

Vermont Hospital Salaries over \$500,00 from Form 990 FY 2018 (October 2017 – September 2018)

	Hospital/Employees	Salary (Total Compensation)	Base Comp	Bonus/Incentive Compensation	Other Reportable Comp	Retirement & Deferred Comp	Nontaxable Benefits
	Brattleboro Memorial Hospital						
1	Elizabeth McLarney, MD, Board Member	706,097	509,961	136,142	18,552	14,175	27,267
	Central Vermont Medical Center						
1	John Brumsted, MD, Trustee*	2,026,977	1,023,959	613,889	175,239	186,643	27,247
2	Todd Keating, Interim Treasurer, CFO 7/2018	953,987	568,728	270,066	86,596	23,430	5,167
3	Christopher Meriam, MD, Physician	653,674	443,812	81,134	61,269	38,785	28,674
4	Christian Bean, MD, Physician	641,407	440,469	86,198	51,408	34,761	28,571
5	John Braun, MD, Physician	530,354	460,166	46,065	311	19,810	4,002
6	Sara Graves, MD, Physician	528,697	395,483	37,385	48,300	18,623	28,906
	Copley Hospital						
1	Bryan Huber, MD, Physician	763,610	577,256	39,540	100,194	10,800	35,820
2	Brian Aros, MD, Physician	736,579	572,654	50,000	58,107	10,800	45,018
3	John Macy, MD, Physician	706,170	558,796	35,520	61,653	10,800	39,401
4	Joseph McLaughlin, MD, Physician	643,472	533,684	0	62,111	10,800	36,877
5	Saul Trevino, MD, Physician	535,020	389,529	0	86,986	10,800	47,705
	Gifford Medical Center						
1	Stephanie Landvater, Physician - Orthopedics	638,990	535,945	34,410	18,000	10,506	40,129

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2	Richard Graham, Physician – Urology	506,652	405,172	25,000	18,000	17,808	40,672
	Grace Cottage						
	No individuals have a total compensation above \$500,000						
	Mt. Ascutney Hospital & Health Center						
1	Maria Padin, MD, DH Representative	675,195	386,729	0	12,780	253,282	22,404
2	Stephen D. Surgenor, MD, DH Representative	560,691	450,673	0	40,293	49,762	19,963
	North Country Hospital & Health Center						
1	Peter Stuart, MD, Physician	621,041	385,411	186,776	27,187	17,110	4,557
2	Larry Sisson, MD, Physician	619,489	539,746	25,000	30,900	20,250	3,593
3	Greg Walker, MD, Physician	618,571	436,472	99,781	28,766	19,720	33,832
4	S.G. Neale, MD, Physician	587,672	542,159	0	0	11,879	33,634
5	Veronika Jedlovszky, MD, Physician	578,719	396,541	132,754	0	17,252	32,172
	Northeastern Vermont Regional Hospital						
1	Matthew Prohaska, MD, Physician	726,683	403,248	244,747	30,616	12,150	35,922
	Northwestern Medical Center						
1	Michael Barnum, MD, Orthopedic Surgeon	1,044,276	986,761	21,000	0	13,500	23,015
2	Robert Beattie, MD, Orthopedic Surgeon	655,559	636,109	6,735	0	12,715	0

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3	Lawrence Sullivan, MD, CMO/OB GYN Physician	645,926	522,782	82,547	4,082	13,500	23,015
4	Gregory Brophey, MD, Ophthalmologist	596,165	487,673	73,449	4,279	13,500	17,264
5	Stephanie Neider, MD, Dermatologist	516,758	371,580	104,395	4,268	13,500	23,015
Porter Hospital							
1	John Brumsted, MD, CEO UVM Health Network*	2,026,977	1,023,959	613,889	175,239	186,643	27,247
2	Eric Benz, MD, Orthopedic Surgeon	627,569	534,739	16,631	62,699	13,500	0
3	Benjamin Rosenberg, MD, Orthopedic Surgeon	608,226	534,739	16,631	43,356	13,500	0
4	Gavin Noble, MD, Cardiology	537,159	375,665	120,666	415	13,500	26,913
Rutland Regional Medical Center							
1	Melbourne D. Boynton, MD, Orthopedic Srgn/Chief Med Offr	1,175,693	620,238	481,749	22,902	22,950	27,854
2	Eric J. Marsh, MD, Director	1,151,721	660,708	440,902	1,121	17,550	31,440
3	William Lighthart, MD, Orthopaedics	1,014,146	587,951	376,023	1,122	17,550	31,500
4	Michael Robertello, MD, Cardiology	700,685	386,505	241,416	22,110	22,950	27,704
5	Thomas Huebner, President/CEO End 03/18	637,403	547,648	0	29,896	28,350	31,509
6	Michael J. Kenosh, MD, Director	581,070	437,156	69,055	20,401	22,950	31,508
7	Dale Janik, MD, Gastronenterology	579,719	354,690	153,098	21,560	22,950	27,421

