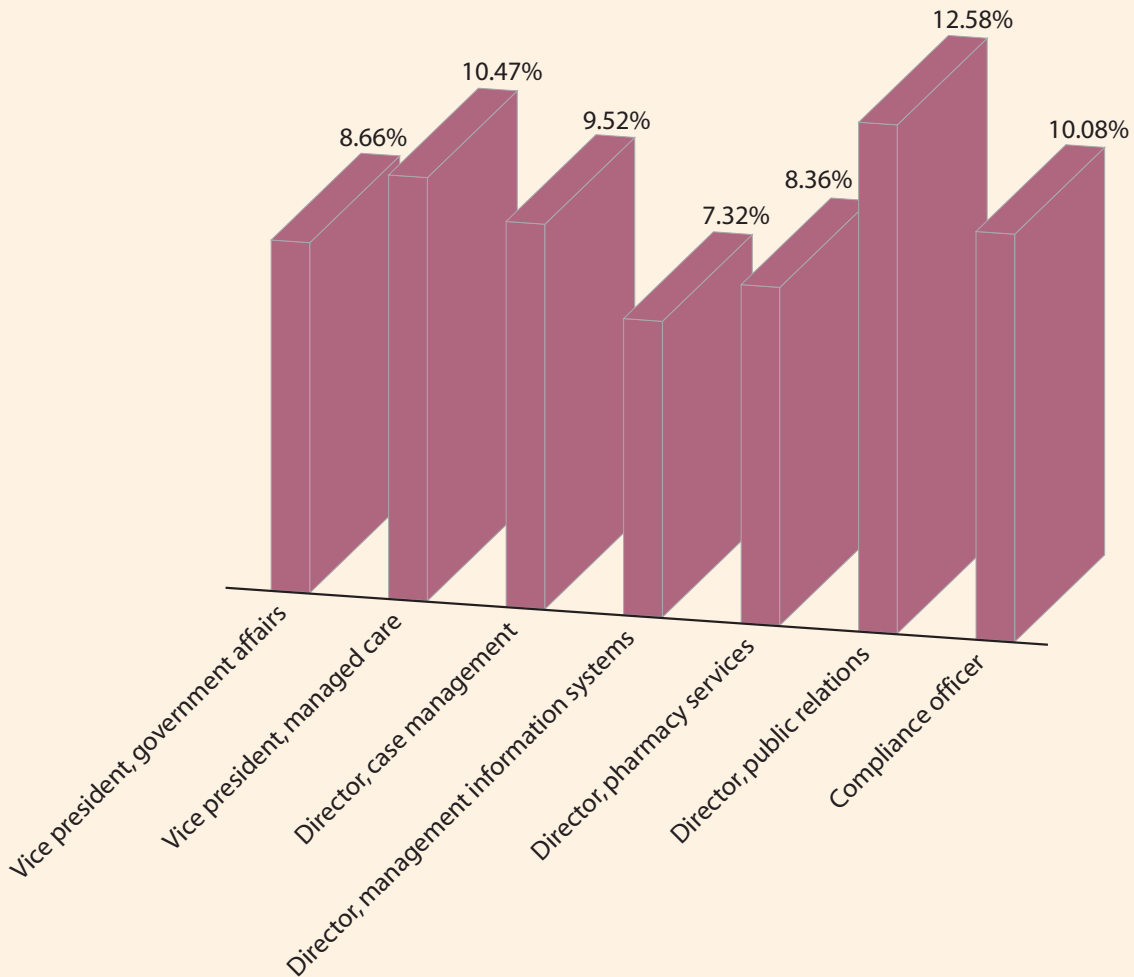


When pressure's on, raises get better

In this tight labor market, most large companies are offering competitive salaries to recruit top talent, while making pay raises attractive enough to retain good employees who are knowledgeable about the organization. This is, perhaps, doubly true for managed care organizations, many of which are struggling with financial and public-image pressures.

Warren Surveys found that HMOs have been keeping compensation increases at or above market levels, particularly for certain executive and director-level positions. Those positions are key to some of the most important issues HMOs face today in the economic and political arenas, including compliance, pharmacy and case management, information systems, and public perception.

Median salary increases, fall 1999 to fall 2000



SOURCE: HMO SALARY SURVEY, WARREN SURVEYS, ROCKFORD, ILL., 2000