

CEO Compensation Appraisal Tool Results - Version 01

Suggested Pay

Your suggested CEO total pay range is **\$404,056 - \$418,191**.

Your weighted average pay is 4.1602878×10^5 .

Your actual pay was 2.2320475×10^5 .

Your Inputs

Here we list the inputs that you provided.

Table 1: Your Organization Inputs

Attribute	Input
Name	NICHOLAS H NOYES MEMORIAL HOSPITAL
State	NY
City Type	Metropolitan
Broad Category	Health
Major Group	Health Care
Specality Organization?	NA
Hospital?	Yes
University?	No
Total Expenses	\$59,517,721
Total Employees	670

Table 2: Your Search Criteria

Attribute	Search Criteria	Hard or Soft Filtering
State	NY	Soft
City Type	Metropolitan	Soft
Broad Category	Health	Hard
Major Group	Health Care	Hard
Specality Organization?	Regular nonprofit	Soft
Hospital?	Yes	N/A
University?	Yes	N/A
Total Expenses	\$1e+06 to \$6e+06	Soft
Total Employees	0 to 100	Soft

Characteristics of Your Comparison Set

There were **1305** other non-profits in your comparison set.

Table 3: Nonprofits in Comparison Set by Broad Category

Broad Category	Count	Percentage
Health	1305	100

Table 4: Nonprofits in Comparison Set by Major Group

Major Group	Count	Percentage
Health Care	1305	100

Table 5: Nonprofits in Comparison Set by City Type

LocationType	Count	Percent
Metropolitan	1205	92
Rural	76	6
NA	24	2

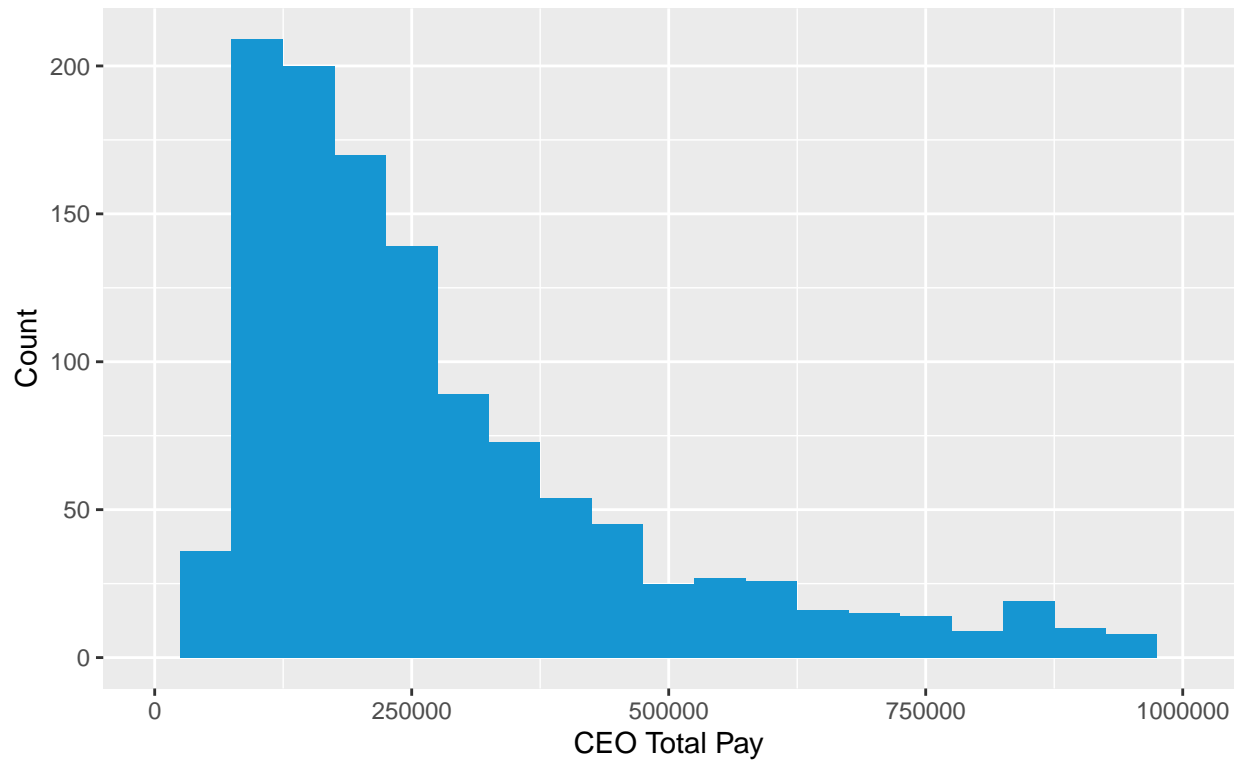
Table 6: Nonprofits in Comparison Set by Gender

