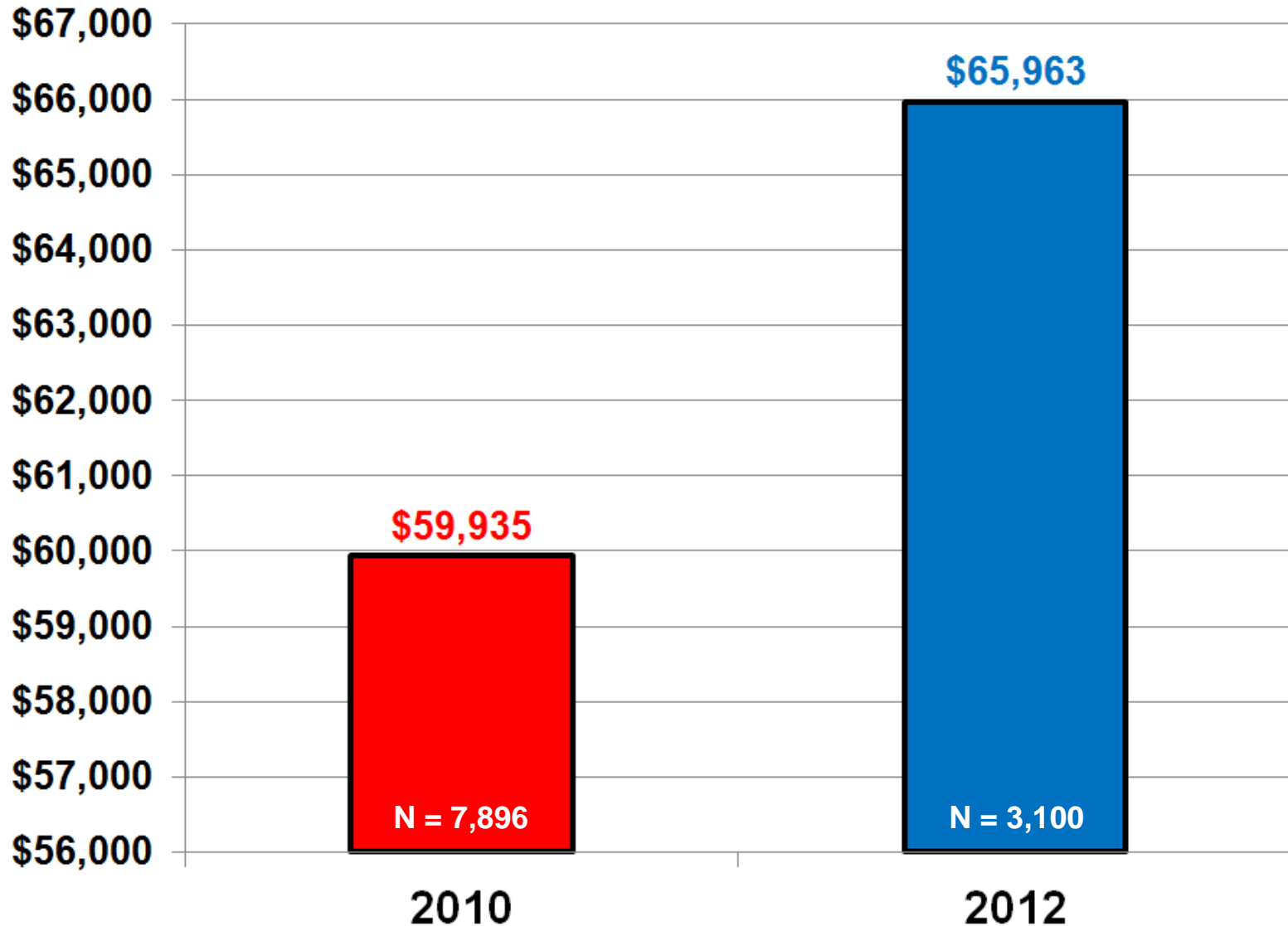


2012 AHIMA Salary Survey OVERALL SAMPLES

- Overall 2010 vs. 2012 Average Salary
- Overall 2010 vs. 2012 Average Salary by Work Setting
- Overall 2010 vs. 2012 Average Salary by Job Level Category

