



ASHHRA

Membership

Demographics

Data as of 12/31/09

TYPICAL ASHHRA MEMBER

The Typical ASHHRA Member:

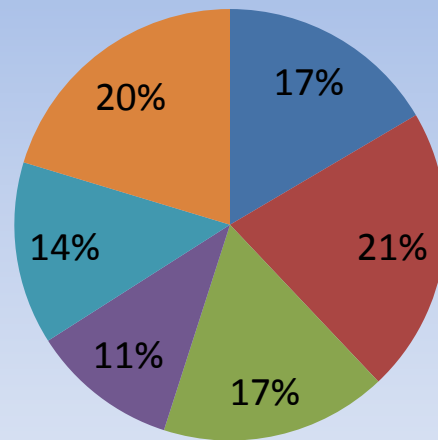
- Holds at least a master's degree
- Works in a hospital setting
- Operates in a facility with a budget of \$100 million or greater
- Has more than 10 years of HR experience
- Is an executive, director level and above
- Is responsible for more than one HR function
- Works in a facility with 100 – 600 licensed beds
- Is 49 years of age or older



2010 MEMBER DEMOGRAPHICS

HR Experience

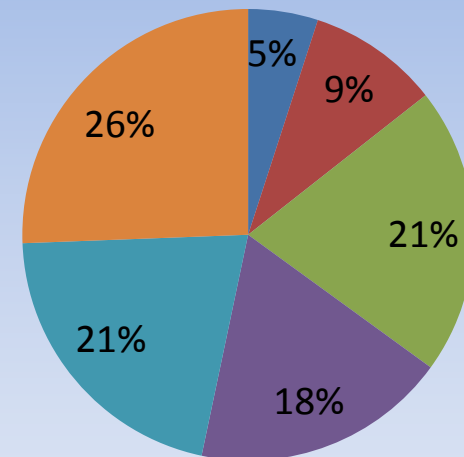
Years of Health Care HR Experience



■ 0-5 years ■ 6-10 years ■ 11-15 years
■ 16-20 years ■ 21-25 years ■ 26+ years

- 38% of members have 10 years or less experience in health care HR
- At least 50% of ASHHRA members have more than 10 years of health care HR experience
- 28% have 10 – 20 years of experience
- 34% have more than 20 years of health care HR experience

Years of HR Experience



■ 0-5 years ■ 6-10 years ■ 11-15 years
■ 16-20 years ■ 21-25 years ■ 26+ years

The majority of ASHHRA members are highly experienced in human resources

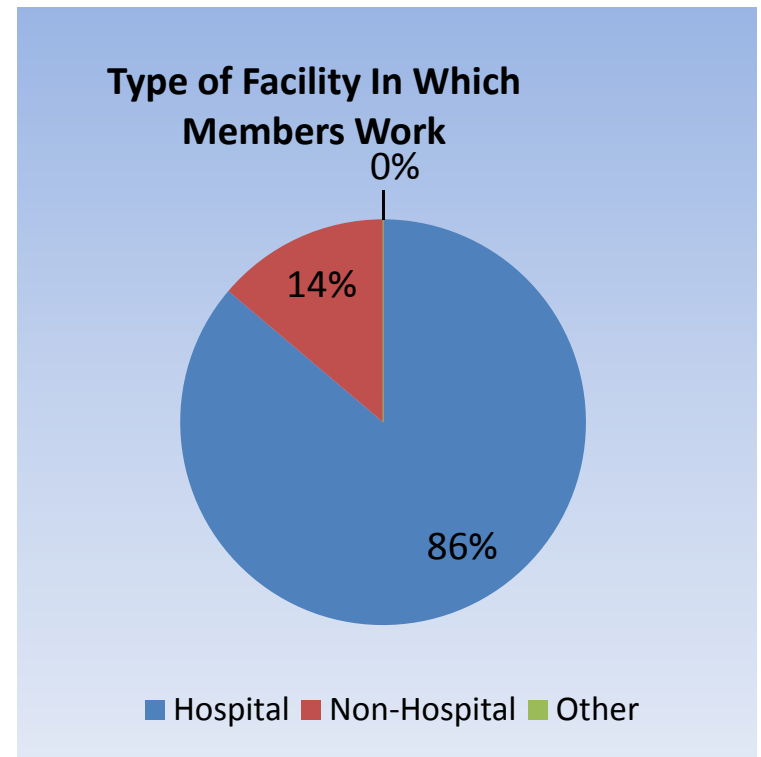
- 39% of members have 10 – 20 years of HR experience
- 47% have more than 20 years of HR experience