Gender	Count	Percent
F	593	45
M	618	47
U	94	7

Table 7: Nonprofits in Comparison Set by State

State	Count	Percent	State	Count	Percent
AK	5	0	MS	16	1
AL	10	1	MT	11	1
AR	11	1	NC	46	4
AZ	11	1	ND	5	0
CA	96	7	NE	13	1
CO	30	2	NH	4	0
CT	19	1	NJ	29	2
DC	8	1	NM	10	1
DE	5	0	NV	4	0
FL	49	4	NY	126	10
GA	25	2	OH	57	4
HI	12	1	OK	5	0
IA	19	1	OR	27	2
ID	8	1	PA	105	8
IL	41	3	PR	1	0
IN	27	2	RI	2	0
KS	20	2	SC	9	1
KY	22	2	SD	3	0
LA	10	1	TN	27	2
MA	20	2	TX	73	6
MD	32	2	UT	1	0
ME	8	1	VA	31	2
MI	58	4	VT	5	0
MN	34	3	WA	38	3
MO	26	2	WI	38	3

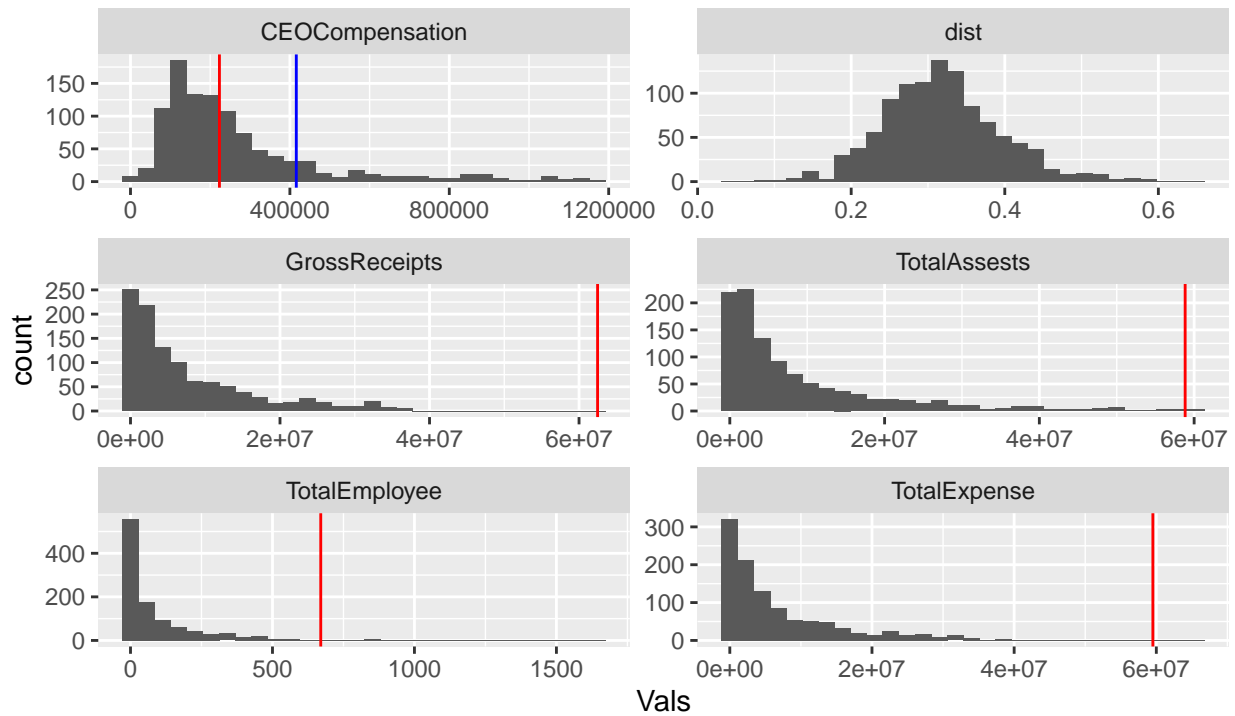
Histogram of CEO Pay in Your Comparison Set



Note, there were 109 nonprofits who paid there CEO more than \$1,000,000 that are not displayed on this plot.

