

Multi-Facility Corporate Compensation Report

SUMMARY DESCRIPTIONS FOR HOSPITAL MULTI-FACILITY POSITIONS

01. **CHIEF EXECUTIVE OFFICER**--Responsible for the operating results and growth of the corporation. The CEO reports to the Board of Directors. Specific responsibilities may include, but are not limited to, the establishment of long-range plans and goals, approval of capital projects, major investor relations, measurement of the performance of top executives, and nomination of new officers of the corporation.
02. **CHIEF OPERATING OFFICER**--Reports to the Chief Executive Officer. As the number two executive of the corporation, the COO assists the CEO in planning for the long-range growth of the corporation, the formulation of major objectives and operating policies, the control of operating results of all or major segments of the business, and measurement of the performance of top executives.
03. **TOP HOSPITAL OPERATIONS EXECUTIVE**--Reports to either the CEO or COO and is primarily responsible for meeting the planned operating and financial targets and the delivery of quality care in the company's hospitals which may include management contract hospitals.
04. **TOP DEVELOPMENT EXECUTIVE**--Assists in the development and implementation of corporate plans for the profitable growth of the company and improvement of its competitive position through hospital acquisition, construction and/or new management contract programs. Specific responsibilities may include, but are not restricted to, the conduct of marketing and feasibility studies, hospital development projects, hospital construction projects, the outfitting and supplying of hospitals, and other innovative programs for developing business revenues.
05. **TOP FINANCIAL EXECUTIVE**--Responsible for the company's financial plans and programs, maintenance of company relationships with lending institutions, stockholders, S.E.C., etc. Specific responsibilities may include, but are not restricted to, the securing of long-term debt or equity capital, cash management, tax management, general accounting functions, and property and liability insurance programs.
06. **CONTROLLER**--Directs the company's general accounting functions in accordance with corporate policies and generally accepted accounting principles. Specific responsibilities may include, but are not restricted to, the development and maintenance of planning and budgeting systems, analysis and interpretation of trends requiring management's attention, and presentation of findings and specific recommendations to Senior Management.
07. **TOP ADMINISTRATIVE EXECUTIVE**--Responsible for planning and directing corporate staff functions in support of the operations. Specific responsibilities may include, but are not restricted to, management information systems, internal consulting services, corporate reimbursement, central purchasing, and public relations.
08. **TOP GOVERNMENTAL AFFAIRS EXECUTIVE**--Responsible for safeguarding the company's interests with local, state, and federal government agencies, legislators and health care industry organizations. Specific responsibilities may include, but are not limited to, conducting a lobbying program with local, state, and federal legislators, gathering information and briefing company management on legislative trends affecting the company's operations, and expedition of regulatory agency response to company requests.
09. **TOP LEGAL EXECUTIVE**--Responsible for the protection of the company's legal interests and maintenance of its operations within the scope established by law. Responsibilities may include, but are not limited to, the formulation of corporate positions from a legal standpoint on major company issues, provision of legal advice to corporate and division executives, the establishment and maintenance of quality standards on the drafting and legal review of loan, purchase, real estate, management and similar contracts, the direction of company litigation efforts, and the commissioning of outside counsel.

