former	\$1,424,754
FMR OFFICER	DONNY LAMBETH				\$279,282
FMR OFFICER	WILLIAM APPLGATE MD		\$274,739		\$278,700
FMR OFFICER	MAUREEN E SINTICH				\$242,771
FMR OFFICER	DOUGLAS NELSON				\$207,115
FMR OFFICER	SHEILA M SANDERS				\$162,539
VP, CIO	DEETTE M EMON				\$151,662
VP CLIN OPS	ERWIN STAINBACK		453,140		
VP MANAGED CARE	CHARLES R VIGNOS		\$437,923		
BUS DEVL P INDUSTRY REL	JEFFREY BRENNAN		357,693		
TOTAL EXECUTIVE SPENDING		\$18,804,662	\$21,314,133		\$15,891,148

WAKE FOREST BAPTIST HEALTH (2014-2012)

TITLE	NAME	2014	2013	TITLE 2012	2012
CEO/DIRECTOR	JOHN MCCONNELL MD	\$1,752,871	\$2,061,692		\$2,044,854
DIRECTOR WF	NATHAN HATCH	\$1,408,260	\$1,281,225		\$1,300,334
COO/FMR PRES	DR. THOMAS SIBERT	\$957,677	\$1,026,585		\$1,135,811
FMR CFO	EDWARD CHADWICK	\$767,218	\$956,465	Treasurer	\$979,420
DEAN MED SCHOOL	DR. EDWARD ABRAHAM	\$689,971	\$851,668		
C SYSTEM FMR	RUSSELL HOWERTON MD	\$640,413	\$757,191	Chief Med Officer	\$657,025
PRES WFIQ	ERIC TOMLINSON, DCS	\$622,178	\$298,729		
FMR OFFICER	DONNY LAMBETH	\$580,749	\$1,180,057		
ASS SECRETARY	REID MORGAN	\$562,844	\$597,830		\$531,348
GENERAL COUNSEL	MCLAIN WALLACE	\$512,328	\$626,938	Secretary	\$491,527
FMR OFFICER	DOUGLAS L EDGETON	495,650	\$626,614	EVP Med Ctr Admin	\$710,729
FMR C INFO OFF	SHEILA M SANDERS	479,136	\$583,024		\$464,543
FMR OFFICER	WILLIAM APPLGATE MD	458,464	\$892,796		
C HUMAN RES OFF FMR	CHERYL LOCKE	\$436,482	\$537,506		\$584,569
FMR OFFICER	MAUREEN E SINTICH	404,216	\$477,811	Chief Nursing Officer	\$489,493
FMR OFFICER, C MARKETING OFF	LISA M WYATT	\$379,591	\$462,064		\$425,037
VP DEVELOP	NORMAN B POTTER	\$370,658	\$432,109		\$342,569
VP, FACILITIES	KAREN H HUEY	326,084	\$435,229		\$342,067
FMR OFFICER	JOANNE C RUHLAND	325,547	\$326,666	VP Gov Affairs	\$252,051
ASST TREASURER	BRADLEY CLARK	\$248,684			
FMR OFFICER	DOUGLAS NELSON	201,416	\$223,323	FMR Treasurer	\$227,820
TOTAL EXECUTIVE SPENDING		\$12,620,437	\$14,635,522		\$10,979,197

WAKE FOREST BAPTIST HEALTH (2012-2010)

TITLE	NAME	2011	2010
VP Ch Communications/Mktg Off	LISA M WYATT	\$364,713	
Secretary, General Counsel	MCLAIN WALLACE	\$418,593	\$286,264
fmr Treasurer	DOUGLAS NELSON	\$198,521	\$182,651
CFO	EDWARD CHADWICK	\$974,587	\$734,282
VP Gov Affairs	JOANNE C RUHLAND	\$246,498	
EVP Med Ctr Admin	DOUGLAS L EDGETON	\$655,048	
Chief Nursing Officer	MAUREEN E SINTICH	\$395,315	
Chief Med Officer	RUSSELL HOWERTON MD	\$631,814	
CEO/DIRECTOR	JOHN MCCONNELL MD	\$2,499,809	\$1,681,680
DIRECTOR WF	NATHAN HATCH		\$865,757
COO/FMR PRES	DR. THOMAS SIBERT	\$995,133	\$974,188
DEAN MED SCHOOL	DR. EDWARD ABRAHAM		
PRES WFIQ	ERIC TOMLINSON, DCS		
FMR OFFICER	DONNY LAMBETH		
ASS SECRETARY	REID MORGAN	\$414,255	\$342,313
FMR C INFO OFF	SHEILA M SANDERS	\$426,785	
FMR OFFICER	WILLIAM APPEGATE MD		
C HUMAN RES OFF FMR	CHERYL LOCKE	\$744,652	
VP DEVELOP	NORMAN B POTTER	\$260,029	
VP, FACILITIES	KAREN H HUEY	\$289,044	
ASST TREASURER	BRADLEY CLARK		
TOTAL EXECUTIVE SPENDING		\$9,514,796	\$5,067,135

DUKE HEALTH (2021-2018)

POSITION	NAME	2021	2020	2019	2018
CEO	EUGENE WASHINGTON MD	\$2,048,607	\$2,707,031	\$2,761,343	\$2,534,912
CFO/TREASURER	KENNETH MORRIS fmr	\$1,720,368	\$1,470,356	\$1,432,005	\$1,462,217
DIRECTOR	VINCENT PRICE	\$1,533,257	\$1,519,990	\$1,393,846	\$1,040,570
EVP, DUHS	WILLIAM FULKERSON MD	\$1,097,350	\$1,724,932	\$1,894,180	\$1,667,663
CFO/TREASURER	JOHN MORDACH	971,691			
PRES DUH/ SVP DUHS	THOMAS OWENS MD	\$808,728	\$1,112,722	\$1,194,926	\$903,553
DIRECTOR	MARY KLOTMAN MD	\$777,927	\$1,203,232	\$1,116,102	\$660,896
CIO/VP MED INFORMATICS	JEFFERY FERRANTI	\$735,978	\$1,234,842	\$952,949	\$873,717
COO/PRMO	KEITH STOVER	\$574,949	\$582,364		
PRES DUKE REGIONAL HOSP	KATHLEEN GALBRAITH	\$558,557	\$708,881	\$750,309	\$718,099
VP FINANCE/ CORP CONTROLLER	ROBERT WILLIS	\$537,154		\$659,187	
VP ADMIN/ SECERTARY	MONTE BROWN MD	\$507,652	\$828,393	\$873,569	\$906,120
C OP OFF/DUH	MARY MARTIN	\$468,514	\$499,623		
VP PATIENT CARE/ CHIEF NURSE EX	MARY ANN FUCHS	\$417,968	\$607,333	\$635,905	\$559,754
DIRECTOR	ERIK PAULSON	410,975			
DIRECTOR	ANN REED	\$328,746	\$389,255	\$388,325	\$373,280
INTERIM PRES, DUKE RAL HOSP	LEIGH BLEECKER	326,060			
PRES DUKE RALEIGH HOSPITAL (part 2021)	DAVID ZAAS MD	\$309,324	\$709,676	\$740,503	\$632,460
PRES DUKE UNIV HOSP FMR	KEVIN SOWERS			\$318,050	\$893,014
DIRECTOR	JOHN SAMPSON MD		\$793,426	\$789,045	
C HR DUHS	RHONDA BRANDON		\$769,765	\$724,057	\$641,989
DUHS ASS VP	JOHN SMITH			\$648,483	
RADIOLOGY CHIEF TECH	JOSEPH LAWLER		\$706,925		
RADIOLOGY SUPERVISOR	GEORGIA MANUEL		\$706,925		
DIRECTOR	MARK F NEWMAN MD				\$166,215
C OP OFF/DUH	CAROLYN CARPENTER				\$532,325
TOTAL EXECUTIVE SPENDING		\$14,133,805	\$18,275,671	\$17,272,784	\$14,566,784

DUKE HEALTH (2017-2015)

POSITION	NAME	2017	2016	2015
CEO	EUGENE WASHINGTON MD	\$2,237,766	\$1,231,852	
EVP, DUHS	WILLIAM FULKERSON MD	\$1,465,650	\$2,167,617	\$1,289,907
DIRECTOR	RICHARD BRODHEAD	\$1,426,755	\$1,405,423	\$1,337,746
CFO/TREASURER	KENNETH MORRIS fmr	\$1,315,044	\$1,236,756	\$1,155,103
DIRECTOR	NANCY ANDREWS MD	\$1,051,554	\$1,055,914	\$917,379
CIO, DHTS ADMIN	JEFFERY FERRANTI	\$779,177	\$626,672	\$573,951
PRES DUKE UNIV HOSP FMR	KEVIN SOWERS	\$765,766	\$726,496	\$694,432
C MED OFF	THOMAS OWENS MD	\$756,829	\$653,023	\$655,283
VP ADMIN/ SECERTARY	MONTE BROWN MD	\$721,025	\$706,792	\$595,249
director	RHONDA BRANDON	\$601,019		
PRES DUKE RALEIGH HOSPITAL (part 2021)	DAVID ZAAS MD	\$587,454	\$566,388	\$297,744
PRES DUKE REGIONAL HOSP	KATHLEEN GALBRAITH	\$564,268	\$544,517	\$382,991
VP PATIENT CARE/ CHIEF NURSE EX	MARY ANN FUCHS	\$498,163	\$457,162	\$442,092
C OP OFF/DUH	CAROLYN CARPENTER	\$496,696		
DIRECTOR	MARY KLOTMAN MD	\$451,111	\$420,675	\$447,104
DIRECTOR	MARK F NEWMAN MD	\$261,076	\$283,876	\$363,710
FMR CEO	VICTOR DZAU MD	\$161,713	\$272,294	\$8,042,554
SVP STAT PLANNING	SANDRA DANOFF		\$1,236,777	\$636,461
C HR OFF	STEPHEN SMITH		\$519,042	
DIRECTOR	THEODORE NICK PAPPAS MD		\$341,442	\$430,897
FMR KEY EMPLOYEE	PAUL NEWMAN		\$293,607	\$286,089
PRES DUKE REGIONAL HOSP FMR	KERRY WATSON		\$44,808	\$160,025
VP CONTROLLER, C ACC. OFF	ROBERT WILLIS			\$513,460
SVP DUKE RALEIGH HOSP	CARLA PARKER			\$254,273
PRES DUKE RALEIGH HOSPITAL FMR	RICHARD GANNOTTA			\$152,900
TOTAL EXECUTIVE SPENDING		\$14,141,066	\$14,791,133	\$19,629,350

DUKE HEALTH (2014-2013)

POSITION	NAME	2014	TITLE 2013	2013
CEO	VICTOR DZAU MD	\$2,776,847		\$2,889,952
DIRECTOR	RICHARD BRODHEAD	\$1,291,131		\$1,233,243
EVP, DUHS	WILLIAM FULKERSON MD	\$1,248,186		\$1,246,396
CFO/TREASURER	KENNETH MORRIS fmr	\$1,093,322		\$1,127,172
DIRECTOR	NANCY ANDREWS MD	\$826,963		\$839,197
SVP STAT PLANNING	SANDRA DANOFF	\$734,767		
PRES DUKE UNIV HOSP FMR	KEVIN SOWERS	\$720,075		\$706,354
VP ADMIN/ SECERTARY	MONTE BROWN MD	\$648,793		\$623,185
C MED OFF	THOMAS OWENS MD	\$622,099		\$554,567
PRES DUKE REGIONAL HOSP FMR	KERRY WATSON	\$580,087		\$613,525
CIO, DHTS ADMIN	JEFFERY FERRANTI	\$552,337		
PRES DUKE RALEIGH HOSPITAL FMR	RICHARD GANNOTTA	\$493,963	pres	\$347,453
DIRECTOR	THEODORE NICK PAPPAS MD	469,360		\$324,138
VP PATIENT CARE/ CHIEF NURSE EX	MARY ANN FUCHS	\$443,122		\$397,941
DIRECTOR	MARY KLOTMAN MD	\$440,296		\$502,866
PRES DUKE RALEIGH HOSPITAL	DOUGLAS VINSEL	309,240		\$604,438
DIRECTOR	CARL RAVIN MD	293,211		\$292,220
FMR KEY EMPLOYEE	PAUL NEWMAN	\$289,024	fmr	\$297,115
PRES DUKE REGIONAL HOSP	KATHLEEN GALBRAITH	\$240,069		
SVP DUKE RALEIGH HOSP	CARLA PARKER	232,244		
VP/CIO, DHTS	ARTHUR GLASGOW			\$716,975
GEN COUNSEL	MARK GUSTAFSON		fmr	\$331,406
TOTAL EXECUTIVE SPENDING		\$14,305,136		\$13,648,143

DUKE HEALTH (2012-2010)

POSITION	NAME	2012	TITLE 2011	2011	2010
CEO	VICTOR DZAU MD	\$2,775,693		\$2,799,654	\$3,276,166
CEO, DUKE HOSPITAL/SVP, ACUTE CARE	WILLIAM FULKERSON MD	\$1,207,509		\$1,088,570	\$1,021,817
DIRECTOR	RICHARD BRODHEAD	\$1,180,027		\$969,394	\$879,024
CFO/TREASURER	KENNETH MORRIS fmr	\$1,092,396		\$921,498	\$941,349
DIRECTOR	NANCY ANDREWS MD	\$791,099		\$725,529	\$629,364
PRES DUKE UNIV HOSP FMR	KEVIN SOWERS	\$677,987	CHIEF OPERATING OFFICER	\$659,643	\$615,667
VP BUSINESS DEVELOPMENT	MOLLY K O'NEILL	\$631,876		\$595,105	\$591,939
PRESIDENT DURHAM REGIONAL HOSPITAL	KERRY WATSON	\$597,841	CEO, DRH CORPORATE HEALTH	\$497,506	\$491,320
PRES DUKE RALEIGH HOSPITAL	DOUGLAS VINSEL	\$596,546		\$617,194	\$590,772
VP ADMIN/ SECERTARY	MONTE BROWN MD	\$587,239		\$567,781	\$568,727
VP/CIO, DHTS	ARTHUR GLASGOW	\$571,611			
VP PATIENT CARE/ CHIEF NURSE EX	MARY ANN FUCHS	\$390,399		\$357,029	\$365,226
GEN COUNSEL FMR	MARK GUSTAFSON	\$321,293	FMR OFFICER	\$316,779	\$316,186
FMR KEY EMPLOYEE	PAUL NEWMAN	\$313,402	CEO, ADMIN DIRECTOR	\$376,863	\$357,844
DIRECTOR	CARL RAVIN MD	\$291,055		\$313,291	\$300,433
FMR DIRECTOR	FRANCES MAUNEY			\$147,850	\$147,651
FMR DIRECTOR	FRANK SLOAN				\$333,396
ASS MED DIRECT	MARK LOUDEN				\$386,748
FMR OFFICER	MICHAEL S CUFFE MD			\$558,482	\$589,504
C INFO OFF	ASIF AHMAD			\$629,908	\$663,723
FMR DIRECTOR	R SANDERS WILLIAMS MD			\$276,619	\$722,839
FMR DIRECTOR	KIMBERLY JENKINS			\$42,165	
TOTAL EXECUTIVE SPENDING		\$12,025,973		\$12,460,860	\$13,789,695

VIDANT HEALTH (2021-2018)

TITLE	NAME	2021	2020	2019	2018
CEO	MICHAEL WALDRUM MD	\$1,472,713	\$1,465,307	\$1,374,110	\$1,274,783
PRES VMC	BRIAN/WILLIAM FLOYD	\$734,534	\$712,583	\$979,327	\$648,467
CFO	DAVID HUGHES	\$718,620	\$754,441	\$1,995,951	\$680,054
C MED OFF	NITI ARMISTEAD MD	\$554,107	\$572,987	\$225,534	
C INFO OFF	DONNETTE HERRING	\$497,884	\$522,383	\$502,665	\$484,398
P Vidant Community hosp	JAY BRILEY	\$486,087	\$490,790	\$425,631	\$298,241
C CLIN NETWORK OFF	RYAN HICKEY	\$466,232	\$437,657	\$385,927	\$353,289
C HUMAN RES OFF	JOHN MARQUES	\$453,312	\$463,383	\$445,039	\$435,589
C EXPER OFF	JULIE OEHLERT	\$432,109	\$420,385	\$394,558	\$372,871
VP FIN SERV	JENNIFER THOMAS	\$419,629	\$394,639	381,680	\$348,310
SVP MED AFF, POP HEALTH	JOSEPH PYE	\$390,471			
VP FINAN SVS-Operations	JERRY TOWNSEND	\$385,605	\$356,386	\$325,149	\$304,475
C MED INFO Off	DAVID MICHAEL	\$349,528	\$348,339	\$337,565	\$327,997
VP TECH Infrastruct CTO	ROBERT SPEAKMAN	\$331,384	\$327,415		
VP TOTAL REWARDS	VERONICA BARICEVIC	\$329,517		\$273,960	
C FACILITIES OFF FMR	TIMOTHY MCDONNELL	\$318,839	\$354,573	\$1,121,700	\$350,353
VP QUALITY	TERESA ANDERSON	\$300,507			
C AUDIT/COMP OFF	GAIL BROWN	\$298,267	\$305,284		
C HUMAN RES OFF	CHARLENE WILSON	\$280,443			
C DIVERSITY	MARK DUNN	\$273,950			
IT APPS	TANYA THOMPSON	\$271,771			
VP SUP CHAIN MGT	STEVEN HUCKABA	\$263,776			
VP FACILITIES PROPER-TITES	JAMES WALTON IV	\$259,064			
FMR C QUAL OFF	JOAN WYNN		\$436,309	\$1,167,712	\$455,332
PRES V BEAUFORT FMR	WILLIAM CASE		\$379,049	\$1,296,014	\$360,961
VP DATA ANALYTICS, STRATEGY	GREGORY NELSON		\$290,666		
VP FIN SUPT ChainMgt	STEVEN HUCKABAA		\$263,336		
C ADMIN OFF	JANET MULLANEY			\$2,717,559	\$622,786
C STAT MARKETING OFF	ANISSA DAVENPORT			\$728,201	\$333,406
PRES V COMM HOSP FMR	ROGER ROBERTSON			\$539,413	\$2,576,982
VP CLIN INFO	MARCY STOOTS			\$292,728	
VP FINANCIAL SYST	LYNN LANIER				\$976,000
C SYSTEM GROWTH	KATHY BARGER				\$847,818
C MED OFF	MARK RUMANS MD				\$586,321
VP FIN SVS SUPPLY CHAIN	PRESTON COMEAUX II				\$290,272
VP TECH INF CTO	ROBERT PAPPAGIANOPOULOS				\$289,081
DEP GEN COUNSEL	EDWARD GALLAGHER				\$250,759
C AUDIT/COMP OFF	JEFFERY WIGGINS				\$147,620
TOTAL EXECUTIVE SPENDING		\$10,288,349	\$9,295,912	\$15,910,423	\$13,616,165

VIDANT HEALTH (2017-2015)

TITLE	NAME	2017	2016	TITLE	2015
CEO	Michael Waldrum Md	\$1,232,893	\$557,897		
C CORPORATE SERV	Roger Robertson	\$692,081	\$751,515	P VCOM	\$558,296
C MED OFF	Mark Rumans Md	\$682,821	\$682,356		\$648,128
CFO	David Hughes	\$670,466	\$666,559		\$625,357
C ADMIN OFF	Janet Mullaney	\$632,363	\$799,937	INT CEO	\$617,293
C INFO OFF	Donnette Herring	\$495,764	\$494,955		\$456,062
C EXTERNAL AFFAIRS FMR]	Joel Butler	\$492,302	\$540,236		\$1,482,041
FMR C QUAL OFF	Joan Wynn	\$477,132	\$514,942		\$401,063
C SYSTEM GROWTH	Kathy Barger	\$462,753	\$564,016		\$462,276
C HUMAN RES OFF	John Marques	\$452,886			
PRES V BEAUFORT	William Case	\$370,231	\$397,457		\$344,286
Past VP, Financial Services	Lynn Lanier	\$355,718	\$430,816	VP ECH FIN SERV	\$324,039
C FACILITIES OFF	Timothy Mcdonnell	\$355,124	\$373,945		\$319,777
C STAT MARKETING OFF	Anissa Davenport	\$335,032	\$278,190		\$322,355
Chief Strat Service Line Develop	Ryan Hickey	\$331,262			
C MED INFO Off	David Michael	\$329,396	\$335,753		\$327,125
VP FIN SVS SUPPLY CHAIN	Preston Comeaux li	\$325,453	\$338,406		\$283,316
SVP FIN SVS	Scott Lieberenz	\$293,299			\$340,196
VP TECH INF CTO	Robert Pappagianopoulos	\$291,466			
PRES DUPLIN	Jay Briley	\$289,914	\$303,204		\$264,311
VP FIN SERV	Jennifer Thomas	\$287,770	\$257,433		
VP AMB APPL	Debra Dulac	\$276,689			
VP FINAN SVS-Operations	Chris Townsend	\$274,750			
C AUDIT/COMP OFF	Jeffery Wiggins	\$256,605	\$260,586		
FMR P VMC/CPAO, P emertius	Stephen Lawler		\$3,267,867		\$896,770
FMR C AUDIT/COMPLIANCE	John Falcetano		\$853,783		\$281,423
PRES VMC	Brian/William Floyd		\$624,759		\$518,784
PRES CHOWAN/BERTIE	Jeffery Sackrison		\$499,011		
GENERAL COUNSEL	Vicki Haddock		\$341,622		
FMR CEO	David Herman Md		\$302,624		\$1,383,989
VP FINAN SVS-Operations	Jerry Townsend		\$252,645		
C HUMAN RES OFF	Laura Land				\$401,893
VP CORP ACCRED/COMP	Carmen Vincent				\$396,350
EVP DIR OF VMG	Travis Douglass				\$373,441
DIR COMM RELAT/OUTREACH	Robert Barnhill				\$267,640
SUPPLY CHAIN MANG	Leslie Peters				\$223,096
DEP GEN COUNSEL	Edward Gallagher				\$220,068
TOTAL EXECUTIVE SPENDING		\$10,664,170	\$14,690,514		\$12,739,375

VIDANT HEALTH (2017-2012)

TITLE	NAME	2014	2013	TITLE	2012
CEO, EMERITUS	David Mcrae	\$2,655,658	\$1,789,577		\$1,833,248
CEO	David Herman Md	\$1,370,034	\$1,276,845	P, COO VH	\$694,352
PRES VMC	Stephen Lawler	\$890,380	\$886,872		\$911,439
CFO	David Hughes	\$578,994	\$543,108	SVP FIN SVS	\$399,392
PRESIDENT VCOM	Roger Robertson	\$537,999	\$491,689	P ECH&HA-VH	\$525,247
CAO	Janet Mullaney	\$494,048	\$485,939		\$535,756
C SYST GROWTH	Kathy Barger	\$444,424	\$395,881		\$416,636
EVP DIR OF VMG	Travis Douglass	\$379,526			\$371,683
FMR C QUAL OFF	Joan Wynn	\$364,042	\$322,597		\$300,123
C MED OFF	Mark Rumans Md	\$359,350			
PRES V BEAUFORT	William Case	\$343,881	\$391,728	P DUPLIN	\$315,707
C EXTERNAL AFFAIRS	Joel Butler	\$342,522	\$346,765		\$365,113
C HUMAN RES OFF	Laura Land	\$338,309			
C STAT MARKETING OFF	Anissa Davenport	\$319,892	\$296,479		\$269,941
VP ECH FIN SERV	Lynn Lanier	\$317,650	\$292,287		\$277,621
C MED INFO Off	David Michael	\$316,814	\$320,774		
VP SVS/PATIENT/FAM	Mary Collier	\$306,066	\$233,487		\$255,427
C FACILITIES OFF	Timothy Mcdonnell	\$305,398	\$299,205	C DES&CONST	\$293,371
SVP FIN SVS	Scott Lieberenz	\$296,678			
PAST C AUDIT/COMPLIANCE	John Falcetano	\$273,107	\$262,730		\$272,069
VP FIN SVS SUPPLY CHAIN	Preston Comeaux li	\$272,681	\$247,760		\$574,378
VP FIN OPS-UHS	Seth Van Essendelft	\$270,810			\$258,181
PRES DUPLIN	Jay Briley	\$265,836	\$245,680		
Dir Com Rel/Outreach	Robert Barnhill	\$254,302			
VP CORP ACCRED/COMP	Carmen Vincent	\$233,698	\$228,970		\$250,808
DIR OFFIC OF CIO	Sandra Maness	\$211,058			
C GEN COUNSEL	Nancy Aycock	\$197,478	\$1,710,396	In House Gener- al Counsel	\$483,830
C HR OFF	Jeffery Chambers	\$128,750	\$284,897		\$167,845
P Albemarle Health	Sharon Tanner		\$983,460		\$527,419
C INFO OFF	STUART JAMES		\$831,119		\$375,885
CFO	JACK HOLSTEN		\$352,602		\$2,423,856
VP, Fin Svs-Albemarle	RAYMOND OWINGS		\$293,729		\$304,812
Chief Clinical Officer	DIANA POOLE				\$428,212
VP COMMUNITY BENEFIT, GOV AFFAIRS	MICHELLE BROOKS				\$213,967
VP, INFO SVS	TREY MCMILLIAN				\$209,213
Total Executive Spending		\$13,069,385	\$13,814,576		\$14,255,531

VIDANT HEALTH (2011-2010)

TITLE	NAME	2011	TITLE	2010
Chief Clinical Officer	DIANA POOLE	\$2,356,002	COO, PCMH	\$700,404
CEO, EMERITUS	DAVID MCRAE	\$1,605,243		\$1,828,340
PRES PCMH	STEPHEN LAWLER	\$744,490		\$823,427
CFO	JACK HOLSTEN	\$730,648		\$766,609
P Albemarle Health	SHARON TANNER	\$579,669		\$324,772
CAO	JANET MULLANEY	\$467,914	CHIEF CORP SVS	\$505,979
PRES ECH&HA-VH	ROGER ROBERTSON	\$431,103		\$426,305
IN HOUSE GENERAL COUNSEL	NANCY AYCOCK	\$422,373		\$550,559
C SYSTEM GROWTH	KATHY BARGER	\$382,325		\$361,037
SVP FINAN SVS	DAVID HUGHES	\$354,843		\$364,814
CHIEF INFORMATION OFFICER	STUART JAMES	\$339,881		\$347,184
VP, Financial Svs-Albemarle	RAYMOND OWINGS	\$323,540		\$183,379
Chief HR Officer	TYREE WALKER	\$312,366		\$341,293
C EXTERNAL AFFAIRS	JOEL BUTLER	\$306,395		\$451,795
EVP DIR OF VMG	TRAVIS DOUGLASS	\$286,473		
VP FIN SVS SUPPLY CHAIN	PRESTON COMEAUX II	\$284,843		\$289,249
PRES DUPLIN	WILLIAM CASE	\$278,084		\$284,649
CHIEF QUALITY & PATIENT SAFETY	JOAN WYNN	\$274,394	VP CORPORATE QUALITY UHS	\$309,504
SVP Cardiac, Emer, Med Svs PCMH	DONALD SMITH	\$272,075	PRESIDENT, OBH, UHS	\$262,622
EVP PCHM	BRIAN/WILLIAM FLOYD	\$262,818	VP CARDIOVASCULAR SVS	\$225,094
VP SVS/PATIENT/FAM	MARY COLLIER	\$260,642	VP PLAN&STRAT UHS	\$282,951
VP ECH FIN SERV	LYNN LANIER	\$256,978		\$244,746
CHIEF AUDIT-COMPL OFF	JOHN FALCETANO	\$256,175	COMPLIANCE OFF	\$256,880
C DESIGN&CONST	TIMOTHY MCDONNELL	\$241,277		\$248,787
VP CORP ACCRED/COMP	CARMEN VINCENT	\$238,153		\$265,516
SVP SURGICAL SVS PCMH	SANJAY SAHA	\$233,270	VP ED SURGICAL SVS	\$232,414
VP MARKETING UHS	ANISSA DAVENPORT	\$230,724		\$217,037
SVP CANCER, CLINICAL SVS PCMH	RYAN HICKEY	\$226,305	VP CANCER CLINICAL SVS	\$226,347
VP FIN OPS-UHS	SETH VAN ESSENDELFT	\$202,086		
VP Financial Operatings-UHS	LINDA ROBERSON	\$192,822		
VP COMMUNITY BENEFIT, GOV AFFAIRS	MICHELLE BROOKS			\$213,005
TOTAL EXECUTIVE SPENDING		\$13,353,911		\$11,534,698

CONE HEALTH (2021-2019)

TITLE	NAME	2021	TITLE	2020	TITLE	2019
CEO	MARY JO CAGLE MD	\$1,645,189	COO	\$1,249,295		\$1,237,256
CHIEF PHY EXEC	BRUCE SWORDS MD	\$820,510		\$756,102		\$750,489
CHIEF OF STAFF	JOAN EVANS	\$636,992		\$519,306	EVP INNOVATION, TRANSFORMATION	\$678,001
SVP/PRES MHCMH FMR	MICKEY FOSTER			\$376,708	FMR	\$662,145
SVP/ASS SEC FMR	TIMOTHY CLONTZ			\$296,341	FMR	\$577,283
C Operating Officer	JUDITH SCHANEL	\$232,035	FMR	\$415,582		\$1,060,708
VP/ Assistant Treasurer:	REX STREET	\$86,878	FMR	408,723		\$495,106
EVP/ ASS SEC FMR	NOEL BURT	\$280,300		\$876,661		\$869,556
CFO, SECRETARY	ANDREW BARROW	\$621,168	AsT Treas	548,966		\$485,962
COO	MANDY EATON	\$571,900	EVP, ASS SEC	\$492,825		\$365,006
SVP, PRESIDENT MOSES CONE HOSP	PRESTON HAMMOCK	\$706,421	P ARMC, MCH, SVP	\$653,539		
TRUSTEE, PHYSICIAN	JOHN CAMPBELL MD					
CEO	TERRY AKIN	\$2,920,694		\$2,288,746		\$2,446,936
CFO/SECRETARY	JEFFERY JONES	\$1,446,687		\$1,130,016		\$1,184,482
EVP/ ASSISTANT SECRETARY	JAMES ROSKELLY	\$1,117,135		\$760,242		\$750,884
EVP/ ASS SEC	KENNETH REMPHER	\$885,126		\$820,992		\$714,564
EVP, CHIEF INFO OF	BAKUL PATEL	\$715,621				
VP/ GENERAL COUNSEL	ROBERT CARTER	\$691,216		\$642,376		\$589,682
C ACADEMIC OFFICER	DERECK DELEON	\$652,336				
C INVST OFFICER/TREAS	JOHN MILLER	\$592,884		\$548,820		\$503,316
SVP, P WESLEY LONG HOSP	PAUL JEFFREY	\$578,460		\$571,999		\$553,722
SVP P WOMEN HEALTH	DEBORAH CUNNINGHAM GREEN	\$459,525		\$455,234		\$424,135
VP/Assistant Treasurer	MICHAEL SIMMS	\$433,736		\$384,891		\$372,294
Assistant Treasurer	JOE MEADOR	\$316,580				
Assistant Treasurer	JULIE JOHNSON	\$262,288		\$223,196		\$240,184
Assistant Treasurer	RENE SMITH	\$245,225		\$235,539		
ASSISTANT TREASURER	MEHEE HAYWOOD	\$232,980		\$223,196		\$190,888
Assistant Treasurer	DAVID KITZMILLER	\$221,454		\$213,311		\$206,849
SVP (contracting)	IKE KIBBE			\$540,551		\$517,364
TRUSTEE	WAYNE KEELING MD					\$328,901
TOTAL EXECUTIVE SPENDING		\$17,373,340		\$15,633,157		\$16,205,713

CONE HEALTH (2018-2016)

TITLE	NAME 2020	2018	TITLE	2017	TITLE	2016
CEO	Terry Akin	\$1,625,255		\$1,736,594		\$1,965,360
CFO/SECRETARY	Jeffery Jones	\$873,615		\$846,658		\$857,234
C CLINICAL OFF	Mary Jo Cagle Md	\$866,148		\$906,631		\$800,311
C Operating Officer	Judith Schanel	\$812,023		\$910,040		\$748,083
C MED OFF	Bruce Swords Md	\$725,838		\$680,851		\$577,496
EVP/ ASS SEC	Noel Burt	\$662,709		\$791,747		\$693,986
EVP/ ASSISTANT SECRETARY	James Roskelly	\$615,565		\$709,701		\$580,918
SVP/PRES MHCMH	Mickey Foster	\$556,100	P CONE HOSP	\$530,807		\$478,831
EVP Innovat, Transform	Joan Evans	\$543,414		\$490,778		\$416,727
TRUSTEE	Peter Whitfield Md	\$533,872		\$488,998		
CHIEF PAT SAFT OFF	Patrick Wright Md	\$530,249		\$502,368		
EVP/ ASS SEC	Kenneth Rempher	\$529,758				
SVP/C INFO OFF	Stephen Horsley	\$522,539		\$556,484		\$517,372
TRUSTEE	John Campbell Md	\$507,458		\$506,996		\$473,959
SVP, P WESLEY LONG HOSP	Paul Jeffrey	\$503,490		\$482,679		\$432,281
SVP/ASS SEC	Timothy Clontz	\$489,771		\$476,435		\$437,909
VP/ GEN COUNSEL	Robert Carter	\$486,987		\$451,847		\$364,672
VP/ Assistant Treasurer	Rex Street	\$484,365		\$493,349		\$455,914
C MED INFORMATICS OFF	Valerie Leschber Md	\$462,139		\$429,011		
SVP (contracting)	Ike Kibbe	\$457,035		\$439,037		
MED DIRECTOR-Rehab	Zachary Swartz Md	\$444,537				
C INVST OFF/TREAS	John Miller	\$438,856		\$408,377		\$366,252
Assistant Treasurer	Andrew Barrow	\$384,294		\$360,352		
SVP PRES WOMENS HEALTH	Deborah Cunningham Green	\$370,561				\$310,387
VP/Assistant Treasurer	Michael Simms	\$318,737		\$349,680		\$320,625
Assistant Treasurer	Julie Johnson	\$220,490		\$217,036		\$152,857
Assistant Treasurer	David Kitzmiller	\$188,158		\$204,972		
ASSISTANT TREASURER	Mehee Haywood	\$169,082		\$178,256		
EX DIRECT/CLINIC TRAN	Kelly Leggett Md			\$428,349		
P ANNIE PENN HOSP	Cynthia Farrand			\$354,748	P WOM-ENHOSP	\$304,942
FMR C NURSING OFF	Theresa Broderick			\$120,468		\$771,005
FMR CEO	TIMOTHY RICE					\$1,606,908
Total Executive Spending		\$15,323,045		\$15,053,249		\$13,634,029

CONE HEALTH (2015-2014)

TITLE	NAME	2015	TITLE	2014
FMR CEO	TIMOTHY RICE	\$1,068,011	CEO	\$1,066,434
trustee/ceo	TERRY AKIN	\$822,737	COO/Sec	\$701,885
CFO/SECRETARY	JEFFERY JONES	\$632,615	CFO/TREAS	\$479,164
EVP/ ASS SEC	NOEL BURT	\$523,976	C HR/ASS SEC	\$507,310
C CLINICAL OFF	MARY JO CAGLE MD	\$516,517	C QUAL OFF	\$500,417
EVP/ ASSISTANT SECRETARY	JAMES ROSKELLY	\$461,466		\$517,547
TRUSTEE	JOHN CAMPBELL MD	\$457,249	physician/trustee	\$454,061
VP/ASS SEC	JUDITH SCHANEL	\$438,348	VP ASST SEC	\$389,278
EVP ASS SEC	THERESA BRODERICK	\$405,189	EVP, ASST SEC	\$397,061
C MED OFF	BRUCE SWORDS MD	\$392,526		\$404,166
SVP/C INFO OFF	STEPHEN HORSLEY	\$375,779		\$351,837
SVP/ASS SEC	TIMOTHY CLONTZ	\$366,942		\$402,868
SITE PRES-CONE HOSPITAL	MICKEY FOSTER	\$311,040		
SVP, PRES WESLEY LONG HOSP	PAUL JEFFREY	\$306,167		\$294,856
VP REV CYCLE	MICHAEL SIMMS	\$288,006		\$224,325
C INVST OFFICER/TREASURER	JOHN MILLER	\$283,248		\$274,327
VP FUND DEVELOP	WILLIAM PORTER	\$274,824		\$263,745
in-house counsel	ROBERT CARTER	\$259,259		
Assistant TreasurerEASURER	ANDREW BARROW	\$245,248		\$235,934
SITE PRES WOMENS HOSPIT	CYNTHIA FARRAND	\$230,402		\$272,269
Assistant Treasurer	RENE SMITH	\$192,886		\$222,569
Assistant Treasurer	MARVA JARMAN	\$175,185		\$169,157
Assistant Treasurer	WENDI B CARROLL	\$169,629		\$180,178
Assistant Treasurer	DAVID KITZMILLER	\$157,116		\$159,205
CFO	KENNETH BOGGS			\$426,910
physician	WILLIAM BOWMAN MD		VP MEDICAL AFFAIRS	\$376,576
CHIEF INFO OFF	JOHN JENKINS			\$320,428
TOTAL EXECUTIVE SPENDING		\$9,354,365		\$9,592,507

