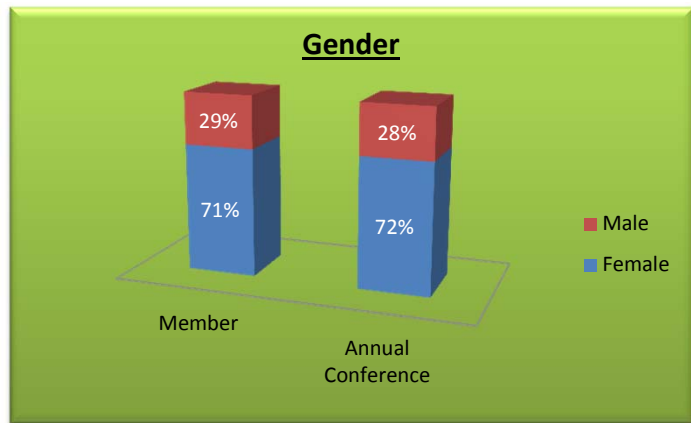
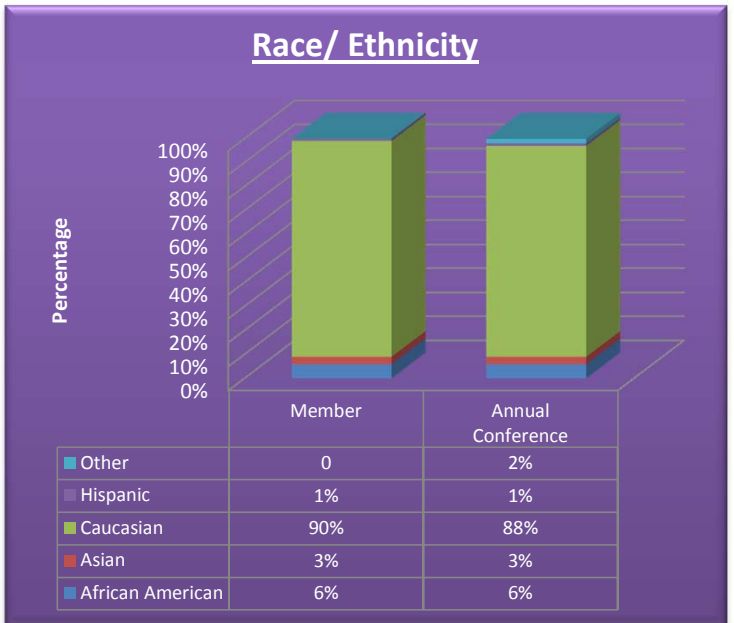
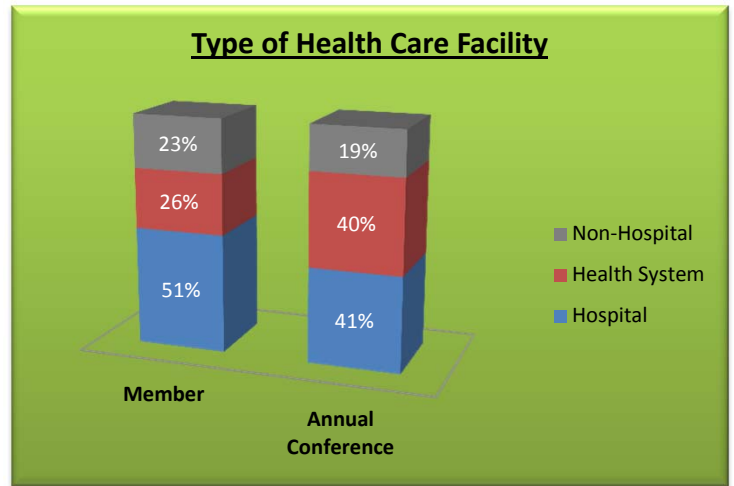
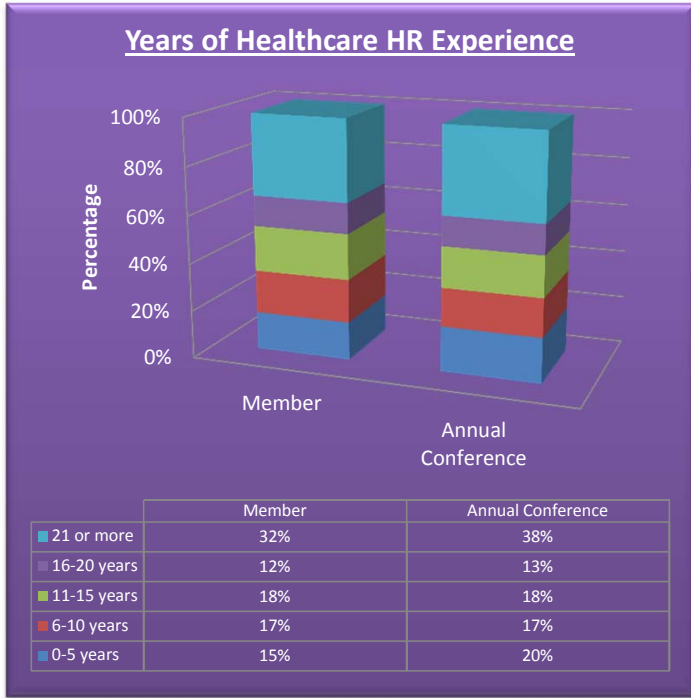
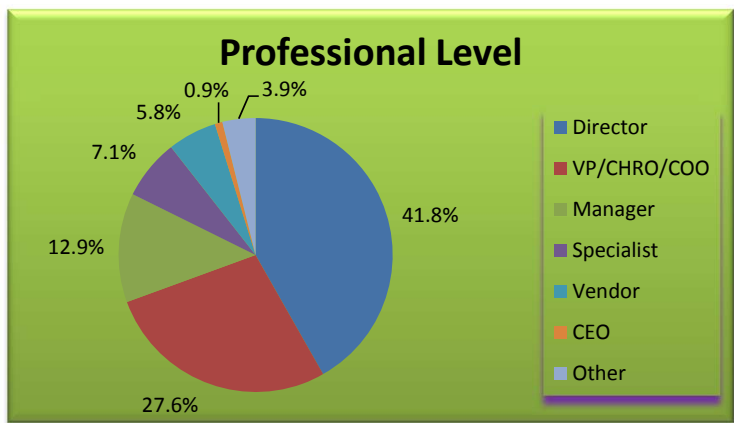
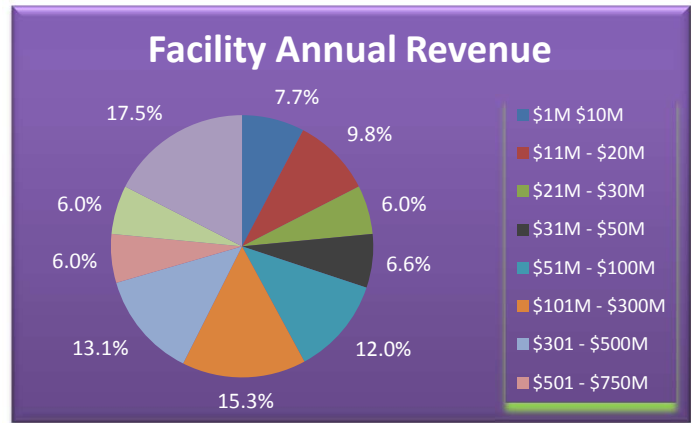