Where is your Org compared to the Orgs in the Comparison Set

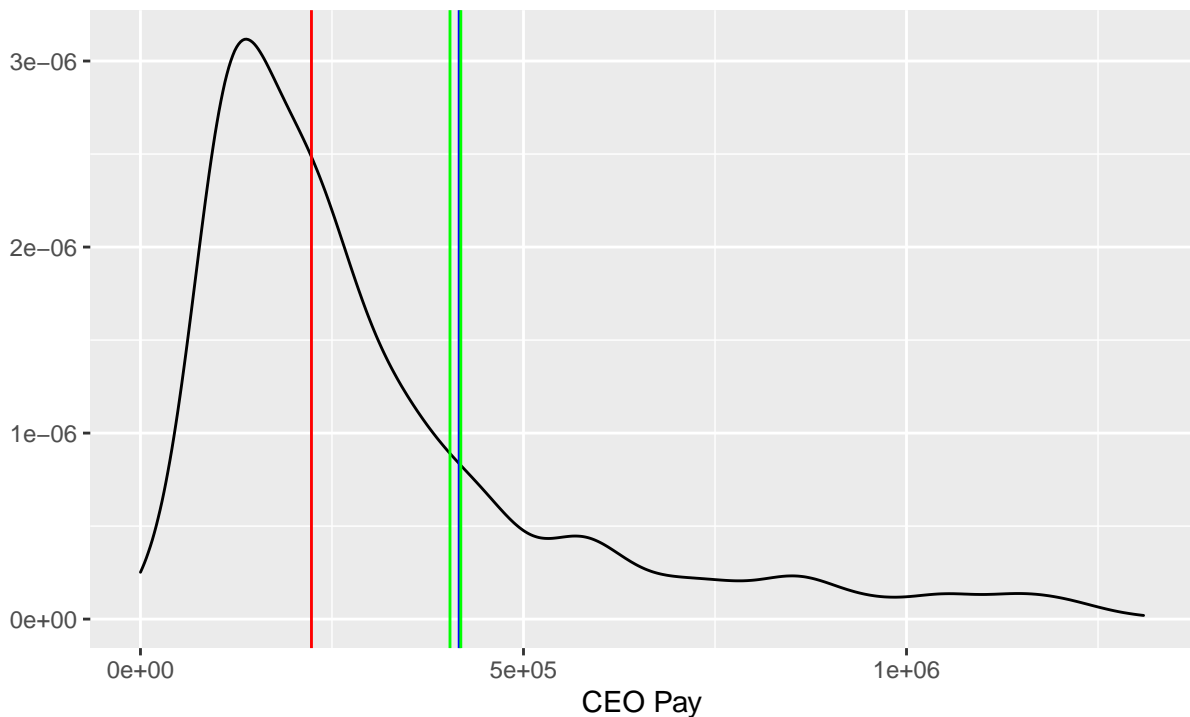
Lower 95% of each variable is displayed



red = actual org values, blue = weighted average

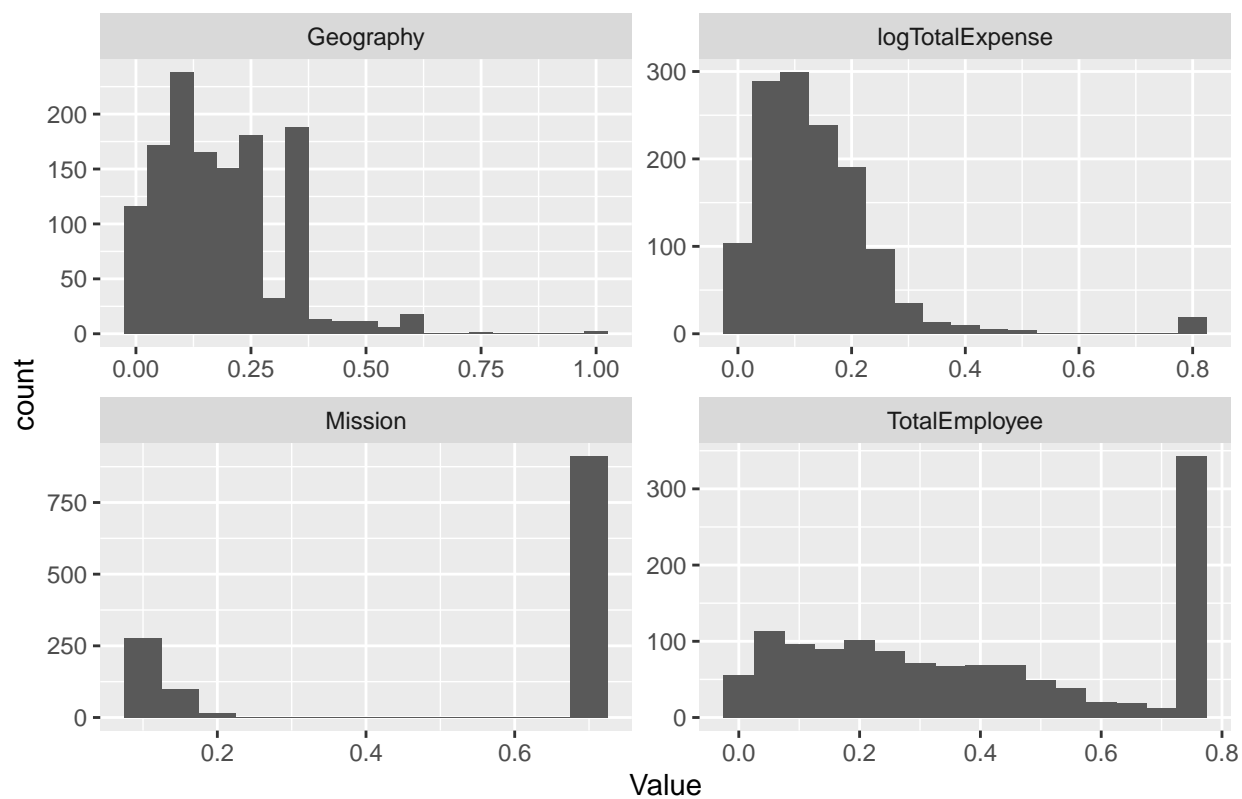
Actual vs. Suggested CEO Pay