CONE HEALTH (2013-2012)

TITLE	NAME	2013	TITLE	2012
CEO	TIMOTHY RICE	\$2,109,938		\$1,372,375
COO/Sec	TERRY AKIN	\$971,631		\$708,403
CFO	KENNETH BOGGS	\$745,413	CFO/TREAS	\$489,312
C QUAL OFF	MARY JO CAGLE MD	\$711,573		\$430,976
C HR/ASS SEC	NOEL BURT	\$646,597		\$474,947
VP MEDICAL AFFAIRS	WILLIAM BOWMAN MD	\$595,707		\$462,559
EVP, ASST SEC	THERESA BRODERICK	\$570,577		\$277,070
VP ASST SEC	JUDITH SCHANEL	\$514,222		\$349,872
CHIEF INFO OFF	JOHN JENKINS	\$497,314		\$376,306
EVP/ ASSISTANT SECRETARY	JAMES ROSKELLY	\$496,313		\$425,194
trustee, physician	JOHN CAMPBELL MD	\$454,426		\$381,599
SVP/C INFO OFF	STEPHEN HORSLEY	\$440,235		
SVP/ASS SEC	TIMOTHY CLONTZ	\$425,525		\$380,413
VP Nursing, Patient Services	DEBORAH GRANT	\$392,286		\$301,834
SVP, PRES WESLEY LONG HOSP	PAUL JEFFREY	\$382,817		\$273,711
VP Supply Chain and Pharmacy	BRIAN ROMIG	\$367,853		\$255,735
C INVST OFFICER/TREASURER	JOHN MILLER	\$355,796		\$226,126
VP FUND DEVELOP	WILLIAM PORTER	\$309,520		\$266,062
SITE PRES WOMENS HOSPIT	CYNTHIA FARRAND	\$306,660		\$247,178
Assistant Treasurer	RENE SMITH	\$220,633		\$196,255
Assistant Treasurer	MARVA JARMAN	\$214,631		\$179,135
Assistant Treasurer	DAVID KITZMILLER	\$192,499		\$158,291
Assistant Treasurer	WENDI B CARROLL	\$179,131		\$159,772
Assistant TreasurerEASURER	ANDREW BARROW	\$168,950		
CHIEF NURSING OFFICER	JOAN WESSMAN		EVP, Asst Sec	\$377,936
EVP, Assistant Secretary	JAMES WHITING		EVP, Asst Sec	\$275,783
VP PHYSICIAN NETWORK	STEVEN ANDERSON		VP of Cone Medical Group	\$246,356
TOTAL EXECUTIVE SPENDING		\$12,270,247		\$9,293,200

CONE HEALTH (2012-2010)

TITLE	NAME	2011	TITLE	2010
CEO	TIMOTHY RICE	\$1,172,687		\$1,111,732
COO/Sec	TERRY AKIN	\$482,679		\$233,412
C HR/ASS SEC	NOEL BURT	\$431,132		\$393,886
DR CANCER DIRECTOR	JOHN FELDMANN MD	\$381,329		\$364,082
trustee, physician	JOHN CAMPBELL MD	\$356,919		\$360,924
physician	ZACHARY SWARTZ MD	\$348,901		\$357,321
CFO/TREAS	KENNETH BOGGS	\$346,508		\$234,217
SVP/ASS SEC	TIMOTHY CLONTZ	\$342,001		\$338,775
EVP/ ASSISTANT SECRETARY	JAMES ROSKELLY	\$340,362		\$303,796
CHIEF INFO OFF	JOHN JENKINS	\$337,046		\$316,100
VP Regional Cancer Center	JAMES WHITING	\$286,467	VP Oncology Services	\$216,408
Medical Director OB-GYN	KELLY LEGGETT MD	\$284,620		\$281,420
VP ASST SEC	JUDITH SCHANEL	\$262,025	vp/site admin	\$230,002
VP, Assistant Secretary	THOMAS GETTINGER	\$260,096		\$350,415
vp, site admin	CYNTHIA FARRAND	\$254,083		\$243,956
Chief Nursing Officer	JOAN WESSMAN	\$250,123		\$433,971
VP MEDICAL AFFAIRS	WILLIAM BOWMAN MD	\$246,600		\$335,472
VP FUND DEVELOP	WILLIAM PORTER	\$234,643		\$234,643
vp/site admin	PAUL JEFFREY	\$231,835		\$216,756
VP Supply Chain and Pharmacy	BRIAN ROMIG	\$215,487		\$189,936
VP of Cone Medical Group	STEVEN ANDERSON	\$211,057		
CFO, Treasurer	ELIZABETH WARD	\$202,302		\$546,416
Assistant Treasurer	RENE SMITH	\$172,268		\$180,066
Assistant Treasurer	MARVA JARMAN	\$156,110		\$152,219
MEDICAL, DENTAL STAFF PRES	CLINTON D YOUNG MD			\$430,636
CONE PRES SITE	DENNIS BARRY			\$233,970
FINANCE	THOMAS DORIE			\$225,460
Assistant Treasurer	DAVID KITZMILLER			\$154,544
TOTAL EXECUTIVE SPENDING		\$7,807,280		\$8,670,535

WAKEMED HEALTH (2021-2019)

TITLE	NAME	2021	TITLE	2020	TITLE	2019
CEO/PRESIDENT	Donald Gintzig	\$1,755,531		\$1,781,973		\$1,741,202
COO/EVP FMR	Denise Warren	\$736,676		\$885,601		\$805,704
SVP CMO	Christopher Derienzo	\$726,162				
CFO	Rick Carrico	\$668,103		\$797,203		\$810,343
SVP/ADMIN RALEIGH	Rebecca Andrews	\$504,632		\$508,551		\$468,637
Chief Operating Officer	Thomas Gough	\$487,728	SVP Admin Cary	\$513,953		\$416,068
svp phy svcs	Seth Brody	\$470,499		\$436,899	c med off, cary	\$419,590
C MED OFF, RALEIGH	Charles Harr	\$459,292		\$478,880		\$501,523
CHIEF LEGAL OFF	Susan James	\$455,138		\$486,209		\$448,425
SVP OPERATIONS/CNO	Cynthia Alness-Boily	\$451,417		\$498,895		\$467,198
SENIOR VP/HR FMR	Jeanene Martin	\$437,392		\$480,540		\$447,377
VP/Chief Information Officer	Peter Marks	\$418,683		\$448,327		\$449,042
SVP AMBUL SERV	Carolyn Knaup	\$407,802		\$448,548		\$417,372
VP MED EDU/info	John Perry	\$404,591		\$425,643		\$406,782
VP, Chief STRAT OFF	Rick Shrum	\$398,103		422,961		\$396,340
CMO N HOSP.	Karen Bash	\$397,314		\$421,360		\$393,139
C COMP/PRIVACY	Theodore Lotchin	\$372,412		\$396,898		\$374,179
VP FAC/CONST	Thomas Cavender	\$364,921		\$390,364		\$370,627
vp clinical/support serv	Valerie Barlow	\$358,905		\$352,585		
VP GOV AFFAIRS	Christine Craig	\$326,901		\$346,834		\$319,367
VP Marketing, Communica-tions	Debra Laughery	\$318,448	VP PUBLIC RELATIONS	\$338,009		\$315,938
VP FINANCE	Stephanie Sessoms	\$304,364		\$323,104		\$301,971
VP WAKE PHY PRACT OPS	Shondra Brink	\$298,715		\$181,587		
VP NURSING RAL CAMPUS	Sheldrick Streete	\$288,305		\$308,460		
VP HEART/VASC	Betsy Gaskins-Mc-claine	\$254,566		\$272,614		\$264,231
VP OPERATIONS, COMM HOSP	Thomas C Hughes	\$212,311				
CMO CARY HOSP, start 2/20	Douglas Trocinski	\$184,892				
SVP ADMIN-N; (early end 20)	Sheri Deshazo	\$169,624	FMR	\$295,460		\$337,981
SVP PHY SVCS (early end)	Matthew Nathan			\$597,446		
SVP QUALITY/MED STAFF: end early 2020	Paul West		FMR	\$209,461		\$543,428
VP Nursing RAL CAMPUS	Chantal Howard		FMR	\$119,826		\$245,439
SVP- PHY SERV	Nathan Matthew					\$574,796
VP-OPS	Georgia Harrington				FMR	\$116,917
Total Executive Spending		\$12,633,427		\$13,168,191		\$12,353,616

WAKEMED HEALTH (2018-2016)

TITLE	NAME	2018	TITLE	2017	TITLE	2016
CEO/PRESIDENT	DONALD GINTZIG	\$1,550,804		\$1,328,917		\$1,031,516
COO/EVP	DENISE WARREN	\$812,520		\$615,723		\$160,906
SVP- PHY SERV	NATHAN MATTHEW	\$553,791				
SVP QUALITY/MED STAFF:	Paul WEST	\$549,828		\$433,663		
C MED OFF, RALEIGH	CHARLES HARR	\$545,870		\$478,968		
SVP/ADMIN RALEIGH	REBECCA ANDREWS	\$505,445		\$317,911		
c med off, cary	SETH BRODY	\$488,916		\$458,728		
SVP OPERATIONS/CNO	CYNTHIA ALNESS-BOILY	\$485,864		\$378,017		\$369,247
FMR SVP AMB/PHY OP	JOHN PIATKOWSKI	\$464,257		\$462,447		\$451,420
SENIOR VP/HR	JEANENE MARTIN	\$455,484		\$355,589		\$333,171
CMO N HOSP.	KAREN BASH	\$443,600				
SVP Administrator Cary	THOMAS GOUGH	\$432,648		\$331,344		
CFO	RICK CARRICO	\$415,657				
CHIEF LEGAL OFF	SUSAN JAMES	\$414,085		\$321,711		
SVP AMBUL SERV	CAROLYN KNAUP	\$408,956		\$350,054		\$331,231
VP, Chief STRAT OFF	RICK SHRUM	\$396,956				
interin CFO	STEPHANIE SESSOMS	\$396,257		\$222,939		
VP/ CIO FMR	DENTON ARLEDGE	\$383,338	end	\$382,592		\$343,817
VP FAC/CONST	THOMAS CAVENDER	\$380,706		\$331,965		\$309,671
VP MED EDU/info	JOHN PERRY	\$380,398				
VP-OPS (early end)	GEORGIA HARRINGTON	\$348,500		\$273,052		\$257,979
VP HEART/VASC	BETSY GASKINS-MCCLAIN	\$347,806		\$294,733		\$271,794
SVP ADMIN-N;	SHERI DESHAZO	\$326,857		\$271,083		\$260,788
VP PUBLIC RELATIONS	DEBRA LAUGHERY	\$324,771		\$267,353		
VP GOV AFFAIRS	CHRISTINE CRAIG	\$299,899		\$221,405		
VP NURSING RAL CAMPUS	CHANTAL HOWARD	\$246,491				
SVP/admin ral FMR	VICKI BLOCKS	\$190,384	FMR COO	\$350,175		\$326,831
CHIEF COMP OFF (end)	JOHN FINLEY	\$186,588		\$297,144		\$191,136
VP/Chief Information Officer	PETER MARKS	\$182,228				
CFO	MICHAEL DEVAUGHN			\$693,932		\$488,424
CFO	MICHAEL BROWNING			\$410,576	ended early	\$268,303
FMR COO	THOMAS GETTINGER			\$341,697	until 12/31	\$520,828
VP REV CYCL	DUDLEY HARRINGTON			\$317,163		\$315,171
FMR CEO	WILLIAM ATKINSON					\$721,020
SVP OP& AMBUL SERV	KATHLEEN K GORMLEY					\$490,004
SVP ADM CARY	DAVID COULTERS					\$173,753
TOTAL EXECUTIVE SPENDING		\$12,918,904		\$10,508,881		\$7,617,010

WAKEMED HEALTH (2015-2013)

TITLE	NAME	2016	2015	TITLE	2014	2013
CEO/PRESIDENT	DONALD GINTZIG	\$1,031,516	\$1,251,409			
FMR CEO	WILLIAM ATKINSON	\$721,020	\$937,325	CEO	\$1,488,928	\$1,259,488
EVP, COO	THOMAS GETTINGER	\$520,828	\$522,257		\$519,468	\$649,473
SVP OP& AMBUL SERV	KATHLEEN K GORM- LEY	\$490,004	608,497		526,963	\$682,632
CFO, EVP	MICHAEL DEVAUGHN	\$488,424	\$487,738		\$488,386	\$632,541
FMR SVP AMB/PHY OP	JOHN PIATKOWSKI	\$451,420				
SVP OPERATIONS/CNO	CYNTHIA AL- NESS-BOILY	\$369,247	365,074		363,449	\$450,379
VP/ CIO	DENTON ARLEDGE	\$343,817	\$334,370		\$334,544	\$385,891
SENIOR VP/HR	JEANENE MARTIN	\$333,171	\$315,181		\$322,473	\$385,113
SVP AMBUL SERV	CAROLYN KNAUP	\$331,231	326,151		310,002	\$338,710
SVP/admin ral	VICKI BLOCKS	\$326,831	321,076		320,507	\$360,901
VP REV CYCL	DUDLEY HARRINGTON	\$315,171	316,759		316,767	\$365,942
VP FAC/CONST	THOMAS CAVENDER	\$309,671	304,680		303,727	\$349,511
VP HEART/VASC	BETSY GASKINS-MC- CLAINE	\$271,794	274,999		274,500	\$314,683
CFO	MICHAEL BROWNING	\$268,303				
SVP ADMIN-N	SHERI DESHAZO	\$260,788				
VP-OPS	GEORGIA HAR- RINGTON	\$257,979	236,756		236,590	
CHIEF COMP OFF	JOHN FINLEY	\$191,136				
SVP ADM CARY	DAVID COULTERS	\$173,753	416,034		417,890	\$498,451
COO/EVP	DENISE WARREN	\$160,906				
VP OPS/LOGS	GEORGIA SUMIEL					\$272,327
FMR BOARD MEMBER	TOM FETZER					\$120,000
TOTAL EXECUTIVE SPENDING		\$7,617,010	\$7,018,306		\$6,224,194	\$7,066,042

WAKEMED HEALTH (2012-2010)

TITLE	NAME	2012	2011	2010
CEO	WILLIAM ATKINSON	\$1,464,581	\$1,633,369	\$940,798
EVP, COO	THOMAS GETTINGER	\$691,136	\$404,932	
SVP OP& AMBUL SERV	KATHLEEN K GORMLEY	\$635,111	\$584,317	\$485,597
CFO, EVP	MICHAEL DEVAUGHN	\$575,122	\$495,088	\$406,369
SVP ADM CARY	DAVID COULTERS	\$483,131	\$453,684	\$406,784
SENIOR VP/HR	JEANENE MARTIN	\$354,299	\$330,430	\$298,060
VP/ CIO	DENTON ARLEDGE	\$339,541		
VP FAC/CONST	THOMAS CAVENDER	\$299,968	\$285,508	\$278,079
VP HEART/VASC	BETSY GASKINS-MCCLAINE	\$284,671	\$269,731	\$232,742
SVP AMBUL SERV	CAROLYN KNAUP	\$271,731	\$245,100	\$237,910
VP OPS/LOGS	GEORGIA SUMIEL	\$242,453	\$225,370	\$195,821
SVP OPERATIONS/CNO	CYNTHIA ALNESS-BOILY	\$219,966		
FMR BOARD MEMBER	TOM FETZER	\$120,000		
C NURSING OFF	MARY A WILCOX		\$336,884	\$323,934
VP, CIO INFO	EVIN D ARLEDGE		\$313,653	\$302,572
COO	DEBORAH FRIBERG			\$496,712
VP OPERATIONS	DERRICK MILES			\$218,734
TOTAL EXECUTIVE SPENDING		\$5,981,710	\$5,578,066	\$4,824,112

ADVOCATE AURORA HEALTH

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	NICK TURKAL MD	CO-CEO, DIRECTOR (8/1/2019)	\$13,439,066	2019
ADVOCATE AURORA HEALTH	JAMES SKOGSBERGH	CO-CEO, PRESIDENT, DIRECTOR	\$5,964,082	2019
ADVOCATE AURORA HEALTH	WILLIAM SANTULLI	EVP, CHIEF OPERATING OFFICER	\$3,438,990	2019
ADVOCATE AURORA HEALTH	DOMINIC J NAKIS	CFO & TREASURER	\$2,595,828	2019
ADVOCATE AURORA HEALTH	RICHARD KLEIN	CHIEF BUSINESS DEVELOPMENT OFFICER	\$2,550,998	2019
ADVOCATE AURORA HEALTH	MICHAEL LAPPIN	CHIEF ADMINISTRATIVE OFFICER, SECRET	\$2,296,068	2019
ADVOCATE AURORA HEALTH	DENNIS POTTS	OFFICER, DIRECTOR - VARIOUS	\$2,207,798	2019
ADVOCATE AURORA HEALTH	JEFFERY BAHR MD	CHIEF MEDICAL GROUP OFFICER	\$2,067,834	2019
ADVOCATE AURORA HEALTH	VINCENT BUFALINO MD	CHIEF ADVOCATE MEDICAL GROUP OFFICER	\$1,743,015	2019
ADVOCATE AURORA HEALTH	KEVIN BRADY	CHIEF HUMAN RESOURCES OFFICER	\$1,709,217	2019
ADVOCATE AURORA HEALTH	RICHARD SCOTT	SVP CLINICAL	\$1,671,457	2019
ADVOCATE AURORA HEALTH	MICHAEL FARRELL	PRESIDENT OF ADVOCATE CHILDREN'S HOS	\$1,604,761	2019
ADVOCATE AURORA HEALTH	MICHAEL GREBE	CHIEF LEGAL OFFICER, ASSISTANT SECRETARY	\$1,560,158	2019
ADVOCATE AURORA HEALTH	SCOTT POWDER	CHIEF STRATEGY OFFICER	\$1,539,091	2019
ADVOCATE AURORA HEALTH	BARBARA BYRNE MD	CHIEF INFORMATION OFFICER	\$1,512,607	2019
ADVOCATE AURORA HEALTH	MARY BETH KINGSTON MSN RN	CHIEF NURSING OFFICER, DIRECTOR - AHCM	\$1,501,505	2019
ADVOCATE AURORA HEALTH	CRISTY GARCIA-THOMAS	CHIEF EXTERNAL AFFAIRS OFFICER	\$1,449,109	2019
ADVOCATE AURORA HEALTH	BARBARA BIGLER	SYSTEM VP LABORATORY SERVICES	\$1,347,074	2019
ADVOCATE AURORA HEALTH	KELLY JO GOLSON	CHIEF MARKETING OFFICER	\$1,344,536	2019
ADVOCATE AURORA HEALTH	NAN NELSON	ASSISTANT TREASURER	\$1,239,758	2019
ADVOCATE AURORA HEALTH	NIMISH VAKIL MD	DIRECTOR - AHCMG	\$1,200,271	2019

ADVOCATE AURORA HEALTH (2019)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	KAREN LAMBERT	PRESIDENT OF GOOD SHEPHERD HOSPITAL	\$1,196,710	2019
ADVOCATE AURORA HEALTH	BRUCE FAURE MD	DIRECTOR - AHCMG	\$1,153,063	2019
ADVOCATE AURORA HEALTH	DOMINICA TALLARICO	FORMER KEY EMPLOYEE	\$1,137,128	2019
ADVOCATE AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AAH	\$1,107,173	2019
ADVOCATE AURORA HEALTH	GAIL HANSON	FORMER OFFICER	\$1,036,883	2019
ADVOCATE AURORA HEALTH	RICHARD HEIM	PRESIDENT, CHRIST MEDICAL CENTER	\$992,662	2019
ADVOCATE AURORA HEALTH	COREY SHAMAH MD	DIRECTOR - AAH	\$991,444	2019
ADVOCATE AURORA HEALTH	REV KATHIE BENDER SCHWICH	CHIEF SPIRITUAL CARE OFFICER	\$978,132	2019
ADVOCATE AURORA HEALTH	JOHN FOLEY	PRESIDENT WCIC	\$934,514	2019
ADVOCATE AURORA HEALTH	LESLIE LENZO	ASSISTANT TREASURER	\$921,001	2019
ADVOCATE AURORA HEALTH	CARRIE KILLORAN	PRESIDENT - AMCSC, AMCWC,	\$918,715	2019
ADVOCATE AURORA HEALTH	JEFF DALEN-BARD	DIRECTOR	\$910,116	2019
ADVOCATE AURORA HEALTH	COLLEEN KANNADAY	PRESIDENT OF BROMENN & EU-REKA HOSPIT	\$898,494	2019
ADVOCATE AURORA HEALTH	TITUS MUZI JR	SVP MANAGED CARE STRATEGY	\$893,605	2019
ADVOCATE AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$892,895	2019
ADVOCATE AURORA HEALTH	JOHN NEWMAN	PRESIDENT - AMCO	\$875,764	2019
ADVOCATE AURORA HEALTH	SATCHI HIREMATH MD	DIRECTOR - AHCMG	\$872,275	2019
ADVOCATE AURORA HEALTH	STEPHEN FRANCAVIGLIA	PATIENT SERVICE MARKET PRES-IDENT	\$871,093	2019
ADVOCATE AURORA HEALTH	FEDERICO SANCHEZ MD	DIRECTOR - AHCMG	\$862,022	2019
ADVOCATE AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$839,219	2019
ADVOCATE AURORA HEALTH	SHELLY HART	SVP, GENERAL COUNSEL	\$835,623	2019
ADVOCATE AURORA HEALTH	VENKATA THOTA MD	CHIEF MEDICAL OFFICER	\$828,806	2019
ADVOCATE AURORA HEALTH	MARIE GOLANOWSKI	HOSPITAL PRESIDENT - ASLMC	\$804,221	2019

ADVOCATE AURORA HEALTH (2019)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	MASOOD WASIULLAH MD	FORMER HIGHEST COMPENSATED	\$801,007	2019
ADVOCATE AURORA HEALTH	PRESTON SIMONS	FORMER CHIEF INFORMATION OFFICER	\$780,052	2019
ADVOCATE AURORA HEALTH	STEPHEN BABLITCH	FORMER KEY EMPLOYEE	\$758,333	2019
ADVOCATE AURORA HEALTH	DAN MEYER	PRESIDENT - ABMC	\$758,098	2019
ADVOCATE AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAMS	\$755,454	2019
ADVOCATE AURORA HEALTH	TIMOTHY LINEBERRY MD	CHIEF MEDICAL OFFICER	\$755,014	2019
ADVOCATE AURORA HEALTH	GARY STUCK DO	CHIEF MEDICAL OFFICER	\$742,006	2019
ADVOCATE AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$723,102	2019
ADVOCATE AURORA HEALTH	TERIKA R MBANU	PRESIDENT OF LUTHERAN GENERAL HOSPIT	\$714,587	2019
ADVOCATE AURORA HEALTH	FRANK LAVORA DPM	CHIEF MEDICAL OFFICER	\$710,765	2019
ADVOCATE AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$708,593	2019
ADVOCATE AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRESIDENT	\$693,813	2019
ADVOCATE AURORA HEALTH	JON KLUGE	SVP MEDICAL GROUP OPERATIONS	\$684,481	2019
ADVOCATE AURORA HEALTH	MARIE DOMINGUEZ MD	CHIEF MEDICAL OFFICER	\$659,176	2019
ADVOCATE AURORA HEALTH	TEDMOND O'REILLY MD	CHIEF MEDICAL OFFICER	\$651,226	2019
ADVOCATE AURORA HEALTH	FRITZ VORLOP	SYSTEM VP, ASSOCIATE GENERAL COUNSEL	\$642,139	2019
ADVOCATE AURORA HEALTH	SANDRA EWALD	FORMER PATIENT SERVICE MARKET PRESID	\$639,356	2019
ADVOCATE AURORA HEALTH	AMY RISLOV	FORMER DIRECTOR	\$638,763	2019
ADVOCATE AURORA HEALTH	DAVID GRAEBNER	PRESIDENT - AMCSC	\$631,541	2019
ADVOCATE AURORA HEALTH	JAMES DOHENY	ASSISTANT TREASURER	\$630,094	2019
ADVOCATE AURORA HEALTH	LEE SACKS MD	EVP,FORMER OFFICER	\$626,605	2019
ADVOCATE AURORA HEALTH	MICHAEL BROPHY	FORMER CHIEF OF STAFF	\$626,502	2019
ADVOCATE AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR - APH	\$619,829	2019

ADVOCATE AURORA HEALTH (2019)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	BRIAN JOHNSON MD	FORMER DIRECTOR - AHCMG	\$619,784	2019
ADVOCATE AURORA HEALTH	ROBERT STUART MD	CHIEF MEDICAL OFFICER	\$612,126	2019
ADVOCATE AURORA HEALTH	EUGENE MONROE MD	FORMER KEY EMPLOYEE	\$604,320	2019
ADVOCATE AURORA HEALTH	NANCY M TINSLEY	PRESIDENT OF GOOD SAMARI- TAN HOSPITAL	\$597,380	2019
ADVOCATE AURORA HEALTH	JESSICA BAUER	PRESIDENT ASMC/ ASLSS	\$594,827	2019
ADVOCATE AURORA HEALTH	SYLVIA MELTZER MD	FORMER CHIEF MEDICAL OFFI- CER	\$591,921	2019
ADVOCATE AURORA HEALTH	MATTHEW PRIMACK	FORMER KEY EMPLOYEE	\$572,781	2019
ADVOCATE AURORA HEALTH	ANNA MARIE WINDSOR MD	DIRECTOR - AHCMG	\$571,064	2019
ADVOCATE AURORA HEALTH	RANDALL LAMBRECHT	SVP RESEARCH	\$559,027	2019
ADVOCATE AURORA HEALTH	MICHAEL KERNS	SVP DEPUTY GENERAL COUNSEL	\$550,566	2019
ADVOCATE AURORA HEALTH	MICHELLE FRAZIER	SVP COMPLIANCE	\$549,087	2019
ADVOCATE AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$547,852	2019
ADVOCATE AURORA HEALTH	JAMES PAVLICH MD	DIRECTOR - AHCMG	\$543,320	2019
ADVOCATE AURORA HEALTH	MICHAEL BERGMANN	FORMER PATIENT SERVICE MAR- KET PRESID	\$527,328	2019
ADVOCATE AURORA HEALTH	STEVE HUSER	ASSISTANT TREASURER	\$522,567	2019
ADVOCATE AURORA HEALTH	RAY DARCEY	FORMER OFFICER, DIRECTOR	\$512,528	2019
ADVOCATE AURORA HEALTH	ANDREA GAVIN MD	DIRECTOR - AHCMG	\$505,940	2019
ADVOCATE AURORA HEALTH	JACOB BIDWELL MD	OFFICER, DIRECTOR - AUWAMG	\$505,854	2019
ADVOCATE AURORA HEALTH	ERIC MAAS MD	DIRECTOR - AHCMG	\$497,265	2019
ADVOCATE AURORA HEALTH	JAMES SLINKMAN	ASSISTANT SECRETARY	\$494,971	2019
ADVOCATE AURORA HEALTH	NKEM IROEGBU MD	CHIEF MEDICAL OFFICER	\$494,473	2019
ADVOCATE AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AHCMG	\$491,356	2019
ADVOCATE AURORA HEALTH	HAMMAD HAIDER-SHAH	CHIEF MEDICAL OFFICER	\$489,559	2019

ADVOCATE AURORA HEALTH (2019)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	MONICA HOCUM	ASSOCIATE GENERAL COUNSEL	\$488,700	2019
ADVOCATE AURORA HEALTH	RASHARD JOHNSON	PRESIDENT OF TRINITY & SS	\$480,761	2019
ADVOCATE AURORA HEALTH	SCOTT VOSKUIL	CHIEF MEDICAL OFFICER	\$476,988	2019
ADVOCATE AURORA HEALTH	EARL BARNES II	FORMER GENERAL COUNSEL	\$476,279	2019
ADVOCATE AURORA HEALTH	STUART ARNETT	FORMER OFFICER	\$464,706	2019
ADVOCATE AURORA HEALTH	KENNETH LUKHARD	FORMER KEY EMPLOYEE	\$448,292	2019
ADVOCATE AURORA HEALTH	RACHEL ROLLER	VP COMMUNITY & GOVERNMENT RELATIONS	\$442,101	2019
ADVOCATE AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$431,491	2019
ADVOCATE AURORA HEALTH	SHERI ROCCO MD	DIRECTOR - AHCMG	\$431,089	2019
ADVOCATE AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHCM	\$424,721	2019
ADVOCATE AURORA HEALTH	JULIA HESTER-DIAZ MD	DIRECTOR - AHCMG	\$422,229	2019
ADVOCATE AURORA HEALTH	SUSAN CAMPBELL	FORMER OFFICER	\$414,777	2019
ADVOCATE AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$382,181	2019
ADVOCATE AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$381,865	2019
ADVOCATE AURORA HEALTH	WILHELM LEHMANN MD	DIRECTOR - AUWAMG	\$381,698	2019
ADVOCATE AURORA HEALTH	CARLA KELLY	DIRECTOR - AUWAMG	\$375,741	2019
ADVOCATE AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$373,722	2019
ADVOCATE AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$365,601	2019
ADVOCATE AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - AVNA	\$347,606	2019
ADVOCATE AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$310,776	2019
ADVOCATE AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR - AAH	\$310,441	2019
ADVOCATE AURORA HEALTH	RICHARD BATTIOLA MD	DIRECTOR - AUWAMG	\$295,654	2019
ADVOCATE AURORA HEALTH	DIANE GERLACH DO	FORMER DIRECTOR - AMG	\$273,750	2019

ADVOCATE AURORA HEALTH (2019-2018)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR - AAH	\$264,150	2019
ADVOCATE AURORA HEALTH	DOUGLAS MCMANUS MD	FORMER CHIEF MEDICAL OFFICER	\$254,606	2019
ADVOCATE AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$234,313	2019
ADVOCATE AURORA HEALTH	DAVID FOX JR	FORMER KEY EMPLOYEE	\$162,900	2019
ADVOCATE AURORA HEALTH	JAMES SKOGSBERGH	CO-CEO, DIRECTOR	\$8,511,609	2018
ADVOCATE AURORA HEALTH	NICK TURKAL MD	CO-CEO, DIRECTOR	\$8,125,039	2018
ADVOCATE AURORA HEALTH	WILLIAM P SANTULLI	EVP, CHIEF OPERATING OFFICER	\$4,015,559	2018
ADVOCATE AURORA HEALTH	LEE B SACKS MD	EVP, CHIEF MEDICAL OFFICER	\$3,538,897	2018
ADVOCATE AURORA HEALTH	GAIL HANSON	TREASURER - MULTIPLE, DIRECTOR	\$2,766,482	2018
ADVOCATE AURORA HEALTH	DOMINIC J NAKIS	SVP, CFO & TREASURER	\$2,689,841	2018
ADVOCATE AURORA HEALTH	MICHAEL FARRELL	PRESIDENT OF ADVOCATE CHILDREN'S HOS	\$2,298,969	2018
ADVOCATE AURORA HEALTH	SUSAN CAMPBELL	SVP OF PATIENT CARE, CHIEF NURSING O	\$2,147,718	2018
ADVOCATE AURORA HEALTH	EARL J BARNES II	SVP, GENERAL COUNSEL & SECRETART	\$2,112,967	2018
ADVOCATE AURORA HEALTH	MICHAEL LAPPIN	CHEIF INTEGRATION OFFICER, SECRETARY	\$2,070,518	2018
ADVOCATE AURORA HEALTH	PRESTON SIMONS	CHIEF INFORMATION OFFICER (4/6/2018)	\$1,994,228	2018
ADVOCATE AURORA HEALTH	KENNETH LUKHARD	FORMER PRESIDENT OF CHRIST MEDICAL C	\$1,955,183	2018
ADVOCATE AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF (4/6/2018)	\$1,941,692	2018
ADVOCATE AURORA HEALTH	VINCENT BUFALINO MD	CHIEF MEDICAL GROUP OFFICER	\$1,938,761	2018
ADVOCATE AURORA HEALTH	DENNIS POTTS	DIRECTOR & OFFICER - VARIOUS	\$1,904,064	2018
ADVOCATE AURORA HEALTH	KEVIN BRADY	SVP, CHIEF HUMAN RESOURCES OFFICER	\$1,859,488	2018
ADVOCATE AURORA HEALTH	JEFFREY BAHR MD	CHIEF MEDICAL GROUP OFFICER	\$1,773,727	2018
ADVOCATE AURORA HEALTH	RICHARD KLEIN	CHIEF BUSINESS DEVELPMENT OFFICER	\$1,724,994	2018
ADVOCATE AURORA HEALTH	AMY RISLOV	DIRECTOR - AUWAMG	\$1,640,175	2018

ADVOCATE AURORA HEALTH (2018)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	DOMINICA TALLARICO	PRESIDENT OF LUTHERAN GENERAL (UNTIL	\$1,531,013	2018
ADVOCATE AURORA HEALTH	KAREN LAMBERT	PRESIDENT OF GOOD SHEPHERD & CONDELL	\$1,497,213	2018
ADVOCATE AURORA HEALTH	SCOTT POWDER	SVP, CHIEF STRATEGY OFFICER	\$1,430,156	2018
ADVOCATE AURORA HEALTH	ERIC TOWER	VP, ASSOCIATE GENERAL COUNSEL	\$1,422,638	2018
ADVOCATE AURORA HEALTH	RICHARD HEIM	PSA OF S. CHICAGO & SS, PRESIDENT OF	\$1,329,194	2018
ADVOCATE AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$1,323,982	2018
ADVOCATE AURORA HEALTH	NIMISH VAKIL MD	DIRECTOR - AHCMG	\$1,296,031	2018
ADVOCATE AURORA HEALTH	COLLEEN KANNADAY	PRESIDENT OF BROMENN	\$1,284,365	2018
ADVOCATE AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$1,248,373	2018
ADVOCATE AURORA HEALTH	KELLY JO GOLSON	SVP, CHIEF MARKETING OFFICER	\$1,214,999	2018
ADVOCATE AURORA HEALTH	MARY BETH KINGSTON	DIRECTOR, CHIEF NURSING OFFICER - AHCM,AHCSL,AVNA	\$1,203,653	2018
ADVOCATE AURORA HEALTH	DAVID FOX JR	PRESIDENT OF GOOD SAMARITAN	\$1,202,297	2018
ADVOCATE AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AA	\$1,158,366	2018
ADVOCATE AURORA HEALTH	DANIEL O'HAIR MD	DIRECTOR - AHCMG	\$1,148,165	2018
ADVOCATE AURORA HEALTH	BARBARA BYRNE MD	SVP, CHIEF INFORMATION OFFICER	\$1,092,341	2018
ADVOCATE AURORA HEALTH	CRISTY GARCIA-THOMAS	CHIEF EXTERNAL AFFAIRS OFFICER	\$1,090,684	2018
ADVOCATE AURORA HEALTH	MICHAEL GREBE	CHIEF LEGAL OFFICER	\$1,086,072	2018
ADVOCATE AURORA HEALTH	JEFF DALEN-BARD	DIRECTOR	\$1,070,105	2018
ADVOCATE AURORA HEALTH	BRUCE FAURE MD	DIRECTOR - AHCMG	\$1,055,892	2018
ADVOCATE AURORA HEALTH	CARRIE KILLORAN	PRESIDENT - AMCSC, AMCWC,	\$1,025,104	2018
ADVOCATE AURORA HEALTH	RURIC ANDERSON MD	CHIEF MEDICAL OFFICER	\$1,022,601	2018
ADVOCATE AURORA HEALTH	NAN NELSON	ASSISTANT TREASURER	\$1,004,157	2018
ADVOCATE AURORA HEALTH	COREY SHAMAH MD	DIRECTOR - AAH	\$949,283	2018

