



## 2009 Senior Living Compensation Survey



Detail Report  
Report ID = Detail

### 6012 Resident Care Provider - Intermediate

|   | July 1, 2009<br>Annual Base Pay | July 1, 2009<br>Hourly Base Pay | Most Recent FY<br>Variable & Bonus<br>Payout | Most Recent FY<br>Profit Sharing<br>Payout | Current Total Cash<br>Compensation | Target Bonus % | Span of Control |
|---|---------------------------------|---------------------------------|--|--|------------------------------------|----------------|-----------------|
| Highest   | \$57,762                        | \$27.77                         | \$7,705                                      |  | \$57,762                           |                |                 |
| 90th Percentile   | \$28,080                        | \$13.50                         | \$709  |  | \$28,080                           |                |                 |
| 75th Percentile   | \$24,544                        | \$11.80                         | \$374  |  | \$24,589                           |                |                 |
| 50th Percentile   | \$21,746                        | \$10.46                         | \$175  |  | \$21,770                           |                |                 |
| 25th Percentile   | \$19,552                        | \$9.40                          | \$85   |  | \$19,614                           |                |                 |
| 10th Percentile   | \$18,034                        | \$8.67                          | \$50   |  | \$18,034                           |                |                 |
| Lowest  | \$13,624                        | \$6.55                          | \$45   |  | \$13,624                           |                |                 |
| <b>FICTITIOUS DATA</b>                                      |                                 |                                 |  |  |                                    |                |                 |
| Number Of Employees   | 35,39                           | 10.81                           | 306  |  | 35,839                             |                |                 |
| Employee Weighted Average                                   | \$22,502                        | \$10.82                         | \$306  |  | \$22,539                           |                |                 |
| Number Of Companies   | 30                              | 30                              | 10   |  | 30                                 |                |                 |
| Company Weighted Average                                    | \$22,546                        | \$10.84                         | \$313  |  | \$22,598                           |                |                 |
| Mean Earning Mix  |                                 | 98.7%                           | 1.29%  |  | 100.0%                             |                |                 |
| Percentage of Total Employees Eligible For Payment          |                                 |                                 | 78.44%                                       | 0.74%                                      |                                    |                |                 |
| Percent Of Companies With Employees Eligible For Payment    |                                 |                                 | 36.67%                                       | 6.67%                                      |                                    |                |                 |
| Percent Of Eligible Employees Actually Receiving Payment    |                                 |                                 | 15.59%                                       |  |                                    |                |                 |
| Percent Of Total Employees Receiving Payment                |                                 |                                 | 12.23%                                       |  |                                    |                |                 |
| Impact: Bonus & P.S./Base Pay - Total Employee Count        |                                 |                                 | 0.16%  |  |                                    |                |                 |
| Impact: Bonus & P.S./Base Pay - Employees Receiving Payment |                                 |                                 | 1.31%  |  |                                    |                |                 |
| Employment Status   | Percent Full Time:              |                                 | 67.29%                                       |  | Percent Part Time:                 |                | 32.71%          |
| FLSA Status   | Percent Exempt:                 |                                 |  |  | Percent Non-Exempt:                |                | 100.0%          |
| Percent of Total Employee Eligible for LTI                  | Stock Option:                   |                                 | Long Term Cash:                              |  | Combination of Stock & Cash:       |                |                 |

Empty Cell = No data or insufficient data for analysis.