2010 MEMBER DEMOGRAPHICS

HR Function & Type of Facility

HR Functions in Which Members Work	
Function	Percent of Members
Benefits	58.7%
Compensation	63.1%
Employee Relations	67.0%
Training & Development	52.5%
Organizational Development	48.0%
Diversity	39.7%
Recruitment	64.8%
Administrative	57.5%
Generalist	55.3%

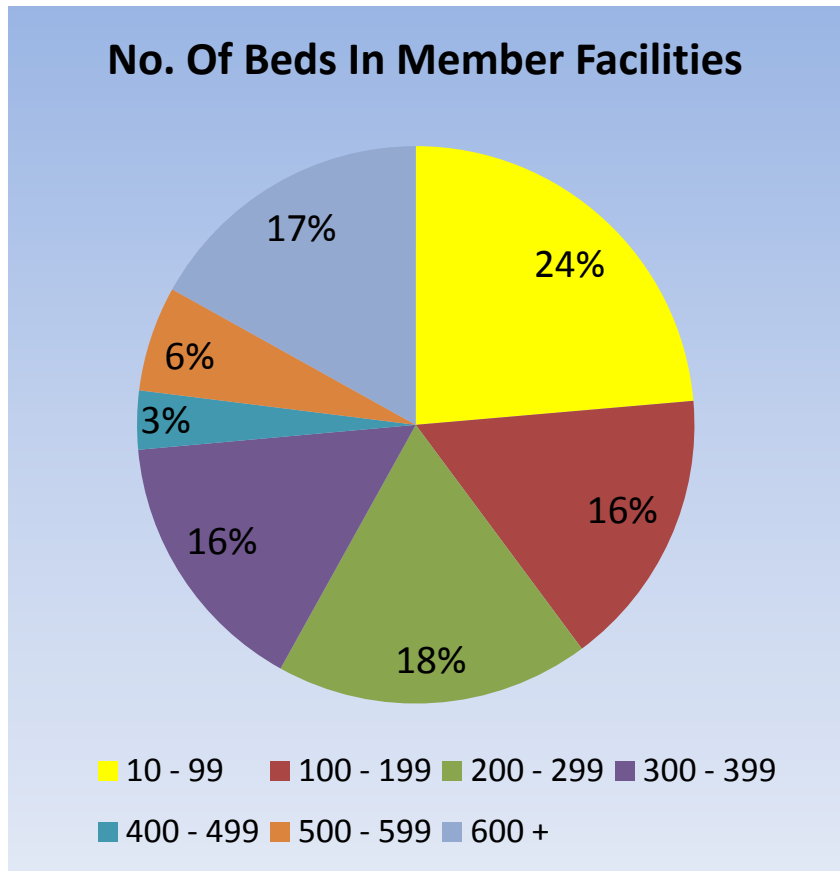
Members are responsible for more than one functional area.



The majority of ASHHHA members work in a hospital setting. ASHHHA is currently looking to penetrate the non-hospital segment (e.g., long-term care, acute care, clinics, foundations, etc.) to understand their HR needs.