ADVOCATE AURORA HEALTH (2018)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	TERIKA R MBANU	PRESIDENT OF LUTHERAN GENERAL, TRINI	\$932,278	2018
ADVOCATE AURORA HEALTH	REV KATHIE BENDER SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$926,083	2018
ADVOCATE AURORA HEALTH	RICK FLOYD	FORMER PRESIDENT OF LUTHERAN GENERAL	\$906,110	2018
ADVOCATE AURORA HEALTH	FEDERICO SANCHEZ MD	DIRECTOR - AHCMG	\$874,180	2018
ADVOCATE AURORA HEALTH	PATRICK FALVEY	EVP & CHIEF INTEGRATION OFFICER	\$841,687	2018
ADVOCATE AURORA HEALTH	SYLVIA MELTZER MD	CHIEF MEDICAL OFFICER	\$834,853	2018
ADVOCATE AURORA HEALTH	TITUS MUZI JR	SVP MANAGED CARE STRATEGY	\$805,554	2018
ADVOCATE AURORA HEALTH	JOHN FOLEY	PRESIDENT WCIC	\$781,980	2018
ADVOCATE AURORA HEALTH	BARBARA BIGLER	PRESIDENT ACL	\$765,736	2018
ADVOCATE AURORA HEALTH	ANNA MARIE WINDSOR MD	DIRECTOR - AHCMG	\$756,030	2018
ADVOCATE AURORA HEALTH	SATCHI HIREMATH MD	DIRECTOR - AHCMG	\$736,062	2018
ADVOCATE AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAMS	\$734,132	2018
ADVOCATE AURORA HEALTH	JOHN NEWMAN	PRESIDENT - AMCO	\$719,886	2018
ADVOCATE AURORA HEALTH	VENKATA THOTA MD	CHIEF MEDICAL OFFICER - WA	\$712,348	2018
ADVOCATE AURORA HEALTH	STEPHEN FRANCAVIGLIA	PATIENT SERVICE MARKET PRE	\$707,976	2018
ADVOCATE AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$703,563	2018
ADVOCATE AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$688,149	2018
ADVOCATE AURORA HEALTH	LESLIE LENZO	ASSISTANT TREASURER	\$688,031	2018
ADVOCATE AURORA HEALTH	MASOOD WASIULLAH MD	FORMER HIGHEST COMPENSATED	\$679,041	2018
ADVOCATE AURORA HEALTH	EUGENE MONROE MD	DIRECTOR & OFFICER - AAH	\$678,726	2018
ADVOCATE AURORA HEALTH	RACHELLE/SHELLY HART	ASSISTANT SECRETARY, GENERAL COUNSEL	\$666,880	2018
ADVOCATE AURORA HEALTH	MARIE GOLANOWSKI	HOSPITAL PRESIDENT - ASLMC	\$664,732	2018
ADVOCATE AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$614,442	2018

ADVOCATE AURORA HEALTH (2018)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	TIMOTHY LINEBERRY MD	CHIEF MEDICAL OFFICER	\$611,558	2018
ADVOCATE AURORA HEALTH	DAN MEYER	PRESIDENT - ABMC	\$607,947	2018
ADVOCATE AURORA HEALTH	FRANK LAVORA DPM	CHIEF MEDICAL OFFICER	\$600,849	2018
ADVOCATE AURORA HEALTH	ERIC MAAS MD	DIRECTOR - AHCMG	\$583,370	2018
ADVOCATE AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRE	\$581,362	2018
ADVOCATE AURORA HEALTH	JAMES DOHENY	VP, CONTROLLER & ASST. TREA- SURER	\$572,573	2018
ADVOCATE AURORA HEALTH	JEFFREY BAILET MD	FORMER PRESIDENT - AMG, DI- RECTOR	\$567,217	2018
ADVOCATE AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHCM	\$560,198	2018
ADVOCATE AURORA HEALTH	JON KLUGE	SVP MEDICAL GROUP OPS	\$554,111	2018
ADVOCATE AURORA HEALTH	SANDRA EWALD	PATIENT SERVICE MARKET PRE	\$545,591	2018
ADVOCATE AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AHCMG	\$544,393	2018
ADVOCATE AURORA HEALTH	JAMES PAVLICH MD	DIRECTOR - AHCMG	\$537,364	2018
ADVOCATE AURORA HEALTH	DAVID GRAEBNER	PRESIDENT - AMCSC	\$527,207	2018
ADVOCATE AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$519,627	2018
ADVOCATE AURORA HEALTH	MATTHEW PRIMACK	PRESIDENT OF CHRIST MEDICAL CENTER	\$518,279	2018
ADVOCATE AURORA HEALTH	HAMMAD HAIDER-SHAH	CHIEF MEDICAL OFFICER	\$508,921	2018
ADVOCATE AURORA HEALTH	BRUCE D SMITH	SVP, FORMER CHIEF INFORMA- TION OFFICE	\$508,566	2018
ADVOCATE AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR	\$501,735	2018
ADVOCATE AURORA HEALTH	STEPHEN BABLITCH	FORMER KEY EMPLOYEE (4/1/2016)	\$500,000	2018
ADVOCATE AURORA HEALTH	FRITZ VORLOP	SYSTEM VP, ASSOCIATE GENERAL COUNSEL	\$497,586	2018
ADVOCATE AURORA HEALTH	SARA FLEET MD	FORMER DIRECTOR - AHCMG	\$492,231	2018
ADVOCATE AURORA HEALTH	ROBERT STUART MD	CHIEF MEDICAL OFFICER	\$488,502	2018
ADVOCATE AURORA HEALTH	MICHAEL KERNS	ASSISTANT SECRETARY	\$481,864	2018

ADVOCATE AURORA HEALTH (2018)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	BRIAN JOHNSON MD	DIRECTOR - AHCMG	\$478,829	2018
ADVOCATE AURORA HEALTH	ANDREA GAVIN MD	DIRECTOR - AHCMG	\$472,788	2018
ADVOCATE AURORA HEALTH	DOUGLAS MCMANUS MD	CHIEF MEDICAL OFFICER	\$469,747	2018
ADVOCATE AURORA HEALTH	MONICA HOCUM	ASSOCIATE GENERAL COUNSEL	\$464,359	2018
ADVOCATE AURORA HEALTH	STUART ARNETT	ASST. TREASURER - VARIOUS	\$458,858	2018
ADVOCATE AURORA HEALTH	SCOTT VOSKUIL	CHIEF MEDICAL OFFICER - AMC-MC	\$456,566	2018
ADVOCATE AURORA HEALTH	TEDMOND O'REILLY MD	CHIEF MEDICAL OFFICER	\$455,712	2018
ADVOCATE AURORA HEALTH	RANDALL LAMBRECHT	SVP RESEARCH	\$454,768	2018
ADVOCATE AURORA HEALTH	JESSICA BAUER	PRESIDENT ASMC/ ASLSS	\$453,641	2018
ADVOCATE AURORA HEALTH	JAMES SLINKMAN	ASSISTANT SECRETARY	\$452,661	2018
ADVOCATE AURORA HEALTH	JULIA HESTER-DIAZ MD	FORMER DIRECTOR - AHCMG	\$452,311	2018
ADVOCATE AURORA HEALTH	PAUL COOGAN MD	FORMER DIRECTOR - AHCM	\$445,529	2018
ADVOCATE AURORA HEALTH	MICHAEL BERGMANN	PATIENT SERVICE MARKET PRE	\$439,458	2018
ADVOCATE AURORA HEALTH	RAY DARCEY	DIRECTOR	\$433,633	2018
ADVOCATE AURORA HEALTH	GAIL D HASBROUCK	DIRECTOR	\$431,009	2018
ADVOCATE AURORA HEALTH	MARIE DOMINGUEZ MD	CHIEF MEDICAL OFFICER - MI	\$427,296	2018
ADVOCATE AURORA HEALTH	RACHEL ROLLER	VP COMMUNITY & GOVERNMENT RELATIONS	\$409,717	2018
ADVOCATE AURORA HEALTH	JACOB BIDWELL MD	DIRECTOR - AUWAMG	\$393,747	2018
ADVOCATE AURORA HEALTH	RAUL ZAMBRANO MD	CHIEF MEDICAL OFFICER	\$391,452	2018
ADVOCATE AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR - AAH	\$389,586	2018
ADVOCATE AURORA HEALTH	ANDREW MCDONAGH MD	CHIEF MEDICAL OFFICER	\$384,047	2018
ADVOCATE AURORA HEALTH	STEVE HUSER	FORMER ASST. TREAS. - AMCM	\$381,956	2018
ADVOCATE AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$380,880	2018

ADVOCATE AURORA HEALTH (2018-2017)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$374,239	2018
ADVOCATE AURORA HEALTH	NKEM IROEGBU MD	CHIEF MEDICAL OFFICER	\$374,121	2018
ADVOCATE AURORA HEALTH	RICHARD BATTIOLA MD	DIRECTOR - AUWAMG	\$369,850	2018
ADVOCATE AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$363,082	2018
ADVOCATE AURORA HEALTH	WILHELM LEHMANN MD	DIRECTOR - AUWAMG	\$355,806	2018
ADVOCATE AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR - AAH	\$341,826	2018
ADVOCATE AURORA HEALTH	MELANIE SMITH MD	FORMER DIRECTOR - AHCMG	\$341,817	2018
ADVOCATE AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$339,725	2018
ADVOCATE AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - AVNA	\$335,043	2018
ADVOCATE AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$306,863	2018
ADVOCATE AURORA HEALTH	JOSEPH MAJEWSKI MD	FORMER DIRECTOR - AMG	\$303,398	2018
ADVOCATE AURORA HEALTH	HSIENG SU MD	DIRECTOR	\$287,564	2018
ADVOCATE AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR	\$266,205	2018
ADVOCATE AURORA HEALTH	DIANE GERLACH DO	FORMER DIRECTOR - AMG	\$252,625	2018
ADVOCATE AURORA HEALTH	JAMES DAN MD	FORMER PRES PHYS & AMB SVCS/ AMG	\$247,379	2018
ADVOCATE AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$244,293	2018
ADVOCATE AURORA HEALTH	GARY STUCK DO	EVP, CHIEF MEDICAL OFFICER, DIRECTOR	\$240,969	2018
ADVOCATE AURORA HEALTH	NANCY M TINSLEY	PRESIDENT OF GOOD SAMARITAN	\$210,804	2018
ADVOCATE AURORA HEALTH	JOANNE DISCH PHD RN	CHAIRMAN, DIRECTOR	\$179,434	2018
ADVOCATE AURORA HEALTH	GERALD JANIS	FORMER KEY EMPLOYEE	\$128,263	2018
AURORA HEALTH	NICK TURKAL MD	CEO, EX OFFICIO DIRECTOR	\$11,429,722	2017
AURORA HEALTH	JEFFREY BAILET MD	FORMER PRESIDENT - AMG, DIRECTOR	\$1,784,156	2017
AURORA HEALTH	DENNIS POTTS	DIRECTOR & OFFICER - VARIOUS	\$1,712,281	2017
AURORA HEALTH	GAIL HANSON	TREASURER - MULTIPLE, DIRECTOR	\$1,649,626	2017

ADVOCATE AURORA HEALTH (2017)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	GERALD COLMAN	FORMER COO	\$1,541,986	2017
AURORA HEALTH	MICHAEL LAPPIN	SECRETARY/ ASSISTANT SECRE- TARY	\$1,537,163	2017
AURORA HEALTH	EUGENE MONROE MD	DIRECTOR & OFFICER - AAH	\$1,464,516	2017
AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AAH	\$1,312,028	2017
AURORA HEALTH	DANIEL O'HAIR MD	DIRECTOR - AHCMG	\$1,290,007	2017
AURORA HEALTH	RICHARD KLEIN	CHIEF BUSINESS STRATEGY & PAYOR RELA	\$1,277,798	2017
AURORA HEALTH	BRUCE FAURE MD	DIRECTOR - AHCMG	\$1,244,047	2017
AURORA HEALTH	PRESTON SIMONS	CHIEF INFORMATION OFFICER	\$1,216,847	2017
AURORA HEALTH	MARY BETH KINGSTON	DIRECTOR - AHCM,AHCSL,AVNA	\$1,156,603	2017
AURORA HEALTH	NIMISH VAKIL MD	DIRECTOR - AHCMG	\$1,145,755	2017
AURORA HEALTH	PATRICK FALVEY	EVP & CHIEF INTEGRATION OFFI- CER	\$1,075,832	2017
AURORA HEALTH	RURIC ANDERSON MD	CHIEF MEDICAL OFFICER	\$1,045,660	2017
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR - AAH	\$1,017,580	2017
AURORA HEALTH	JEFF DALEN-BARD	DIRECTOR	\$967,227	2017
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF & COMMUNICA- TIONS	\$959,381	2017
AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$956,086	2017
AURORA HEALTH	FEDERICO SANCHEZ MD	DIRECTOR - AHCMG	\$948,642	2017
AURORA HEALTH	COREY SHAMAH MD	DIRECTOR - AAH	\$934,447	2017
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$913,552	2017
AURORA HEALTH	AMY RISLOV	DIRECTOR - AUWAMG	\$895,775	2017
AURORA HEALTH	VENKATA THOTA MD	CHIEF MEDICAL OFFICER - WAL- WORTH/ BU	\$873,618	2017
AURORA HEALTH	CARRIE KILLORAN	PRESIDENT - AMCSC, AMCWC,	\$867,613	2017
AURORA HEALTH	SATCHI HIREMATH MD	DIRECTOR - AHCMG	\$811,487	2017
AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAMS	\$807,614	2017
AURORA HEALTH	CRISTY GARCIA-THOMAS	CHIEF EXPERIENCE OFFICER	\$805,183	2017
AURORA HEALTH	MASOOD WASIULLAH MD	SVP PHYSICIAN STRATEGIST	\$792,175	2017
AURORA HEALTH	NAN NELSON	ASSISTANT TREASURER - VARI- OUS, DIREC	\$788,341	2017
AURORA HEALTH	JOHN FOLEY	SVP BUSINESS DEVELOPMENT	\$778,640	2017
AURORA HEALTH	RACHELLE HART	ASSISTANT SECRETARY - VARI- OUS	\$764,098	2017
AURORA HEALTH	STEPHEN BABLITCH	FORMER CHIEF OF STRATEGIC BUSINESS A	\$763,128	2017
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$757,667	2017
AURORA HEALTH	JOSEPH MAJEWSKI MD	FORMER DIRECTOR - AMG	\$754,626	2017
AURORA HEALTH	JOHN NEWMAN	PRESIDENT - AMCO	\$739,877	2017
AURORA HEALTH	TITUS MUZI JR	SVP MANAGED CARE CONTRACT- ING	\$736,374	2017

ADVOCATE AURORA HEALTH (2017)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	STEPHEN FRANCAVIGLIA	PATIENT SERVICE MARKET PRES- IDENT	\$735,040	2017
AURORA HEALTH	SYLVIA MELTZER MD	CHIEF MEDICAL OFFICER - POP HEALTH	\$715,480	2017
AURORA HEALTH	MARIE GOLANOWSKI	HOSPITAL PRESIDENT - ASLMC	\$694,100	2017
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$684,827	2017
AURORA HEALTH	ALFRED CAPELLI MD	DIRECTOR - AMG	\$659,884	2017
AURORA HEALTH	BARBARA BIGLER	PRESIDENT ACL	\$645,983	2017
AURORA HEALTH	FRANK LAVORA DPM	CHIEF MEDICAL OFFICER - MILW SOUTH	\$608,997	2017
AURORA HEALTH	SANDRA EWALD	PATIENT SERVICE MARKET PRES- IDENT	\$607,818	2017
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT - AMCSC	\$595,513	2017
AURORA HEALTH	JON KLUGE	SVP MEDICAL GROUP OPS	\$594,188	2017
AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRES- IDENT	\$592,722	2017
AURORA HEALTH	TIMOTHY LINEBERRY MD	CHIEF MEDICAL OFFICER - GB	\$572,774	2017
AURORA HEALTH	JAMES PAVLICH MD	DIRECTOR - AHCMG	\$565,448	2017
AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$565,225	2017
AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHCM	\$563,321	2017
AURORA HEALTH	DOUGLAS MCMANUS MD	CHIEF MEDICAL OFFICER - MILW NORTH	\$559,760	2017
AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AHCMG	\$551,670	2017
AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR	\$549,760	2017
AURORA HEALTH	SARA FLEET MD	FORMER DIRECTOR - AHCMG	\$532,451	2017
AURORA HEALTH	STUART ARNETT	ASST. TREASURER - VARIOUS	\$525,001	2017
AURORA HEALTH	MIMI KOKOSKA MD	FORMER CHEIF MEDICAL OFFI- CER	\$523,505	2017
AURORA HEALTH	DOUG KOCH	PATIENT SERVICE MARKET PRES- IDENT	\$522,158	2017
AURORA HEALTH	ROBERT STUART MD	CHIEF MEDICAL OFFICER - WAUKESHA/JEF	\$514,690	2017
AURORA HEALTH	ANNA MARIE WINDSOR MD	DIRECTOR - AHCMG	\$511,891	2017
AURORA HEALTH	RANDALL LAMBRECHT	SVP RESEARCH	\$506,543	2017
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$505,712	2017
AURORA HEALTH	RAY DARCEY	DIRECTOR	\$497,348	2017
AURORA HEALTH	HSIENG SU MD	DIRECTOR - AHCM	\$495,895	2017
AURORA HEALTH	BRIAN JOHNSON MD	DIRECTOR - AHCMG	\$491,500	2017
AURORA HEALTH	STEVE HUSER	FORMER ASST. TREAS. - AMC- MC,AMCO	\$482,766	2017
AURORA HEALTH	ANDREW MCDONAGH MD	CHIEF MEDICAL OFFICER - AWAMC	\$478,043	2017
AURORA HEALTH	JULIA HESTER-DIAZ MD	FORMER DIRECTOR - AHCMG	\$476,667	2017

ADVOCATE AURORA HEALTH (2017)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	MICHAEL BERGMANN	PATIENT SERVICE MARKET PRES- IDENT	\$469,628	2017
AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$464,732	2017
AURORA HEALTH	ERIC MAAS MD	DIRECTOR - AHCMG	\$459,311	2017
AURORA HEALTH	PAUL COOGAN MD	FORMER DIRECTOR - AHCM	\$458,841	2017
AURORA HEALTH	GERALD JANIS	FORMER SVP STRATEGIC PLAN- NING	\$451,351	2017
AURORA HEALTH	RAUL ZAMBRANO MD	CHIEF MEDICAL OFFICER - KENO- SHA	\$445,746	2017
AURORA HEALTH	TEDMOND O'REILLY MD	CHIEF MEDICAL OFFICER - AMCG/ AMCWC	\$443,328	2017
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$439,679	2017
AURORA HEALTH	ANDREA GAVIN MD	DIRECTOR - AHCMG	\$438,723	2017
AURORA HEALTH	RACHEL ROLLER	VP COMMUNITY & GOVERNMENT RELATIONS	\$438,349	2017
AURORA HEALTH	MICHAEL GREBE	OFFICER - VARIOUS	\$436,981	2017
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$404,489	2017
AURORA HEALTH	JESSICA BAUER	PRESIDENT ASMC/ ASLSS	\$379,753	2017
AURORA HEALTH	MELANIE SMITH MD	FORMER DIRECTOR - AHCMG	\$377,223	2017
AURORA HEALTH	JACOB BIDWELL MD	DIRECTOR - AUWAMG	\$371,088	2017
AURORA HEALTH	RICHARD BATTIOLA MD	DIRECTOR - AUWAMG	\$349,025	2017
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR	\$345,752	2017
AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - AVNA	\$332,714	2017
AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$328,133	2017
AURORA HEALTH	WILHELM LEHMANN MD	DIRECTOR - AUWAMG	\$324,003	2017
AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR - AAH	\$318,143	2017
AURORA HEALTH	CAROLYN GLOCKA	FORMER HOSPITAL PRESIDENT - ASLSS	\$301,606	2017
AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$301,207	2017
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR - AAH	\$290,982	2017
AURORA HEALTH	DIANE GERLACH DO	FORMER DIRECTOR - AMG	\$266,239	2017
AURORA HEALTH	DAVID ULERY MD	FORMER DIRECTOR - AMG	\$256,759	2017
AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$240,753	2017
AURORA HEALTH	CINDY MOON-MONGUSH	FORMER SVP MARKETING & COM- MUNICATION	\$209,176	2017
AURORA HEALTH	MARIE DOMINGUEZ MD	CHIEF MEDICAL OFFICER - MILW N/ SHEB	\$170,471	2017
ADVOCATE HEALTH	1JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$11,728,456	2017
ADVOCATE HEALTH	3WILLIAM P SANTULLI	EXECUTIVE VICE PRESIDENT, COO	\$3,933,829	2017
ADVOCATE HEALTH	16MICHAEL FARRELL	PRESIDENT -ADV CHILDREN'S HOSP	\$3,262,790	2017

ADVOCATE AURORA HEALTH (2017-2016)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE HEALTH	8VINCENT BUFALINO MD	PRESIDENT PHYS& AMB SVCS/ AMG	\$2,265,620	2017
ADVOCATE HEALTH	4LEE B SACKS MD	EXECUTIVE VICE PRESIDENT, CMO	\$2,144,579	2017
ADVOCATE HEALTH	11DOMINIC J NAKIS	SVP, CFO & TREASURER	\$2,053,139	2017
ADVOCATE HEALTH	24RICK FLOYD	PRESIDENT, LUTHERAN HOSP 07/17	\$1,958,240	2017
ADVOCATE HEALTH	23KENNETH LUKHARD	PRESIDENT, CHRIST MED 07/17	\$1,456,166	2017
ADVOCATE HEALTH	7KEVIN BRADY	SVP, CHF HUMAN RESOURCES OFFC	\$1,425,299	2017
ADVOCATE HEALTH	17DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,308,066	2017
ADVOCATE HEALTH	22KAREN LAMBERT	PRESIDENT,GOOD SHEPHERD/ CONDEL	\$1,244,878	2017
ADVOCATE HEALTH	18DOMINICA TALLARICO	PRES LUTHERAN/CONDELL	\$1,228,727	2017
ADVOCATE HEALTH	21COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$1,123,781	2017
ADVOCATE HEALTH	12SCOTT POWDER	SVP, CHIEF STRATEGY OFFICER	\$1,073,372	2017
ADVOCATE HEALTH	20RICHARD HEIM	PRESIDENT, CHRIST MEDICAL CTR	\$1,040,285	2017
ADVOCATE HEALTH	2GAIL D HASBROUCK	CORP SECRETARY 01/17, DIREC- TOR	\$1,010,666	2017
ADVOCATE HEALTH	13BRUCE D SMITH	SVP, INFORMATION SYS/CIO 07/17	\$939,880	2017
ADVOCATE HEALTH	10KELLY JO GOLSON	SVP, CHIEF MARKETING OFFICER	\$925,706	2017
ADVOCATE HEALTH	30JAMES DAN MD	PRES PHYS& AMB SVCS/AMG - 7/16	\$913,629	2017
ADVOCATE HEALTH	9SUSAN CAMPBELL	SVP OF PATIENT CR-CHF NRS OFFC	\$906,293	2017
ADVOCATE HEALTH	14EARL J BARNES II	SVP, GEN COUNSEL & CORP. SEC	\$877,031	2017
ADVOCATE HEALTH	6REV KATHIE B SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$771,931	2017
ADVOCATE HEALTH	19TERIKA RICHARDSON	PRESIDENT, TRINITY/S-SUB HOSP	\$656,145	2017
ADVOCATE HEALTH	5JAMES DOHENY	VP, SYS CONTR & ASST.TREASUR- ER	\$546,784	2017
ADVOCATE HEALTH	15BARBARA BYRNE MD	SVP, CHIEF INFORMATION OFFI- CER	\$461,844	2017
AURORA HEALTH	NICK TURKAL MD	CEO, EX OFFICIO DIRECTOR	\$3,978,935	2016
AURORA HEALTH	GERALD COLMAN	COO	\$1,543,583	2016
AURORA HEALTH	GAIL HANSON	TREASURER - MULTIPLE, DIREC- TOR	\$1,505,508	2016
AURORA HEALTH	JEFFREY BAILET MD	PRESIDENT - AMG, DIRECTOR	\$1,416,275	2016
AURORA HEALTH	EUGENE MONROE MD	PRESIDENT-AAH, DIRECTOR-AA	\$1,328,448	2016
AURORA HEALTH	MICHAEL LAPPIN	SECRETARY/ ASSISTANT SECRE- TARY	\$1,322,825	2016
AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AA	\$1,212,388	2016
AURORA HEALTH	DENNIS POTTS	PRES.& DIRECTOR-AHCM,AHCSL	\$1,204,201	2016

ADVOCATE AURORA HEALTH (2016)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	STEPHEN BABLITCH	FORMER CHIEF OF STRATEGIC BUSINESS A	\$1,155,786	2016
AURORA HEALTH	DANIEL O'HAIR MD	DIRECTOR - AMG	\$1,127,369	2016
AURORA HEALTH	RICHARD KLEIN	CHIEF BUSINESS STRATEGY & PAYER RELA	\$1,095,575	2016
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$933,063	2016
AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$898,491	2016
AURORA HEALTH	PATRICK FALVEY	EXECUTIVE VP & CHIEF INTEGRA- TION OFF	\$896,131	2016
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF & COMMUNICA- TIONS	\$859,028	2016
AURORA HEALTH	COREY SHAMAH MD	DIRECTOR - AAH	\$846,719	2016
AURORA HEALTH	PRESTON SIMONS	CHIEF INFORMATION OFFICER	\$813,371	2016
AURORA HEALTH	MARY BETH KINGSTON	DIRECTOR - AHCM,AHCSL,AVNA	\$802,510	2016
AURORA HEALTH	RURIC ANDERSON	PRESIDENT - AUWAMG, DIRECTOR	\$789,512	2016
AURORA HEALTH	JEFF DALEN-BARD	PRESIDENT - AMCMC, AMCO, DIRECTOR	\$788,288	2016
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$738,561	2016
AURORA HEALTH	VENKATA THOTA MD	CHIEF MEDICAL OFFICER - WAL- WORTH/ BU	\$729,127	2016
AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAMS	\$725,201	2016
AURORA HEALTH	AMY RISLOV	DIRECTOR - AUWAMG	\$718,901	2016
AURORA HEALTH	MASOOD WASIULLAH MD	SENIOR VP PHYSICIAN STRATE- GIST	\$704,150	2016
AURORA HEALTH	CRISTY GARCIA-THOMAS	CHIEF DIVERSITY & INCLUSION OFFICER	\$701,716	2016
AURORA HEALTH	JOHN FOLEY	SENIOR VP BUSINESS DEVELOP- MENT	\$689,732	2016
AURORA HEALTH	CARRIE KILLORAN	PRESIDENT - AMCSC, AMCWC, DIRECTOR	\$688,396	2016
AURORA HEALTH	RACHELLE HART	ASSISTANT SECRETARY - VARI- OUS	\$678,694	2016
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR - AAH	\$674,744	2016
AURORA HEALTH	TITUS MUZI JR	SENIOR VP MANAGED CARE CONTRACTING	\$670,631	2016
AURORA HEALTH	STEPHEN FRANCAVIGLIA	PATIENT SERVICE MARKET PRES- IDENT	\$667,600	2016
AURORA HEALTH	JOSEPH MAJEWSKI MD	DIRECTOR - AMG	\$663,965	2016
AURORA HEALTH	MARIE GOLANOWSKI	HOSPITAL PRESIDENT - ASLMC	\$661,854	2016
AURORA HEALTH	BARBARA BIGLER	PRESIDENT ACL	\$655,034	2016
AURORA HEALTH	JOHN NEWMAN	HOSPITAL PRESIDENT - AMCO	\$653,711	2016
AURORA HEALTH	FRANK LAVORA DPM	CHIEF MEDICAL OFFICER - MIL- WAUKEE SO	\$647,909	2016
AURORA HEALTH	ALFRED CAPELLI MD	DIRECTOR - AMG	\$620,103	2016

ADVOCATE AURORA HEALTH (2016)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$613,486	2016
AURORA HEALTH	NAN NELSON	ASSISTANT TREASURER - VARI- OUS, DIREC	\$601,590	2016
AURORA HEALTH	DOUGLAS MCMANUS MD	CHIEF MEDICAL OFFICER - MIL- WAUKEE NO	\$597,693	2016
AURORA HEALTH	MIMI KOKOSKA MD	CHEIF MEDICAL OFFICER - HOSP SPEC	\$595,358	2016
AURORA HEALTH	DAVID YEAGER	ASST. TREAS. - AMC- G,AHCSL,AMCSC	\$595,290	2016
AURORA HEALTH	SYLVIA MELTZER MD	CHIEF MEDICAL OFFICER - POP HEALTH	\$578,594	2016
AURORA HEALTH	SANDRA EWALD	PATIENT SERVICE MARKET PRES- IDENT	\$561,679	2016
AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AMG	\$552,182	2016
AURORA HEALTH	CAROLYN GLOCKA	HOSPITAL PRESIDENT - ASLSS, ASMC	\$546,497	2016
AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRES- IDENT	\$541,226	2016
AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$538,825	2016
AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHCM	\$535,200	2016
AURORA HEALTH	PAUL COOGAN MD	FORMER DIRECTOR - AHCM	\$525,570	2016
AURORA HEALTH	TIMOTHY LINEBERRY MD	CHIEF MEDICAL OFFICER - GB/ MANITOWO	\$520,657	2016
AURORA HEALTH	DOUG KOCH	PATIENT SERVICE MARKET PRES- IDENT	\$517,398	2016
AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$510,660	2016
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT - AMCSC	\$503,468	2016
AURORA HEALTH	JON KLUGE	SENIOR VP MEDICAL GROUP OPS	\$497,163	2016
AURORA HEALTH	ROBERT STUART MD	CHIEF MEDICAL OFFICER - WAUKESHA/ JE	\$476,979	2016
AURORA HEALTH	STUART ARNETT	ASST. TREASURER - AAH, AU- WAMG	\$469,228	2016
AURORA HEALTH	HSIENG SU MD	DIRECTOR - AHCM	\$467,246	2016
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$463,788	2016
AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR	\$455,135	2016
AURORA HEALTH	RAY DARCEY	PRESIDENT - AVNA, DIRECTOR	\$453,780	2016
AURORA HEALTH	CINDY MOON-MONGUSH	SENIOR VP MARKETING & COM- MUNICATIONS	\$448,916	2016
AURORA HEALTH	RANDALL LAMBRECHT	SVP RESEARCH	\$438,769	2016
AURORA HEALTH	ANDREW MCDONAGH MD	CHIEF MEDICAL OFFICER - AWAMC	\$430,251	2016
AURORA HEALTH	MICHAEL BERGMANN	PATIENT SERVICE MARKET PRES- IDENT	\$429,675	2016
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR - AAH	\$428,129	2016

ADVOCATE AURORA HEALTH (2016)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$414,057	2016
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$405,910	2016
AURORA HEALTH	STEVE HUSER	ASST. TREAS. - AMCMC,AMCO	\$404,422	2016
AURORA HEALTH	ANDREA GAVIN MD	CHIEF MEDICAL OFFICER - AMCSC	\$397,291	2016
AURORA HEALTH	GERALD JANIS	SENIOR VP STRATEGIC PLANNING	\$386,357	2016
AURORA HEALTH	RACHEL ROLLER	SENIOR VP GOVERNMENT & COM- MUNITY RELA	\$384,623	2016
AURORA HEALTH	TEDMOND O'REILLY MD	CHIEF MEDICAL OFFICER - AMCG/ AMCWC	\$366,301	2016
AURORA HEALTH	JACOB BIDWELL MD	DIRECTOR - AUWAMG	\$349,688	2016
AURORA HEALTH	RICHARD BATTIOLA MD	DIRECTOR - AUWAMG	\$345,870	2016
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR	\$341,881	2016
AURORA HEALTH	ANU VIJAYAKUMAR MD	CHIEF MEDICAL OFFICER - ASMC/ ASLSS	\$340,211	2016
AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - AVNA	\$340,187	2016
AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$338,377	2016
AURORA HEALTH	RAUL ZAMBRANO MD	CHIEF MEDICAL OFFICER - KENO- SHA/ RAC	\$338,157	2016
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR - AAH	\$317,493	2016
AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR - AAH	\$306,796	2016
AURORA HEALTH	WILHELM LEHMANN MD	DIRECTOR - AUWAMG	\$297,512	2016
AURORA HEALTH	DIANE GERLACH DO	DIRECTOR - AMG	\$280,030	2016
AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$277,135	2016
AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$265,854	2016
AURORA HEALTH	DAVID ULERY MD	DIRECTOR - AMG	\$262,796	2016
AURORA HEALTH	MARY HOOK RN PHD	DIRECTOR - WAMH	\$153,990	2016
AURORA HEALTH	JEFFREY STEARNS MD	FORMER DIRECTOR - AUWAMG	\$56,749	2016
ADVOCATE HEALTH	1JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$8,280,132	2016
ADVOCATE HEALTH	3WILLIAM P SANTULLI	EXEC VP, COO	\$3,473,402	2016
ADVOCATE HEALTH	4LEE B SACKS MD	EXEC VP, CHIEF MEDICAL OFFI- CER	\$2,259,046	2016
ADVOCATE HEALTH	12DOMINIC J NAKIS	SVP, CFO & TREASURER	\$2,162,540	2016
ADVOCATE HEALTH	15MICHAEL FARRELL	PRESIDENT -ADV CHILDREN'S HOSP	\$1,991,837	2016
ADVOCATE HEALTH	22KENNETH LUKHARD	PRESIDENT, CHRIST MED CTR	\$1,641,943	2016
ADVOCATE HEALTH	23RICK FLOYD	PRESIDENT, LUTHERAN GEN HOSP	\$1,640,989	2016
ADVOCATE HEALTH	6JAMES DAN MD	PRES PHYS& AMB SVCS/AMG - 7/16	\$1,502,180	2016
ADVOCATE HEALTH	8KEVIN BRADY	SVP, CHF HUMAN RESOURCES OFFC	\$1,493,159	2016

ADVOCATE AURORA HEALTH (2016-2015)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE HEALTH	16DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,376,353	2016
ADVOCATE HEALTH	2GAIL D HASBROUCK	SVP, GEN COUNSEL & CORP. SEC	\$1,361,537	2016
ADVOCATE HEALTH	14BRUCE D SMITH	SVP, INFORMATION SYSTEMS, CIO	\$1,360,203	2016
ADVOCATE HEALTH	20COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$1,344,075	2016
ADVOCATE HEALTH	9VINCENT BUFALINO MD	PRESIDENT PHYS& AMB SVCS/AMG	\$1,325,045	2016
ADVOCATE HEALTH	21KAREN LAMBERT	PRESIDENT, GOOD SHEPHERD HOSP	\$1,214,790	2016
ADVOCATE HEALTH	13SCOTT POWDER	SVP, CHIEF STRATEGY OFFICER	\$1,107,602	2016
ADVOCATE HEALTH	19RICHARD HEIM	PRESIDENT, SOUTH SUBURBAN HOSP	\$937,422	2016
ADVOCATE HEALTH	11KELLY JO GOLSON	SVP, CHIEF MARKETING OFFICER	\$935,514	2016
ADVOCATE HEALTH	10SUSAN CAMPBELL	SVP OF PATIENT CR-CHF NRS OFFC	\$909,117	2016
ADVOCATE HEALTH	7REV KATHIE B SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$758,115	2016
ADVOCATE HEALTH	5JAMES DOHENY	VP, SYS CONTR & ASST.TREASURER	\$523,709	2016
ADVOCATE HEALTH	17MICHELLE GAS-KILL-HAMES	PRESIDENT, TRINITY HOSP - 4/16	\$387,811	2016
ADVOCATE HEALTH	18TERIKA RICHARDSON	PRESIDENT, TRINITY HOSPITAL	\$370,067	2016
AURORA HEALTH	NICK TURKAL MD	CEO, EX OFFICIO DIRECTOR	\$3,998,008	2015
AURORA HEALTH	GAIL HANSON	TREASURER - MULTIPLE DIRECTOR - AMC	\$1,692,299	2015
AURORA HEALTH	STEPHEN BABLITCH	CHIEF OF STRATEGIC BUSINESS AFFAIRS	\$1,616,274	2015
AURORA HEALTH	GERALD COLMAN	DIRECTOR - AMCWC, AMCO	\$1,483,129	2015
AURORA HEALTH	JEFFREY BAILET MD	PRESIDENT - AMG, DIRECTOR - AMG,AAH,	\$1,408,854	2015
AURORA HEALTH	MICHAEL LAPPIN	SECRETARY/ ASSISTANT SECRETARY MUL	\$1,262,388	2015
AURORA HEALTH	EUGENE MONROE MD	PRESIDENT-AAH, DIRECTOR-AAH,AMG,AMCG	\$1,255,906	2015
AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AAH	\$1,253,661	2015
AURORA HEALTH	DANIEL O'HAIR MD	DIRECTOR - AMG	\$1,190,465	2015
AURORA HEALTH	RICHARD KLEIN	EXECUTIVE VP ENTERPRISE BUSINESS GRO	\$1,143,077	2015
AURORA HEALTH	DENNIS POTTS	PRES.& DIRECTOR-AHC-M, AHCSL,AMCSC,AMC	\$1,132,586	2015
AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$1,005,902	2015
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$945,402	2015
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF & COMMUNICATIONS OFFI	\$906,835	2015