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10. **TREASURER**--Plans and directs the company's treasury functions including the receipt, custody, control, and disbursement of funds and securities, selection of fund depositories, and supervision of bank credit lines. Responsibilities may include, but are not limited to, the planning for short and long-term capital, negotiation of loans, raising of additional equity capital and administration and repayment of loans, maintenance of cash management programs, conducting financial feasibility studies, supervision of assets insurance and/or self insurance programs, and preparation of the annual report.
11. **TOP HUMAN RESOURCE EXECUTIVE**--Top level position in human resource management. Responsible for design, implementation, and evaluation of all programs relating to the human side of facility operations. Plans and directs the company's labor relations, recruitment, salary and benefits, and training programs. Responsibilities may include, but are not restricted to, union contract negotiations, handling of grievance procedures, administration of wages, salaries and benefits, recruitment, planning and delivery of supervisory development and training programs, enforcement of federal and state laws, organization planning studies, and employee safety and health programs.
12. **TOP MANAGED CARE EXECUTIVE**--Plans and directs managed care. Responsible for development and implementation of policies, procedures, goals, and objectives.
13. **TOP REIMBURSEMENT EXECUTIVE**--Plans and directs the company's reimbursement programs. Responsibilities may include, but are not limited to, formulation and implementation of procedures for filing corporate reimbursement claims, for review and evaluation of all cost reporting in support of reimbursement claims, planning and direction of reimbursement system audits, development of cost reporting standards and monitoring of their application, and initiation of reimbursement appeals.
14. **TOP RISK MANAGEMENT EXECUTIVE**--Plans and directs the company's risk management and loss prevention programs. Responsibilities may include, but are not restricted to, analysis of risks of potential losses in property or funds, claims processing, determination of insurance such as self insurance, negotiation with insurance carriers for best costs and coverage, performance of underwriting function in the case of self insurance, establishment and maintenance of quality assurance standards, and training of hospital staff in loss prevention policies and procedures.
15. **TOP QUALITY ASSURANCE EXECUTIVE**--Responsible for the development, maintenance, and implementation of quality of patient care standards, policies, and programs in the hospitals. Responsibilities may include, but are not restricted to, providing assistance in hospital accreditation, directing the training of hospital staff in patient care evaluation systems, developing systems to monitor patient care evaluation effectiveness, directing quality assurance audits, and advising medical record departments in organization for quality assurance functions.
16. **TOP INFORMATION SYSTEMS EXECUTIVE**--Plans, directs, and controls IS functions including computer processing, systems analysis, and programs. Maintains and provides assistance in the development and implementation of new systems including network administration. Creates information applications to support business functions. Evaluates systems capabilities and makes recommendations to management to promote optimal utilization.
17. **TOP MARKETING EXECUTIVE**--Responsible for the development and implementation of plans for the profitable growth and competitive position of hospitals in the marketplace. Conducts marketing and feasibility studies for the development and construction of additional facilities. Responsible for the placement of marketing advertising and media selection.

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SUMMARY DESCRIPTIONS FOR HOSPITAL MULTI-FACILITY POSITIONS

18. **TOP PHYSICIAN RECRUITER**--Plans and directs the physician recruitment program. Responsibilities may include, but are not limited to, development and maintenance of physician referral system, contacting qualified physicians for employment opportunities, recommending qualified candidates to hospitals, providing physician job candidates with details on the company's hospitals and communities, coordinating physician visits to hospitals, counseling of hospital administrators on physician compensation arrangements, directing and evaluating the recruitment, advertising and promotion programs, and directing other physician recruiters and support staff.
19. **TOP TRAINING EXECUTIVE**--Responsible for the development and implementation of training programs for supervisory and management staff in the hospitals. Responsibilities may include, but are not limited to, the identification of training needs, the planning for and design of training programs, the training of hospital Training Directors in training and development techniques, the development of training manuals and other training aids, and the development and maintenance of a monitoring system to assess the effectiveness of various training programs and methods.
20. **TOP INTERNAL AUDIT EXECUTIVE**--Plans and directs the financial and operational audits of the company. Establishes audit priorities, assigns auditors to various projects, and sees to the appropriateness of audit methods of findings and reported recommendations. Follows up on recommended actions to correct financial control weaknesses. Presents findings and recommendations to top management.
21. **TOP PATIENT ACCOUNTS EXECUTIVE**--Responsible for processing and collection of patient receivables. Supervises billing office personnel in the preparation of inpatient and outpatient statements of service. Administers third-party claims processing and collections.
22. **TOP CONSTRUCTION EXECUTIVE**--Directs and approves design of all new hospital construction and renovation projects in coordination with hospital planning staff, architects, and contractors. Compares cost estimates and selects general subcontractors. Controls and monitors project progress and compliance with corporate standards and budgets. Responsibilities may include, but are not restricted to, the purchase of real estate, procurement and installation of major physical plant equipment, maintenance of building health and safety standards, and maintenance of energy cost effectiveness standards for plant environment control.
23. **TOP PURCHASING EXECUTIVE**--Plans and directs the company's central materials management function. Negotiates national and/or international purchasing agreements and contracts for hospital equipment and supplies to obtain cost and service improvements. Supervises a staff of buyers. Responsibilities may include, but are not restricted to, providing assistance to hospital Purchasing Managers and assisting in hospital expansion or new construction projects.
24. **REIMBURSEMENT SPECIALIST**--Gathers and interprets third-party reimbursement cost data and prepares cost reports, usually under direction of the Top Reimbursement Executive. Responsibilities may include, but are not restricted to, reviewing and reporting changes in Medicare and Medicaid contractual adjustments and agency receivables, reviewing hospital cash flow estimates, representing hospitals during cost-based audits and follow-up conferences, and assisting hospitals in accounting for cost-based programs.
25. **VICE PRESIDENT-FUND DEVELOPMENT**—Responsible for the design, implementation and ongoing operation of the Fund Development Program and the public relation efforts of fund development.
26. **TOP CLINICAL EXECUTIVE**—Responsible for leadership and oversight of Clinical Services. Includes policy development, strategic planning, budgeting, regulatory oversight, management of nursing personnel, care management oversight, and staff development.

