

MILLION-DOLLAR EXECS

Twenty-five N.C. nonprofit hospital executives made total compensation exceeding \$1 million in 2010 or 2011. Executive raises have been generous. So have retirement packages. In 2009, Pitt County Memorial Hospital in Greenville, N.C., reported total compensation of \$8.7 million to former CEO David McRae, including a \$7.7 million payout to a retirement trust. When former Gaston Memorial CEO Wayne Shovelin retired in 2009, he received a retirement payment of \$5.9 million - a combination of deferred compensation and contributions from the hospital's parent company.

CAROLINAS HEALTHCARE SYSTEM



Michael Tarwater
CEO
Carolinas Healthcare System

\$4,236,305 +14.1%



Joseph Piemont
President/COO
Carolinas Healthcare System

\$2,536,792 +19.7%



Greg Gombar
CFO
Carolinas Healthcare System

\$1,751,798 +8.9%



Laurence Hinsdale
Executive VP
Carolinas HealthCare System

\$1,693,314 44.1%



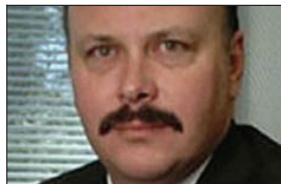
Paul Franz
Executive VP
Carolinas HealthCare System

\$1,575,927 -1.3%



Dennis Phillips
Executive VP
Carolinas HealthCare System

\$1,351,138 +12.2%



John Knox
Chief Administrative Officer
Carolinas HealthCare System

\$1,197,528 +11.8%



Roger Ray
Chief Medical Officer
Carolinas HealthCare System

\$1,080,159 NA



Russ Guerin
Executive VP
Carolinas HealthCare System

\$1,060,931 +3%

Source: Carolinas HealthCare System; Note: Compensation figures are for calendar year 2011.

OTHER HOSPITALS AND SYSTEMS



Victor Dzau
President/CEO
Duke University Health System

\$2,229,145 +1.3%



Paul Wiles
President/CEO (now retired)
Novant Health

\$2,215,773 +18.2%



Carl Armato
Sr. Executive VP (now CEO)
Novant Health

\$2,133,626 +10.3%



Gregory Beier
President Novant Operations
Novant Health

\$2,108,839 +11.4%



Wayne Shovelin
CEO (retired)
Gaston Memorial Hospital

\$1,762,418 +41.7%



Charles Frock
President/CEO
First Health of the Carolinas

\$1,731,327 -0.4%



John McConnell
CEO
Wake Forest Baptist Medical Center

\$1,681,680 NA



Sallye Liner
Chief Clinical Officer
Novant Health

\$1,641,893 +33.7%



Jacqueline Daniels
Chief Administrative Officer
Novant Health

\$1,580,012 +11.7%



Stephen Wallenhaupt
Chief Medical Officer
Novant Health

\$1,577,360 +20.9%



David McRae
CEO
Pitt County Memorial Hospital

\$1,534,183 NA



Fred Hargett
CFO
Novant Health

\$1,405,451 +54.8%



Arthur Patefield
Chief Medical Information Officer
Novant Health

\$1,225,106 +0.7%



Lawrence McGee
General Counsel
Novant Health

\$1,189,576 +0.1%



Tony Johnson
Senior VP
Novant Health

\$1,105,271 +69.6%



William Fulkerson
Executive VP
Duke University Health System

\$1,020,658 +10.1%

Source: IRS returns filed by the hospitals. The returns are for calendar and fiscal year 2010, the latest available.

Note: Total compensation includes base pay, bonuses, benefits and deferred compensation. But it does not include compensation reported in previous years' IRS returns. (IRS rules require nonprofit organizations to report some forms of compensation, such as deferred compensation, in two separate years - the year the company puts aside deferred compensation for the executive, and the year the executive actually collects that compensation.)