ADVOCATE AURORA HEALTH (2015)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	COREY SHAMAH MD	DIRECTOR - AAH	\$858,929	2015
AURORA HEALTH	PATRICK FALVEY	VICE CHAIR & SEC. - AVNA, VP LMC,	\$828,779	2015
AURORA HEALTH	MARY BETH KINGSTON	DIRECTOR - AHCM,AMC-MC,AHCSL,AVNA	\$802,444	2015
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$792,474	2015
AURORA HEALTH	STEVEN NEMERSON	CHIEF MEDICAL OFFICER - RA-CINE/ KENO	\$780,766	2015
AURORA HEALTH	BRAD HAHN	PRESIDENT, ASST. TREAS., DIRECTOR	\$772,843	2015
AURORA HEALTH	JOSEPH MAJEWSKI MD	DIRECTOR - AMG	\$752,807	2015
AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAM	\$746,811	2015
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR - AAH	\$743,465	2015
AURORA HEALTH	TITUS MUZI JR	SENIOR VP MANAGED CARE CON	\$720,841	2015
AURORA HEALTH	VENKATA THOTA MD	CHIEF MEDICAL OFFICER - WAL-WORTH/ BU	\$706,926	2015
AURORA HEALTH	AMY RISLOV	DIRECTOR - AUWAMG	\$682,425	2015
AURORA HEALTH	RACHELLE HART	ASSISTANT SECRETARY - MULTIPLE	\$663,222	2015
AURORA HEALTH	MARIE GOLANOWSKI	HOSPITAL PRESIDENT - ASLMC	\$636,112	2015
AURORA HEALTH	ALFRED CAPELLI MD	DIRECTOR - AMG	\$635,909	2015
AURORA HEALTH	CARRIE KILLORAN	DIRECTOR - AMCSC, AMCWC, AMCG	\$632,616	2015
AURORA HEALTH	CRISTY GARCIA-THOMAS	CHIEF DIVERSITY & INCLUSION OFFICER	\$632,220	2015
AURORA HEALTH	JEFFREY SMITH MD	DIRECTOR - AHCM,AMC-MC,AHCSL,AUWAMG	\$627,730	2015
AURORA HEALTH	RURIC ANDERSON	PRESIDENT - AUWAMG, DIRECTOR - AUWAM	\$626,858	2015
AURORA HEALTH	STEPHEN FRANCAVIGLIA	PATIENT SERVICE MARKET PRESIDENT	\$626,208	2015
AURORA HEALTH	DOUGLAS MCMANUS MD	CHIEF MEDICAL OFFICER - MILWAUKEE NO	\$624,043	2015
AURORA HEALTH	BARBARA BIGLER	PRESIDENT ACL	\$621,352	2015
AURORA HEALTH	JEFF DALEN-BARD	PRES-AMCMC,AMCO DIR-AHCM,AHCSL,AMCMC	\$620,233	2015
AURORA HEALTH	DANISH SIDDIQUI MD	DIRECTOR - AUWAMG	\$597,590	2015
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR - AAH	\$586,017	2015
AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AMG	\$585,339	2015
AURORA HEALTH	DAVID YEAGER	ASST. TREAS. - AMCG,AHCSL,SMCSC,AMCW	\$566,728	2015
AURORA HEALTH	SANDRA EWALD	ASST. TREAS - AMCMC, AMCO DIRECTOR	\$552,323	2015
AURORA HEALTH	PAUL COOGAN MD	DIRECTOR - AHCM	\$548,965	2015

ADVOCATE AURORA HEALTH (2015)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$547,945	2015
AURORA HEALTH	CAROLYN GLOCKA	HOSPITAL PRESIDENT - ASLSS, ASMC	\$539,366	2015
AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$538,137	2015
AURORA HEALTH	NAN NELSON	ASST. TREAS. - AHCM & APH, DIRECTOR	\$534,690	2015
AURORA HEALTH	FRANK LAVORA DPM	DIRECTOR - AMG	\$524,009	2015
AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRES- IDENT	\$519,228	2015
AURORA HEALTH	SYLVIA MELTZER MD	CHIEF MEDICAL OFFICER - POP HEALTH &	\$508,355	2015
AURORA HEALTH	ROBERT STUART MD	CHIEF MEDICAL OFFICER - WAUKESHA/ JE	\$479,449	2015
AURORA HEALTH	DOUG KOCH	PATIENT SERVICE MARKET PRES- IDENT	\$475,187	2015
AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHCM, AHCSL, AMCMC	\$467,556	2015
AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR - APH	\$465,235	2015
AURORA HEALTH	DAVID GRAEBNER	DIRECTOR & HOSPITAL PRESI- DENT - AMSC	\$460,414	2015
AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$457,942	2015
AURORA HEALTH	CINDY MOON-MONGUSH	SENIOR VP MARKETING & COM- MUNICATIONS	\$455,436	2015
AURORA HEALTH	RANDALL LAMBRECHT	SVP RESEARCH	\$451,917	2015
AURORA HEALTH	TIMOTHY LINEBERRY MD	CHIEF MEDICAL OFFICER - GB/ MANITOWO	\$449,762	2015
AURORA HEALTH	HSIENG SU MD	CHIEF MEDICAL OFFICER - ASLMC	\$449,754	2015
AURORA HEALTH	MICHAEL BERGMAN	PATIENT SERVICE MARKET PRES- IDENT	\$448,011	2015
AURORA HEALTH	ANDREW MCDONAGH MD	CHIEF MEDICAL OFFICER - AWAMC	\$446,154	2015
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$444,012	2015
AURORA HEALTH	STUART ARNETT	ASST. TREASURER - AAH, AU- WAMG	\$442,193	2015
AURORA HEALTH	RAY DARCEY	PRESIDENT AVNA, DIRECTOR AVNA	\$437,754	2015
AURORA HEALTH	ANDREA GAVIN MD	SECRETARY/TREAS & DIRECTOR - AMG	\$431,807	2015
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$421,964	2015
AURORA HEALTH	STEVE HUSER	ASST. TREAS. - AMCMC, AMCO	\$418,673	2015
AURORA HEALTH	JOHN ZORBINI	CHIEF HUMAN RESOURCE OFFI- CER (FORMER	\$413,230	2015

ADVOCATE AURORA HEALTH (2015)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER (FORMER)	\$411,059	2015
AURORA HEALTH	DAVID WEIDIG MD	DIRECTOR - AVNA	\$404,828	2015
AURORA HEALTH	GERALD JANIS	SENIOR VP STRATEGIC PLANNING	\$402,752	2015
AURORA HEALTH	KENNETH SAYDEL DO	DIRECTOR - WAMH	\$399,950	2015
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$390,499	2015
AURORA HEALTH	JACOB BIDWELL MD	DIRECTOR - AUWAMG	\$384,788	2015
AURORA HEALTH	TEDMOND O'REILLY MD	CHIEF MEDICAL OFFICER - AMCG/ AMCWC	\$372,849	2015
AURORA HEALTH	RACHEL ROLLER	SENIOR VP GOVERNMENT & COMMUNITY RELA	\$371,714	2015
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR - AAH	\$368,156	2015
AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$348,887	2015
AURORA HEALTH	JOHN NEWMAN	HOSPITAL PRESIDENT - AMCO	\$348,278	2015
AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR - AAH	\$323,541	2015
AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - AVNA	\$315,339	2015
AURORA HEALTH	ANU VIJAYAKUMAR MD	CHIEF MEDICAL OFFICER - ASMC/ ASLMC	\$315,155	2015
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR - AAH	\$295,428	2015
AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$275,810	2015
AURORA HEALTH	DAVID ULERY MD	DIRECTOR - AMG	\$249,047	2015
AURORA HEALTH	PRESTON SIMONS	CHIEF INFORMATION OFFICER	\$238,703	2015
AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$233,878	2015
AURORA HEALTH	JEFFREY STEARNS MD	DIRECTOR - AUWAMG	\$206,441	2015
AURORA HEALTH	DIANE GERLACH DO	DIRECTOR - AMG	\$197,225	2015
AURORA HEALTH	JACKIE TILLET CNM ND	DIRECTOR - AUWAMG	\$171,773	2015
ADVOCATE HEALTH	1JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$7,488,687	2015
ADVOCATE HEALTH	3WILLIAM P SANTULLI	EXEC VP, COO	\$3,107,132	2015
ADVOCATE HEALTH	4LEE B SACKS MD	EXEC VP, CHIEF MEDICAL OFFICER	\$2,080,245	2015
ADVOCATE HEALTH	12DOMINIC J NAKIS	SVP, CFO & TREASURER	\$1,975,701	2015
ADVOCATE HEALTH	24RICK FLOYD	PRESIDENT, LUTHERAN GEN HOSP	\$1,857,587	2015
ADVOCATE HEALTH	17MICHAEL FARRELL	PRESIDENT -ADV CHILDREN'S HOSP	\$1,737,973	2015
ADVOCATE HEALTH	23KENNETH LUKHARD	MKT PRESIDENT, CHRIST MED CTR	\$1,545,358	2015
ADVOCATE HEALTH	6JAMES DAN MD	PRES PHYSICIAN/AMBULATORY SVCS	\$1,507,447	2015
ADVOCATE HEALTH	8KEVIN BRADY	SVP, CHF HUMAN RESOURCES OFFC	\$1,361,952	2015

ADVOCATE AURORA HEALTH (2015-2014)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE HEALTH	21COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$1,338,839	2015
ADVOCATE HEALTH	2GAIL D HASBROUCK	SVP, GEN COUNSEL & CORP. SEC	\$1,267,427	2015
ADVOCATE HEALTH	14BRUCE D SMITH	SVP, INFORMATION SYSTEMS, CIO	\$1,260,728	2015
ADVOCATE HEALTH	18DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,236,373	2015
ADVOCATE HEALTH	9VINCENT BUFALINO MD	SVP, CARDIO/SR MED DIR CARDIO	\$1,143,939	2015
ADVOCATE HEALTH	22KAREN LAMBERT	PRESIDENT, GOOD SHEPHERD HOSP	\$1,107,549	2015
ADVOCATE HEALTH	16RISHI SIKKA MD	SVP, CLINICAL OPERATIONS	\$1,004,645	2015
ADVOCATE HEALTH	13SCOTT POWDER	SVP, CHIEF STRATEGY OFFICER	\$996,022	2015
ADVOCATE HEALTH	15DON CALCAGNO	SVP, OPER INTEGRATION/OPTIM	\$988,575	2015
ADVOCATE HEALTH	11KELLY JO GOLSON	SVP, CHIEF MARKETING OFFICER	\$869,825	2015
ADVOCATE HEALTH	30MICHAEL ENGLEHART	FMR. PRESIDENT S SUBURBAN HOSP	\$842,908	2015
ADVOCATE HEALTH	20RICHARD HEIM	PRESIDENT, SOUTH SUBURBAN HOSP	\$816,890	2015
ADVOCATE HEALTH	10SUSAN CAMPBELL	SVP OF PATIENT CR-CHF NRS OFFC	\$772,801	2015
ADVOCATE HEALTH	7REV K BENDER SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$689,949	2015
ADVOCATE HEALTH	19MICHELLE GAS-KILL-HAMES	PRESIDENT, TRINITY HOSPITAL	\$628,337	2015
ADVOCATE HEALTH	5JAMES DOHENY	VP, SYS CONTR & ASST.TREASURER	\$501,610	2015
AURORA HEALTH	NICK TURKAL MD	CEO, EX OFFICIO DIRECTOR	\$4,067,256	2014
AURORA HEALTH	STEPHEN BABLITCH	CHIEF OF STRATEGIC BUSINESS AFFAIRS	\$2,215,737	2014
AURORA HEALTH	GAIL HANSON	CFO, DIRECTOR - AHCN & AAH	\$1,476,092	2014
AURORA HEALTH	MICHAEL LAPPIN	CAO, SECRETARY/ ASSISTANT SECRETARY	\$1,414,390	2014
AURORA HEALTH	JOHN KONKEL MD	DIRECTOR - AAH, CHAIR	\$1,289,272	2014
AURORA HEALTH	DANIEL O'HAIR MD	DIRECTOR - AMG	\$1,248,925	2014
AURORA HEALTH	JEFFREY BAILET MD	EVP, DIRECTOR - AAH & AMG, PRESIDENT	\$1,239,742	2014
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER	\$1,169,831	2014
AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$1,085,860	2014
AURORA HEALTH	EUGENE MONROE MD	EVP, DIRECTOR - AAH & AMG, PRESIDENT	\$1,043,036	2014
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR - AAH	\$1,030,306	2014
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$1,012,646	2014
AURORA HEALTH	BRUCE VAN CLEAVE MD	PHYSICIAN LEADERSHIP COACH (FORMER C	\$1,011,739	2014
AURORA HEALTH	GERALD COLMAN	COO, DIRECTOR - AMCWC	\$959,785	2014

ADVOCATE AURORA HEALTH (2014)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	DENNIS POTTS	EVP SOUTH REGION, DIRECTOR, OFFICER	\$937,280	2014
AURORA HEALTH	RICHARD KLEIN	EXECUTIVE VP ENTERPRISE BUSI- NESS GRO	\$871,061	2014
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF COMMUNICA- TIONS OFFICE	\$829,488	2014
AURORA HEALTH	JOHN ZORBINI	CHIEF HUMAN RESOURCES OFFI- CER (FORME	\$825,155	2014
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH	\$805,696	2014
AURORA HEALTH	BRAD HAHN	EVP NORTH MARKET & FI- NANCE, DIRECTOR	\$805,336	2014
AURORA HEALTH	BRENT PHILLIPS	PRESIDENT PSM (FORMER)	\$745,048	2014
AURORA HEALTH	DANISH SIDDIQUI MD	DIRECTOR - AUWAMG	\$709,148	2014
AURORA HEALTH	PATRICK FALVEY	CIO, DIRECTOR - VNA, VICE CHAIR & SE	\$705,977	2014
AURORA HEALTH	MARYBETH KINGSTON	EVP CHIEF NURSING OFFICER, DIRECTOR	\$696,616	2014
AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINICAL PROGRAM	\$691,371	2014
AURORA HEALTH	JOSEPH MAJEWSKI MD	DIRECTOR - AMG	\$690,174	2014
AURORA HEALTH	PATRICK DALY MD	DIRECTOR - AMG	\$689,521	2014
AURORA HEALTH	JEFFREY SMITH MD	EVP & DEPUTY CCO, DIRECTOR	\$652,463	2014
AURORA HEALTH	ALFRED CAPPELLI MD	DIRECTOR - AMG	\$615,815	2014
AURORA HEALTH	TITUS MUZI JR	SENIOR VP MANAGED CARE CONTRACTING	\$598,234	2014
AURORA HEALTH	RACHELLE HART	GENERAL COUNSEL, ASSISTANT SECRETARY	\$597,401	2014
AURORA HEALTH	DAVID WEIDIG MD	DIRECTOR - VNA	\$592,980	2014
AURORA HEALTH	NATASHA HERNANDEZ MD	DIRECTOR - AUWAMG	\$589,135	2014
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$585,365	2014
AURORA HEALTH	DANIEL MEYER	PRESIDENT - ABMC	\$558,849	2014
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR - AAH	\$552,536	2014
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$538,720	2014
AURORA HEALTH	CARRIE KILLORAN	PRESIDENT PSM, DIRECTOR - AHCC, AMCW	\$536,283	2014
AURORA HEALTH	AMY RISLOV	CHIEF HR OFFICER, DIRECTOR - AUWAMG	\$536,274	2014
AURORA HEALTH	PAUL COOGAN MD	DIRECTOR - AHC METRO	\$532,840	2014
AURORA HEALTH	MARIE GOLANOWSKI	PRESIDENT - ASLMC	\$517,749	2014
AURORA HEALTH	BARBARA BIGLER	PRESIDENT ACL	\$516,672	2014
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$516,567	2014
AURORA HEALTH	DAVID YEAGER	SENIOR VP FINANCE SOUTH	\$508,240	2014
AURORA HEALTH	RURIC ANDERSON	SVP ACADEMIC AFFAIRS, DIREC- TOR & PRES	\$505,256	2014

ADVOCATE AURORA HEALTH (2014)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	CRISTY GARCIA-THOMAS	EXECUTIVE VP PRESIDENT FOUN- DATION	\$504,905	2014
AURORA HEALTH	STEPHEN FRANCAVIGLIA	PRESIDENT PATIENT SERVICE MARKET	\$495,669	2014
AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$470,305	2014
AURORA HEALTH	SANDRA EWALD	DIRECTOR - AMCO, ASSISTANT TREASURER	\$467,070	2014
AURORA HEALTH	CAROLYN GLOCKA	PRESIDENT - ASLSS & ASMC	\$466,079	2014
AURORA HEALTH	SCOTT HARDIN MD	DIRECTOR - AHC METRO, AHCSL, AHCN	\$443,762	2014
AURORA HEALTH	LISA JUST	PRESIDENT PATIENT SERVICE MARKET	\$442,622	2014
AURORA HEALTH	KENNETH SAYDEL DO	DIRECTOR - WAMH	\$435,369	2014
AURORA HEALTH	FRANK LAVORA DPM	DIRECTOR - AMG	\$432,276	2014
AURORA HEALTH	DAVID ULERY MD	DIRECTOR - AMG	\$429,341	2014
AURORA HEALTH	CHRISTINE OLSON	PRESIDENT - AMCK (FORMER)	\$410,625	2014
AURORA HEALTH	ANNE MATTSON MD	DIRECTOR - AAH	\$408,775	2014
AURORA HEALTH	NAN NELSON	DIRECTOR - APH, ASSISTANT TREASURER	\$408,693	2014
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT - AMSCS	\$399,989	2014
AURORA HEALTH	JEFF DALEN-BARD	PRESIDENT PSM, DIRECTOR - AMCO	\$398,486	2014
AURORA HEALTH	CINDY MOON-MOGUSH	SENIOR VP COMMUNICATIONS	\$395,005	2014
AURORA HEALTH	MICHAEL BERGMAN	PRESIDENT PATIENT SERVICE MARKET	\$388,479	2014
AURORA HEALTH	PETER CARLSON	PRESIDENT - APH	\$387,835	2014
AURORA HEALTH	SCOTT KENITZ MD	DIRECTOR - AAH	\$385,607	2014
AURORA HEALTH	DOUG KOCH	PRESIDENT PATIENT SERVICE MARKET	\$379,919	2014
AURORA HEALTH	ANDREA GAVIN MD	DIRECTOR & SECRETARY/TREA- SURER - AMG	\$378,314	2014
AURORA HEALTH	MICHAEL LAIRD	PRESIDENT AMC GRAFTON (FOR- MER)	\$369,686	2014
AURORA HEALTH	GERALD JANIS	SENIOR VP STRATEGIC PLANNING	\$369,554	2014
AURORA HEALTH	VICKI LEWIS	PRESIDENT - ALMC & AMHB (FORMER)	\$361,361	2014
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR - AAH	\$359,141	2014
AURORA HEALTH	JOHN BRILL MD	DIRECTOR - AUWAMG	\$354,580	2014
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$346,724	2014
AURORA HEALTH	JAKE BIDWELL MD	DIRECTOR - AUWAMG	\$327,679	2014
AURORA HEALTH	DIANE GERLACH DO	DIRECTOR - AMG	\$315,672	2014
AURORA HEALTH	RACHEL ROLLER	SENIOR VP GOVERNMENT & COMMUNITY REL	\$304,161	2014

ADVOCATE AURORA HEALTH (2014)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	RAY DARCEY	PRESIDENT - AVNA	\$301,621	2014
AURORA HEALTH	SUSAN ELA	COO (FORMER)	\$295,099	2014
AURORA HEALTH	MICHAEL MALONE MD	DIRECTOR - VNA	\$295,039	2014
AURORA HEALTH	DENNIS BAUMGARDNER MD	DIRECTOR - AUWAMG	\$255,808	2014
AURORA HEALTH	ELLEN DANTO-NOCTON MD	DIRECTOR - AUWAMG	\$181,325	2014
ADVOCATE HEALTH	1JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$7,682,756	2014
ADVOCATE HEALTH	3WILLIAM P SANTULLI	EXEC VP, COO	\$3,271,718	2014
ADVOCATE HEALTH	4LEE B SACKS MD	EXEC VP, CHIEF MEDICAL OFFI- CER	\$2,238,529	2014
ADVOCATE HEALTH	12DOMINIC J NAKIS	SVP, CFO & TREASURER	\$2,123,362	2014
ADVOCATE HEALTH	22KENNETH LUKHARD	MKT PRESIDENT, CHRIST MED CTR	\$1,780,528	2014
ADVOCATE HEALTH	16MICHAEL FARRELL	PRESIDENT -ADV CHILDREN'S HOSP	\$1,731,497	2014
ADVOCATE HEALTH	6JAMES DAN MD	PRES PHYSICIAN/AMBULATORY SVCS	\$1,645,499	2014
ADVOCATE HEALTH	8KEVIN BRADY	SVP, CHF HUMAN RESOURCES OFFC	\$1,452,231	2014
ADVOCATE HEALTH	17DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,348,002	2014
ADVOCATE HEALTH	14BRUCE D SMITH	SVP, INFORMATION SYSTEMS, CIO	\$1,343,092	2014
ADVOCATE HEALTH	2GAIL D HASBROUCK	SVP, GEN COUNSEL & CORP. SEC	\$1,339,349	2014
ADVOCATE HEALTH	21KAREN LAMBERT	PRESIDENT, GOOD SHEPHERD HOSP	\$1,172,177	2014
ADVOCATE HEALTH	9VINCENT BUFALINO	SVP, CARDIO/SR MED DIR CARDIO	\$1,147,992	2014
ADVOCATE HEALTH	23RICK FLOYD	PRESIDENT, LUTHERAN GEN HOSP	\$1,117,907	2014
ADVOCATE HEALTH	29MICHAEL ENGLEHART	FMR PRES, SOUTH SUBURBAN HOSP	\$1,108,986	2014
ADVOCATE HEALTH	13SCOTT POWDER	SVP, CHIEF STRATEGY OFFICER	\$1,036,405	2014
ADVOCATE HEALTH	20COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$1,013,275	2014
ADVOCATE HEALTH	11KELLY JO GOLSON	SVP, CHIEF MARKETING OFFICER	\$921,260	2014
ADVOCATE HEALTH	19RICHARD HEIM	PRESIDENT, SOUTH SUBURBAN HOSP	\$805,755	2014
ADVOCATE HEALTH	7REV K BENDER SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$772,128	2014
ADVOCATE HEALTH	10SUSAN CAMPBELL	SVP OF PATIENT CR-CHF NRS OFFC	\$715,039	2014
ADVOCATE HEALTH	5JAMES DOHENY	VP, SYS CONTR & ASST.TREASUR- ER	\$508,415	2014
ADVOCATE HEALTH	18MICHELLE GASKILL	PRESIDENT, TRINITY HOSPITAL	\$506,689	2014
ADVOCATE HEALTH	15JONATHAN BRUSS	PRESIDENT, TRINITY HOSP JAN-14	\$438,332	2014
ADVOCATE HEALTH	30BEN GRIGALIUNAS	SENIOR VP, HUMAN RESOURCES	\$215,578	2014

ADVOCATE AURORA HEALTH (2014-2013)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	NICK TURKAL MD	CEO, PRESIDENT, EX OFFICIO DIRECTOR	\$3,184,302	2013
AURORA HEALTH	STEPHEN BABLITCH	COO	\$1,638,071	2013
AURORA HEALTH	JOHN KONKEL MD	CHAIRPERSON, DIRECTOR	\$1,310,309	2013
AURORA HEALTH	GAIL HANSON	CFO, TREASURER	\$1,249,211	2013
AURORA HEALTH	BRUCE VAN CLEAVE MD	CHIEF CLINICAL OFFICER	\$1,244,002	2013
AURORA HEALTH	MICHAEL LAPPIN	CHIEF ADMIN OFFICER, SECRE- TARY	\$1,052,466	2013
AURORA HEALTH	JEFFREY BAILET MD	PRESIDENT AMG, DIRECTOR	\$1,043,500	2013
AURORA HEALTH	SHAIBAL MAZUMBAR MD	DIRECTOR	\$1,019,050	2013
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR	\$1,009,104	2013
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR	\$968,135	2013
AURORA HEALTH	EUGENE MONROE MD	PRESIDENT AAH, DIRECTOR	\$944,526	2013
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER	\$941,082	2013
AURORA HEALTH	JOHN ZORBINI	CHIEF HUMAN RESOURCES OFFICER	\$902,954	2013
AURORA HEALTH	SUSAN ELA	COO FORMER	\$861,813	2013
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR	\$747,662	2013
AURORA HEALTH	RICHARD KLEIN	EXEC VP ENTERPRISE BUSINESS GROUP	\$722,106	2013
AURORA HEALTH	BRAD HAHN	EVP NORTH MARKET FINANCE, DIRECTOR, ASST TREASURER, PRESIDENT	\$700,890	2013
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF COMMUNICA- TIONS OFFICER	\$691,929	2013
AURORA HEALTH	GREGORY BANASZYNSKI	EXECUTIVE VP FORMER	\$691,810	2013
AURORA HEALTH	DENNIS POTTS	EVP SOUTH MARKET, DIRECTOR, PRESIDENT	\$677,948	2013
AURORA HEALTH	BRENT PHILLIPS	PRESIDENT PATIENT SERVICE MARKET, DIRECTOR	\$647,803	2013
AURORA HEALTH	RAYMOND GRADY	CHIEF ADMINISTRATIVE OFFICER FORMER	\$630,209	2013
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR	\$585,122	2013
AURORA HEALTH	JACOB FRICK MD	DIRECTOR	\$583,038	2013
AURORA HEALTH	PATRICK FALVEY	EXEC VP CHIEF INTEGRATION OFFICER, DIRECTOR	\$548,248	2013
AURORA HEALTH	JAMES WEESE MD	VP CANCER CLINIC PROGRAMS	\$544,147	2013
AURORA HEALTH	MARY KINGSTON	EXEC VP CHIEF NURSING OFFI- CER, DIRECTOR, INTERIM PRESI- DENT	\$544,123	2013
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR	\$537,340	2013
AURORA HEALTH	MARY O'BRIEN	EXECUTIVE VP FORMER	\$531,082	2013
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR	\$529,579	2013
AURORA HEALTH	SUSAN BUETTNER	EXECUTIVE VP FORMER	\$507,878	2013

ADVOCATE AURORA HEALTH (2013)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	RACHELLE HART	GENERAL COUNSEL, ASSISTANT SECRETARY	\$503,669	2013
AURORA HEALTH	FREDERIC VORLOP	SR VP COMMERCIAL TRANSACTION GROUP	\$481,377	2013
AURORA HEALTH	DANIEL BONK	PRESIDENT AMCS	\$480,687	2013
AURORA HEALTH	DAVID SMITH	VP CARE MANAGEMENT	\$479,474	2013
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR	\$476,836	2013
AURORA HEALTH	JEFFREY SMITH MD	EVP DEPUTY CHIEF CLINICAL OFFICER, DIRECTOR	\$474,855	2013
AURORA HEALTH	DAVID YEAGER	SVP FINANCE	\$471,956	2013
AURORA HEALTH	DANIEL MEYER	PRESIDENT ABMC	\$460,508	2013
AURORA HEALTH	CARRIE KILLORAN	PRESIDENT PATIENT SERVICE MARKET, DIRECTOR	\$460,239	2013
AURORA HEALTH	RURIC ANDERSON MD	SR VP AUWAMG/CHAIR/PRESIDENT/DIRECTOR	\$447,654	2013
AURORA HEALTH	KAREN MACLAY	SVP FINANCE	\$428,026	2013
AURORA HEALTH	DONALD NESTOR	CONSULTANT/RETIREE	\$419,103	2013
AURORA HEALTH	CRISTY GARCIA-THOMAS	EVP PRESIDENT FOUNDATION	\$418,246	2013
AURORA HEALTH	AMY RISLOV	SVP HUMAN RESOURCES, DIRECTOR	\$418,231	2013
AURORA HEALTH	CAROLYNN GLOCKA	PRESIDENT ASLSS ASMC, DIRECTOR	\$414,761	2013
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR, DIRECTOR	\$401,053	2013
AURORA HEALTH	MARIE GOLANOWSKI	PRESIDENT ASLMC	\$389,413	2013
AURORA HEALTH	RICK KELLAR	PRESIDENT AWAMC	\$384,964	2013
AURORA HEALTH	JEFF DALEN-BARD	PRESIDENT PATIENT SERVICE MARKET	\$365,924	2013
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR	\$365,668	2013
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT AMCSC, DIRECTOR	\$361,892	2013
AURORA HEALTH	LISA JUST	PRESIDENT PATIENT SERVICE MARKET	\$359,647	2013
AURORA HEALTH	VICKI LEWIS	PRESIDENT ALMC AMHB	\$358,556	2013
AURORA HEALTH	CHRISTINE OLSON	PRESIDENT AMCK	\$353,268	2013
AURORA HEALTH	PETER CARLSON	PRESIDENT APH	\$328,565	2013
AURORA HEALTH	SCOTT KENITZ MD	DIRECTOR	\$326,171	2013
AURORA HEALTH	SANDRA EWALD	PRESIDENT PATIENT SERVICE MARKET SVP FINANCE, ASST TREASURER	\$324,916	2013
AURORA HEALTH	GEROGE HINTON	PRESIDENT ASMC FORMER	\$319,367	2013
AURORA HEALTH	MICHAEL BERGMAN	PRESIDENT PATIENT SERVICE MARKET	\$315,029	2013
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT AMCMC	\$311,559	2013
AURORA HEALTH	MICHAEL LAIRD	PRESIDENT AMC GRAFTON	\$284,269	2013

ADVOCATE AURORA HEALTH (2013-2012)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	CANDACE HENNESSYSR	VP PRESIDENT VNA FORMER	\$113,924	2013
ADVOCATE HEALTH	JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$7,011,714	2013
ADVOCATE HEALTH	WILLIAM P SANTULLI	EVP, COO	\$3,117,689	2013
ADVOCATE HEALTH	LEE B SACKS MD	EVP, CMO	\$2,191,614	2013
ADVOCATE HEALTH	DOMINIC J NAKIS	SVP, CFO	\$2,087,807	2013
ADVOCATE HEALTH	KENNETH LUKHARD	PRESIDENT, CHRIST MED 07/17	\$1,834,864	2013
ADVOCATE HEALTH	JAMES DAN MD	PRES PHYS& AMB SVCS	\$1,612,956	2013
ADVOCATE HEALTH	MICHAEL FARRELL	PRESIDENT -ADV CHILDREN'S HOSP	\$1,393,280	2013
ADVOCATE HEALTH	DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,323,078	2013
ADVOCATE HEALTH	BRUCE D SMITH	SVP, CIO	\$1,319,960	2013
ADVOCATE HEALTH	GAIL D HASBROUCK	SVP, GEN COUNSEL, CORP SEC	\$1,315,121	2013
ADVOCATE HEALTH	KEVIN BRADY	SVP, HUMAN RESOURCES	\$1,294,371	2013
ADVOCATE HEALTH	ANTHONY ARMADA	PRES LUTHERAN HOSPITAL	\$1,260,638	2013
ADVOCATE HEALTH	KAREN LAMBERT	PRESIDENT,GOOD SHEPHERD/ CONDEL	\$1,134,046	2013
ADVOCATE HEALTH	MICHAEL ENGLEHART	FMR PRES S SUBURB HOSP	\$1,030,969	2013
ADVOCATE HEALTH	VINCENT BUFALINO MD	SVP, CV INST/SR MED DIR CARDIO	\$1,018,813	2013
ADVOCATE HEALTH	KELLY JO GOLSON	SVP, PUBLIC AFFAIRS, MARKET- ING	\$964,644	2013
ADVOCATE HEALTH	SCOTT POWDER	SVP, STRATEGIC PLAN & GROWTH	\$943,922	2013
ADVOCATE HEALTH	COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$934,884	2013
ADVOCATE HEALTH	JONATHAN BRUSS	PRES TRINITY HOSP	\$893,011	2013
ADVOCATE HEALTH	BEN GRIGALIUNAS	SVP, HR	\$772,576	2013
ADVOCATE HEALTH	RICHARD HEIM	PRESIDENT, SOUTH SUBURBAN HOSPIT	\$648,755	2013
ADVOCATE HEALTH	REV KATHIE B SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$591,973	2013
ADVOCATE HEALTH	JAMES DOHENY	VP, FINANCE&CORP CONTROL- LER	\$494,685	2013
ADVOCATE HEALTH	SUSAN CAMPBELL	SVP OF PATIENT CR-CHF NRS OFFC	\$409,240	2013
ADVOCATE HEALTH	JOSE ELIZONDO, MD	DIRECTOR	\$292,351	2013
AURORA HEALTH	NICK TURKAL MD	CEO, PRESIDENT, EX OFFICIO DIRECTOR	\$2,967,643	2012
AURORA HEALTH	SUSAN ELA	COO FORMER	\$1,828,623	2012
AURORA HEALTH	STEPHEN BABLITCH	COO	\$1,605,804	2012
AURORA HEALTH	DONALD NESTOR	CONSULTANT/RETIREE	\$1,527,906	2012
AURORA HEALTH	JOHN KONKEL MD	CHAIRPERSON, DIRECTOR	\$1,353,293	2012
AURORA HEALTH	JEFFREY BAILET MD	PRESIDENT AMG, DIRECTOR	\$1,139,935	2012
AURORA HEALTH	RICHARD KLEIN	EVP MARKET GROWTH DEVELOP- MENT	\$1,136,589	2012

ADVOCATE AURORA HEALTH (2012)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	BRUCE VAN CLEAVE MD	CHIEF MEDICAL OFFICER	\$1,105,974	2012
AURORA HEALTH	GAIL HANSON	CFO, TREASURER	\$965,133	2012
AURORA HEALTH	RAYMOND GRADY	CHIEF ADMINISTRATIVE OFFICER FORMER	\$952,546	2012
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER	\$949,068	2012
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR	\$937,676	2012
AURORA HEALTH	MICHAEL LAPPIN	CHIEF ADMIN OFFICER, SECRE- TARY	\$899,858	2012
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR	\$885,623	2012
AURORA HEALTH	GREGORY BANASZYNSKI	EVP NORTH MARKET	\$868,446	2012
AURORA HEALTH	MARY O'BRIEN	EXECUTIVE VP FORMER	\$862,627	2012
AURORA HEALTH	SHAIBAL MAZUMBAR MD	DIRECTOR	\$845,722	2012
AURORA HEALTH	EUGENE MONROE MD	PRESIDENT AAH, DIRECTOR	\$819,513	2012
AURORA HEALTH	BRAD HAHN	EVP NORTH MARKET FINANCE, DIRECTOR, ASST TREASURER, PRESIDENT	\$797,937	2012
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF COMMUNICA- TIONS OFFICER	\$701,817	2012
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR	\$695,050	2012
AURORA HEALTH	KATHLEEN SKOWLUND	EVP SOUTH MARKET	\$626,080	2012
AURORA HEALTH	PATRICK FALVEY	EXEC VP CHIEF INTEGRATION OFFICER, DIRECTOR	\$602,671	2012
AURORA HEALTH	JACOB FRICK MD	DIRECTOR	\$558,931	2012
AURORA HEALTH	JOHN ZORBINI	CHIEF HUMAN RESOURCES OFFICER	\$529,514	2012
AURORA HEALTH	BRENT PHILLIPS	PRESIDENT PATIENT SERVICE MARKET, DIRECTOR	\$502,514	2012
AURORA HEALTH	DANIEL BONK	PRESIDENT AMCS	\$490,413	2012
AURORA HEALTH	SUSAN BUETTNER	EXECUTIVE VP FORMER	\$482,571	2012
AURORA HEALTH	DENNIS POTTS	EVP SOUTH MARKET, DIRECTOR, PRESIDENT	\$464,785	2012
AURORA HEALTH	DAVID SMITH	VP CARE MANAGEMENT	\$441,091	2012
AURORA HEALTH	FREDERIC VORLOP	SR VP COMMERCIAL TRANSAC- TION GROUP	\$430,247	2012
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR	\$393,323	2012
AURORA HEALTH	RACHELLE HART	GENERAL COUNSEL, ASSISTANT SECRETARY	\$387,173	2012
AURORA HEALTH	JEFFREY BAHR MD	DIRECTOR	\$383,206	2012
AURORA HEALTH	GEROGE HINTON	PRESIDENT ASMC FORMER	\$381,584	2012
AURORA HEALTH	RURIC ANDERSON MD	SR VP AUWAMG/CHAIR/PRESI- DENT/DIRECTOR	\$380,958	2012
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR	\$380,898	2012
AURORA HEALTH	DWIGHT L MORGAN	VP HUMAN RESOURCE SVCS	\$380,641	2012