Lower 95% of data displayed

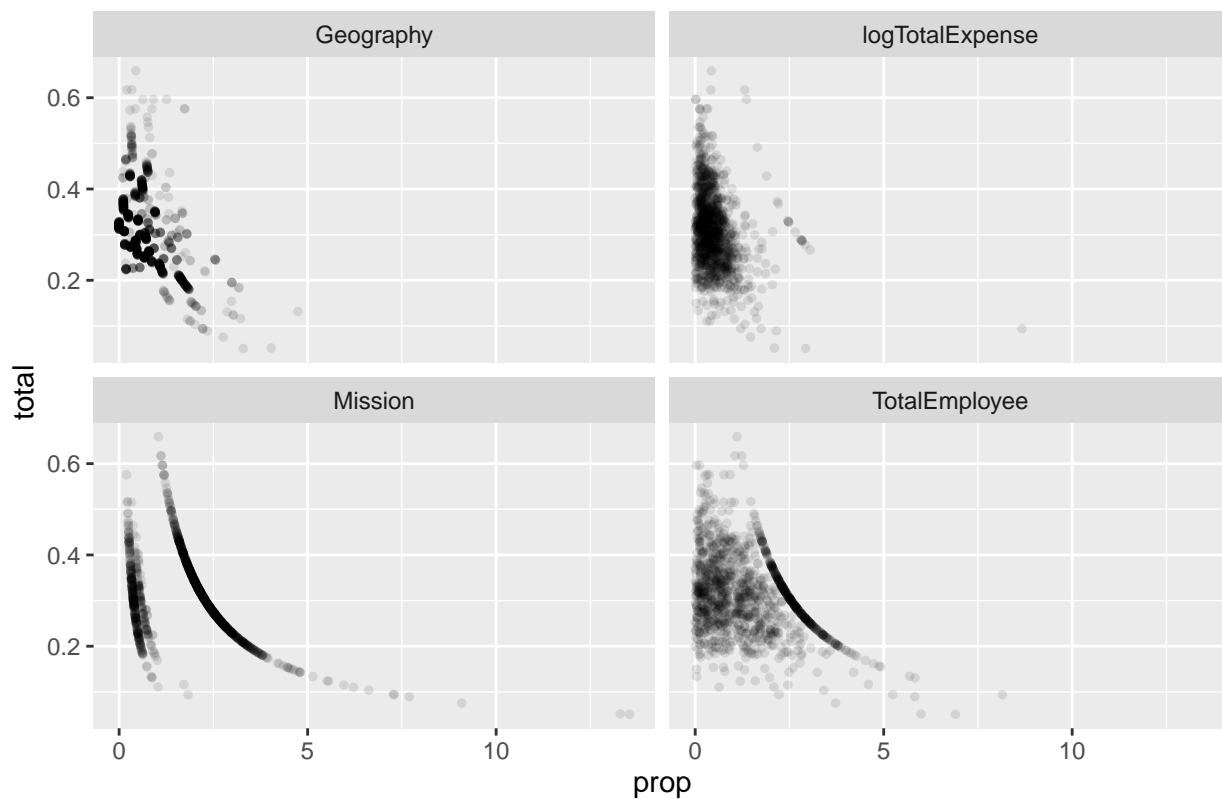


red = actual pay, blue = weighted average, green = suggested pay range

Histogram of Distance of Each Attribute



(Partial Distance / Total Distance) vs. Total Distance



Partial Distance vs. Total Distance