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SUMMARY DESCRIPTIONS FOR LONG TERM CARE MULTI-FACILITY POSITIONS

01. **CHIEF EXECUTIVE OFFICER**--Responsible for achieving strategic objectives of the corporation. The CEO reports to the Board of Directors. Specific responsibilities may include, but are not restricted to, the establishment of long-range plans and goals, approval of capital projects, major investor relations, measurement of the performance of top executives, and nomination of new officers of the corporation.
02. **CHIEF OPERATING OFFICER**--Reports to the Chief Executive Officer and is the number two executive of the corporation. Assists the CEO in meeting objectives of overall growth, profitability, broadening of service, human resource development, care and service quality, and communication effectiveness. Assists the CEO in planning for the long-range growth of the corporation, the formulation of major objectives, and operating policies, the control of operating results of all major segments of the business, and measurement of the performance of top executives.
03. **REGIONAL VICE PRESIDENT**--Oversees the management of medical and support services through evaluation of Facility programs and staff. Manages Regional Directors of Administrators and/or Facility Administrators and/or Clinical Supervisors of the respective facilities insuring proper staffing, training and performance review within a specific region.
04. **REGIONAL DIRECTOR OF ADMINISTRATORS**--Responsible for overseeing the operations of each Facility Administrator to assure Facility policies and procedures and Company policies and procedures are being followed within a specific region.
05. **TOP DEVELOPMENT EXECUTIVE**--Responsible for the development and implementation of corporate plans for the profitable growth of the company and improvement of its competitive position through acquisition of nursing homes, assisted living, or independent living, construction and/or new management contract programs. Specific responsibilities may include, but are not restricted to, the conduct of marketing and feasibility studies, development projects, construction projects, and other innovative programs for developing business.
06. **TOP FINANCIAL EXECUTIVE**--Responsible for corporate financial plans and programs, maintenance of company relationships with lending institutions, stockholders, S.E.C., etc. Plans for, manages, and safeguards corporate assets, accounting systems, and cash to achieve corporate goals and objectives. Manages the investment portfolio to safeguard principal and maximize return. Specific responsibilities may include, but are not restricted to, the securing of long-term debt or equity capital, cash management, tax management, general accounting functions, and property and liability insurance programs.
07. **CONTROLLER**--Directs the company's general accounting functions in accordance with corporate policies and generally accepted accounting principles. Specific responsibilities may include, but are not restricted to, the development and maintenance of planning and budgeting systems, analysis and interpretation of trends requiring management's attention, and presentation of findings and specific recommendations to Senior Management.
08. **TOP ADMINISTRATIVE EXECUTIVE**--Responsible for ensuring contribution to objectives of overall growth, profitability, service diversification, human resource development, quality assurance, community and public relations, and capital formation. Specific responsibilities may include, but are not restricted to, management information systems, internal consulting services, corporate reimbursement, central purchasing, and public relations.
09. **TOP GOVERNMENTAL AFFAIRS EXECUTIVE**--Responsible for safeguarding the company's interests with local, state, and federal government agencies, legislators and health care industry organizations. Specific responsibilities include, but are not restricted to, conducting a lobbying program with local, state, and federal legislators, gathering information and briefing company management on legislative trends affecting the company's operations, and expedition of regulatory agency response to company requests.