ADVOCATE AURORA HEALTH (2012)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	DAVID EAGER	SVP FINANCE	\$378,117	2012
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR	\$350,429	2012
AURORA HEALTH	CANDACE HENNESSYSR	VP PRESIDENT VNA FORMER	\$347,739	2012
AURORA HEALTH	LEONARD WILK	VP CHIEF ADMIN OFFICER	\$329,726	2012
AURORA HEALTH	RICK KELLAR	PRESIDENT AWAMC	\$328,442	2012
AURORA HEALTH	AMY RISLOV	SVP HUMAN RESOURCES, DIREC- TOR	\$319,344	2012
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT AMCSC, DIRECTOR	\$308,256	2012
AURORA HEALTH	JEFF DALEN-BARD MD	PRESIDENT PATIENT SERVICE MARKET	\$305,220	2012
AURORA HEALTH	VICKI LEWIS	PRESIDENT ALMC AMHB	\$295,893	2012
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR, DIRECTOR	\$289,025	2012
AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR	\$284,861	2012
AURORA HEALTH	CHRISTINE OLSON	PRESIDENT AMCK	\$282,970	2012
AURORA HEALTH	CAROLYN GLOCKA	PRESIDENT ASLSS ASMC, DIREC- TOR	\$272,366	2012
AURORA HEALTH	LISA JUST	PRESIDENT PATIENT SERVICE MARKET	\$269,866	2012
AURORA HEALTH	PETER CARLSON	PRESIDENT APH	\$268,436	2012
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT AMCMC	\$256,676	2012
AURORA HEALTH	MARY KINGSTON	EXEC VP CHIEF NURSING OFFI- CER, DIRECTOR, INTERIM PRESI- DENT	\$240,766	2012
AURORA HEALTH	CINDY MOON-MOGUSH	SVP INTERNAL COMMUNICA- TIONS	\$220,823	2012
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR	\$218,257	2012
AURORA HEALTH	ROBERT O'KEEFE	VP TREASURY SERVICES FORMER	\$180,746	2012
AURORA HEALTH	LINDA SMITH	VP PATIENT SVC MRKT CRITICAL GROWTH FOMER	\$140,788	2012
ADVOCATE HEALTH	JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$4,292,611	2012
ADVOCATE HEALTH	WILLIAM P SANTULLI	EVP, COO	\$2,537,139	2012
ADVOCATE HEALTH	LEE B SACKS MD	EVP, CMO	\$2,017,304	2012
ADVOCATE HEALTH	DOMINIC J NAKIS	SVP, CFO	\$1,894,604	2012
ADVOCATE HEALTH	JAMES DAN MD	PRES PHYS& AMB SVCS	\$1,855,365	2012
ADVOCATE HEALTH	KENNETH LUKHARD	PRESIDENT, CHRIST MED CTR	\$1,688,768	2012
ADVOCATE HEALTH	ANTHONY ARMADA	PRES LUTHERAN HOSPITAL	\$1,307,367	2012
ADVOCATE HEALTH	BEN GRIGALIUNAS	SVP, HR	\$1,235,725	2012
ADVOCATE HEALTH	BRUCE D SMITH	SVP, CIO	\$1,220,093	2012
ADVOCATE HEALTH	GAIL D HASBROUCK	SVP, GEN COUNSEL, CORP SEC	\$1,214,124	2012
ADVOCATE HEALTH	DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,214,083	2012
ADVOCATE HEALTH	KAREN LAMBERT	PRESIDENT,GOOD SHEPHERD HOSP	\$1,006,685	2012

ADVOCATE AURORA HEALTH (2012-2011)

103

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
ADVOCATE HEALTH	KEVIN BRADY	SVP, HR	\$915,061	2012
ADVOCATE HEALTH	KELLY JO GOLSON	SVP, PUBLIC AFFAIRS/MARKETING	\$848,878	2012
ADVOCATE HEALTH	JAMES WEESE	DIRECTOR, ONCOLOGY	\$848,456	2012
ADVOCATE HEALTH	JONATHAN BRUSS	PRES TRINITY HOSP	\$824,615	2012
ADVOCATE HEALTH	SCOTT POWDER	SVP, STRATEGIC PLAN&GROWTH	\$758,625	2012
ADVOCATE HEALTH	MICHAEL ENGLEHART	FMR PRES S SUBURB HOSP	\$734,108	2012
ADVOCATE HEALTH	COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$732,293	2012
ADVOCATE HEALTH	VINCENT BUFALINO MD	SVP, CV INST/SR MED DIR CARDIO	\$518,285	2012
ADVOCATE HEALTH	JAMES DOHENY	VP, FINANCE&CORP CONTROL- LER	\$480,500	2012
ADVOCATE HEALTH	REV KATHIE B SCHWICH	SVP, MISSION&SPIRITUAL CARE	\$442,556	2012
ADVOCATE HEALTH	RICHARD HEIM	PRESIDENT, SOUTH SUBURAN HOSPIT	\$433,590	2012
ADVOCATE HEALTH	LENA DOBBS-JOHNSON	PRESIDENT, BETHANY HOSP	\$408,398	2012
ADVOCATE HEALTH	JOSE ELIZONDO, MD	DIRECTOR	\$269,096	2012
AURORA HEALTH	NICK TURKAL MD	CEO, PRESIDENT, EX OFFICIO DIRECTOR	\$2,114,325	2011
AURORA HEALTH	DONALD NESTOR	CONSULTANT/RETIREE	\$1,553,600	2011
AURORA HEALTH	JOHN KONKEL MD	CHAIRPERSON, DIRECTOR	\$1,471,108	2011
AURORA HEALTH	SUSAN ELA	COO FORMER	\$1,311,523	2011
AURORA HEALTH	STEPHEN BABLITCH	COO	\$1,083,087	2011
AURORA HEALTH	BRUCE VANCLEAVE MD	CHIEF CLINICAL OFFICER	\$940,709	2011
AURORA HEALTH	JEFFREY BAILET MD	PRESIDENT AMG, DIRECTOR	\$898,446	2011
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR	\$891,782	2011
AURORA HEALTH	RAJEEV JAIN MD	DIRECTOR	\$883,559	2011
AURORA HEALTH	DWIGHT L MORGAN	VP HUMAN RESOURCE SVCS	\$878,053	2011
AURORA HEALTH	SHAIBAL MAZUMBAR MD	DIRECTOR	\$874,298	2011
AURORA HEALTH	DAVID EAGER	SVP FINANCE	\$854,180	2011
AURORA HEALTH	EUGENE MONROE MD	PRESIDENT AAH, DIRECTOR	\$835,308	2011
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER	\$823,314	2011
AURORA HEALTH	GREGORY BANASZYNSKI	EVP NORTH MARKET	\$745,154	2011
AURORA HEALTH	RICHARD KLEIN	EXEC VP ENTERPRISE BUSINESS GROUP	\$736,540	2011
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR	\$659,077	2011
AURORA HEALTH	KATHERINE KLOBUCHAR	SVP TOTAL REWARDS	\$636,747	2011
AURORA HEALTH	DANIEL BONK	PRESIDENT-AMCS	\$606,590	2011
AURORA HEALTH	SUSAN BUETTNER	EXECUTIVE VP FORMER	\$569,417	2011
AURORA HEALTH	JACOB FRICK MD	DIRECTOR	\$565,998	2011
AURORA HEALTH	MARY O'BRIAN	EVP- HOSPITALS	\$541,574	2011
AURORA HEALTH	LINDA SMITH	VP PATIENT SVC MRKT CRITICAL GROWTH FOMER	\$536,067	2011

ADVOCATE AURORA HEALTH (2011)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	BRAD HAHN	EVP NORTH MARKET FINANCE, DIRECTOR, ASST TREASURER, PRESIDENT	\$526,025	2011
AURORA HEALTH	MICHAEL LAPPIN	CHIEF ADMIN OFFICER, SECRE- TARY	\$524,076	2011
AURORA HEALTH	AMY RISLOV	SVP HUMAN RESOURCES DIREC- TOR	\$517,614	2011
AURORA HEALTH	RAYMOND GRADY	CHIEF ADMINISTRATIVE OFFICER FORMER	\$501,261	2011
AURORA HEALTH	ROBERT O'KEEFE	VP TREASURY SERVICES	\$475,809	2011
AURORA HEALTH	FREDERIC VORLOP	SR VP COMMERCIAL TRANSAC- TION GROUP	\$454,273	2011
AURORA HEALTH	GAIL HANSON	CFO, TREASURER	\$452,729	2011
AURORA HEALTH	PATRICK FALVEY	EXEC VP, CHIEF INTEGRATION OFFICER	\$444,293	2011
AURORA HEALTH	BRENT PHILLIPS	PRESIDENT PATIENT SERVICE MARKET, DIRECTOR	\$443,447	2011
AURORA HEALTH	KARLEEN KERFOOT	VP CHIEF CLINICAL OFFICER	\$442,999	2011
AURORA HEALTH	LORELLE K MAHONEY	SVP	\$424,253	2011
AURORA HEALTH	MICHAEL BROPHY	CHIEF OF STAFF COMMUNICA- TIONS OFFICER	\$423,002	2011
AURORA HEALTH	KATHLEEN SKOWLUND	EVP SOUTH MARKET	\$410,789	2011
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR	\$386,065	2011
AURORA HEALTH	JEFFERY SMITH MD	SVP MEDICAL OPERA- TIONS--ASLMC	\$363,602	2011
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR	\$362,418	2011
AURORA HEALTH	DAVID JENKS MD	DIRECTOR	\$343,376	2011
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR	\$334,726	2011
AURORA HEALTH	RICHARD KELLER	PRESIDENT AWAMC	\$331,474	2011
AURORA HEALTH	GEORGE HINTON	PRESIDENT ASMC FORMER	\$328,969	2011
AURORA HEALTH	LEONARD WILK	VP CHIEF ADMIN OFFICER	\$328,822	2011
AURORA HEALTH	SCOTT KENITZ OD	DIRECTOR	\$315,910	2011
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR, DIRECTOR	\$312,443	2011
AURORA HEALTH	CANADACE HENNESSY	PRESIDENT VNA	\$282,309	2011
AURORA HEALTH	DAVID GRAEBNER	PRESIDENT AMCSC, DIRECTOR	\$268,975	2011
AURORA HEALTH	PETER CARLSON	PRESIDENT APH	\$264,383	2011
AURORA HEALTH	CHRISTINE OLSON	PRESIDENT AMCK	\$258,482	2011
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT AMCMC	\$244,473	2011
AURORA HEALTH	CAROLYN GLOCKA	PRESIDENT ASLSS ASMC, DIREC- TOR	\$236,169	2011
AURORA HEALTH	LISA JUST	PRESIDENT PATIENT SERVICE MARKET	\$234,571	2011
AURORA HEALTH	JEFF DALEN-BARD MD	PRESIDENT PATIENT SERVICE MARKET	\$230,525	2011

ADVOCATE AURORA HEALTH (2011)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR	\$225,119	2011
AURORA HEALTH	JOHN ZORBINI	CHIEF HUMAN RESOURCES OFFICER	\$210,578	2011
AURORA HEALTH	RURIC ANDERSON MD	SR VP AUWAMG/CHAIR/PRESI- DENT/DIRECTOR	\$184,207	2011
AURORA HEALTH	FRANCES FINLEY	PRESIDENT AMC SUMMIT FOR- MER	\$175,235	2011
ADVOCATE HEALTH	JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$4,049,580	2011
ADVOCATE HEALTH	BEN GRIGALIUNAS	SVP, HR	\$2,845,363	2011
ADVOCATE HEALTH	WILLIAM P SANTULLI	EVP, COO	\$2,402,083	2011
ADVOCATE HEALTH	LEE B SACKS MD	EVP, CHIEF MED OFFICER	\$1,920,638	2011
ADVOCATE HEALTH	DOMINIC J NAKIS	SVP, CFO	\$1,792,161	2011
ADVOCATE HEALTH	KENNETH LUKHARD	PRESIDENT, CHRIST MED CTR	\$1,728,425	2011
ADVOCATE HEALTH	ANTHONY ARMADA	PRES LUTHERAN HOSPITAL	\$1,378,381	2011
ADVOCATE HEALTH	JAMES DAN MD	PRES PHYS& AMB SVCS	\$1,334,015	2011
ADVOCATE HEALTH	BRUCE D SMITH	SVP, CIO	\$1,158,842	2011
ADVOCATE HEALTH	GAIL D HASBROUCK	SVP, GENERAL COUNSEL, CORP SEC	\$1,157,593	2011
ADVOCATE HEALTH	DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,135,773	2011
ADVOCATE HEALTH	KAREN LAMBERT	PRESIDENT,GOOD SHEPHERD HOSP	\$967,609	2011
ADVOCATE HEALTH	JONATHAN BRUSS	PRES TRINITY HOSP	\$790,674	2011
ADVOCATE HEALTH	KELLY JO GOLSON	SVP, PUBLIC AFFAIRS/MARKETING	\$783,549	2011
ADVOCATE HEALTH	MICHAEL ENGLEHART	PRES S SUBURB HOSP	\$727,649	2011
ADVOCATE HEALTH	SCOTT POWDER	SVP, STRATEGIC PLAN&GROWTH	\$704,575	2011
ADVOCATE HEALTH	COLLEEN KANNADAY	PRESIDENT, BROMENN MEDICAL CTR	\$674,152	2011
ADVOCATE HEALTH	LENA DOBBS-JOHNSON	PRESIDENT, BETHANY HOSP	\$587,026	2011
ADVOCATE HEALTH	JAMES DOHENY	VP, FINANCE&CORP CONTROL- LER	\$442,035	2011
ADVOCATE HEALTH	ROGER HUNT	PRESIDENT, BROMENN MEDICAL CTR	\$335,320	2011
ADVOCATE HEALTH	BRUCE CAMPBELL	PRES, LUTHERAN HOSP	\$300,949	2011
ADVOCATE HEALTH	JOSE ELIZONDO, MD	DIRECTOR	\$260,661	2011
ADVOCATE HEALTH	REV. JERRY WAGENKNECHT	SVP, MISSION & SPIRITUAL CARE	\$245,473	2011
ADVOCATE HEALTH	REV KATHIE B SCHWICH	SVP, MISSION & SPIRITUAL CARE	\$207,763	2011
AURORA HEALTH	DONALD NESTOR	CONSULTANT/RETIREE	\$5,274,606	2010
AURORA HEALTH	NICK TURKAL MD	CEO, PRESIDENT, EX OFFICIO DIRECTOR	\$2,691,002	2010
AURORA HEALTH	LORELLE K MAHONEY	SVP	\$1,923,757	2010
AURORA HEALTH	SUSAN ELA	COO FORMER	\$1,660,250	2010
AURORA HEALTH	JOHN KONKEL MD	CHAIR - AAH, DIRECTOR - AAH	\$1,407,534	2010

ADVOCATE AURORA HEALTH (2011-2010)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	BRUCE VANCLEAVE MD	CHIEF CLINICAL OFFICER	\$1,007,706	2010
AURORA HEALTH	STEPHEN BABLITCH	COO	\$969,531	2010
AURORA HEALTH	EUGENE MONROE MD	DIRECTOR & OFFICER - AAH	\$951,697	2010
AURORA HEALTH	SHAIBAL MAZUMDAR MD	DIRECTOR - AAH	\$917,224	2010
AURORA HEALTH	RAJEEV JAIN	DIRECTOR	\$896,385	2010
AURORA HEALTH	PHILIP LOFTUS	CHIEF INFORMATION OFFICER	\$872,007	2010
AURORA HEALTH	DAVID EAGER	SENIOR VP, CFO	\$863,563	2010
AURORA HEALTH	JEFFREY BAILET MD	PRES AMG, DIRECT	\$837,109	2010
AURORA HEALTH	THOMAS PUETZ MD	DIRECTOR - AAH	\$817,024	2010
AURORA HEALTH	GREGORY BANASZYNSKI	EXEC VP MID MARKET	\$722,542	2010
AURORA HEALTH	RICHARD KLEIN	EXEC VP ENTERPRISE BUSINESS GROUP	\$722,099	2010
AURORA HEALTH	SUSAN BUETTNER	EXECUTIVE VP FORMER	\$664,841	2010
AURORA HEALTH	JACOB FRICK MD	DIRECTOR	\$650,435	2010
AURORA HEALTH	BASIL SALAYMEH MD	DIRECTOR - AAH, AMCG	\$629,688	2010
AURORA HEALTH	LINDA SMITH	VP PATIENT SVC MRKT CRITICAL GROWTH FOMER	\$621,617	2010
AURORA HEALTH	DANIEL BONK	EVP PRESIDENT SOUTH	\$582,450	2010
AURORA HEALTH	CHRISTOPHER B STROUD MD	VP ACADEMIC AFFAIRS	\$555,990	2010
AURORA HEALTH	MARY O'BRIAN	VP, CHIEF ADMIN OFF ASLMC	\$550,439	2010
AURORA HEALTH	JAMES T BRANNON	SVP COO AMG FORMER	\$510,013	2010
AURORA HEALTH	JOSEPH MIRRO MD	VP CANCER PROGRAM	\$506,369	2010
AURORA HEALTH	FREDERIC VORLOP	SR VP COMMERCIAL TRANSAC- TION GROUP	\$459,589	2010
AURORA HEALTH	KARLEEN KERFOOT	VP CHIEF CLINICAL OFFICER	\$433,858	2010
AURORA HEALTH	PATRICK FALVEY	EXEC VP, CHIEF INTEGRATION OFFICER	\$415,862	2010
AURORA HEALTH	REBECCA S FLINK	VP FACILITIES DEVELOPMENT	\$412,568	2010
AURORA HEALTH	JEFFREY KATT MD	DIRECTOR - AAH	\$411,181	2010
AURORA HEALTH	BRAD HAHN	EVP NORTH MARKET FINANCE, DIRECTOR, ASST TREASURER, PRESIDENT	\$400,782	2010
AURORA HEALTH	FRANCES FINLEY	VP CHIEF ADMIN OFF (FORMER)	\$396,733	2010
AURORA HEALTH	DWIGHT L MORGAN	VP HUMAN RESOURCE SVCS	\$391,897	2010
AURORA HEALTH	BRENT PHILLIPS	PRESIDENT PATIENT SERVICE	\$389,594	2010
AURORA HEALTH	WILLIAM EBINGER MD	DIRECTOR - AAH	\$365,975	2010
AURORA HEALTH	DAVID JENKS MD	DIRECTOR	\$362,759	2010
AURORA HEALTH	THOMAS P KOEHLER MD	VP MEDICAL OPERATIONS AMG FORMER	\$358,990	2010
AURORA HEALTH	LEONARD WILK	VP CHIEF ADMIN OFFICER	\$341,574	2010
AURORA HEALTH	RICHARD KELLAR	PRESIDENT - AWAMC	\$338,636	2010

ADVOCATE AURORA HEALTH (2010)

SYSTEM	NAME	TITLE	TOTAL COMPEN- SATION	YEAR
AURORA HEALTH	SCOTT FENSKE MD	DIRECTOR - AAH	\$324,359	2010
AURORA HEALTH	GEORGE HINTON	PRES ASMC FORMER	\$319,890	2010
AURORA HEALTH	ANNE MATTSON MD	VICE CHAIR - AAH, DIRECTOR	\$317,699	2010
AURORA HEALTH	CANDACE HENNESSY	PRESIDENT VNA	\$302,750	2010
AURORA HEALTH	KATHLEEN SKOWLUND	VP, CHIEF ADMIN OFF	\$301,593	2010
AURORA HEALTH	PETER CARLSON	PRESIDENT - APH, DIRECTOR	\$274,369	2010
AURORA HEALTH	CHRISTINE OLSEN	PRESIDENT AMCK	\$256,337	2010
AURORA HEALTH	LISA JUST	PATIENT SERVICE MARKET PRES- IDENT	\$232,683	2010
AURORA HEALTH	CAROLYNN GLOCKA	PRESIDENT ASLSS, ASMC, DIR	\$229,441	2010
AURORA HEALTH	JOHN S FEENEY	VP CHIEF ADMIN OFF	\$222,155	2010
AURORA HEALTH	DANIEL THOMPSON MD	DIRECTOR	\$209,072	2010
AURORA HEALTH	CATHIE KOCOUREK	PRESIDENT - AMCMC	\$186,164	2010
AURORA HEALTH	LOREN ANDERSON	EVP SOUTH FORMER	\$165,406	2010
ADVOCATE HEALTH	JAMES SKOGSBERGH	PRESIDENT & CEO, DIRECTOR	\$4,868,225	2010
ADVOCATE HEALTH	WILLIAM P SANTULLI	EVP, COO	\$2,848,697	2010
ADVOCATE HEALTH	LEE B SACKS MD	EVP, CMO	\$2,348,079	2010
ADVOCATE HEALTH	DOMINIC J NAKIS	SVP, CFO	\$2,186,566	2010
ADVOCATE HEALTH	KENNETH LUKHARD	PRESIDENT, BETHANY HOSP	\$1,801,990	2010
ADVOCATE HEALTH	BEN GRIGALIUNAS	SVP, HR	\$1,762,063	2010
ADVOCATE HEALTH	JAMES DAN MD	PRES PHYS& AMB SVCS	\$1,589,572	2010
ADVOCATE HEALTH	LENA DOBBS-JOHNSON	PRESIDENT, BETHANY HOSP	\$1,449,428	2010
ADVOCATE HEALTH	GAIL D HASBROUCK	SVP, GENERAL COUNSEL, CORP SEC	\$1,447,710	2010
ADVOCATE HEALTH	BRUCE D SMITH	SVP, CIO	\$1,436,100	2010
ADVOCATE HEALTH	DAVID FOX	PRESIDENT, GOOD SAMARITAN HOSP	\$1,345,272	2010
ADVOCATE HEALTH	KENNETH ROJEK	PRESIDENT, ACL	\$1,218,856	2010
ADVOCATE HEALTH	ROGER HUNT	PRESIDENT, BROMENN MEDICAL CTR	\$1,218,376	2010
ADVOCATE HEALTH	KAREN LAMBERT	PRESIDENT,GOOD SHEPHERD	\$1,132,192	2010
ADVOCATE HEALTH	JONATHAN BRUSS	PRES TRINITY HOSP	\$903,238	2010
ADVOCATE HEALTH	ANTHONY ARMADA	PRES LUTHERAN HOSPITAL	\$848,951	2010
ADVOCATE HEALTH	BRUCE CAMPBELL	PRES, ADV LUTHERAN HOSP	\$829,115	2010
ADVOCATE HEALTH	SCOTT POWDER	SVP, STRAT PLANNING, GROWTH	\$786,728	2010
ADVOCATE HEALTH	REV. JERRY WAGENKNECHT	SVP, MISSION&SPIRITUAL CARE	\$759,957	2010
ADVOCATE HEALTH	KELLY JO GOLSON	SVP, PUBLIC AFFAIRS, MKTG	\$642,774	2010
ADVOCATE HEALTH	MICHAEL ENGLEHART	PRES S SUBURB HOSP	\$624,473	2010
ADVOCATE HEALTH	JAMES DOHENY	VP, FINANCE&CORP CONTROL- LER	\$581,398	2010
ADVOCATE HEALTH	JOSE ELIZONDO, MD	DIRECTOR	\$248,328	2010
ADVOCATE HEALTH	WILFREDO RAMOS	FMR SVP COMM, GOVT REL	\$155,767	2010

UNC REX HOSPITAL

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	ANDREW K ZUKOWSKI	CFO & TREASURER (AS OF 8/22/2016)	\$167,753	2017
UNC REX	Andrew K Zukowski	CFO & Treasurer	\$437,001	2018
UNC REX	Andrew K Zukowski	CFO & Treasurer	\$469,222	2019
UNC REX	Andrew K Zukowski	CFO & Treasurer	\$504,877	2020
SYSTEM	Andrew K Zukowski	CFO & Treasurer	\$506,305	2021
UNC REX	Benjamin J Mathew	ASST TREASURER & ASST SECRETARY (AS	\$159,146	2018
UNC REX	Benjamin J Mathew	Asst Treasury & Asst Secretary	\$179,228	2019
UNC REX	Benjamin J Mathew	Asst Treasury & Asst Secretary	\$190,760	2020
UNC REX	Benjamin J Mathew	Asst Treasury & Asst Secretary	\$194,104	2021
UNC REX	BERNADETTE M SPONG	SVP/FINANCE AND CFO, TREAS & SEC	\$384,443	2011
UNC REX	BERNADETTE M SPONG	SVP/FINANCE AND CFO, TREAS & SEC	\$435,135	2012
UNC REX	BERNADETTE M SPONG	SVP/FINANCE AND CFO, TREAS & SEC	\$448,393	2013
UNC REX	BERNADETTE M SPONG	SVP/FINANCE AND CFO, TREAS & SEC	\$483,402	2014
UNC REX	BERNADETTE M SPONG	SVP/FINANCE AND CFO, TREASURER & SEC	\$565,954	2015
UNC REX	BERNADETTE M SPONG	SVP/FINANCE & CFO (LEFT 7/31/15)	\$343,862	2016
UNC REX	CHAD T LEFTERIS	VP/SUPPORT SERVICES	\$213,124	2011
UNC REX	CHAD T LEFTERIS	VP/SUPPORT SERVICES	\$227,380	2012
UNC REX	CHAD T LEFTERIS	VP/OPERATIONS	\$255,179	2013
UNC REX	CHAD T LEFTERIS	VP/Operations	\$257,119	2014
UNC REX	CHAD T LEFTERIS	VP/Operations	\$270,802	2015
UNC REX	CHAD T LEFTERIS	VP/Operations	\$284,600	2016
UNC REX	CHAD T LEFTERIS	VP/OPERATIONS	\$300,135	2017
UNC REX	Chad T Lefteris	VP/Operations	\$361,270	2018
UNC REX	Chad T Lefteris	VP/Operations	\$322,490	2019
UNC REX	DAVID W STRONG	DIRECTOR AND PRESIDENT	\$927,855	2011
UNC REX	DAVID W STRONG	DIRECTOR AND PRESIDENT	\$1,246,241	2012
UNC REX	DAVID W STRONG	DIRECTOR AND PRESIDENT	\$1,579,673	2013
UNC REX	DAVID W STRONG	DIRECTOR AND PRESIDENT	\$1,309,727	2014
UNC REX	DAVID W STRONG	PRESIDENT (LEFT 3/3/15)	\$1,333,593	2015
UNC REX	DAVID W STRONG	FORMER PRESIDENT (LEFT 3/31/15)	\$1,243,420	2016
UNC REX	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$290,873	2011
UNC REX	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$320,517	2012
UNC REX	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$350,304	2013
UNC REX	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$366,718	2014
UNC REX	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$383,550	2015

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	DONALD R ESPOSITO JR	VP/GENERAL COUNSEL	\$387,830	2016
UNC REX	DONALD R ESPOSITO JR	VP/GENERAL COUNSEL & SECRETARY	\$412,122	2017
UNC REX	Donald R Esposito Jr	VP/General Counsel & Secretary	\$435,585	2018
UNC REX	EMILY BARBOUR	VP DEVELOPMENT&CHIEF DEV OFF	\$190,119	2011
UNC REX	Ernest L Bovio Jr	COO	\$238,778	2019
UNC REX	Ernest L Bovio Jr	COO	\$621,863	2019
UNC REX	Ernest L Bovio Jr	President	\$755,475	2020
UNC REX	Ernest L Bovio Jr	President	\$850,280	2021
UNC REX	GARY L PARK	DIRECTOR	\$858,808	2011
UNC REX	GARY L PARK	DIRECTOR	\$922,908	2012
UNC REX	GARY L PARK	DIRECTOR	\$946,825	2013
UNC REX	GARY L PARK	DIRECTOR	\$1,105,131	2014
UNC REX	GARY L PARK	DIRECTOR	\$1,299,321	2015
UNC REX	GARY L PARK	CEO	\$1,450,402	2016
UNC REX	GARY L PARK	CEO	\$2,571,139	2017
UNC REX	Gary L Park	Director/CEO	\$1,569,832	2018
UNC REX	Gary L Park	CEO	\$3,176,258	2019
UNC REX	Gary L Park	CEO	\$2,127,193	2020
UNC REX	Gary L Park	CEO	\$3,433,862	2021
UNC REX	JAYNE R BYRD	VP/SURGICAL SERVICES	\$378,443	2013
UNC REX	JAYNE R BYRD	VP/SURGICAL SERVICES	\$398,876	2014
UNC REX	JAYNE R BYRD	VP/SURGICAL SERVICES	\$411,160	2015
UNC REX	JAYNE R BYRD	VP/SURGICAL SERVICES	\$355,102	2016
UNC REX	JAYNE R BYRD	VP/SURGICAL SERVICES	\$381,146	2017
UNC REX	Jayne R Byrd	VP/Surgical Services	\$578,511	2018
UNC REX	Jayne R Byrd	Former Officer	\$426,576	2019
UNC REX	Jayne R Byrd	Former Officer	\$194,065	2020
UNC REX	JEFF S LEGAY	ASST TREASURER & ASST SECRETARY (AS	\$249,508	2017
UNC REX	Jeff S LeGay	Asst Treasurer & Asst Secretar	\$243,811	2018
UNC REX	JOEL D RAY	AS OF 2214VP/PATIENT CARE SVCS & CNO	\$189,316	2014
UNC REX	JOEL D RAY	VP/PATIENT CARE SVCS & CNO	\$224,187	2015
UNC REX	JOEL D RAY	VP/PATIENT CARE SVCS & CNO	\$277,354	2016
UNC REX	JOEL D RAY	VP/PATIENT CARE SERVICES & CNO	\$296,092	2017
UNC REX	Joel D Ray	VP/Patient Care Services & CNO	\$325,136	2018
UNC REX	Joel D Ray	VP/Patient Care Svcs & CNO	\$352,172	2019
UNC REX	Joel D Ray	VP/Patient Care Svcs & CNO	\$398,062	2020
UNC REX	Joel D Ray	VP/Patient Care Svcs & CNO	\$427,438	2021
UNC REX	JOHN D STORMENT	ASST. TREASURER & ASST. SE	\$211,100	2013
UNC REX	JOHN D STORMENT	ASST. TREASURER & ASST. SE	\$244,457	2014

UNC REX HOSPITAL

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	JOHN D STORMENT	ASST TREAS/ASST SEC (LEFT 11/3/14)	\$247,890	2015
UNC REX	JOHN E MILLER	ASST TREAS/ASST SEC (AS OF 11/3/14)	\$273,740	2015
UNC REX	JOHN E MILLER	LEFT 32516ASST TREASURER & ASST SEC	\$304,992	2016
UNC REX	KIRSTEN RIGGS	VP (AS OF 3/15/16)	\$207,834	2016
UNC REX	Kirsten Riggs	VP	\$320,479	2018
UNC REX	Kirsten Riggs	VP	\$341,796	2019
UNC REX	Kirsten Riggs	COO	\$396,682	2020
UNC REX	Kirsten Riggs	COO	\$484,487	2021
UNC REX	KRISTEN RIGGS	VP	\$274,536	2017
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS & CMO	\$257,629	2011
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS & CMO & CMIO	\$292,082	2012
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS & CMO & CMIO	\$313,308	2013
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS & CMO & CMIO	\$333,175	2014
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS & CMO	\$462,813	2015
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS, CMO & CMIO	\$415,452	2016
UNC REX	LINDA H BUTLER MD	VP/MEDICAL AFFAIRS, CMO & CMIO	\$428,030	2017
UNC REX	Linda H Butler MD	VP/Medical Affairs, CMO & CMIO	\$444,669	2018
UNC REX	Linda H Butler MD	VP/Medical Affairs, CMO & CMIO	\$483,903	2019
UNC REX	Linda H Butler MD	VP/Medical Affairs, CMO & CMIO	\$571,573	2020
UNC REX	Linda H Butler MD	VP/Medical Affairs, CMO & CMIO	\$634,322	2021
UNC REX	LISA R SCHILLER	VP/COMMUNICATIONS & MARKETING	\$214,849	2011
UNC REX	LISA R SCHILLER	VP/COMMUNICATIONS & MARKETING	\$233,560	2012
UNC REX	LISA R SCHILLER	VP/COMMUNICATIONS & MARKETING	\$250,486	2013
UNC REX	LISA R SCHILLER	VP/COMMUNICATIONS & MARKETING	\$257,482	2014
UNC REX	LISA R SCHILLER	VP/MKTG, PR, COMM & GOVT RELATIONS	\$286,561	2015
UNC REX	LISA R SCHILLER	VP/MKTG, PR, COMM & GOVT AFFAIRS	\$287,737	2016
UNC REX	LISA R SCHILLER	VP/MKTG, PR, COMM RELATIONS & GOVT A	\$298,598	2017
UNC REX	Lisa R Schiller	VP/Mktg, PR, Comm Relations &	\$316,972	2018
UNC REX	Lisa R Schiller	VP/Mktg, PR, Comm Relations &	\$213,574	2019
UNC REX	MARY LOU POWELL	SVP/PATIENT CARE SVCS & CNO	\$398,536	2011
UNC REX	MARY LOU POWELL	SVP/PATIENT CARE SVCS & CNO	\$399,578	2012
UNC REX	MARY LOU POWELL	SVP/PATIENT CARE SVCS & CNO	\$430,866	2013
UNC REX	MARY LOU POWELL	LEFT 382014SVP/PATIENT CARE SVCS & CNO	\$437,461	2014
UNC REX	MICHELLE L GRAY	VP/REGIONAL CIO	\$189,989	2013
UNC REX	MICHELLE L GRAY	VP/REGIONAL CIO	\$320,863	2014
UNC REX	MICHELLE L GRAY	VP/REGIONAL CIO	\$326,084	2015
UNC REX	MICHELLE L GRAY	VP & REGIONAL CIO (LEFT 10/31/15)	\$272,505	2016
UNC REX	NOVELET M BRADSHAW	VP/INFORMATION TECHNOLOGY/CIO	\$303,833	2011

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	NOVELET M BRADSHAW	VP/INFORMATION TECHNOLOGY	\$351,065	2012
UNC REX	NOVELET M BRADSHAW	VP/INFORMATION TECHNOLOGY	\$298,770	2013
UNC REX	R ERICK HAWKINS	VP FINANCE & STRATEGY	\$262,675	2011
UNC REX	R ERICK HAWKINS	VP FINANCE & STRATEGY	\$317,503	2012
UNC REX	R ERICK HAWKINS	VP/HEART & VASCULAR SERVIC	\$338,793	2013
UNC REX	R ERICK HAWKINS	VP/HEART & VASCULAR SERVIC	\$343,139	2014
UNC REX	R ERICK HAWKINS	VP/HEART & VASCULAR SERVIC	\$373,923	2015
UNC REX	R ERICK HAWKINS	LEFT 121815VP/H&V SERVICES, CFO & TREASURER	\$375,417	2016
UNC REX	Rig S Patel MD	Director	\$635,880	2018
UNC REX	Rig S Patel MD	Director	\$809,496	2019
UNC REX	Rig S Patel MD	Director	\$898,876	2020
UNC REX	Rig S Patel MD	Director	\$845,695	2021
unc rex	ROBERT B LIVERMAN JR	ASSISTANT TREASURER	\$174,185	2011
UNC REX	ROBERT B LIVERMAN JR	ASSISTANT TREASURER	\$181,714	2012
UNC REX	ROBERT D RICKER	VP/PHYSICIAN SERVICES	\$318,606	2013
UNC REX	ROBERT D RICKER	VP/PHYSICIAN RELATIONS	\$330,534	2014
UNC REX	ROBERT D RICKER	VP/PHYSICIAN RELATIONS	\$373,910	2015
UNC REX	ROBERT D RICKER	VP/PHYSICIAN SERVICES	\$336,659	2016
UNC REX	ROBERT D RICKER	VP/PHYSICIAN SERVICES	\$364,193	2017
UNC REX	Robert D Ricker	VP/Physician Services	\$389,145	2018
UNC REX	Robert D Ricker	VP/Physician Services	\$397,135	2019
UNC REX	Robert D Ricker	VP/Physician Services	\$435,361	2020
UNC REX	Robert D Ricker	VP/Physician Services	\$448,585	2021
UNC REX	Roy C Tempke	VP/Care Transitions	\$241,835	2018
UNC REX	Roy C Tempke	VP	\$277,944	2019
UNC REX	Roy C Tempke	VP	\$296,743	2020
UNC REX	Roy C Tempke	VP	\$332,550	2021
UNC REX	S WAYNE SMITH	DIRECTOR /VASCULAR LAB	\$556,970	2011
UNC REX	S WAYNE SMITH	DIRECTOR /VASCULAR LAB	\$648,760	2012
UNC REX	SEAN T TEHRANI MD	VP/REGIONAL HOSPITALISTS SERVICES	\$668,136	2016
UNC REX	SEAN T TEHRANI MD	VP/REGIONAL HOSPITALISTS SERVICES	\$625,598	2017
UNC REX	Sean T Tehrani MD	VP/Regional Hospitalists Servi	\$664,015	2018
UNC REX	Sean T Tehrani MD	VP/Regional Hospitalists Servi	\$656,562	2019
UNC REX	Sean T Tehrani MD	VP/Regional Hospitalists Servi	\$709,283	2020
UNC REX	Sean T Tehrani MD	VP/Regional Hospitalists Servi	\$766,978	2021
UNC REX	SHAHRAM TEHRANI	MEDICAL DIRECTOR IT&HOSP	\$551,699	2011
UNC REX	SHAHRAM TEHRANI	MEDICAL DIRECTOR IT&HOSP	\$579,484	2012
UNC REX	STEPHEN W BURRISS	SVP OPERATIONS & AMB CARE	\$347,838	2011
UNC REX	STEPHEN W BURRISS	SVP OPERATIONS & AMB CARE	\$403,942	2012
UNC REX	STEPHEN W BURRISS	COO	\$414,688	2013