2013 ASHRA Member Demographics in Comparing General Membership to Annual Conference



Charts below do not reflect annual conference comparison, it reflects general membership population only.



2013 ASHHRA Member Demographics
in Comparing
General Membership to Annual Conference

HR Functions Where Attendees Spend their Time	% of Attendees
Employee Relations	45.10%
Administration	44.70%
Compensation and Rewards	40.30%
Recruitment	39.40%
HR Generalist	39.40%
Benefits	36.30%
Org. Devel./Org. Effect.	31.40%
EEO/Affirmative Action/Diversity	30.10%
Workforce Staffing	27%
Training	26.50%
HRIS/HRMS	19%
Labor Relations	15%
Health/Safety/Security	13.30%
Marketing/Communication	5.50%

Summary of Findings:

Data represents information reported by ASHHRA members in the 2012 Member Satisfaction Survey and the 2012 ASHHRA Conference Feedback Survey.

As shown in the data, the annual conference attendees are a good reflection of the membership population.

Non-hospital facilities include clinics, long-term care, hospice, foundations, home health, and any other facility that is separate from a hospital or health system.

Race/Ethnicity - Like the U.S. Census, ASHHRA counts Hispanics as an ethnicity and not a race. Other includes those individuals who consider themselves *some other race*, which is also consistent with the U.S. Census.

Since one to one comparisons could not be made on facility revenue, professional level, and function areas, annual conference to general member comparisons could not be illustrated.