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SUMMARY DESCRIPTIONS FOR LONG TERM CARE MULTI-FACILITY POSITIONS

10. **TOP LEGAL EXECUTIVE**--Responsible for the protection of the company's legal interest and maintenance of its operations within the scope established by law. Responsibilities may include, but are not restricted to, the formulation of corporate positions from a legal standpoint on major company issues, provision of legal advice to corporate executives, the establishment and maintenance of quality standards on the drafting and legal review of loan, purchase, real estate, management and similar contracts, the direction of company litigation efforts, and the commissioning of outside counsel.
11. **TREASURER**--Plans and directs the company's treasury functions including receipt, custody, control, and disbursement of funds and securities, selection of fund depositories, the planning for short- and long-term capital, negotiation of loans, raising of additional equity capital and administration and repayment of loans, maintenance of cash management programs, conducting financial feasibility studies, supervision of assets insurance and/or self insurance programs, and preparation of the annual report.
12. **TOP HUMAN RESOURCE EXECUTIVE**--Responsible for design, implementation, and evaluation of all programs relating to the human side of facility operations. Plans and directs the company's programs relative to recruitment, orientation, training, promotion, and welfare of all personnel and employer-employee relationships. Responsibilities may include, but are not restricted to, union contract negotiations, handling of grievance procedures, administration of wages, salaries and benefits, enforcement of federal and state laws, organization planning studies, and employee safety and health programs.
13. **TOP REIMBURSEMENT EXECUTIVE**--Plans and directs the company's reimbursement programs. Responsibilities may include, but are not restricted to, formulation and implementation of procedures for filing corporate reimbursement claims, for review and evaluation of all cost reporting, support of reimbursement claims, planning and direction of reimbursement system audits, development of cost reporting standards and monitoring of their application, and initiation of reimbursement appeals.
14. **TOP RISK MANAGEMENT EXECUTIVE**--Plans and directs the company's risk management and loss prevention programs. Responsibilities may include, but are not restricted to, analysis of risks of potential losses in property or funds, claims processing, determination of insurance such as self insurance, negotiation with insurance carriers for best costs and coverage, performance of underwriting function in the case of self insurance, establishment and maintenance of quality assurance standards, and training of nursing home staff in loss prevention policies and procedures.
15. **TOP QUALITY ASSURANCE EXECUTIVE**--Responsible for the development, maintenance, and implementation of a total quality management program. Directs quality patient care standards, policies, and programs. Responsibilities may include, but are not restricted to, providing assistance in accreditation, directing the training of staff in patient care evaluation systems, developing systems to monitor patient care evaluation effectiveness, directing quality assurance audits, and advising medical record departments in organization for quality assurance functions.
16. **TOP MARKETING EXECUTIVE**--Responsible for the development and implementation of an annual marketing plan for the profitable growth and competitive position of facilities in the marketplace. Conducts marketing and feasibility studies for the development and construction of additional facilities. Responsible for the placement of marketing advertising and media selection.
17. **TOP INFORMATION SYSTEMS EXECUTIVE**--Plans, directs, and controls IS functions including computer processing, systems analysis, and programs. Maintains and provides assistance in the development and implementation of new systems including network administration. Creates information applications to support business functions. Evaluates systems capabilities and makes recommendations to management to promote optimal utilization.