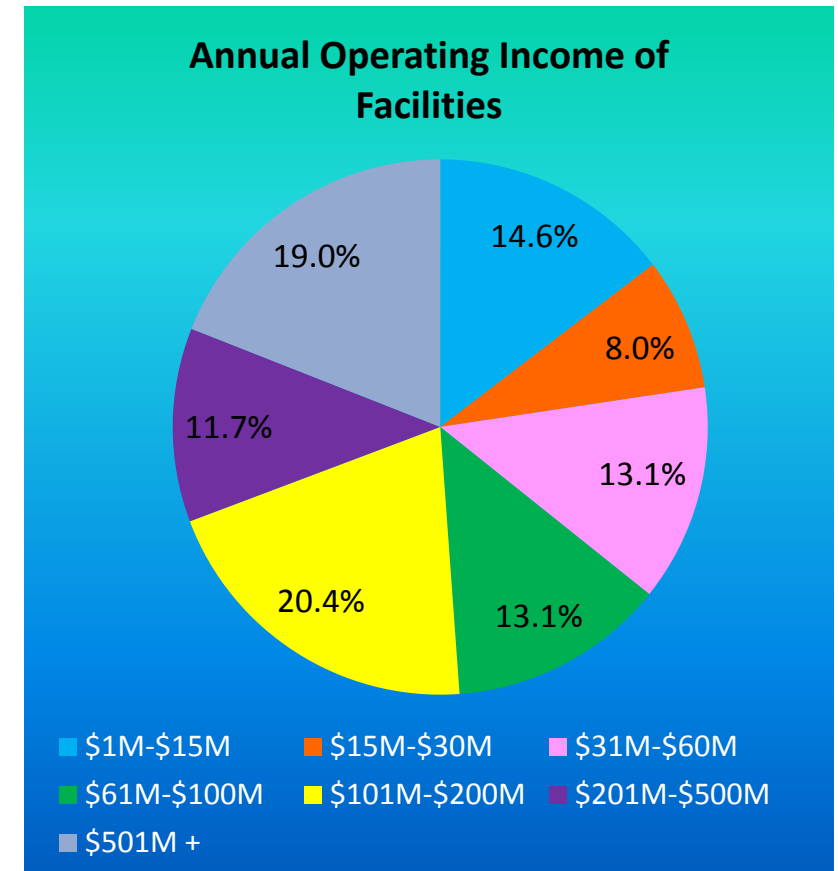
2010 MEMBER DEMOGRAPHICS

No. of Beds & Operating Income



ASHHRA members work in various sized facilities:

- 24% of member facilities have less than 100 beds
- 34% have 100 – 300 beds
- 25% have 300 – 600 beds
- 17% have more than 600 beds