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	STEPHEN W BURRISS	COO	\$435,647	2014
UNC REX	STEPHEN W BURRISS	PRESIDENT (AS OF 4/1/15)	\$532,533	2015
UNC REX	STEPHEN W BURRISS	PRESIDENT	\$651,802	2016
UNC REX	STEPHEN W BURRISS	PRESIDENT	\$737,421	2017
UNC REX	Stephen W Burriss	Director/President	\$796,546	2018
UNC REX	Stephen W Burriss	President	\$891,081	2019
UNC REX	Stephen W Burriss	President	\$1,005,933	2020
UNC REX	Stephen W Burriss	Director	\$1,773,931	2021
UNC REX	Susan G Moore	VP/UNC Rex Physicians	\$727,647	2020
UNC REX	Susan G Moore	VP/UNC Rex Physicians	\$751,482	2021
UNC REX	SUSAN M SANDBERG	COO	\$535,574	2017
UNC REX	Susan M Sandberg	COO	\$521,244	2018
UNC REX	Susan M Sandberg	Former Officer	\$484,453	2019
UNC REX	Susan M Sandberg	Former Officer	\$153,133	2020
UNC REX	SYLVIA D HACKETT	VP/HUMAN RESOURCES & DEVELOPMENT	\$282,113	2011
UNC REX	SYLVIA D HACKETT	VP/HUMAN RESOURCES & FOUNDATION	\$296,903	2012
UNC REX	SYLVIA D HACKETT	VP/HUMAN RESOURCES & CDO	\$330,234	2013
UNC REX	SYLVIA D HACKETT	VP/HUMAN RESOURCES & FOUNDATION	\$348,313	2014
UNC REX	SYLVIA D HACKETT	VP/HR & DEVELOPMENT & CDO	\$385,868	2015
UNC REX	SYLVIA D HACKETT	VP/REX HEALTHCARE FOUNDATION	\$377,828	2016
UNC REX	SYLVIA D HACKETT	VP/REX HEALTHCARE FOUNDATION	\$415,323	2017
UNC REX	Sylvia D Hackett	VP/Rex Healthcare Foundation	\$440,851	2018
UNC REX	Sylvia D Hackett	VP/Rex Healthcare Foundation	\$421,544	2019
UNC REX	Sylvia D Hackett	VP/Rex Healthcare Foundation	\$452,494	2020
UNC REX	Sylvia D Hackett	VP/Rex Healthcare Foundation	\$440,209	2021
UNC REX	TAMMIE T STANTON	VP/POST ACUTE SERVICES	\$288,462	2013
UNC REX	TAMMIE T STANTON	VP/POST ACUTE SERVICES	\$320,628	2014
UNC REX	TAMMIE T STANTON	VP/POST ACUTE SERVICES	\$378,299	2015
UNC REX	TAMMIE T STANTON	VP/POST ACUTE SERVICES	\$390,505	2016
UNC REX	TAMMIE T STANTON	VP/POST ACUTE SERVICES	\$388,632	2017
UNC REX	Tammie T Stanton	VP/Post Acute Services	\$414,766	2018
UNC REX	Tammie T Stanton	VP/Post Acute Services	\$436,112	2019
UNC REX	Tate Bombard	VP/General Counsel & Secretary	\$237,546	2018
UNC REX	Tate Bombard	VP/General Counsel & Secretary	\$336,407	2019
UNC REX	Tate Bombard	VP/General Counsel & Secretary	\$408,750	2020
UNC REX	Tate Bombard	VP/General Counsel & Secretary	\$371,174	2021
UNC REX	Timothy M Hester	VP	\$274,137	2021
UNC REX	TOM G WILLIAM	SVP/AMBULATORY SERVICES	\$287,729	2016
UNC REX	TOM G WILLIAMS	VP/AMBULATORY SERVICES	\$241,061	2013

UNC REX HOSPITAL

SYSTEM	NAME	TITLE	TOTAL COMPENSATION	YEAR
UNC REX	TOM G WILLIAMS	VP/AMBULATORY SERVICES	\$268,734	2014
UNC REX	TOM G WILLIAMS	VP/SUBURBAN SITES	\$298,478	2015
UNC REX	TOM G WILLIAMS	VP/AMBULATORY SERVICES	\$303,143	2017
UNC REX	Tom G Williams	VP/Ambulatory Services	\$304,544	2018
UNC REX	Tom G Williams	VP/Ambulatory Services	\$364,028	2019
UNC REX	Tom G Williams	VP/Ambulatory Services	\$404,171	2020
UNC REX	Wesley Burks MD	Director	\$3,067,809	2021
UNC REX	WILLIAM L ROPER	DIRECTOR	\$1,279,150	2016
UNC REX	WILLIAM L ROPER MD	DIRECTOR	\$883,988	2011
UNC REX	WILLIAM L ROPER MD	DIRECTOR	\$908,099	2012
UNC REX	WILLIAM L ROPER MD	DIRECTOR, UNC HOSPITALS LIASON	\$916,456	2013
UNC REX	WILLIAM L ROPER MD	DIRECTOR	\$940,118	2014
UNC REX	WILLIAM L ROPER MD	DIRECTOR	\$1,052,601	2015
UNC REX	WILLIAM L ROPER MD	DIRECTOR	\$1,571,457	2017
UNC REX	William L Roper MD	Director	\$2,344,609	2018
UNC REX	William L Roper MD	Director	\$2,242,708	2019

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
FIRSTHEALTH OF THE CAROLINAS INC	CHARLES T FROCK	CEO/BOARD MEMBER	\$6,456,322
NOVANT HEALTH INC	REGORY BEIR	EVP & PRESNOVANT OPS	\$5,088,884
Atrium Health	MICHAEL TARWATER	FORMER CEO	\$4,236,305
NOVANT HEALTH INC	ARTHUR J PATEFIELD	SVP & CMIO	\$4,117,151
DUKE	VICTOR DZAU MD	FORMER CEO	\$2,799,654
Atrium Health	JOE PIEMONT	COO	\$2,536,792
NORTH CAROLINA BAPTIST HOSPITAL	JOHN D MCCONNELL MD	TRUSTEE & CEO	\$2,499,809
PITT COUNTY MEMORIAL HOSPITAL INC	DIANE POOLE	EXECUTIVE VICE PRESIDENT-PCMH	\$2,356,002
NOVANT HEALTH INC	STEVEN ARMATOCARL	EVP & COO	\$2,301,114
NOVANT HEALTH INC	PAUL M WILES	CEO & PRES-NH / TRUSTEE	\$2,295,475
NOVANT HEALTH INC	STEPHEN L WALLNEHAUPT	EVP CMO	\$2,153,142
NOVANT HEALTH INC	SALLYE ANN LINER	EVP AND CHIEF CLINICAL OFFICER	\$1,769,484
FLETCHER HOSPITAL INC	RICHARD K REINER	CHAIRMAN	\$1,752,033
Atrium Health	GREG GOMBAR	CFO	\$1,751,798
Atrium Health	LARRY HINSDALE	EVP REGION	\$1,693,314
WAKEMED	WILLIAM ATKINSON	FORMER CEO	\$1,633,369
PITT COUNTY MEMORIAL HOSPITAL INC	DAVID MCRAE	CHIEF EXECUTIVE OFFICER-UHS	\$1,605,243
Atrium Health	PAUL FRANZ	EVP REGION	\$1,575,927
NOVANT HEALTH INC	QUELINE RENE DANIELSJAC	EVP & CAO	\$1,541,804
FORSYTH MEMORIAL HOSPITAL INC	MCGEE LAWRENCE UP-CHURCH	SVP & GC	\$1,511,974
NOVANT HEALTH INC	MCDOWELL HARGETT FRED	EVP & CFO	\$1,477,404
NOVANT HEALTH INC	THOMAS H WOOLLEN JR	FORMER EVP	\$1,360,002
Atrium Health	DENNIS PHILLIPS	EXEC VP METRO GROUP	\$1,351,138
NOVANT HEALTH INC	LEE BESTDIANA	SVP - CLINICAL & OPERATIONS IMPR	\$1,279,795
NOVANT HEALTH INC	JIM GEORGE TOBALSKI	SVP MKTG & GOV AFFR	\$1,208,183
Atrium Health	JOHN KNOX	C ADMIN OFF	\$1,197,528
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	R Timothy Rice	PRESIDENT & CEO	\$1,172,687
LEXINGTON MEMORIAL HOSPITAL INC	DONNY C LAMBETH	DIRECTOR	\$1,157,407
THE PRESBYTERIAN HOSPITAL	DERRICK MARK BILLINGS	PRES-PRESBY/COO-CHLT/TRUSTEE	\$1,111,570
ROWAN REGIONAL MEDICAL CENTER INC	JEFFERY T LINDSAY	PRES-FMC/COO-WS MKT/TRUSTEE	\$1,109,718
DUKE	WILLIAM FULKERSON MD	EX VP, DUHS	\$1,088,570

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
Atrium Health	ROGER RAY	C PHY EX	\$1,080,159
Atrium Health	RUSSELL GUERIN	EVP BUSINESS DEV	\$1,060,931
Atrium Health	DAVID DUNLAP	PRES ST FRANCIS	\$1,043,275
LEXINGTON MEMORIAL HOSPITAL INC	DENNIS R AYERS	FORMER CHIEF OPERATING OFFICER	\$1,036,497
NORTH CAROLINA BAPTIST HOSPITAL	THOMAS E SIBERT MD	PRESIDENT & COO OF HEALTH SYSTEM	\$995,133
NORTH CAROLINA BAPTIST HOSPITAL	EDWARD G CHADWICK	EXECUTIVE VP CFO & TREASURER	\$974,587
NOVANT HEALTH INC	DAVID G PARK	SR VP REAL ESTATGE & CONSTRUCT	\$970,745
DUKE	RICHARD BRODHEAD	DIRECTOR	\$969,394
RANDOLPH HOSPITAL INC	ROBERT E MORRISON	PRESIDENT/CEO	\$951,760
ST LUKE'S HOSPITAL INC	DR BRIAN ROSENBERG	TRUSTEE	\$931,138
REX HOSPITAL INC	DAVID STRONG	PRESIDENT	\$927,855
DUKE	KENNETH MORRIS fmr	CFO/TREASURER	\$921,498
MISSION HOSPITAL INC	Joseph F Damore	FORMER CEO	\$917,467
NOVANT HEALTH INC	JRROBERT H SEEHAUSEN	SVP BUS DEV	\$911,158
NOVANT HEALTH INC	TONY W JOHNSON	SVP SUPPLY CHAIR	\$900,511
Atrium Health	SUSANNE FREEMAN	PRES CMC	\$889,643
REX HOSPITAL INC	WILLIAM L ROPER MD	DIRECTOR	\$883,988
REX HOSPITAL INC	GARY L PARK	DIRECTOR	\$858,808
ALAMANCE REGIONAL MEDICAL CENTER INC	JOHN CURRIN JR	PRESIDENT	\$847,389
FLETCHER HOSPITAL INC	PAUL C RATHBUN	VICE CHAIRMAN	\$841,865
HIGH POINT REGIONAL HEALTH	JEFFREY S MILLER	PRESIDENT / CEO	\$833,395
FLETCHER HOSPITAL INC	JAMES A BUNCH	VICE CHAIRMAN/SEC/PRES	\$770,994
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Richard Osenbach	MEDICAL DIRECTOR	\$750,215
NORTH CAROLINA BAPTIST HOSPITAL	CHERYL EH LOCKE	VP CHIEF HUMAN RESOURCES OFFICER	\$744,652
PITT COUNTY MEMORIAL HOSPITAL INC	STEPHEN LAWLER	PRESIDENT PCMH	\$744,490
University Health Systems of Eastern North Carolina	JACK HOLSTEN	CFO	\$730,648
DUKE	NANCY ANDREWS MD	DIRECTOR	\$725,529
THE PRESBYTERIAN HOSPITAL	THOMAS NELSON ZWENG	SVP MEDICAL AFFAIRS	\$719,748
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Michael Nagowski	CEO	\$706,679
WAYNE MEMORIAL HOSPITAL INC	J WILLIAM PAUGH	PRESIDENT & CEO	\$704,400
THE PRESBYTERIAN HOSPITAL	PAULA ROLLINS VINCENT	SVP CENTER CITY MKT	\$698,815
COMMUNITY GENERAL HEALTH PARTNERS INC	PHILLIP G MARKS	TRUSTEE	\$696,197
DUKE	KEVIN SOWERS	PRES DUKE UNIV HOSP	\$659,643
NOVANT HEALTH INC	THOMAS KERMIT HEARN III	SVP AMBULATORY CARE	\$658,317

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
NORTH CAROLINA BAPTIST HOSPITAL	DOUGLAS L EDGETON	EXECUTIVE VP & MED CTR ADMINISTRATOR	\$655,048
NOVANT HEALTH INC	OLAWALE ALUKOAKINYELE	TRUSTEE	\$651,122
NORTH CAROLINA BAPTIST HOSPITAL	RUSSELL M HOWERTON MD	CHIEF MEDICAL OFFICER	\$631,814
DUKE	ASIF AHMAD	C INFO OFF	\$629,908
NOVANT HEALTH INC	DAVID BRAN GARRETT	SVP & CIO (INFO)	\$626,041
MISSION HOSPITAL INC	Charles F Ayscue	CHIEF FINANCIAL OFFICER	\$620,977
DUKE	DOUGLAS VINSEL	PRES DUKE RALEIGH HOSPITAL	\$617,194
NOVANT HEALTH INC	NISE BARBARA MIHALDE	PRES-BMC/COO-COAST'L MKT	\$617,069
NORTH CAROLINA BAPTIST HOSPITAL	RONALD H SMALL	VP QUALITY & SERVICE EXCELLENCE	\$610,301
Atrium Health	PHYLLIS WINGATE	PRS N DIVIS	\$600,278
DUKE	MOLLY K O'NEILL	?	\$595,105
FLETCHER HOSPITAL INC	KELLY J PETTIJOHN	CFO (ENDED 07/11)	\$586,758
WAKEMED	KATHLEEN K GORMLEY	SVP OP& AMBUL SERV	\$584,317
NOVANT HEALTH INC	WAYNE FORREST MORGAN	SVP & COI (INV)	\$582,576
University Health Systems of Eastern North Carolina	SHARON TANNER	President Albemarle Health	\$579,669
NOVANT HEALTH INC	JANET SMITH-HILL	SVP HR	\$575,567
MISSION HOSPITAL INC	Brian Aston	CHIEF OPERATING OFFICER	\$568,944
DUKE	MONTE BROWN MD	VP ADMIN/ SECERTARY	\$567,781
DUKE	MICHAEL S CUFFE MD	C MED OF??	\$558,482
REX HOSPITAL INC	S WAYNE SMITH	DIRECTOR/VASCULAR LAB	\$556,970
CHATHAM HOSPITAL INC	TODD PETERSON	BOARD MEMBER	\$551,990
REX HOSPITAL INC	SHAHRAM TEHRANI	MEDICAL DIRECTOR IT & HOSPITALIST	\$551,699
FORSYTH MEMORIAL HOSPITAL INC	CHASECHERE MONIQUE	MEDICALDIRECTOR	\$531,163
CHATHAM HOSPITAL INC	JOHN LEWIS	BOARD MEMBER	\$526,001
COMMUNITY GENERAL HEALTH PARTNERS INC	JAUSMAN KHAWA	TRUSTEE	\$523,718
MISSION HOSPITAL INC	Dale Fell MD	CHIEF MEDICAL OFFICER	\$522,480
FORSYTH MEMORIA HOSPITAL	HAMMESPALUH	SVP&COO FMC	\$520,518
NOVANT HEALTH INC	MICHAEL BARTONICHOLAS	SR VP FIN'L PLANNING	\$515,679
Atrium Health	SPENCER LILLY	INTERIM PRES CMC	\$515,442
FIRSTHEALTH OF THE CAROLINAS INC	LYNN DEJACO	SENIOR VP/CFO	\$509,449
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Stuart Shelton	MEDICAL DIRECTOR	\$509,334
THE PRESBYTERIAN HOSPITAL	AMY SUSAN VANCE	SVP & COO PHC	\$507,894
COMMUNITY GENERAL HEALTH PARTNERS INC	HIDASIF T WAH	TRUSTEE	\$507,310
FIRSTHEALTH OF THE CAROLINAS INC	STUART VOELPEL	SR VP/COO MRH	\$501,143

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
MISSION HOSPITAL INC	Carleton Rider	FORMER INTERIM CEO	\$500,000
DUKE	KERRY WATSON	PRES DUKE REGIONAL HOSP	\$497,506
NORTH CAROLINA BAPTIST HOSPITAL	JERRY N BROOKS	TRUSTEE	\$496,703
WAKEMED	MICHAEL DEVAUGHN	CFO	\$495,088
NOVANT HEALTH INC	MARK JEFFREY MOGUL	MEDICAL DIRECTOR	\$494,164
Atrium Health	CHRIS HUMMER	EXEC/S DIV PRES	\$491,235
CHATHAM HOSPITAL INC	TIM WEINER MD	BOARD MEMBER	\$490,074
ALAMANCE REGIONAL MEDICAL CENTER INC	RICHARD DONAHEY	VP OF OPERATIONS-HUMAN R	\$489,485
LENOIR MEMORIAL HOSPITAL INC	GARY BLACK	CEO	\$487,805
MISSION HOSPITAL INC	Ronald Paulus MD	PRESIDENT & CEO	\$486,440
NOVANT HEALTH INC	DANIELLE B WEBER	SR VP REV CYCLE	\$485,303
SOUTHEASTERN REGIONAL MEDICAL CENTER	JOANN ANDERSON	PRES, CEO	\$483,749
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	RICHARD SPARKS	SYSTEM CEO	\$483,232
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Terrance B Akin	COO & SECRETARY	\$482,679
NOVANT HEALTH INC	MARK FREDERICK MILLER	SVP OPERATIONS FIN	\$475,925
FORSYTH MEMORIAL HOSPITAL INC	WALLEY BRUCE DOUGLAS	SVP MED AFFRS	\$473,936
PRESBYTERIAN MEDICAL CARE CORP	BIBEAU, ROLAND R	PRESIDENT PHM	\$471,400
University Health Systems of Eastern North Carolina	JANET MULLANEY	C ADMIN OFF	\$467,914
ALAMANCE REGIONAL MEDICAL CENTER INC	REX A STREET	VPOFOPERATIONS-FINANCE	\$467,380
FORSYTH MEMORIAL HOSPITAL INC	EDWARDS JOELLYNN	TRUSTEE	\$463,820
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Sandra Williams	CFO	\$461,896
NOVANT HEALTH INC	OPHEALIA E GARMON-BROWN	VP COMM PSHIPS	\$461,861
FORSYTH MEMORIAL HOSPITAL INC	FULLERSTANLEY BRIAN	TRUSTEE	\$461,680
NORTH CAROLINA BAPTIST HOSPITAL	ROBERT S PARKER SR	VP SPECIAL OPS & COMMUNITY	\$456,700
NORTH CAROLINA BAPTIST HOSPITAL	STEVE C SNELGROVE	VP OPERATIONS	\$455,600
FIRSTHEALTH OF THE CAROLINAS INC	GEORGE BUSSEY MD	SENIOR VP/CMO	\$455,496
WAKEMED	DAVID COULTERS	SVP ADM CARY	\$453,684
NOVANT HEALTH INC	JAMES W LEDERER JR	VP CLINICAL IMPR	\$447,452
THE PRESBYTERIAN HOSPITAL	STUART J GARNER	TRUSTEE	\$442,901
PRESBYTERIAN MEDICAL CARE CORP	GARNER STUART J	TRUSTEE	\$442,901
HIGH POINT REGIONAL HEALTH	GREG TAYLOR MD	SECRETARY/VICE PRES	\$438,250
ALAMANCE REGIONAL MEDICAL CENTER INC	CAROL L HUDSON	VP OF OPERATIONS-NURSING	\$432,696
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Noel F Burt	CHIEF HR OFFICER & ASSISTANT SECRE	\$431,132
THE OUTER BANKS HOSPITAL INC	ROGER ROBERTSON	PRESIDENT, ECH & HA	\$431,103

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
MEDICAL PARK HOSPITAL	WILLIAM SCOTT BERGER	CHAIR	\$430,754
MEDICAL PARK HOSPITAL	DAVID R CARR	TRUSTEE	\$429,432
NORTH CAROLINA BAPTIST HOSPITAL	SHEILA M SANDERS	VP CHIEF INFORMATION OFFICER	\$426,785
FLETCHER HOSPITAL INC	RONALD J JIMENEZ MD	FORMER CMO	\$424,313
NOVANT HEALTH INC	SCOTT A MYERS	SVP CORP FINANCE	\$423,850
FLETCHER HOSPITAL INC	KARSTEN RANDOLPH	CFO (BEGAN 03/11)	\$422,891
University Health Systems of Eastern North Carolina	NANCY AYCOCK	C GEN COUNSEL	\$422,373
NORTH CAROLINA BAPTIST HOSPITAL	J MCLAIN WALLACE JR	VP GENERAL COUNSEL/SECRETARY	\$418,593
Wake Forest University Baptist Medical Center	REID MORGAN	ASS SECRETARY	\$414,255
WAKEMED	THOMAS GETTINGER	EXEC VP	\$404,932
MISSION HOSPITAL INC	Donald A Jennings	CHIEF INFORMATION OFFICER	\$403,507
REX HOSPITAL INC	MARY LOU POWELL	SVP/PATIENT CARE SERVICES & SCNO	\$398,536
NOVANT HEALTH INC	JOHN E GARDELLA	VP CLINICAL IMPR	\$396,296
NORTH CAROLINA BAPTIST HOSPITAL	MAUREEN E SINTICH	VP OPERATIONS/CNO	\$395,315
DUKE	THOMAS OWENS MD	PRES DUH/ SVP DUHS	\$392,745
SCOTLAND MEMORIAL HOSPITAL INC	GREGORY C WOOD	CEO/PRESIDENT	\$384,607
REX HOSPITAL INC	BERNADETTE SPONG	SVP/FINANCE AND CFO, TREASURER	\$384,443
University Health Systems of Eastern North Carolina	KATHY BARGER	C SYSTEM GROWTH	\$382,325
MISSION HOSPITAL INC	Ann Y Young	GENERAL COUNSEL	\$377,557
DUKE	PAUL NEWMAN	FMR KEY EMPLOYEE	\$376,863
ROWAN REGIONAL MEDICAL CENTER INC	DARISE DAVES CALDWELL	PRESIDENT ROWAN/ASSISTANT SEC	\$367,575
MOREHEAD MEMORAL HOSPITAL	WILLIAM J MCLEOD MD	CHAIRPERSON	\$366,567
NORTH CAROLINA BAPTIST HOSPITAL	LISA M WYATT	VP CHIEF COMMUNICATIONS AND MARKETING	\$364,713
COMMUNITY GENERAL HEALTH PARTNERS INC	KATHIE ANNE JOHNSON	PRESIDENT TMC	\$364,493
Atrium Health	PETE ACKER	PRESIDENT OF ATRIUM-LINCOLN	\$362,753
DUKE	MARY ANN FUCHS	VP PATIENT CARE/ CHIEF NURSE EX	\$357,029
LEXINGTON MEMORIAL HOSPITAL INC	STEVEN C SHULTZ	CHIEF EXECUTIVE OFFICER	\$357,025
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	John F Campbell MD	PHYSICIAN & TRUSTEE	\$356,919
PITT COUNTY MEMORIAL HOSPITAL INC	DAVID HUGHES	SR VP, PCMH FINANCIAL SERVICES	\$354,843
CHATHAM HOSPITAL INC	WARREN NEWTON MD	BOARD MEMBER	\$354,318

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
HARNETT HEALTH SYSTEM INC	KENNETH E BRYAN	PRESIDENT & CEO	\$353,772
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	John Maher	TRUSTEE	\$352,302
HUGH CHATHAM MEMORIAL HOSPITAL INC	DAVID LOVING	CEO	\$349,076
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Zachary Swartz MD	MEDICAL DIRECTOR-REHAB	\$348,901
REX HOSPITAL INC	STEPHEN BURRISS	SVP/OPERATIONS & AMB CARE	\$347,838
MOREHEAD MEMORAL HOSPITAL	W CARL MARTIN	PRESIDENT & CEO	\$347,540
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Kenneth Boggs	CFO & TREASURER	\$346,508
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Timothy J Clontz	EXECUTIVE VP & ASSISTANT SEC	\$342,001
FIRSTHEALTH OF THE CAROLINAS INC	JEFFREY CASEY	VP FINANCE	\$340,724
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	James Roskelly	VP/ASSISTANT SECRETARY	\$340,362
University Health Systems of Eastern North Carolina	STUART JAMES	CHIEF INFORMATION OFFICER	\$339,881
MISSION HOSPITAL INC	Maria Roloff	V PRES HUMAN RESOURCES	\$339,460
FIRSTHEALTH OF THE CAROLINAS INC	DAVID DILLEHUNT	VP/CIO	\$339,436
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	John Jenkins	VP & CHIEF INFORMATION OFFICER	\$337,046
WAKEMED	MARY A WILCOX	C NURSING OFF	\$336,884
FIRSTHEALTH OF THE CAROLINAS INC	JOHN JACKSON	PRESIDENT RMH	\$336,062
CALDWELL MEMORIAL HOSPITAL INC	LAURA J EASTON	PRESIDENT/CEO	\$333,024
THE PRESBYTERIAN HOSPITAL	RICHARD B REILING	VP MAJOR GIFTS	\$330,710
WAKEMED	JEANENE MARTIN	SENIOR VP/HR, early end in 2021	\$330,430
Atrium Health	WILLIAM LEONARD	PRS CMC-U	\$330,077
NORTH CAROLINA BAPTIST HOSPITAL	KAREN Q TURNER	VP SURGICAL SERVICES	\$328,282
NORTH CAROLINA BAPTIST HOSPITAL	BETTY PETREE	DIRECTOR NURSE ANESTHESIA	\$324,618
University Health Systems of Eastern North Carolina	RAYMOND OWINGS	VP, Financial Svs-Albemarle	\$323,540
PITT COUNTY MEMORIAL HOSPITAL INC	TYREE WALKER	VP, HUMAN RESOURCES	\$321,910
ANC ANGEL MEDICAL CENTER INC	VICTOR ADAN MD	DIRECTOR ER PHYSICIANS	\$318,840
DUKE	MARK GUSTAFSON	GEN COUNSEL	\$316,779
HIGH POINT REGIONAL HEALTH	MARTHA D BARHAM	COO	\$316,485
ROWAN REGIONAL MEDICAL CENTER INC	THOMAS FRANCIS TRAHEY III	VP MEDICAL AFFAIRS	\$315,990
MEDICAL PARK HOSPITAL	CHARLES H PIPPITT	TRUSTEE	\$315,814
PRESBYTERIAN MEDICAL CARE CORP	WALSH BETSY JEAN	ASSISTANT SEC	\$315,669
ALAMANCE REGIONAL MEDICAL CENTER INC	ROBERT E BYRD	VP OF OPERATIONS-STRATEG	\$314,133

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
WAKEMED	EVIN D ARLEDGE	VP, CIO INFO	\$313,653
DUKE	CARL RAVIN MD	DIRECTOR	\$313,291
FORSYTH MEMORIAL HOSPITAL INC	MORRISJOHN BENTON	ASSISTANT SEC	\$313,130
MEDICAL PARK HOSPITAL	JOHN BENTON MORRIS	ASSISTANT SEC	\$312,410
University Health Systems of Eastern North Carolina	TYREE WALKER	Chief HR Office	\$312,366
FORSYTH MEMORIAL HOSPITAL INC	ALLEN ELMSLEACH	FORMERSVP MED AFFRS	\$311,193
CHATHAM HOSPITAL INC	MARY BECK	BOARD MEMBER	\$308,075
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	Robert A Morrow MD	CHIEF OF STAFF	\$307,852
University Health Systems of Eastern North Carolina	JOEL BUTLER	C EXTERNAL AFFAIRS	\$306,395
ROWAN REGIONAL MEDICAL CENTER INC	CHARLES W ELLIOTT JR	FMR PRESIDENT ROWAN REGIONAL	\$304,195
REX HOSPITAL INC	NOVLET BRADSHAW	VP/INFORMATION TECHNOLOGY/CIO	\$303,833
ASHE MEMORIAL HOSPITALINC	JAMES MICHAEL TAN	EMERGENCY DEPT PHYSICIAN	\$303,024
CHATHAM HOSPITAL INC	MEL HURSTON	BOARD MEMBER	\$301,671
TRANSYLVANIA COMMUNITY HOSPITAL INC	ROBERT J BEDNAREK	PRESIDENT / CEO	\$300,772
THE PRESBYTERIAN HOSPITAL	ELIZABETH ANN STEGER	VP NURSING	\$300,456
FIRSTHEALTH OF THE CAROLINAS INC	DANIEL BIEDIGER	VP HUMAN RESOURCES	\$299,988
THE PRESBYTERIAN HOSPITAL	MONTANYA S BLACK	PRESIDENT PHH	\$299,575
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	Edward Hannon	CEO	\$299,165
LENOIR MEMORIAL HOSPITAL INC	SARAH MAYO	CFO	\$297,954
SOUTHEASTERN REGIONAL MEDICAL CENTER	C THOMAS JOHNSON III	VP, TREASURER, AS	\$297,775
REX HOSPITAL INC	DONALD ESPOSITO JR	VP/GENERAL COUNSEL	\$290,873
NORTH CAROLINA BAPTIST HOSPITAL	KAREN H HUEY	VP FACILITY PLANNING & CONSTRUCTION	\$289,044
BLUE RIDGE HEALTHCARE HOSPITALS INC	JOSEPH MAZZOLA MD	SR VICE-PRESIDENT	\$286,980
University Health Systems of Eastern North Carolina	TRAVIS DOUGLASS	EVP DIR OF VMG	\$286,473
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	James Whiting	VP REGIONAL CANCER CENTER	\$286,467
WAKEMED	THOMAS CAVENDER	VP FAC/CONST	\$285,508
WAYNE MEMORIAL HOSPITAL INC	THOMAS BRADSHAW	VP OPERATIONS	\$285,297
University Health Systems of Eastern North Carolina	PRESTON COMEAUX	VP FIN SVS SUPPLY	\$284,843
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Kelly Leggett MD	MEDICAL DIRECTOR OB-GYN	\$284,620
FIRSTHEALTH OF THE CAROLINAS INC	LINDA WALLACE	VP/CNO	\$282,253

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
REX HOSPITAL INC	SYLVIA HACKETT	VP/HUMAN RESOURCES AND DEVELOPMENT	\$282,113
NORTH CAROLINA BAPTIST HOSPITAL	CHARLES WARE	ASSOCIATE VP INFRASTRUCTURE	\$281,013
LEXINGTON MEMORIAL HOSPITAL INC	REBECCA B DALEY	FORMER VP OF NURSING	\$280,304
ST LUKE'S HOSPITAL INC	DR JAMES HOLLEMAN	TRUSTEE	\$279,385
HIGH POINT REGIONAL HEALTH	LINDA C RONEY	ASSISTANT TREASURER/VICE PRES	\$278,818
Atrium Health	ROBERT LARRISON	PRES CAROLINAS REHAB	\$278,287
University Health Systems of Eastern North Carolina	WILLIAM CASE	PRES V BEAUFORT	\$278,084
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	Keith Holtsclaw	TRUSTEE	\$277,469
DUKE	R SANDERS WILLIAMS MD	DEAN? RESEARCHER?	\$276,619
NORTH CAROLINA BAPTIST HOSPITAL	H GREG BRAY	ASSISTANT TREASURER/ASSISTANT SECRETARY	\$275,319
University Health Systems of Eastern North Carolina	JOAN WYNN	FMR C QUAL OFF	\$274,394
PITT COUNTY MEMORIAL HOSPITAL INC	LINDA HOFLER	VP, PATIENT CARE SERVICES, CNO	\$274,141
RANDOLPH HOSPITAL INC	SANDRA ALLEN	VP OF CLINICAL SERVICES	\$273,920
LEXINGTON MEMORIAL HOSPITAL INC	JOHN A CASHION	FORMER PRESIDENT	\$273,766
COMMUNITY GENERAL HEALTH PARTNERS INC	KAROLYN S KRUGER	TRUSTEE	\$273,351
BLUE RIDGE HEALTHCARE HOSPITALS INC	LAURA LAMBETH	PRESIDENT	\$272,573
University Health Systems of Eastern North Carolina	DONALD SMITH	SVP Cardiac, Emer, Med Svs PCMH	\$272,075
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	George Green MD	TRUSTEE	\$271,966
WAKEMED	BETSY GASKINS	VP HEART/VASC	\$269,731
WAYNE MEMORIAL HOSPITAL INC	REBECCA CRAIG	CFO	\$268,112
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	JOHN BARRETT	SYSTEM COO	\$266,708
HIGH POINT REGIONAL HEALTH	KIMBERLY S CREWS	CFO / TREASURER	\$265,816
MEDICAL PARK HOSPITAL	TERESA L CARTER	VP & COO MPH	\$264,722
University Health Systems of Eastern North Carolina	BRIAN FLOYD	PRES VMC	\$262,818
REX HOSPITAL INC	R ERICK HAWKINS	VP/FINANCE & STRATEGY	\$262,675
NORTH CAROLINA BAPTIST HOSPITAL	A PATRICIA JOHNSON	FORMER VP OPERATIONS/CNO	\$262,493
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Judith Schanel	VP & ASSISTANT SECRETARY	\$262,025
University Health Systems of Eastern North Carolina	MARY COLLIER	VP SVS/PATIENT/FAM	\$260,642

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Thomas Gettinger	VP & ASSISTANT SECRETARY	\$260,096
NORTH CAROLINA BAPTIST HOSPITAL	NORMAN D POTTER JR	VP DEVELOPMENT & ALUMNI AFFAIRS	\$260,029
ASHE MEMORIAL HOSPITAL INC	WILLIAM BLACKERBY	EMERGENCY DEPT PHYSICIAN	\$259,337
FLETCHER HOSPITAL INC	WADE KENTON GRAINGER	CMO	\$257,838
REX HOSPITAL INC	LINDA BUTLER	VP/MEDICAL AFFAIRS & CMO	\$257,629
University Health Systems of Eastern North Carolina	LYNN LANIER	VP FINANCIAL SYST	\$256,978
University Health Systems of Eastern North Carolina	JOHN FALCETANO	PAST C AUDIT/COMPLIANCE	\$256,175
TRANSLYVANIA COMMUNITY HOSPITAL INC	G RUFFIN BENTON III MD	BOARD MEM / CHIEF OF MEDICAL STAFF	\$254,291
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Cindy Farrand	VP & SITE ADMINISTRATOR	\$254,083
LENOIR MEMORIAL HOSPITAL INC	ROSILAND MCDONALD	VP - NURSING SERVICES	\$253,928
CHATHAM HOSPITAL INC	DONALD SPENCER MD	BOARD MEMBER	\$253,105
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	KEVIN MAY	SYSTEM CFO	\$252,054
FLETCHER HOSPITAL INC	DAVID MANLY MD	DIRECTOR	\$250,166
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Joan Wessman	CHIEF NURSING OFFICER	\$250,123
THE PRESBYTERIAN HOSPITAL	SHELLI STOKER STILLERMAN	ASSISTANT SEC	\$248,198
ANC ANGEL MEDICAL CENTER INC	MICHAEL D SHEAFFER MD	DIRECTOR HOSPITALISTS	\$247,201
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	William Bowman Jr	VP OF MEDICAL AFFAIRS	\$246,600
NORTH CAROLINA BAPTIST HOSPITAL	JOANNE C RUHLAND	VP GOVERNMENT AFFAIRS	\$246,498
WAKEMED	CAROLYN KNAUP	sVP AMBUL SERV	\$245,100
CHATHAM HOSPITAL INC	MARK GWYNNE DO	BOARD MEMBER	\$244,348
University Health Systems of Eastern North Carolina	TIMOTHY MCDONNELL	C FACILITIES OFF	\$241,277
ANC HIGHLANDS-CASHIERS HOSPITAL INC	HERBERT K PLAUCHE	CHIEF OF STAFF	\$239,193
PITT COUNTY MEMORIAL HOSPITAL INC	NANCY HART	EXECUTIVE DIR, UHS-PMH FOUNDATION	\$238,203
University Health Systems of Eastern North Carolina	CARMEN VINCENT	VP CORP ACCRED/COMP	\$238,153
LENOIR MEMORIAL HOSPITAL INC	WILLIAM LEASE	VP - PLANT AND FACILITY	\$237,277
FIRSTHEALTH OF THE CAROLINAS INC	CYNTHIA MCDONALD	VP QUALITY	\$237,157
NORTH CAROLINA BAPTIST HOSPITAL	G DOUGLAS ATKINSON	FORMER VP BUSINESS DEVELOPMENT	\$236,751
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Elizabeth Ward	CHIEF FINANCIAL OFFICER & TREASURER	\$235,990
HARNETT HEALTH SYSTEM INC	DR WALLACE HORNE	VP OF MEDICAL AFFAIRS	\$235,826