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SUMMARY DESCRIPTIONS FOR LONG TERM CARE MULTI-FACILITY POSITIONS

18. **TOP TRAINING EXECUTIVE**--Responsible for the development and implementation of training programs for supervisory and management staff in individual facilities. Responsibilities may include, but are not restricted to, the identification of training needs, the planning for and design of training programs, the development of training manuals and other training aids, and the development and maintenance of a monitoring system to assess the effectiveness of various training programs and methods.
19. **TOP INTERNAL AUDIT EXECUTIVE**--Plans and directs the financial and operational audits of the company. Establishes audit priorities, assigns auditors to various projects, and sees to the appropriateness of audit methods of findings and reported recommendations. Follows up on recommended actions to correct financial control weaknesses. Presents findings and recommendations to top management.
20. **TOP PURCHASING EXECUTIVE**--Plans and directs the company's central materials management function. Negotiates purchasing agreements and contracts for nursing home equipment and supplies to obtain cost and service improvements. Supervises buyers. Responsibilities may include, but are not restricted to, providing assistance to individual facilities purchasing personnel, assisting in expansion or new construction projects.
21. **REIMBURSEMENT SPECIALIST**--Gathers and interprets third-party reimbursement cost data and prepares cost reports. Responsibilities may include, but are not restricted to, reviewing and reporting changes in Medicare and Medicaid contractual adjustments and company receivables, reviewing facility cash flow estimates, representing facilities during cost-based audits and follow-up conferences, and assisting facilities in accounting for cost-based programs. Directs the coordination of documentation necessary for reimbursement, Medicare Compliance, and control of receivables.
22. **TOP PATIENT ACCOUNTS EXECUTIVE**--Responsible for processing and collection of patient receivables. Supervises billing office personnel in the preparation of patient statements of service. Administers third-party claims processing and collections.
23. **VICE PRESIDENT-FUND DEVELOPMENT**—Responsible for the design, implementation and ongoing operation of the Fund Development Program and the public relation efforts of fund development.
24. **TOP CLINICAL EXECUTIVE**—Responsible for leadership and oversight of Clinical Services. Includes policy development, strategic planning, budgeting, regulatory oversight, management of nursing personnel, care management oversight, and staff development.

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SUMMARY DESCRIPTIONS FOR HOME HEALTH MULTI-FACILITY POSITIONS

01. **CHIEF EXECUTIVE OFFICER**--Responsible for achieving strategic objectives of the corporation. The CEO reports to the Board of Directors. Specific responsibilities may include, but are not restricted to, the establishment of long-range goals, approval of capital projects, major investor relations, measurement of performance of top executives, and nomination of new officers of the corporation.
02. **CHIEF OPERATING OFFICER**--Reports to CEO and is the number two executive of the corporation. Assists the CEO in meeting objectives of overall growth, profitability, broadening of service, human resource development, care and service quality, and communication effectiveness. Assists the CEO in planning for the long-range growth of the corporation, the formulation of major objectives, and operating policies, the control of operating results of all major segments of business, and measurement of the performance of top executives.
03. **TOP LEVEL FINANCIAL EXECUTIVE**--Responsible for corporate financial plans and programs, maintenance of company relationships with lending institutions, stockholders, S.E.C., etc. Plans for, manages and safeguards corporate assets, accounting systems, and cash to achieve corporate goals and objectives.
04. **TOP LEVEL DEVELOPMENT EXECUTIVE**--Responsible for the development and implementation of corporate plans for the profitable growth of the company and improvement of its competitive position through acquisition, implementation of fund raising and innovative marketing programs, and other community relations essential to business development.
05. **TOP LEVEL ADMINISTRATIVE EXECUTIVE**--Responsible for ensuring contribution to the overall growth, profitability, service diversification, human resource development, quality assurance, community and public relations, and capital formation.
06. **TOP LEVEL HUMAN RESOURCE EXECUTIVE**--Responsible for the design, implementation, and evaluation of all programs relating to the human side of agency operations. Plans and directs the company's programs relative to recruitment, orientation, training, and promotion. Responsibilities may include, but are not restricted to, union contract negotiations, planning studies, and administration of salaries and benefits.
07. **TOP LEVEL REIMBURSEMENT EXECUTIVE**--Plans and directs the company's reimbursement programs. Responsibilities may include, but are not restricted to, formulation and implementation of procedures for filing corporate reimbursement claims, review and evaluation of all cost reporting, support of reimbursement claims, planning and direction of reimbursement system audits, development of cost reporting standards and monitoring of their application, Medicare Compliance and initiation of reimbursement appeals.
08. **TOP LEVEL COMPLIANCE EXECUTIVE**--Responsible for the development and implementation of policies, programs, and practices to ensure the company is in compliance with federal, local, and state regulations and accreditation standards.
09. **TOP RISK MANAGEMENT EXECUTIVE**--Plans and directs the company's risk management and loss prevention programs. Responsibilities may include, but are not restricted to, analysis of risks of potential losses in property or funds, claims processing, determination of insurance such as self insurance, negotiation with insurance carriers for best cost and coverage, and performance underwriting function in case of self insurance.
10. **TOP LEVEL MARKETING EXECUTIVE**--Responsible for marketing/selling product lines to viable markets. Fulfills marketing goals by generating new business and maintaining existing business. Explores new business opportunities through referral sources as well as promoting existing business. Responsible for preparation and implementation of a yearly marketing plan.
11. **TOP CLINICAL EXECUTIVE**--Responsible for leadership and oversight of Clinical Services. Includes policy development, strategic planning, budgeting, regulatory oversight, management of nursing personnel, care management oversight, and staff development.

