



Performance-Based Executive Compensation

The MHA Executive compensation, including the percentage of salary at risk and targets that the executive team is accountable for achieving is linked to performance in the following way:

Performance- based Compensation as a Percentage of Annual Salary	CEO Compensation	Senior Management Compensation
Total variable pay linked to achieving QIP targets	2%	2%

The performance allocation plan below is used to determine the magnitude of the allocation:

Quality Dimension	Objective	Current Performance	Target*	Weighting	100%	66%	33%	0%
Safety	Improve Provider Hand Hygiene compliance before and after patient contact	84%	90%	25%	≥90%	89.9-87%	86.9-84%	<84%
Effectiveness	Sustain Organization Total Margin Financial Health	≥0	≥0	25%	≥0	<0- (-0.50)	(- 0.51)- (-1.00)	<(-1.00)
Access	Improve ED 90 th tile Admitted Wait Time Hours	17.10	12.2	10%	12.2	12.3-14.7	14.7-17.10	>17.10
Patient-Centered	NRC Picker: Overall Care Provided**	91%	93%	25%	93%	92%	91%	<91%
Integrated	Reduce ALC patient days	14.5	≤ 14.5	15%	≤ 14.5	14.6 – 15.8	15.9 – 17.0	>17.0

*with marginal allowable variance given low volume, low patient day indicators. **Respondent rate adjusted

Dated April 2, 2012