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	William Porter	VP OF FUND DEVELOPMENT	\$234,643
BLUE RIDGE HEALTHCARE HOSPITALS INC	THOMAS EURE	CORPORATE COMPLIANCE OFFIC	\$234,061
PITT COUNTY MEMORIAL HOSPITAL INC	SANJAY SAHA	SR VP SURGICAL SVS PCMH	\$233,270
PRESBYTERIAN MEDICAL CARE CORP	MCNULTYSHEILA	VP & COO PHM	\$232,643
LENOIR MEMORIAL HOSPITAL INC	JIM DOBBINS	VP - HUMAN RESOUCES	\$232,600
CHATHAM HOSPITAL INC	CAROL STRAIGHT	BOARD MEMBER/PRESIDENT	\$232,014
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Paul Jeffery	VP & SITE ADMINISTRATOR	\$231,835
ASHE MEMORIAL HOSPITALINC	CB JONES JR	EMERGENCY DEPT PHYSICIAN ASSISTANT	\$231,410
FORSYTH MEMORIAL HOSPITAL INC	JOANNE ALLEN	PRES-KVILLE	\$231,166
University Health Systems of Eastern North Carolina	ANISSA DAVENPORT	C STAT MARKETING OFF	\$230,724
SCOTLAND MEMORIAL HOSPITAL INC	MATTHEW D PRACHT	CFO/VP FINANCE/ASSIS-TANT TREASURER	\$230,461
HIGH POINT REGIONAL HEALTH	TAMMI E ERVING-MENGEL MD	ASSISTANT SECRETARY/VICE PRES	\$229,346
CHATHAM HOSPITAL INC	BOB BLACKWELL	CFO	\$228,944
Atrium Health	DOUGLAS ROUSH	PRS CMC-MERCY	\$228,218
WAYNE MEMORIAL HOSPITAL INC	SHIRLEY HARKEY	VP NURSING SERVICES	\$228,099
PITT COUNTY MEMORIAL HOSPITAL INC	RYAN HICKEY	SR VP, CANCER AND CLINI-CAL SERVICES PCMH	\$226,305
WAKEMED	GEORGIA SUMIEL	VP OPS/LOGS	\$225,370
ASHE MEMORIAL HOSPITALINC	MARK SCOTT	EMERGENCY DEPT PHYSICIAN ASSISTANT	\$223,376
ROWAN REGIONAL MEDICAL CENTER INC	MARY LEE DECKER	ASSISTANT SEC	\$223,162
ST LUKE'S HOSPITAL INC	KEN SHULL	CEO	\$220,703
HIGH POINT REGIONAL HEALTH	DENISE M POTTER	VICE PRESIDENT	\$220,164
FIRSTHEALTH OF THE CAROLINAS INC	VIVIAN HARRINGTON	VP COMMUNITY SERVICES	\$217,634
NORTH CAROLINA BAPTIST HOSPITAL	SHARON ENGBRETSON	INTERIM VP PASTORAL CARE	\$217,422
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Brian Romig	VP OF SUPPLY CHAIN & PHARMACY	\$215,487
FIRSTHEALTH OF THE CAROLINAS INC	KERRY HENSLEY	PRESIDENT MMH	\$215,342
REX HOSPITAL INC	LISA SCHILLER	VP/MKTG, PR, COMM & GOVT RELATIONS	\$214,849
RANDOLPH HOSPITAL INC	LYNWOOD R WHITE	CFO	\$213,381
REX HOSPITAL INC	CHAD LEFTERIS	VP/SUPPORT SERVICES	\$213,124
HIGH POINT REGIONAL HEALTH	DARRELL R DEATON	VICE PRESIDENT	\$211,593
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Steve Anderson	VP PHYSICIAN NETWORK	\$211,057
DAVIE MEDICAL CENTER	LYNN PITMAN	BOARD MEMBER	\$208,445
FLETCHER HOSPITAL INC	RICHARD CRAIG LINDSEY	CNO	\$208,004

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
WAYNE MEMORIAL HOSPITAL INC	RICHARD ROGERS	VP HR (CHRO)	\$207,767
PITT COUNTY MEMORIAL HOSPITAL INC	JOHN RANDALL	ADMIN, PHARMACY	\$206,277
RANDOLPH HOSPITAL INC	STEVE EBLIN	VP OF CORPORATE DEVELOPMENT	\$205,964
LENOIR MEMORIAL HOSPITAL INC	DALE HARDY	PHARMACY DIRECTOR	\$202,402
SOUTHEASTERN REGIONAL MEDICAL CENTER	TERESA BARNES	VP, CNO	\$202,383
University Health Systems of Eastern North Carolina	SETH VAN ESSENDELFT	VP FIN OPS-UHS	\$202,086
CALDWELL MEMORIAL HOSPITAL INC	DENNICE HERMAN MD	CPN CHAIR, EX OFFICIO DIRE	\$201,899
COMMUNITY GENERAL HEALTH PARTNERS INC	MONICA S CARTER	TRUSTEE	\$200,720
MOREHEAD MEMORAL HOSPITAL	DAN ELMER	VP FINANCE	\$200,002
Wake Forest University Baptist Medical Center	DOUGLAS NELSON	FORMER OFF	\$198,521
PITT COUNTY MEMORIAL HOSPITAL INC	STEPHEN KOSKA	ASSISTANT DIR, PHARMACY	\$198,270
PITT COUNTY MEMORIAL HOSPITAL INC	JAMES WORDEN JR	ASSISTANT DIR, PHARMACY	\$198,081
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Joyce Korzen	FORMER COO	\$192,837
University Health Systems of Eastern North Carolina	LINDA ROBERSON	VP Financial Operatings-UHS	\$192,822
ANC ANGEL MEDICAL CENTER INC	TIM HUBBS	CEO	\$192,517
HARNETT HEALTH SYSTEM INC	ERIC YOUNG	CFO	\$191,654
LEXINGTON MEMORIAL HOSPITAL INC	BARBARA B SMITH	SECRETARY	\$191,138
SOUTHEASTERN REGIONAL MEDICAL CENTER	W REID CALDWELL	VP	\$190,390
ANC ANGEL MEDICAL CENTER INC	MICHAEL D GOLIGHTLY MD	DIRECTOR ANGEL URGEANT CARE	\$190,180
REX HOSPITAL INC	EMILY BARBOUR	VP/DEVELOPMENT & CHIEF DEV OFFICER	\$190,119
THE PRESBYTERIAN HOSPITAL	VELVETTE LAJEUNE JONES	VP & COO PHH	\$189,728
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Michael Harrington	COO	\$189,586
ROWAN REGIONAL MEDICAL CENTER INC	DAVID W SMITH	FMR VP MEDICAL AFFAIRS	\$189,301
HIGH POINT REGIONAL HEALTH	KATHERINE R BURNS	VICE PRESIDENT	\$188,550
ASHE MEMORIAL HOSPITAL INC	RD WILLIAMS	CHIEF EXECUTIVE OFFICER	\$187,274
CHATHAM HOSPITAL INC	JAMES DAVIS MD	BOARD MEMBER	\$186,505
CALDWELL MEMORIAL HOSPITAL INC	DONALD GARDNER JR	VP FINANCE	\$186,379
LEXINGTON MEMORIAL HOSPITAL INC	DANNY W SQUIRES	VICE PRESIDENT/CFO	\$182,636
THE PRESBYTERIAN HOSPITAL	STEPHEN MCADAMS	VP & SR MED DIR SPECIALTY SERV	\$180,829
FLETCHER HOSPITAL INC	KAREN S OWENSBY	FORMER CNO	\$177,802
ALAMANCE REGIONAL MEDICAL CENTER INC	GWENDOLYN GILLIS	VICE PRESIDENT	\$177,185

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	CHUCK MANTOOTH	VP OF ANCILLARY SERVICES ARHS	\$176,661
MEDICAL PARK HOSPITAL	ANDREA HICKLING	TREASURER	\$176,107
COMMUNITY GENERAL HEALTH PARTNERS INC	CHRISTINA SUZANNA GRABUS	SR DIR - CNO	\$174,777
REX HOSPITAL INC	ROBERT B LIVERMAN JR	ASSISTANT TREASURER	\$174,185
RANDOLPH HOSPITAL INC	DEVIN GRIFFITH	VP OF COMMUNITY & STAFF SV	\$173,175
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Rene Smith	ASSISTANT TREASURER	\$172,268
SOUTHEASTERN REGIONAL MEDICAL CENTER	DAVID SUMNER	VP	\$172,069
HARNETT HEALTH SYSTEM INC	VICKI ALLEN	CNO	\$161,212
HIGH POINT REGIONAL HEALTH	VIRGIL V WILLARD MD	BOARD MEMBER	\$159,926
CALDWELL MEMORIAL HOSPITAL INC	SHARON KIMBALL	VP CHIEF NURSING OFFICER	\$159,166
TRANSYLVANIA COMMUNITY HOSPITAL INC	REBECCA W CARTER	VP / COO	\$159,106
RANDOLPH HOSPITAL INC	TREMONTEO CRAWFORD	CNO	\$158,445
RANDOLPH HOSPITAL INC	LISA HAMPTON	DIR OF PHARMACY	\$158,005
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Marva Jarman	ASSISTANT TREASURER	\$156,110
ANC BLUE RIDGE HOSPITAL INC	BOB JONES	BOARD MEMBER	\$155,825
ALAMANCE REGIONAL MEDICAL CENTER INC	PRESTON HAMMOCK	VICE PRESIDENT	\$154,583
TRANSYLVANIA COMMUNITY HOSPITAL INC	MARK E CREASMAN	PHARMACY MANAGER	\$151,727
COMMUNITY GENERAL HEALTH PARTNERS INC	JENNIFER B ANDERSON	MGT PHARMACY	\$151,077
MEDICAL PARK HOSPITAL	FLORRETTE B WILLETT	DIR MEDICAL RECORDS	\$150,729
DUKE	FRANCES MAUNEY	ASS DEAN+C405	\$147,850
CALDWELL MEMORIAL HOSPITAL INC	REBECCA SMITH	VP HUMAN RESOURCES	\$147,499
MOREHEAD MEMORIAL HOSPITAL	STEVE KLECKOWSKI	VP OPERATIONS	\$145,577
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	David Kitzmiller	ASSISTANT TREASURER	\$144,818
HARNETT HEALTH SYSTEM INC	DEMETRIUS HAGINS	DIRECTOR OF REVENUE CYCLE	\$144,570
COMMUNITY GENERAL HEALTH PARTNERS INC	ELLAUDREY LYNN ASBILL-RUSS	DIR SURGICAL SERVICES	\$140,570
LEXINGTON MEMORIAL HOSPITAL INC	ROD E KCUIK	DIRECTOR OF PHARMACY	\$139,728
MEDICAL PARK HOSPITAL INC	LAURA WOOD MYERS	DIR NURSING	\$139,582
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	RALPH CASTILLO	CEO	\$138,468
HARNETT HEALTH SYSTEM INC	ALYCE C HOLMES	PHARMACY DIRECTOR	\$137,820
CALDWELL MEMORIAL HOSPITAL INC	DAVID HORN	VP MARKETING & PHYSICIAN R	\$135,475

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
RANDOLPH HOSPITAL INC	ANGELA BURGESS	CIO	\$134,052
CALDWELL MEMORIAL HOSPITAL INC	DANNY MORGAN	VP PHYSICIAN SERVICES	\$132,815
HARNETT HEALTH SYSTEM INC	SONDRA DAVIS	VP HUMAN RESOURCES	\$131,690
TRANSYLVANIA COMMUNITY HOSPITAL INC	THERESA M PARKER	CFO	\$131,474
MOREHEAD MEMORAL HOSPITAL	TAMARA HUNT	VP PRACTICE MANAGEMENT	\$130,107
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Wendi Carroll	ASSISTANT TREASURER	\$129,364
MOREHEAD MEMORAL HOSPITAL	THOMAS STEVENS	VP HUMAN RESOURCES	\$127,963
CHATHAM HOSPITAL INC	SHERLYNN POWELL	DIRECTOR	\$127,935
ST LUKE'S HOSPITAL INC	KEVIN REYNOLDS	ASSISTANT DIRECTOR OF PHAR	\$124,273
ST LUKE'S HOSPITAL INC	LYNN CROCKER	DIRECTOR OF PHARMACY	\$120,138
ASHE MEMORIAL HOSPITALINC	SARA HOUSER	CHIEF NURSING OFFICER	\$119,524
ANC ANGEL MEDICAL CENTER INC	MARTIN WADEWITZ	COO	\$115,733
CHATHAM HOSPITAL INC	REBECCA W QUATE	CHIEF NURSING EXECUTIVE	\$114,701
ANC BLUE RIDGE HOSPITALINC	JONATHAN SMITH	VP, OPERATIONS & FINANCE	\$113,529
ANC HIGHLANDS-CASHIERS HOSPITAL INC	MICHAEL E DAIKEN	CFO	\$112,117
CHATHAM HOSPITAL INC	DONNA B SESSOMS	HIS PROJECT MANAGER	\$109,646
LEXINGTON MEMORIAL HOSPITAL INC	CHRISTOPHER T WHITE	ASSISTANT TREASURER	\$108,855
ANC HIGHLANDS-CASHIERS HOSPITAL INC	CRAIG B JAMES	CEO/PRESIDENT	\$107,338
ALAMANCE REGIONAL MEDICAL CENTER INC	VICKI MORAN	VICE PRESIDENT	\$104,591
MOREHEAD MEMORAL HOSPITAL	MARK JORDAN MD	CHIEF OF STAFF	\$104,293
ASHE MEMORIAL HOSPITALINC	JOE THORE	CHIEF OPERATING OFFICER	\$104,109
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	WENDY ORTON	CNO	\$103,179
DAVIE MEDICAL CENTER	SHARON T DOSS	RETIRED ADMINISTRATOR	\$101,409
DAVIE MEDICAL CENTER	HEATHER L HAYES	BOARD MEMBER	\$100,207
ASHE MEMORIAL HOSPITALINC	JOY MCCLURE	CHIEF FINANCIAL OFFICER	\$100,046
LENOIR MEMORIAL HOSPITAL INC	LESLIE REYNOLDS MD	BOARD MEMBER	\$96,433
MOREHEAD MEMORAL HOSPITAL	MICHELE PILON	VP NURSING	\$96,216
HUGH CHATHAM MEMORIAL HOSPITAL INC	DONALD TRIPPEL	CFO	\$95,747
DAVIE MEDICAL CENTER	TERRY BOWMAN	CFO	\$93,960
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	PRISCILLA COX	HIGHEST PAID EMPLOYEE	\$93,715
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	Clint Stewart	CONTROLLER	\$92,778
ASHE MEMORIAL HOSPITALINC	JUDY DAVIS	COMPLIANCE OFFICER	\$88,809
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	KATIE MYERS WOODLE	CFO	\$85,165

STATEWIDE DATA 2011

Hospital	Name	Title	Compensation
FLETCHER HOSPITAL INC	ALLAN HUFFMAN MD	DIRECTOR (ENDED 12/11)	\$84,723
ASHE MEMORIAL HOSPITAL INC	SHERRY COX	CHIEF HUMAN RESOURCES OFFICER	\$80,030
ANC ANGEL MEDICAL CENTER INC	CLIFF HENDREN	CFO	\$74,723
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	JOHN SPENCER	HR DIRECTOR	\$70,892
ST LUKE'S HOSPITAL INC	CHRISTINE MARTIN	CFO	\$62,487
PITT COUNTY MEMORIAL HOSPITAL INC	RALPH R HALL JR	BOARD DIRECTOR	\$60,000
MEDICAL PARK HOSPITAL	RUTH S BOOTH	SEC	\$57,240
ALAMANCE REGIONAL MEDICAL CENTER INC	CHAPMAN T MCQUEEN MD	BOARD MEMBER	\$53,548
ANC BLUE RIDGE HOSPITAL INC	DAVID HOEPPNER MD	BOARD MEMBER	\$46,507
DAVIE MEDICAL CENTER	RALPH HOLTHOUSER	PRESIDENT EX-OFFICIO	\$43,517
DUKE	KIMBERLY JENKINS	?ADVISOR?	\$42,165
ALAMANCE REGIONAL MEDICAL CENTER INC	PAUL H JUENGEL MD	BOARD MEMBER	\$39,000
SCOTLAND MEMORIAL HOSPITAL INC	PAUL RUSH MD	CHIEF OF STAFF THROUGH 11/30/10	\$35,833
TRANSYLVANIA COMMUNITY HOSPITAL INC	ORA J WELLS MD	BOARD MEMBER	\$33,293
HIGH POINT REGIONAL HEALTH	ANN L JOHNSTON	VICE PRESIDENT	\$31,564
FIRSTHEALTH OF THE CAROLINAS INC	ROBERT BOONE	VP OPERATIONS	\$27,729
HIGH POINT REGIONAL HEALTH	ELLIOT F WILLIAMS MD	CHIEF OF MEDICAL STAFF	\$25,000
HUGH CHATHAM MEMORIAL HOSPITAL INC	DR STEVEN ISAACS	CHIEF OF STAFF	\$24,000
ALAMANCE REGIONAL MEDICAL CENTER INC	DAVID JORDAN MD	BOARD MEMBER	\$23,470
ASHE MEMORIAL HOSPITAL INC	EDWARD J MILLER MD	BOARD MEMBER	\$18,403
THE PRESBYTERIAN HOSPITAL	SIDNEY FLETCHER	TRUSTEE	\$16,132
ALAMANCE REGIONAL MEDICAL CENTER INC	BERT KLEIN III MD	BOARD MEMBER	\$15,218

STATEWIDE DATA 2019

Name	Name	Title	Compensation
Atrium Health	GENE WOODS	CEO	\$7,253,357
NORTH CAROLINA BAPTIST HOSPITAL	JOHN D MCCONNELL MD	FORMER OFFICER (4-26-17)	\$5,597,552
Atrium Health	NINFA SAUNDERS	FMR CEO NAVICENT	\$5,087,373
NOVANT HEALTH INC	ARMATO CARL	PRES & CEO NH / TRUSTEE	\$4,127,320
MISSION HOSPITAL INC	Ronald A Paulus MD	SYSTEM PRES & CEO END JAN 2019	\$4,020,238
REX HOSPITAL INC	Gary L Park	CEO	\$3,176,258
DUKE	EUGENE WASHINGTON MD	CEO	\$2,761,343
University Health Systems of Eastern North Carolina	JANET MULLANEY	C ADMIN OFF	\$2,717,559
ALAMANCE REGIONAL MEDICAL CENTER INC	Akin Terrence	PRESIDENT & CEO	\$2,446,936
Wake Forest University Baptist Medical Center	NATHAN HATCH	DIRECTOR WF	\$2,375,695
NOVANT HEALTH INC	HARGETT FRED	EVP & CFO	\$2,286,016
REX HOSPITAL INC	William L Roper MD	DIRECTOR	\$2,242,708
ROWAN REGIONAL MEDICAL CENTER INC	LINDSAY JEFFERY	FMR PRES-FMH/COO WS MKT	\$2,169,733
Atrium Health	ROGER RAY	C PHY EX	\$2,154,928
NORTH CAROLINA BAPTIST HOSPITAL	JULIE A FREISCHLAG MD	CEO, DEAN	\$2,095,839
University Health Systems of Eastern North Carolina	DAVID HUGHES	CFO	\$1,995,951
DUKE	WILLIAM FULKERSON MD	EX VP, DUHS	\$1,894,180
Atrium Health	ANTHONY DEFURIO	CFO	\$1,826,078
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Michael Nagowski	CEO	\$1,825,377
Atrium Health	KEN HAYNES	PRES CHARLOTTE REGION	\$1,746,464
WAKEMED	DONALD GINTZIG	CEO/PRESIDENT	\$1,741,202
ROWAN REGIONAL MEDICAL CENTER INC	MIHAL DENISE	FMR PRES - FMH/COO WS MKT	\$1,738,553
NOVANT HEALTH INC	ESKIOGLU ERIC	SVP	\$1,709,611
Atrium Health	DR. DEREK RAGHAVAN	PRES CANCER INSTIT	\$1,678,477
NOVANT HEALTH INC	CURETON JESSE	EVP	\$1,644,663
Atrium Health	KEITH SMITH	GENERAL COUNSEL/CHIEF LEGAL OFFICER	\$1,562,053
TRANSYLVANIA COMMUNITY HOSPITAL INC	DAVID FRANKLIN	TRUSTEE END JAN 2019	\$1,534,833
PITT COUNTY MEMORIAL HOSPITAL INC	Linda Hofler	SENIOR VP, NURSE EXECUTIVE	\$1,533,901

STATEWIDE DATA 2019

Name	Name	Title	Compensation
ROWAN REGIONAL MEDICAL CENTER INC	SMITH HARRY	SVP HOSPITAL OPERATIONS	\$1,490,430
Atrium Health	CAROL LOVIN	CHIEF OF STAFF	\$1,474,151
Atrium Health	DR. CLAUDE MOORMAN	PRS MUSCULOSKELETAL INSTIT	\$1,450,323
NOVANT HEALTH INC	SMITH-HILL JANET	FMR EVP	\$1,448,527
DUKE	KENNETH MORRIS fmr	CFO/TREASURER	\$1,432,005
THE PRESBYTERIAN HOSPITAL	ZWENG THOMAS MD	FMR EVP & CHIEF MEDICAL OFFICER	\$1,410,529
DUKE	VINCENT PRICE	DIRECTOR	\$1,393,846
University Health Systems of Eastern North Carolina	MICHAEL WALDRUM MD	CEO	\$1,374,110
HIGH POINT REGIONAL HEALTH	CHRIS ELLINGTON	DIRECTOR (TO 8-31-18)	\$1,321,594
FIRSTHEALTH OF THE CAROLINAS INC	DAVID KILARSKI	PRESIDENT/CEO (THRU 7/31)	\$1,299,462
University Health Systems of Eastern North Carolina	WILLIAM CASE	PRES V BEAUFORT	\$1,296,014
FLETCHER HOSPITAL INC	WEBER PETER M	CHAIRMAN	\$1,278,726
NOVANT HEALTH INC	LIMENTANI STEVEN	SVP	\$1,267,074
MISSION HOSPITAL INC	Dr Jill Hoggard Green	SVP AND COO	\$1,260,855
NOVANT HEALTH INC	YOCHER ANGELA	EVP	\$1,238,559
ALAMANCE REGIONAL MEDICAL CENTER INC	Cagle MD Mary Jo	CHIEF OPERATING OFFICER	\$1,237,256
DUKE	THOMAS OWENS MD	PRES DUH/ SVP DUHS	\$1,194,926
ALAMANCE REGIONAL MEDICAL CENTER INC	Jones Jeffrey	CFO & SECRETARY	\$1,184,462
University Health Systems of Eastern North Carolina	JOAN WYNN	FMR C QUAL OFF	\$1,167,712
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Robert Maughan MD	MEDICAL DIRECTOR	\$1,166,047
University Health Systems of Eastern North Carolina	TIMOTHY MCDONNELL	C FACILITIES OFF	\$1,121,700
DUKE	MARY KLOTMAN MD	DIRECTOR	\$1,116,102
PITT COUNTY MEMORIAL HOSPITAL INC	Anna Weaver	VP, NURSING WORK-FORCE-SUP SER	\$1,115,619
HIGH POINT REGIONAL HEALTH	LAWRENCE WILLIAMS	CMO	\$1,115,092
NOVANT HEALTH INC	EDWARDS BRYAN	SVP	\$1,087,918
NOVANT HEALTH INC	MORGAN WAYNE	SVP	\$1,081,374
ALAMANCE REGIONAL MEDICAL CENTER INC	Schanel Judith	CHIEF OPERATING OFFICER	\$1,060,708
NORTH CAROLINA BAPTIST HOSPITAL	KEVIN P HIGH MD	PRES, HEALTH SYSTEM	\$1,047,534
MISSION HOSPITAL INC	Paul McDowell	SVP AND CFO END JAN 2019	\$1,038,168
FORSYTH MEMORIAL HOSPITAL INC	NYCUM LAWRENCE MD	SVP CHIEF CLINICAL OFFICER	\$1,030,738
Atrium Health	PHYLLIS WINGATE	PRS N DIVIS	\$1,027,811

STATEWIDE DATA 2019

Name	Name	Title	Compensation
THE PRESBYTERIAN HOSPITAL	FLETCHER SIDNEY MD	CMO	\$1,025,636
NOVANT HEALTH INC	LANGFORD KATHRYN	SVP	\$1,021,287
NOVANT HEALTH INC	JENIKE THOMAS MD	SVP	\$995,260
NOVANT HEALTH INC	GRIFFIN JON	SVP	\$982,251
PITT COUNTY MEMORIAL HOSPITAL INC	W Brian Floyd	PRESIDENT	\$979,327
FORSYTH MEMORIAL HOSPITAL INC	GREGORY CHERE MD	FMR SVP	\$970,457
THE PRESBYTERIAN HOSPITAL	MUELLER ANDREW MD	FMR SVP	\$969,058
ANC HIGHLANDS-CASHIERS HOSPITAL INC	WILLIAM HATHAWAY MD	DIRECTOR END JAN 2019	\$968,173
NOVANT HEALTH INC	MYERS SCOTT	SVP	\$959,672
Wake Forest University Baptist Medical Center	BRADLEY CLARK	CFO/TREAS	\$954,531
DUKE	JEFFERY FERRANTI	CIO/VP MED INFORMATICS	\$952,949
NOVANT HEALTH INC	EASTERLING DONALD	SVP NH CONSUMER OPERATIONS	\$938,929
THE PRESBYTERIAN HOSPITAL	BLACKMON TANYA	FMR PRES PHH	\$936,094
NORTH CAROLINA BAPTIST HOSPITAL	TERRY G WILLIAMS	EVP, CH STRATEGY OFFICER	\$925,923
THE PRESBYTERIAN HOSPITAL	VANCE AMY	FMR PRES	\$920,146
NOVANT HEALTH INC	WOOLLEN JR THOMAS	SVP CORP HLTH & HALLMARK CARE	\$909,295
MISSION HOSPITAL INC	Marc Westle DO	SVP INNOVATION ADMIN	\$905,181
NOVANT HEALTH INC	SCOTT BERTRAM	SVP VALUE BASED STRATEGY	\$902,219
NOVANT HEALTH INC	SEEHAUSEN ROBERT	SVP	\$899,446
REX HOSPITAL INC	Stephen W Burriss	PRESIDENT	\$891,081
HIGH POINT REGIONAL HEALTH	JAMES HOEKSTRA MD	DIRECTOR/PRESIDENT (EFF 9-1-18)	\$885,608
MISSION HOSPITAL INC	Marc Malloy	SVP MISSION HEALTH SOLUTIONS	\$882,960
NOVANT HEALTH INC	PATEFIELD ARTHUR J	SVP & CHIEF MED INFO OFF	\$881,317
DUKE	MONTE BROWN MD	VP ADMIN/ SECERTARY	\$873,569
ALAMANCE REGIONAL MEDICAL CENTER INC	Burt Noel	EVP & ASSISTANT SECRETARY	\$869,556
REX HOSPITAL INC	Ernest L Bovio Jr	COO	\$860,641
MISSION HOSPITAL INC	Debra Foss	SVP ORG. TRANSFORMATION	\$858,557
HIGH POINT REGIONAL HEALTH	J MCLAIN WALLACE JR	SECRETARY (EFF 9-1-18)	\$855,212
FORSYTH MEMORIAL HOSPITAL INC	SETLIFF MICHAEL	PRES & COO	\$840,430
FLETCHER HOSPITAL INC	BUNCH JAMES A	VICE CHAIRMAN/SEC./PRES.	\$812,931
WAKEMED	RICK CARRICO	CFO	\$810,343
NOVANT HEALTH INC	OLIVER PAMELA MD	EVP & PRES NHMG	\$809,566
REX HOSPITAL INC	Rig S Patel MD	DIRECTOR	\$809,496
NORTH CAROLINA BAPTIST HOSPITAL	ROBERT J GFELLER JR	EVP, EXT REL & CH MKTG OFF (TO 12/31/18)	\$809,382

STATEWIDE DATA 2019

Name	Name	Title	Compensation
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Michael Zappa	MEDICAL DIRECTOR	\$808,309
WAKEMED	DENISE WARREN (until 12/20)	COO/EX VP	\$805,704
NOVANT HEALTH INC	GARMON-BROWN OPHELIA	SVP	\$801,610
Atrium Health	MICHAEL LUTES	S MARKET PRS	\$795,913
ROWAN REGIONAL MEDICAL CENTER INC	MEADOWS TELLY MD	TRUSTEE	\$790,822
DUKE	JOHN SAMPSON MD	DIRECTOR	\$789,045
NOVANT HEALTH INC	EMORY FRANK	EVP CHIEF ADMIN OFF / ASST SEC	\$787,541
NOVANT HEALTH INC	BRUNSTETTER PETER	FMR EVP & CHIEF LEGAL OFFICER	\$785,991
THE PRESBYTERIAN HOSPITAL	VACCARO MICHAEL	FMR CNO	\$781,933
Atrium Health	CHRISTOPHER BOWE	NE MARKET PRS/coo for central region	\$778,431
MISSION HOSPITAL INC	Sonya Greck	SENIOR VICE PRESIDENT	\$776,934
ANC ANGEL MEDICAL CENTER INC	KATHY GUYETTE	DIRECTOR END JAN 2019	\$775,189
Atrium Health	CHRIS HUMMER	EXEC/S DIV PRES	\$772,135
THE PRESBYTERIAN HOSPITAL	VINCENT PAULA	FMR PRES/TRUSTEE	\$770,443
NORTH CAROLINA BAPTIST HOSPITAL	LILICIA P BAILEY	SVP, CHIEF PEOPLE OFFICER	\$763,252
FORSYTH MEMORIAL HOSPITAL INC	MANN JOHN	PRESIDENT & COO	\$761,261
ALAMANCE REGIONAL MEDICAL CENTER INC	Roskelly James	EVP & ASSISTANT SECRETARY	\$750,884
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Swords Bruce	CHIEF PHYSICIAN EXECUTIVE	\$750,489
DUKE	KATHLEEN GALBRAITH	PRES DUKE REGIONAL HOSP	\$750,309
Atrium Health	BRIAN GWYN	W MARKET PRS	\$748,448
Wake Forest University Baptist Medical Center	REID MORGAN	ASS SECRETARY	\$747,828
MISSION HOSPITAL INC	Chris DeRienzo	CHIEF QUALITY OFFICER	\$742,765
DUKE	DAVID ZAAS MD	PRES DUKE RALEIGH HOSPITAL	\$740,503
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Sandra Williams	CFO	\$728,211
University Health Systems of Eastern North Carolina	ANISSA DAVENPORT	C STAT MARKETING OFF	\$728,201
ROWAN REGIONAL MEDICAL CENTER INC	TRAHEY THOMAS	VP MED AFFAIRS	\$727,010
DUKE	RHONDA BRANDON	C HR DUHS	\$724,057
ALAMANCE REGIONAL MEDICAL CENTER INC	Rempher PhD Kenneth	EVP & ASSISTANT SECRETARY	\$714,564
FORSYTH MEMORIAL HOSPITAL INC	MOTEW STEPHEN MD	FMR SVP	\$713,706
NORTH CAROLINA BAPTIST HOSPITAL	MICHAEL T WAID	SVP HLTH SYS OPS & INTEG	\$691,775
NORTH CAROLINA BAPTIST HOSPITAL	ERIC TOMLINSON DSC PHD	FORMER OFFICER (3-2-18)	\$688,587

STATEWIDE DATA 2019

Name	Name	Title	Compensation
PRESBYTERIAN MEDICAL CARE CORP	BIBEAU ROLAND	PRESIDENT & COO	\$682,329
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	Samuel Fleischman	CMO	\$678,156
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Evans Joan	EVP INNOVATION & TRANSFORMATION	\$678,001
Wake Forest University Baptist Medical Center	CATHLEEN WHEATLEY DNP	PRES WFBMC, SVP CH NURS OF	\$677,581
NORTH CAROLINA BAPTIST HOSPITAL	WILLIAM D SHOWALTER	SVP, CIO	\$675,997
MISSION HOSPITAL INC	Jonathan Brown	CHIEF INFORMATION OFFICER	\$671,412
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Foster Mickey	SVP & PRESIDENT - MHCMH	\$662,145
DUKE	ROBERT WILLIS	VP FINANCE/ CORP CONTROLLER	\$659,187
REX HOSPITAL INC	Sean T Tehrani MD	VP/REGIONAL HOSPITALISTS SERVI	\$656,562
WAYNE MEMORIAL HOSPITAL INC	Shirley Harkey	SENIOR VP, OPERATIONS	\$649,141
THE PRESBYTERIAN HOSPITAL	RILEY MICHAEL	PRES-PHH	\$648,501
DUKE	JOHN SMITH	DUHS ASS VP	\$648,483
SOUTHEASTERN REGIONAL MEDICAL CENTER	JOANN ANDERSON	PRES, CEO	\$645,016
THE PRESBYTERIAN HOSPITAL	WALSH BETSY	ASST SEC	\$643,153
MISSION HOSPITAL INC	A Kellett Letson	VICE PRESIDENT	\$639,802
ANC ANGEL MEDICAL CENTER INC	KELLETT LETSON MD	DIRECTOR END JAN 2019	\$639,802
DUKE	MARY ANN FUCHS	VP PATIENT CARE/ CHIEF NURSE EX	\$635,905
THE PRESBYTERIAN HOSPITAL	EHTISHAM SAAD	PRES/TRUSTEE	\$629,956
MISSION HOSPITAL INC	Donald Eposito	SVP, GEN COUNSEL END JAN 2019	\$625,515
FORSYTH MEMORIAL HOSPITAL INC	BERGER WILLIAM MD	TRUSTEE	\$623,024
ROWAN REGIONAL MEDICAL CENTER INC	CALDWELL DARISE	FMR PRES/ASST SEC	\$622,010
HIGH POINT REGIONAL HEALTH	ERNIE BOVIO	DIRECTOR/PRESIDENT (TO 8-31-18)	\$621,863
FLETCHER HOSPITAL INC	RANDOLPH KARSTEN G	FORMER CFO	\$620,925
FORSYTH MEMORIAL HOSPITAL INC	ROYSTER KIRSTEN	PRES & COO KMC	\$617,231
MISSION HOSPITAL INC	Charles Sawyer MD	CHIEF MEDICAL INFORMATION	\$610,813
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	DANIEL WEATHERLY	COO	\$602,132
WRMC HOSPITAL OPERATING CORPORATION	JON THOMPSON MD	BOARD MEMBER	\$597,013
FLETCHER HOSPITAL INC	REEVES CORY D	DIRECTOR	\$596,660
MEDICAL PARK HOSPITAL	CHRISTMAN JENNIFER	TRUSTEE	\$593,138
ALAMANCE REGIONAL MEDICAL CENTER INC	Carter Robert	VP & GENERAL COUNSEL	\$589,682