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SUMMARY DESCRIPTIONS FOR HOME HEALTH MULTI-FACILITY POSITIONS

12. **CLINICAL COMPLIANCE SPECIALIST**-- Performs onsite, comprehensive audit of service delivery locations, which includes a review of administrative items, assessment of clinical documentation, direct patient care observation and review of compliance requirements. Informs leadership of audit findings, potential deficiencies and assists in the development of corrective action plans. Requires RN or PT licensure.
13. **TOP LEVEL QUALITY ASSURANCE EXECUTIVE**--Responsible for the development, maintenance, and implementation of a total quality management program. Directs quality patient care standards, policies, and programs for the Corporation.
14. **TOP LEVEL INFORMATION SYSTEMS EXECUTIVE**--Responsible for information services, mainframe and network operation, hardware/software evaluation, in-house software development and operations, and telecommunications.
15. **TOP LEVEL RECRUITMENT EXECUTIVE**--Responsible for developing sources of recruitment for personnel needs and for establishing and administering adequate employment, placement, and transfer procedures to insure a satisfactory supply and flow of personnel to meet organization requirements. Coordinates activities of the Regional Recruiting Managers. Directs the company's recruiting advertising campaign.
16. **TOP LEVEL BENEFITS EXECUTIVE**--Administers employee benefits programs. Responsible for benefit plan cost control. Submits state and federal compliance reports under ERISA, IRS, etc.
17. **TOP LEVEL CLINICAL EDUCATION EXECUTIVE**--Directs the planning, design, implementation, and evaluation of clinical, professional, and technical skill development programs. Assists in preparing nurses, therapists, aides, and administrative assistants for career challenges through orientation, clinical ladder, seminar and in-service programs.
18. **TOP LEVEL DME EXECUTIVE**--Responsible for the management, planning and coordination of all services related to the procurement, distribution and servicing of all medical equipment and DME personnel. Selects vendors and directs inspection of inventory received. Provides consultative advice to clinical staff.
19. **TOP LEVEL PHARMACY EXECUTIVE**--Responsible for overseeing agency Pharmacists. Transacts and/or authorizes purchase of appropriate pharmaceutical items. Selects vendors and directs inspection of items received. Furnishes consultative advice to clinical staff.
20. **DIRECTOR OF PAYROLL**--Responsible for preparation of accurate and timely payroll processing in accordance with company, federal, state, and local regulatory agency requirements.

Regional Positions

21. **REGIONAL VICE PRESIDENT**--Oversees the management of medical and support services through evaluation of agency programs and staff. Manages Regional Directors of Administrators and/or Agency Administrators and/or Clinical Supervisors of the respective agencies insuring proper staffing, training and performance review within a specific region.
22. **REGIONAL DIRECTOR OF ADMINISTRATORS (ASSOC. VP)**--Responsible for overseeing the operations of each Agency Administrator to assure Agency/branch policies and procedures and Company policies and procedures are being followed within a specific region.