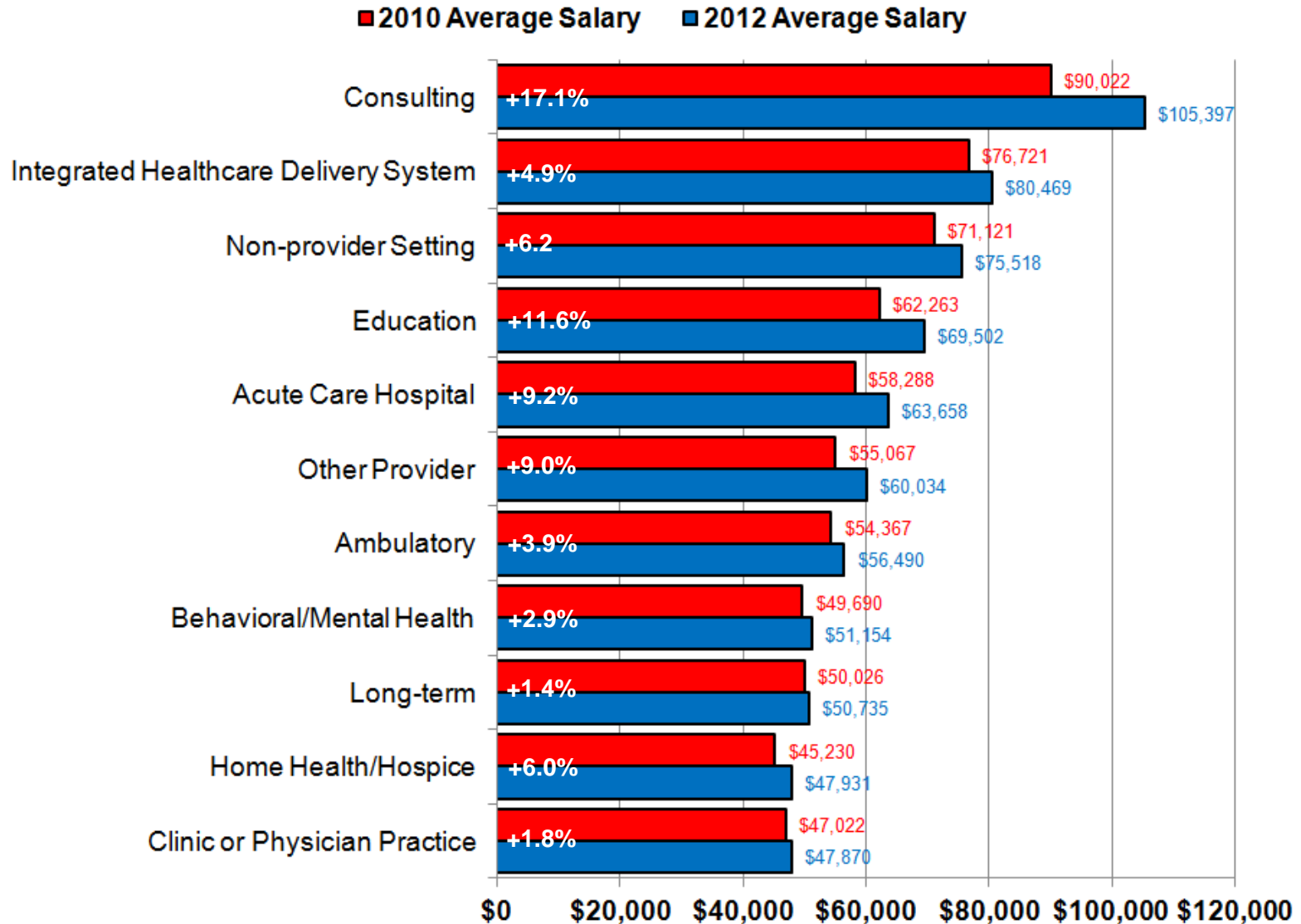
AHIMA Salary Survey: Overall Average Salary

- The overall 2012-year ending average salary across all AHIMA Salary Survey respondents (N = 3,100) came in at approximately \$65,963, or **+10.1%** ahead of the 2010 average of \$59,935.