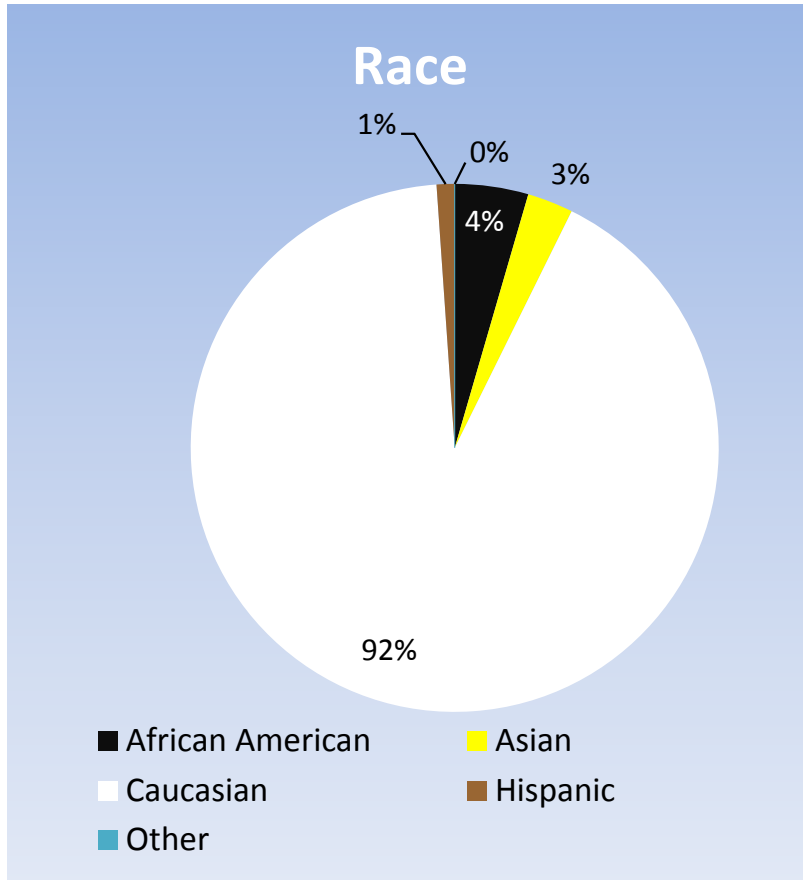


ASHHRA members' operating budgets vary widely from \$1M to over \$500M

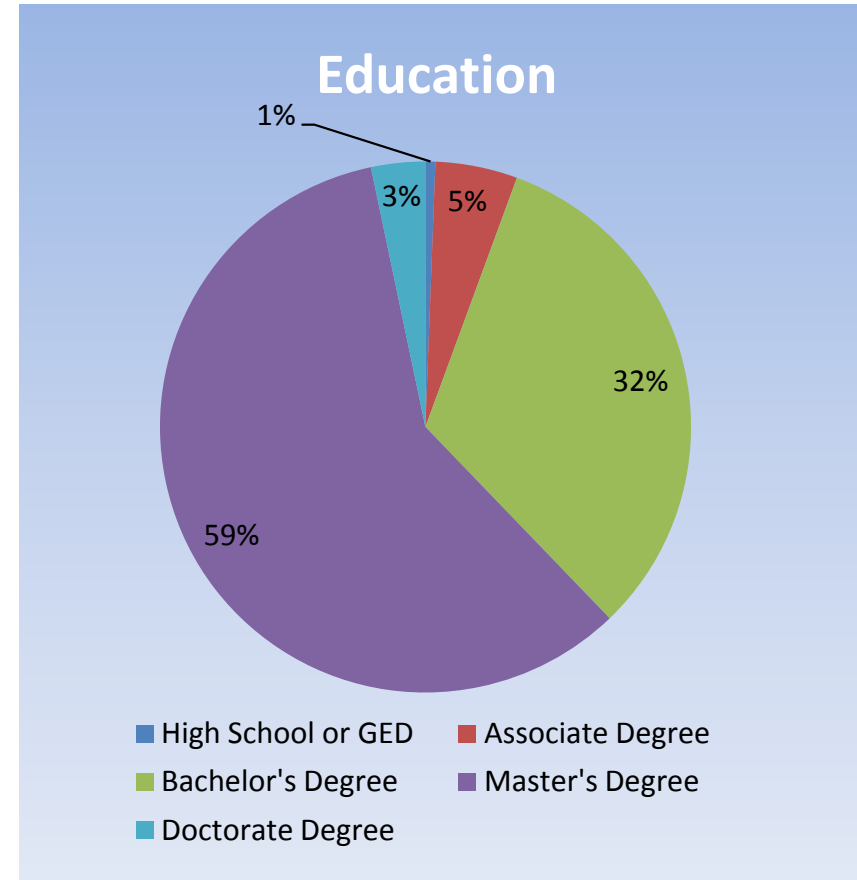
- 26% have budgets of \$31 - \$100M
- 31% have budgets of \$101 - \$500M
- 19% have budgets greater than \$500M