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8	Eitan Sobel, MD, Hospitalist	554,414	413,379	85,888	903	22,950	31,294
9	Ann Stien, MD, Orthopaedics	544,587	213,951	259,783	19,584	28,350	22,919
10	Stanley Shapiro, MD, Director End 04/18	527,058	300,271	168,041	8,230	22,950	27,566
	Southwestern Vermont Medical Center						
1	Thomas Dee, CEO	719,058	408,233	94,090	44,591	146,445	25,699
	Springfield Hospital						
1	Richard Marasa, MD, Past Director						
	(i)	643,744	643,744	0	0	0	0
	(ii)	106,875	106,875	0	0	0	0
2	David Muller, MD, Orthopaedic Surgeon	620,036	535,042	65,000	0	5,459	14,535
	University of Vermont Medical Center						
1	John Brumsted, MD, CEO*	2,026,977	1,023,959	613,889	175,239	186,643	27,247
2	Eileen Whalen, President and COO	1,078,271	643,318	290,078	99,413	24,300	21,162
3	Todd Keating, Network CFO	953,987	568,728	270,066	86,596	23,430	5,167
4	Stephen M. Leffler, MD, Network SVP CQO/CPHO	816,740	494,931	177,771	94,003	24,300	25,735
5	Howard M. Schapiro, MD, Network Chief Clin Integra	752,392	411,531	216,262	68,815	32,400	23,384
6	Spencer Knapp, Network General Counsel	736,242	433,110	181,357	76,692	24,300	20,783
7	Adam P. Buckley, Network CIO	713,299	424,654	178,559	64,749	18,900	26,437
8	Claude Deschamps, MD, Pres/CEO of UVMHN MG	702,863	372,739	238,292	61,557	24,300	5,975

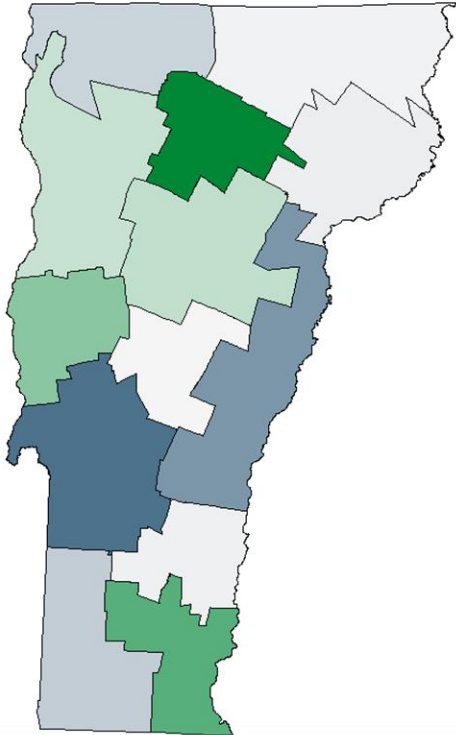
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9	Todd B. Moore, SVP Accountable Care & Rev	662,382	388,957	162,928	60,539	23,700	26,258
10	Richard J. Vincent, SVP/CFO	608,708	377,713	122,616	57,774	24,300	26,305
11	Theresa Alberghini DiPalma, Network SVP External Relat	581,586	337,282	142,354	55,680	24,300	21,970
12	Anna T. Noonan, Network VP Quality & OP EF						
	(i)	232,950	164,576	0	27,148	20,314	20,912
	(ii)	314,428	144,211	135,376	3,000	17,654	14,187
13	Jeffrey Wasserman, Executive Director UVMHN MG	533,975	338,218	106,095	43,304	24,300	22,058
14	Douglas A. Gentile, Network Chief Medical Info	516,673	372,510	87,993	10,182	24,300	21,688
15	Mary Kate Fitzpatrick, Chief Nursing Officer	510,426	319,662	102,815	50,116	18,900	18,933

Duplicative salary information is noted by an Asterix*

UVMHN Executive Compensation

GMCB

October 2, 2019



UVMHN's Executive Compensation

Ratio Compensation	UVMHN Result	UVMHN % Rank	Comparison Group %			
			25th	50th	75th	90th
Executive TS Relative to Net Revenue	0.72%	P37	0.64%	0.80%	0.90%	1.09%
Executive TDC Relative to Net Revenue	0.88%	P35	0.80%	0.93%	1.16%	1.27%
Executive TS Relative to Total Operating Expense	0.74%	P27	0.74%	0.87%	1.00%	1.10%
Executive TDC Relative to Total Operating Expense	0.90%	P28	0.90%	1.00%	1.25%	1.41%
Executive TS Relative to Total Payroll Expense	1.19%	P6	1.35%	1.71%	2.04%	3.13%
Executive TDC Relative to Total Payroll Expense	1.46%	P14	1.60%	2.09%	2.67%	3.48%

GMCB requested details of UVMHN's executive compensation. UVMHN provided this analysis where their external compensation consultants compared executive compensation at UVMHN to 30 other similar sized institutions and found:

1. Executive total direct compensation as a percent of **net revenue** is .88%--- this is at the 35th percentile in hospital comparison group;
2. Executive total direct compensation as a percent of **total operating expense** is .90%--this is at the 28th percentile in hospital comparison group);
3. Executive total direct compensation as a percent of **total payroll expense** is 1.46%--- this is at the 14th percentile in hospital comparison group.