STATEWIDE DATA 2019

Name	Name	Title	Compensation
NOVANT HEALTH INC	GARRETT DAVID	FMR SVP CHIEF INFO OFFICER	\$587,887
FIRSTHEALTH OF THE CAROLINAS INC	LYNN DEJACO	SR. V.P., CORPORATE CFO	\$586,832
ALAMANCE REGIONAL MEDICAL CENTER INC	Hammock Preston	PRESIDENT ARMC & SR VP	\$579,088
ANC BLUE RIDGE HOSPITAL INC	JEFF D'AGOSTINO	DIRECTOR END JAN 2019	\$578,409
ALAMANCE REGIONAL MEDICAL CENTER INC	Clontz Timothy	SVP & ASSISTANT SECRETARY	\$577,283
FORSYTH MEMORIAL HOSPITAL INC	EDWARDS JOEL MD	TRUSTEE	\$576,224
WAKEMED	MATTHEW NATHAN	SVP- PHY SERV	\$574,796
NORTH CAROLINA BAPTIST HOSPITAL	CONRAD EMMERICH	SVP, CLINICAL & SUPPORT SERVICES	\$574,543
COMMUNITY GENERAL HEALTH PARTNERS INC	MARKS PHILLIP MD	TRUSTEE	\$571,279
COMMUNITY GENERAL HEALTH PARTNERS INC	CAILLAT ALEXANDRE MD	TRUSTEE	\$570,227
FIRSTHEALTH OF THE CAROLINAS INC	JOHN KRAHNERT MD	SR. V.P., CORPORATE CMO	\$567,647
PITT COUNTY MEMORIAL HOSPITAL INC	Van Smith	SENIOR VP	\$566,449
MISSION HOSPITAL INC	Susan Mims	VICE PRESIDENT	\$565,707
The Moses Cone Memorial Hospital	Neorr Steven	SVP & Cheif Admin Officer, THN	\$562,354
THE PRESBYTERIAN HOSPITAL	VOELLINGER DAVID MD	TRUSTEE	\$555,513
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	CHARLES MANTOOTH	CEO	\$554,269
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Jeffrey Paul	PRESIDENT WESLEY LONG HOSPITAL	\$553,722
SCOTLAND MEMORIAL HOSPITAL INC	GREGORY C WOOD	PRESIDENT/CEO	\$548,862
NORTH CAROLINA BAPTIST HOSPITAL	CHARLES R VIGNOS	VP MANAGED CARE	\$548,798
RANDOLPH HOSPITAL INC	STEVE E ELBIN	CEO (THROUGH 6/30/18)	\$546,551
MISSION HOSPITAL INC	Jon Yeatman	CHIEF STRATEGY OFFICER	\$543,669
WAKEMED	WEST PAUL: end early 2020	SVP QUALITY/MED STAFF	\$543,428
University Health Systems of Eastern North Carolina	ROGER ROBERTSON	PRES V COMM HOSP	\$539,413
MISSION HOSPITAL INC	Ruth Zyry	CHIEF OPERATIONS OFFICER	\$530,387
HIGH POINT REGIONAL HEALTH	PATRICIA TRIPLETT MD	DIRECTOR	\$520,383
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Kibbe Ike	SVP	\$517,364
MISSION HOSPITAL INC	Rowena Buffett Timms	SVP GOVT & COMMUNITY RELATIONS	\$512,737
NOVANT HEALTH INC	PHIPPS JOHN MD	FMR EVP & PRES NHMG	\$511,584
Atrium Health	ROBERT LARRISON	CAROLINAS REHAB FACILITY EXEC	\$510,216
Atrium Health	VICKI BLOCK	C MARKET PRS	\$510,207

STATEWIDE DATA 2019

Name	Name	Title	Compensation
ALAMANCE REGIONAL MEDICAL CENTER INC	Miller John	CIO & TREASURER	\$503,316
NORTH CAROLINA BAPTIST HOSPITAL	TODD BANKHEAD	SVP, CLINICAL OPERATIONS	\$502,918
University Health Systems of Eastern North Carolina	DONNETTE HERRING	C INFO OFF	\$502,665
WAKEMED	CHARLES HARR	C MED OFF	\$501,523
FIRSTHEALTH OF THE CAROLINAS INC	DANIEL BARNES DO	PRESIDENT, PHYSICIANS GROUP	\$501,414
PITT COUNTY MEMORIAL HOSPITAL INC	Donald Shackelford	SR VP, MEDICAL AFFAIRS	\$500,333
ALAMANCE REGIONAL MEDICAL CENTER INC	Lamb Andrew	VP MEDICAL AFFAIRS ARMC	\$498,968
NORTH CAROLINA BAPTIST HOSPITAL	LISA M MARSHALL	VP, CH PHIL OFF (FROM 6/11/19)	\$495,434
ALAMANCE REGIONAL MEDICAL CENTER INC	Street Rex	VP & ASSISTANT TREASURER	\$495,106
MISSION HOSPITAL INC	Richard Zenn	MEDICAL DIRECTOR	\$492,325
WAYNE MEMORIAL HOSPITAL INC	Thomas Bradshaw	FORMER EXECUTIVE VP	\$490,931
MISSION HOSPITAL INC	Gwen McKinney	CHIEF COMPLIANCE OFFICER	\$488,735
COMMUNITY GENERAL HEALTH PARTNERS INC	GREEAR ALLISON	FMR INTERIM CGHP PRES	\$487,230
ALAMANCE REGIONAL MEDICAL CENTER INC	Barrow Andrew	ASSISTANT TREASURER	\$485,962
REX HOSPITAL INC	Susan M Sandberg	FORMER OFFICER	\$484,453
REX HOSPITAL INC	Linda H Butler MD	VP/MEDICAL AFFAIRS, CMO & CMIO	\$483,903
MISSION HOSPITAL INC	Karen Olsen	CHIEF NURSING OFFICER	\$481,507
WRMC HOSPITAL OPERATING CORPORATION	J GENE FAILE	BOARD MEMBER, CEO (THRU 1/31/19)	\$477,670
NORTH CAROLINA BAPTIST HOSPITAL	KAREN H HUEY	VP FACILITIES	\$474,650
LEXINGTON MEMORIAL HOSPITAL INC	WILLIAM B JAMES	DIRECTOR & PRESIDENT	\$472,551
HIGH POINT REGIONAL HEALTH	WILLIAM BRYANT	CFO & TREASURER (TO 8-31-18)	\$469,482
REX HOSPITAL INC	Andrew K Zukowski	CFO & TREASURER	\$469,222
WAKEMED	REBECCA ANDREWS	SVP/ADMIN RALEIGH	\$468,637
WAKEMED	CYNTHIA ALNESS-BOILY	OPERATIONS/CNO	\$467,198
COMMUNITY GENERAL HEALTH PARTNERS INC	APPLEBAUM JONATHAN	CGHP PRES	\$464,724
ROWAN REGIONAL MEDICAL CENTER INC	MISNER GAVIN MD	TRUSTEE	\$457,366
FLETCHER HOSPITAL INC	COSTON DO JEFFREY	DIRECTOR	\$453,784
LENOIR MEMORIAL HOSPITAL INC	SARAH H MAYO	CFO	\$451,279
WAYNE MEMORIAL HOSPITAL INC	Anthony Bruno	VP, MEDICAL AFFAIRS	\$450,024
FLETCHER HOSPITAL INC	BONNEY MD STEPHEN	DIRECTOR	\$449,801
PITT COUNTY MEMORIAL HOSPITAL INC	Jeffery Dial	VP, OPERATIONS	\$449,287

STATEWIDE DATA 2019

Name	Name	Title	Compensation
WAKEMED	PETER MARKS	VP/CIO	\$449,042
WAKEMED	SUSAN JAMES	CHIEF LEGAL OFF	\$448,425
WAKEMED	JEANENE MARTIN	SENIOR VP/HR, early end in 2021	\$447,377
CHATHAM HOSPITAL INC	Mel Hurston	DIRECTOR	\$445,678
University Health Systems of Eastern North Carolina	JOHN MARQUES	C HUMAN RES OFF	\$445,039
NOVANT HEALTH INC	BEST DIANA	FMR SVP CLINICAL IMPROVEMENT	\$444,064
COMMUNITY GENERAL HEALTH PARTNERS INC	MORRIS JOHN	ASST SEC	\$442,682
MEDICAL PARK HOSPITAL	BARRETT LESLIE	PRESIDENT & COO	\$442,020
FORSYTH MEMORIAL HOSPITAL INC	BRIGHT JANET	FMR VP NURSING & MARKET CNO	\$441,746
REX HOSPITAL INC	Tammie T Stanton	VP/POST ACUTE SERVICES	\$436,112
REX HOSPITAL INC	Jayne R Byrd	FORMER OFFICER	\$426,576
FLETCHER HOSPITAL INC	HERBERT MD TERESA M	CMO	\$425,667
THE OUTER BANKS HOSPITAL INC	Jay Briley	BOARD DIRECTOR	\$425,631
MOSES H CONE MEMORIAL HOSPITAL OPERATING CORPORATION	Cunningham Deborah	SVP & PRESIDENT WOMEN'S HEALTH	\$424,135
REX HOSPITAL INC	Sylvia D Hackett	VP/REX HEALTHCARE FOUNDATION	\$421,544
WAKEMED	SETH BRODY	svp phy svcs	\$419,590
WAYNE MEMORIAL HOSPITAL INC	Rebecca W Craig	SENIOR VICE PRESIDENT, CFO	\$418,239
CALDWELL MEMORIAL HOSPITAL INC	David Lowery MD	CMO	\$417,819
WAKEMED	CAROLYN KNAUP	sVP AMBUL SERV	\$417,372
WAKEMED	THOMAS GOUGH	SVP ADMIN--> coo in 21	\$416,068
HIGH POINT REGIONAL HEALTH	GLEN SPIVAK	DIRECTOR	\$413,717
CALDWELL MEMORIAL HOSPITAL INC	Laura Easton	DIRECTOR/PRESIDENT & CEO	\$412,347
MISSION HOSPITAL INC	Jonathan Bailey	VICE PRESIDENT	\$410,962
ANC HIGHLANDS-CASHIERS HOSPITAL INC	LARRY HILL JR	DIRECTOR END JAN 2019	\$408,053
FIRSTHEALTH OF THE CAROLINAS INC	JEFFREY CASEY	V.P., FINANCE	\$408,029
WAKEMED	JOHN PERRY	VP MED EDU/info	\$406,782
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	KEVIN MAY	CFO	\$399,208
MISSION HOSPITAL INC	Ann Y Young	FORMER GENERAL COUNSEL	\$398,834
REX HOSPITAL INC	Robert D Ricker	VP/PHYSICIAN SERVICES	\$397,135
ROWAN REGIONAL MEDICAL CENTER INC	DECKER MARY	ASST SEC	\$396,722
WAKEMED	RICK SHRUM	VP STRAT OFF	\$396,340
MEDICAL PARK HOSPITAL	CARTER TERESA	FMR PRES	\$395,456

STATEWIDE DATA 2019

Name	Name	Title	Compensation
University Health Systems of Eastern North Carolina	JULIE OEHLERT	C EXPER OFF	\$394,558
WAKEMED	KAREN BASH	CMO N HOSP.	\$393,139
WRMC HOSPITAL OPERATING CORPORATION	HAYES CALVERT MD	BOARD MEMBER	\$391,739
FIRSTHEALTH OF THE CAROLINAS INC	DAVID DILLEHUNT	V.P., CORPORATE CIO	\$390,940
PITT COUNTY MEMORIAL HOSPITAL INC	Tracy Eskra	VP, MED AFF-CLIN EFFIC & DOCUM	\$390,867
BLUE RIDGE HEALTHCARE HOSPITALS INC	THOMAS EURE	SVP CORPORATE SERVICES	\$390,828
MEDICAL PARK HOSPITAL	COLEMAN TRISHA	TREASURER	\$390,414
FIRSTHEALTH OF THE CAROLINAS INC	BRIAN CANFIELD	COO - MOORE REGIONAL	\$390,046
LENOIR MEMORIAL HOSPITAL INC	CLAIRE D PARIS	CMO	\$388,933
THE PRESBYTERIAN HOSPITAL	STOKER SHELLI	ASST SEC	\$388,372
DUKE	ANN REED	DIRECTOR	\$388,325
ANC ANGEL MEDICAL CENTER INC	DAVID FRANKS MD	DIRECTOR END JAN 2019	\$387,999
University Health Systems of Eastern North Carolina	RYAN HICKEY	C CLIN NETWORK OFF	\$385,927
DAVIE MEDICAL CENTER	CHAD BROWN	PRESIDENT	\$382,724
PITT COUNTY MEMORIAL HOSPITAL INC	Jennifer Thomas	VP, FINANCIAL SERVICES	\$381,680
HUGH CHATHAM MEMORIAL HOSPITAL INC	PAUL HAMMES	CEO	\$380,200
RANDOLPH HOSPITAL INC	ANGELA P ORTH	CEO (AS OF 7/1/18)	\$374,198
WAKEMED	THEODORE LOTCHIN	C COMP/PRIVACY	\$374,179
THE PRESBYTERIAN HOSPITAL	SADLER KELLI	CNO-SPR	\$372,977
ALAMANCE REGIONAL MEDICAL CENTER INC	Simms Michael	VP & ASSISTANT TREASURER	\$372,294
WAKEMED	THOMAS CAVENDER	VP FAC/CONST	\$370,627
WRMC HOSPITAL OPERATING CORPORATION	JENA FOLGER	BOARD MEMBER	\$369,213
ALAMANCE REGIONAL MEDICAL CENTER INC	Eaton Mandy	EVP & ASSISTANT SECRETARY	\$365,006
CHATHAM HOSPITAL INC	Bob Enders	PRESIDENT & CEO	\$364,277
REX HOSPITAL INC	Tom G Williams	VP/AMBULATORY SERVICES	\$364,028
BLUE RIDGE HEALTHCARE HOSPITALS INC	JONATHAN MERCER	COO/SVP OPERATIONS	\$363,630
HIGH POINT REGIONAL HEALTH	KEVIN SMITH	COO & SECRETARY (TO 8-31-18)	\$363,124
HIGH POINT REGIONAL HEALTH	DENISE POTTER	VP	\$361,608
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	MARGARET SULLIVAN MD	TRUSTEES, C.O.S END JAN 2019	\$360,483
SOUTHEASTERN REGIONAL MEDICAL CENTER	JOSEPH ROBERTS	VP-MEDICAL A	\$358,783
SOUTHEASTERN REGIONAL MEDICAL CENTER	C THOMAS JOHNSON III	FORMER VP-FI	\$356,650
REX HOSPITAL INC	Joel D Ray	VP/PATIENT CARE SVCS & CNO	\$352,172

STATEWIDE DATA 2019

Name	Name	Title	Compensation
PITT COUNTY MEMORIAL HOSPITAL INC	Stephen Tripp	PRESIDENT OF SURGICENTER/VICE PRESIDENT OF PERIOPE	\$352,009
LENOIR MEMORIAL HOSPITAL INC	JAMES C DOBBINS	VP HR	\$349,763
FLETCHER HOSPITAL INC	MILLER SCOTT N	COO	\$349,378
REX HOSPITAL INC	Kirsten Riggs	VP	\$341,796
SCOTLAND MEMORIAL HOSPITAL INC	GLENN HARRIS MD	CHAIR, PHYSICIAN NETWORK LEADERSHIP COUNCIL	\$340,543
PITT COUNTY MEMORIAL HOSPITAL INC	James Worden Jr	SYSTEM SERV LINE ADMIN, PHARMA	\$338,199
WAKEMED	SHERI DESHAZO; early end 20	SVP ADMIN-N	\$337,981
University Health Systems of Eastern North Carolina	DAVID MICHAEL	C MED INFO	\$337,565
REX HOSPITAL INC	Tate Bombard	VP/GENERAL COUNSEL & SECRETARY	\$336,407
SCOTLAND MEMORIAL HOSPITAL INC	JOHN NOBLES MD	BOARD MEMBER	\$334,797
FIRSTHEALTH OF THE CAROLINAS INC	DANIEL BIEDIGER	V.P., HUMAN RESOURCES	\$331,784
ALAMANCE REGIONAL MEDICAL CENTER INC	Keeling MD Wayne	TRUSTEE	\$328,901
University Health Systems of Eastern North Carolina	JERRY TOWNSEND	VP FINAN SVS	\$325,149
FLETCHER HOSPITAL INC	JOY JR ROLAND E	CNO	\$324,935
REX HOSPITAL INC	Chad T Lefteris	VP/OPERATIONS	\$322,490
THE OUTER BANKS HOSPITAL INC	Ronnie Sloan	PRESIDENT	\$321,791
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	PAUL DAGHER MD	TRUSTEE	\$320,435
WAKEMED	CHRISTINE CRAIG	VP GOV AFFAIRS	\$319,367
DUKE	KEVIN SOWERS	PRES DUKE UNIV HOSP	\$318,050
SCOTLAND MEMORIAL HOSPITAL INC	CHERYL DAVIS MD	VP/CMO	\$317,191
ALAMANCE REGIONAL MEDICAL CENTER INC	Delaney LaVern	CNO & VP PATIENT CARE SVCS ARM	\$316,558
WAKEMED	DEBRA LAUGHERY	VP PUBLIC RELAT	\$315,938
WAYNE MEMORIAL HOSPITAL INC	William Paugh	FORMER EXECUTIVE VP	\$315,690
FLETCHER HOSPITAL INC	KIESSLING-URITIS MD MARY ANNE	DIRECTOR	\$315,496
ST LUKE'S HOSPITAL INC	JIM BROSS	CEO	\$311,705
FIRSTHEALTH OF THE CAROLINAS INC	AMY GRAHAM	V.P., STRATEGY & INNOVATION	\$310,500
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	CAROL WOLFENBARGER	PRESIDENT & CNO END JAN 2019	\$310,121
WAYNE MEMORIAL HOSPITAL INC	Donna Wimberly	SENIOR VICE PRESIDENT, PATIENT	\$308,539

STATEWIDE DATA 2019

Name	Name	Title	Compensation
ANC HIGHLANDS-CASHIERS HOSPITAL INC	JACQUELINE MEDLAND	CHIEF NURSING OFF END JAN 2019	\$308,370
CALDWELL MEMORIAL HOSPITAL INC	John Powell MD	DIRECTOR	\$308,211
CHATHAM HOSPITAL INC	Jeff Strickler	PRESIDENT & CEO	\$307,950
SCOTLAND MEMORIAL HOSPITAL INC	MATTHEW D PRACHT	CFO/VP FINANCE ASST. TREAS.	\$306,862
LENOIR MEMORIAL HOSPITAL INC	MARK HENNING	DIRECTOR OF ANESTHESIOLOGY	\$303,175
RANDOLPH HOSPITAL INC	ROBERT S CLAUSER	VP	\$302,204
WAKEMED	STEPHANIE SESSOMS	VP FINANCE	\$301,971
ROWAN REGIONAL MEDICAL CENTER INC	BLABON GARY	PRES	\$301,479
TRANSYLVANIA COMMUNITY HOSPITAL INC	BRIAN BARROW MD	CHIEF OF STAFF END JAN 2019	\$301,418
FLETCHER HOSPITAL INC	LINDSEY RICHARD C	FORMER CNO	\$299,975
RANDOLPH HOSPITAL INC	CHARLES B WEST	CMO	\$299,682
PITT COUNTY MEMORIAL HOSPITAL INC	Kimberly Crickmore Osborne	VP, WOMENS&CHILDRENS SVS	\$297,204
FIRSTHEALTH OF THE CAROLINAS INC	JOHN JACKSON	PRESIDENT, MRH RICHMOND CAMPUS	\$296,955
SOUTHEASTERN REGIONAL MEDICAL CENTER	JASON COX	VP-COO	\$295,438
THE PRESBYTERIAN HOSPITAL	KING KATRINA	CNO-PHH	\$295,300
SCOTLAND MEMORIAL HOSPITAL INC	PAT PHILLIPS	SR. VP/OPERATIONS	\$293,490
ALAMANCE REGIONAL MEDICAL CENTER INC	Moran Vicki	VP OPRERATIONS ARMC	\$293,366
University Health Systems of Eastern North Carolina	MARCY STOOTS	VP CLIN INFO	\$292,728
TRANSYLVANIA COMMUNITY HOSPITAL INC	REBECCA CARTER	FORMER COO END JAN 2019	\$291,308
CALDWELL MEMORIAL HOSPITAL INC	Rebecca Smith	COO & CNO	\$288,877
LENOIR MEMORIAL HOSPITAL INC	KARL L VANDERSTOUW	CIO	\$288,163
BLUE RIDGE HEALTHCARE HOSPITALS INC	CLAY RICHARDSON MD	MEMBER AT LARGE	\$285,333
BLUE RIDGE HEALTHCARE HOSPITALS INC	DA VIDA ROSEMAN	CHIEF NURSE EXEC & VP NURS	\$283,102
SOUTHEASTERN REGIONAL MEDICAL CENTER	PATRICIA MATTO	VP-MEDICAL E	\$281,825
FIRSTHEALTH OF THE CAROLINAS INC	CINDY MCNEILL-MCDONALD	V.P., QUALITY	\$281,679
REX HOSPITAL INC	Roy C Tempke	VP	\$277,944
ANC ANGEL MEDICAL CENTER INC	KAREN GORBY	CHIEF NURS. OFF. END JAN 2019	\$277,456
University Health Systems of Eastern North Carolina	VERONICA BARICEVIC	VP TOTAL REWARDS	\$273,960
PITT COUNTY MEMORIAL HOSPITAL INC	Stephen Koska	ASST DIR, PHARMACY	\$273,829
PITT COUNTY MEMORIAL HOSPITAL INC	Angela Mayo	ASST DIR, PHARMACY	\$271,922

STATEWIDE DATA 2019

Name	Name	Title	Compensation
MISSION HOSPITAL INC	Rhonda Miller	VP REVENUE CYCLE	\$271,228
TRANSYLVANIA COMMUNITY HOSPITAL INC	MICHELE PILON	PRESIDENT/CNO END JAN 2019	\$270,693
CHATHAM HOSPITAL INC	Woodward Burgert III MD	DIRECTOR	\$269,753
FLETCHER HOSPITAL INC	STENSTROM ELLA L	CFO (BEGAN 2/2019)	\$267,903
ANC HIGHLANDS-CASHIERS HOSPITAL INC	PATTI WHEELER	DIRECTOR END JAN 2019	\$267,708
FIRSTHEALTH OF THE CAROLINAS INC	KAREN ROBEANO	V.P., CNO	\$266,328
PRESBYTERIAN MEDICAL CARE CORP	HUTTER CHRIS	SR DIR PROFESS & SUPP SERVICES	\$265,537
WAKEMED	BETSY GASKINS	VP HEART/VASC	\$264,231
FORSYTH MEMORIAL HOSPITAL INC	HEALY JOAN	ASST SEC	\$261,073
HUGH CHATHAM MEMORIAL HOSPITAL INC	DONALD E TRIPPEL	CFO	\$259,664
DAVIE MEDICAL CENTER	LYNN PITMAN	BOARD MEMBER	\$259,596
LENOIR MEMORIAL HOSPITAL INC	LAUREL A MOLLOY	CNO	\$258,581
PITT COUNTY MEMORIAL HOSPITAL INC	Charlene Wilson	VP, HUMAN RESOURCES	\$258,524
SOUTHEASTERN REGIONAL MEDICAL CENTER	DAVID SUMNER	VP-CHIEF STR	\$256,476
PITT COUNTY MEMORIAL HOSPITAL INC	Teresa Anderson	VP, QUALITY	\$256,369
ROWAN REGIONAL MEDICAL CENTER INC	GREENE CORA	CNO	\$256,151
WAYNE MEMORIAL HOSPITAL INC	Lynda Conner	VP, HUMAN RESOURCES	\$255,813
CHATHAM HOSPITAL INC	Jeff LeGay	CFO	\$252,881
ST LUKE'S HOSPITAL INC	DR JAMES HOLLEMAN	TRUSTEE (THRU 05/19)	\$251,555
BLUE RIDGE HEALTHCARE HOSPITALS INC	LORINNSA BRIDGES-KEE	VP HUMAN RESOURCES	\$251,086
RANDOLPH HOSPITAL INC	BARBARA E WOLFE	VP	\$250,678
UNC ROCKINGHAM HEALTH CARE INC	William J McLeod MD	DIRECTOR	\$250,455
FIRSTHEALTH OF THE CAROLINAS INC	ELIZABETH WALKER	PRESIDENT, MMH	\$247,915
SCOTLAND MEMORIAL HOSPITAL INC	GRAY MILLS	VP/STRATEGIC DEVELOPMENT	\$245,965
WAKEMED	CHANTAL HOWARD (end 20)	VP NURSING RAL CAMPUS	\$245,439
UNC ROCKINGHAM HEALTH CARE INC	Dana Weston	DIRECTOR/PRESIDENT	\$242,749
WAYNE MEMORIAL HOSPITAL INC	Melissa Shay	VP, BUSINESS DEVELOPMENT & STR	\$242,491
DAVIE MEDICAL CENTER	BARRY WALD	FINANCE DIRECTOR (FROM 10/1/18)	\$240,685
LEXINGTON MEMORIAL HOSPITAL INC	SHEILA CRUMB	ASST CHIEF CRNA	\$240,433
ALAMANCE REGIONAL MEDICAL CENTER INC	Johnson Julie	ASSISTANT TREASURER	\$240,184
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	CHARLES BAKER MD	TRUSTEE	\$238,188
SOUTHEASTERN REGIONAL MEDICAL CENTER	PATRICK EBRI	VP-CHIEF ENG	\$235,369
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	RICHARD SPARKS	FORMER CEO	\$233,347

STATEWIDE DATA 2019

Name	Name	Title	Compensation
The Moses Cone Memorial Hospital	Langley Elissa	Vice President & COO THN	\$232,768
SOUTHEASTERN REGIONAL MEDICAL CENTER	LORI DOVE	VP-CHIEF CON	\$232,549
HUGH CHATHAM MEMORIAL HOSPITAL INC	MARY BLACKBURN	CPO	\$230,143
CHATHAM HOSPITAL INC	Matthew Smith	DIRECTOR	\$229,666
University Health Systems of Eastern North Carolina	NITI ARMISTEAD MD	C MED OFF	\$225,534
SCOTLAND MEMORIAL HOSPITAL INC	ANN LOCKLEAR	VP/ HUMAN RESOURCES	\$224,955
FIRSTHEALTH OF THE CAROLINAS INC	SUSAN BEATY	PRESIDENT, MRH HOKE CAMPUS	\$224,047
HARNETT HEALTH SYSTEM INC	MIKE JONES	VP	\$220,268
LENOIR MEMORIAL HOSPITAL INC	DONNA FLOYD	DIRECTOR OF RISK MANAGEMENT	\$218,770
The Moses Cone Memorial Hospital	Grapey David	Medical Director, THN	\$217,733
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	CRAIG JAMES	PRESIDENT	\$215,770
MEDICAL PARK HOSPITAL	SMITH CAROL	DIR OPERATIONS/NURSING	\$215,008
NOVANT HEALTH INC	COOK DAVID MD	FMR SVP	\$214,044
THE OUTER BANKS HOSPITAL INC	Todd Warlitner	VP, BUSINESS OPERATIONS	\$213,659
REX HOSPITAL INC	Lisa R Schiller	VP/MKTG, PR, COMM RELATIONS &	\$213,574
LEXINGTON MEMORIAL HOSPITAL INC	DANNY SQUIRES	FINANCE DIRECTOR	\$213,077
BLUE RIDGE HEALTHCARE HOSPITALS INC	TRACI JACOBS	EXECUTIVE DIRECTOR PHARMACY	\$210,062
ST LUKE'S HOSPITAL INC	ELIZABETH PRESNELL	CFO	\$207,254
ALAMANCE REGIONAL MEDICAL CENTER INC	Kitzmiller David	ASSISTANT TREASURER	\$206,849
WRMC HOSPITAL OPERATING CORPORATION	SUSAN TAYLOR BACHMEIER	CHIEF NURSING OFFICER	\$205,617
BLUE RIDGE HEALTHCARE HOSPITALS INC	ANTHONY FRANK JR	CMO/SVP MED. AFFAIRS	\$203,574
CALDWELL MEMORIAL HOSPITAL INC	Donita Damron	VP PHYSICIAN SERVICES	\$202,464
THE OUTER BANKS HOSPITAL INC	Marcella Bryant	VP, CLINICAL OPERATIONS	\$200,221
COMMUNITY GENERAL HEALTH PARTNERS INC	PEARSON NANCY	DIR NURSING	\$198,417
ANC BLUE RIDGE HOSPITAL INC	SONYA JOHNSON	FORMER REG DIR - FINANCE	\$197,460
CHATHAM HOSPITAL INC	Tammy Needham	CNO	\$197,029
The Moses Cone Memorial Hospital	Reade Robert	Medical Director, THN	\$195,972
RANDOLPH HOSPITAL INC	TREMONTEO CRAWFORD	VP	\$194,985
BLUE RIDGE HEALTHCARE HOSPITALS INC	ANDREW THOMAS II	VP - BLUE RIDGE MED. GROUP	\$194,396
THE PRESBYTERIAN HOSPITAL	VUONG QUYNHDAO MD	TRUSTEE	\$193,650
The Moses Cone Memorial Hospital	Osborne James	Executive Medical Director THN	\$192,398

STATEWIDE DATA 2019

Name	Name	Title	Compensation
ALAMANCE REGIONAL MEDICAL CENTER INC	Haywood Mehee	ASSISTANT TREASURER	\$190,888
UNC ROCKINGHAM HEALTH CARE INC	Candace A Bradley	DIRECTOR	\$186,003
THE OUTER BANKS HOSPITAL INC	Vance Collins	DIR, PHARMACY - OBH	\$185,245
DAVIE MEDICAL CENTER	CHARLES HARTIS	PHARMACIST PRACTICE LEADER	\$183,120
REX HOSPITAL INC	Benjamin J Mathew	ASST TREASURY & ASST SECRETARY	\$179,228
ANC HIGHLANDS-CASHIERS HOSPITAL INC	LENA COCHRAN	REG DIR OF FIN END JAN 2019	\$177,571
BLUE RIDGE HEALTHCARE HOSPITALS INC	KRISTY GUILLEN	MANAGER - PHARMACY	\$171,869
SCOTLAND MEMORIAL HOSPITAL INC	BEATRICE HOLT	VP/PATIENT CARE SERVICES, CNO	\$169,151
BLUE RIDGE HEALTHCARE HOSPITALS INC	BARRY NELSON	VP NURSING/CHIEF NURSING EXEC.	\$168,840
FLETCHER HOSPITAL INC	BARBER WENDI L	FORMER CFO	\$167,697
CHARLES A CANNON JR MEMORIAL HOSPITAL INC	CARMEN LACEY	PRESIDENT, CMH	\$166,239
BLUE RIDGE HEALTHCARE HOSPITALS INC	IVAN VINUEZA	EXEC. DIRECTOR DIAGNOSTIC SERVICES	\$164,013
The Moses Cone Memorial Hospital	Rumple Rhonda	Director THN Care Management	\$163,554
BLUE RIDGE HEALTHCARE HOSPITALS INC	AMANDA TAYLOR	MANAGER - PHARMACY	\$161,148
RANDOLPH HOSPITAL INC	LISA D HAMPTON	DIRECTOR	\$159,860
THE OUTER BANKS HOSPITAL INC	Amy Montgomery	SR. ADMIN, OPERATIONS	\$157,643
COMMUNITY GENERAL HEALTH PARTNERS INC	HUDSON NATHAN	MGR PHARMACY	\$156,081
RANDOLPH HOSPITAL INC	LORETTA M LONG	CFO	\$155,408
RANDOLPH HOSPITAL INC	ANGELA BURGESS	CIO	\$151,749
THE OUTER BANKS HOSPITAL INC	Debra Johnson	DIR, CLINICAL SUPPORT SERVICES	\$151,287
The Moses Cone Memorial Hospital	Hodges Beth	Medical Director, THN	\$150,371
BLUE RIDGE HEALTHCARE HOSPITALS INC	MICHAEL JERRY LOWMAN	DIRECTOR PHARMACY	\$149,273
TRANSYLVANIA COMMUNITY HOSPITAL INC	MELINA ARROWOOD	FORMER INTERIM CNO END JAN 19	\$146,877
MISSION HOSPITAL INC	Charles F Ayscue	FORMER SVP AND CFO	\$141,662
ST LUKE'S HOSPITAL INC	LYNN P CROCKER	PHARMACY DIRECTOR	\$138,880
ANC HIGHLANDS-CASHIERS HOSPITAL INC	CINDY PIERSON	HOSPITAL ADMIN	\$138,274
RANDOLPH HOSPITAL INC	KEVIN BUCHANAN	DIRECTOR	\$134,280
TRANSYLVANIA COMMUNITY HOSPITAL INC	THERESA PARKER	REG DIR FIN END JAN 2019	\$134,039
ST LUKE'S HOSPITAL INC	AMANDA H NORVILLE	VP OF OPERATIONS	\$133,850
ANC ANGEL MEDICAL CENTER INC	MARTIN WADEWITZ	FORMER COO	\$125,694
LEXINGTON MEMORIAL HOSPITAL INC	KAREN CRAVER	DIRECTOR (TO 12/31/18)	\$124,188

STATEWIDE DATA 2019

Name	Name	Title	Compensation
FLETCHER HOSPITAL INC	MAINARDI MD CARLO L	FORMER CMO	\$123,028
THE MCDOWELL HOSPITAL THE MCDOWELL HOSPITAL INC	CLINT STEWART	FORMER REGIONAL DIR FIN 8/18	\$122,919
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	WENDY ORTON	CNO	\$121,521
NOVANT HEALTH INC	ROBSON MELISSA	FMR SVP & CEO NHUVA HEALTH SYS	\$120,061
WAKEMED	GEORGIA HARRINGTON	VP-OPS	\$116,917
UNC ROCKINGHAM HEALTH CARE INC	JoAnn Smith	VP/PATIENT CARE & CNO	\$114,221
ALLEGHANY COUNTY MEMORIAL HOSPITAL INC	BRETT LIVERMAN	CFO	\$108,870
HIGH POINT REGIONAL HEALTH	DAVID FISHER MD	DIRECTOR	\$107,962
COMMUNITY GENERAL HEALTH PARTNERS INC	RICE CAROLYN	ASST SEC	\$103,329
UNC ROCKINGHAM HEALTH CARE INC	Latonya Brown	VP/FINANCE & CFO	\$101,667
CALDWELL MEMORIAL HOSPITAL INC	Shawn Hartley	FORMER OFFICER	\$101,302
WAYNE MEMORIAL HOSPITAL INC	Patrick Phillips	SENIOR VICE PRESIDENT, COO	\$94,717
LENOIR MEMORIAL HOSPITAL INC	DEBBIE LANIER	ASSISTANT SECRETARY	\$90,035
ST LUKE'S HOSPITAL INC	KATHY HEFNER	CNO	\$82,261
MEDICAL PARK HOSPITAL	FRANCE BARBARA	SEC	\$81,478
SCOTLAND MEMORIAL HOSPITAL INC	MARK HANSMAN MD	CHIEF, MEDICAL STAFF	\$80,775
LEXINGTON MEMORIAL HOSPITAL INC	DENISE SNIDER	SECRETARY	\$80,136
COMMUNITY GENERAL HEALTH PARTNERS INC	HEATH SHANNON	ASST SEC	\$79,801
CALDWELL MEMORIAL HOSPITAL INC	Michael Bunch	CFO	\$77,876
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	NITIN DESAI MD	TRUSTEE & CHIEF OF STAFF	\$75,000
SCOTLAND MEMORIAL HOSPITAL INC	LYNN THOMPSON	SECRETARY OF BOT NON BOT	\$66,882
LENOIR MEMORIAL HOSPITAL INC	MICHAEL VAUGHN	INTERIM CFO	\$65,000
WRMC HOSPITAL OPERATING CORPORATION	LORI MCNEIL	ASST SECRETARY	\$62,307
CUMBERLAND COUNTY HOSPITAL SYSTEM INC	THOR KLANG	TRUSTEE & VICE CHIEF OF STAFF	\$55,000
WAYNE MEMORIAL HOSPITAL INC	William Thoma	VP OF FINANCIAL OPERATIONS	\$52,710
COMMUNITY GENERAL HEALTH PARTNERS INC	BRODY JEFFREY MD	TRUSTEE	\$10,000
THE PRESBYTERIAN HOSPITAL	WATSON DANIEL MD	TRUSTEE	\$5,873
ROWAN REGIONAL MEDICAL CENTER INC	HOLLAND DANIEL MD	TRUSTEE	\$5,554
COMMUNITY GENERAL HEALTH PARTNERS INC	RAMSAY DAVID MD	TRUSTEE	\$3,500
ANC BLUE RIDGE HOSPITAL INC	MARTHA TYNER	CHAIR END JAN 2019	\$3,088
NOVANT HEALTH INC	LYLES VIOLA	TRUSTEE	\$2,346

STATEWIDE DATA 2019

Name	Name	Title	Compensation
NOVANT HEALTH INC	DE MOLINA ALVARO	TRUSTEE	\$2,345
FLETCHER HOSPITAL INC	LOUIS LESLIE D	DIRECTOR	\$1,699
NOVANT HEALTH INC	STONE LARRY	TRUSTEE	\$1,190
NOVANT HEALTH INC	ALLY DEBORAH	TRUSTEE	\$150
FORSYTH MEMORIAL HOSPITAL INC	LOBO LUIS	VICE CHAIR	\$67