2010 MEMBER DEMOGRAPHICS

Race & Education



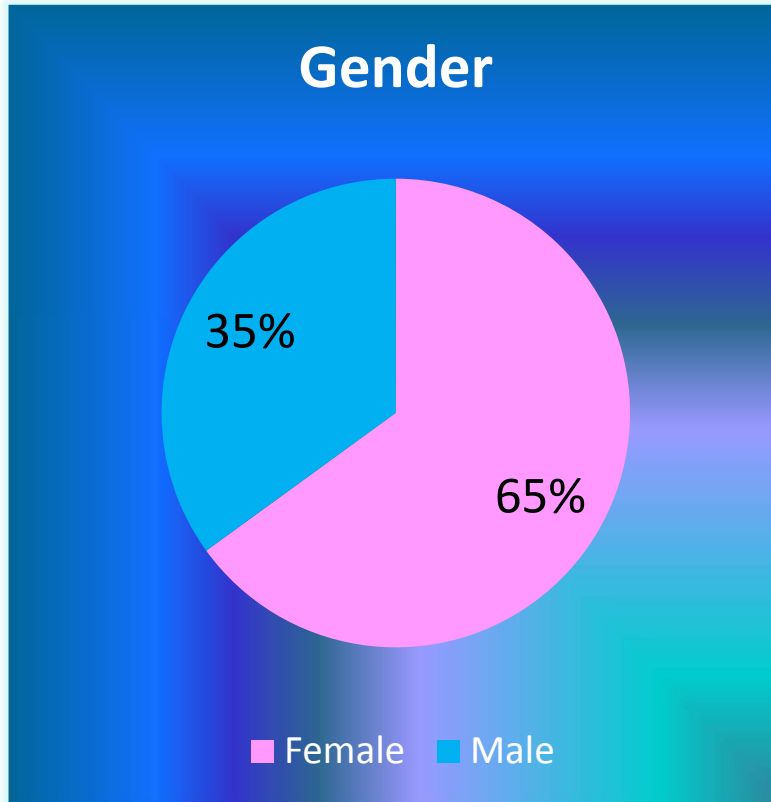
- The vast majority of ASHHRA members are Caucasian
- The goal is to diversify the members in age and ethnicity



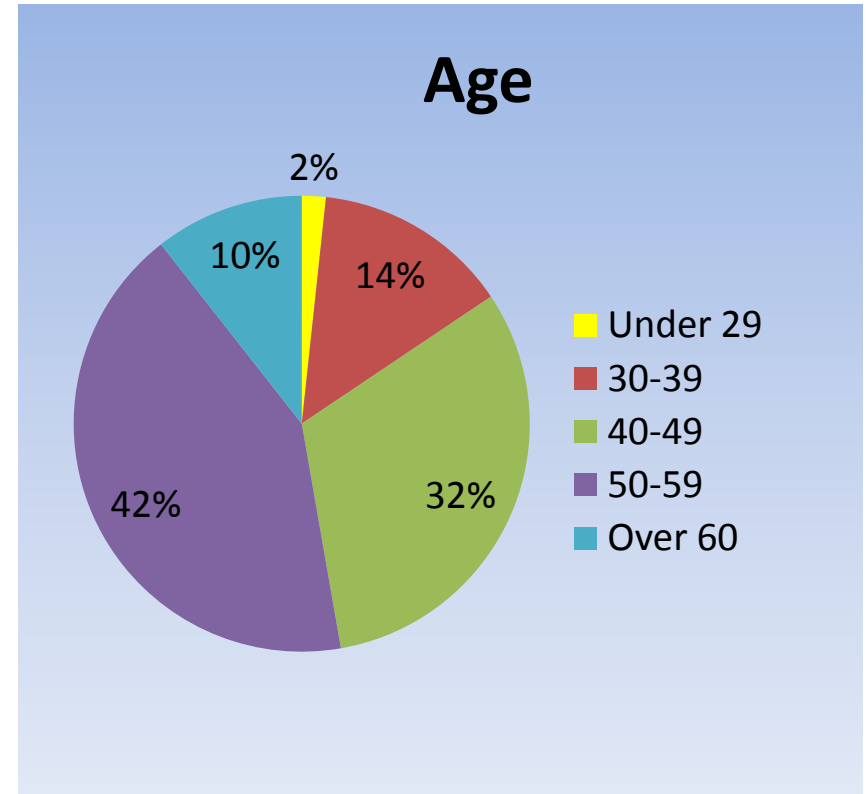
87% of members hold at least a Bachelor's degree

2010 MEMBER DEMOGRAPHICS

Gender & Age

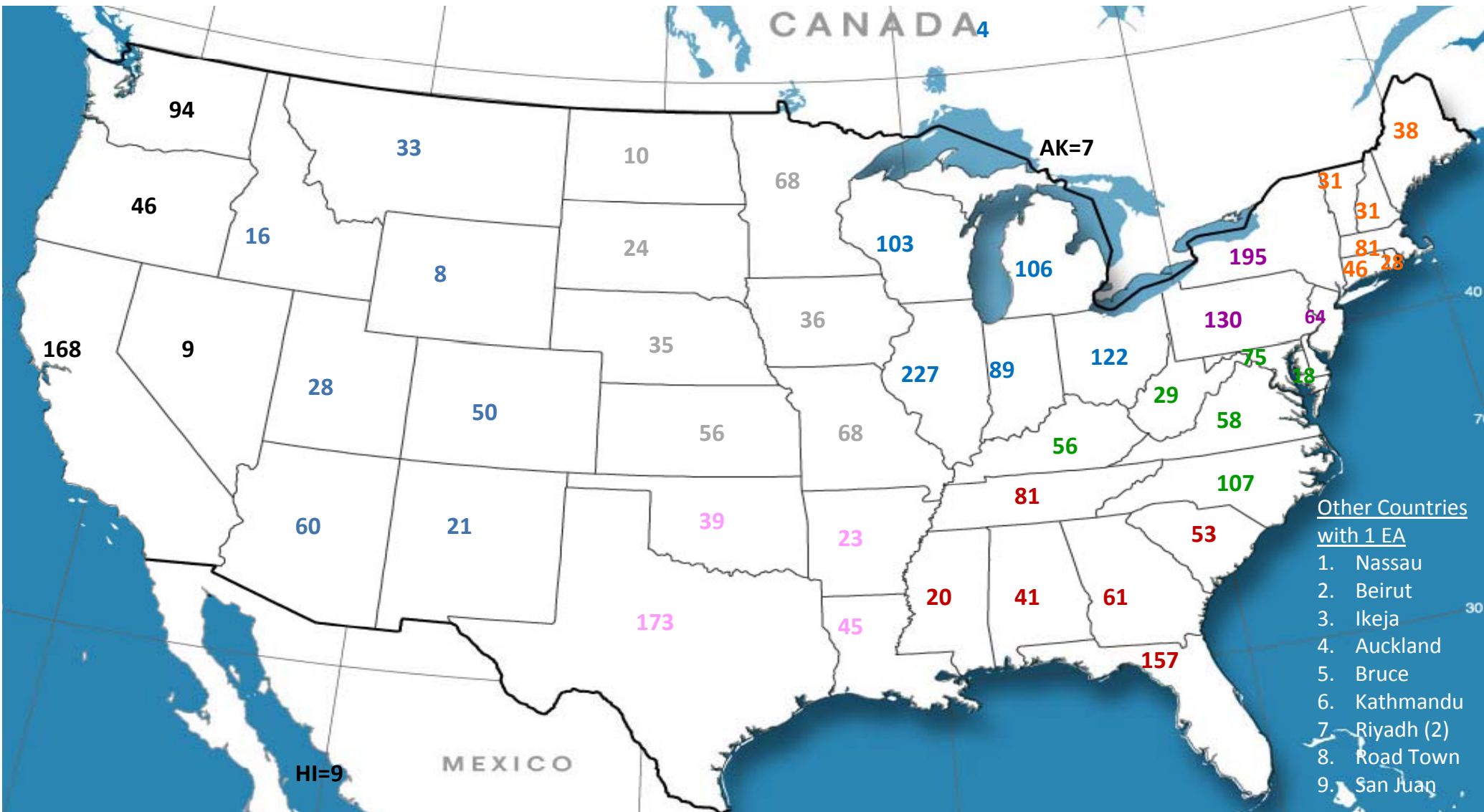


Women in ASHHRA outnumber men 2 to 1



- 75% of ASHHRA members are between the ages of 40 and 59
- Only 2% are under the age of 29

ASHHRA MEMBERS BY STATE



- Top Member States in rank order: IL, NY, TX, CA, FL, PA, OH, NC, MI, WI; which sums to 1,488 members or 46% of total membership population of 3210
- These 10 states represent 46% of the total membership population

(Data as of Feb. 15, 2010)



Members by ASHRA Region

Region 1: 255	Region 6: 297
Region 2: 389	Region 7: 280
Region 3: 363	Region 8: 216
Region 4: 415	Region 9: 333
Region 5: 651	Intl.: 10