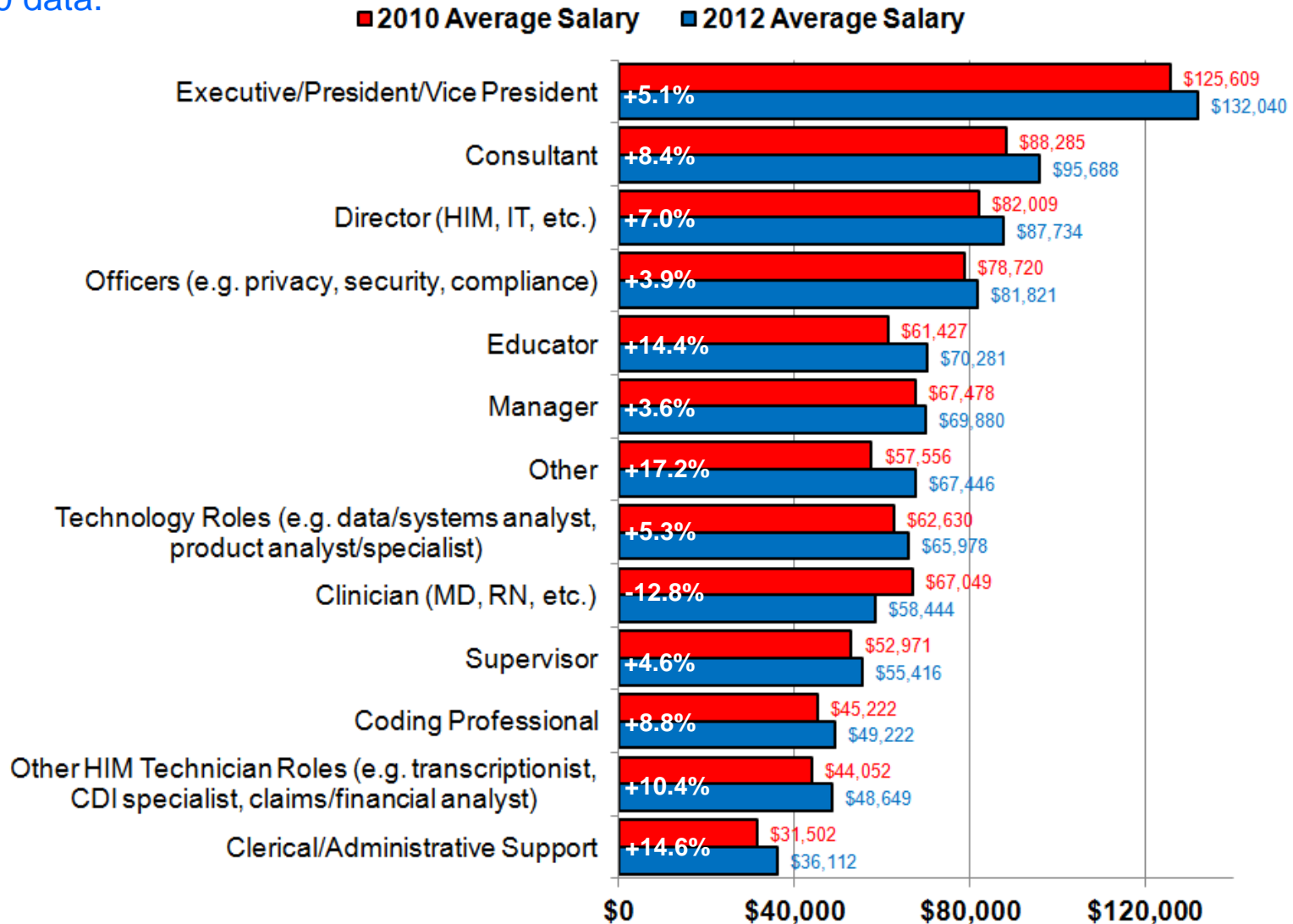
AHIMA Salary Survey: Average by Work Setting

- Similar to the 2010 salary data, those respondents who reported working in a consultative work setting earned the most in 2012, coming in at just over \$105k. Additionally, those employed in this setting also saw the highest percent change from 2010 at just over **+17%**.



AHIMA Salary Survey: Average by Job Level

- Not surprisingly, those in an executive role topped the list of 2012 average salaries when looking at job level category, and came in at just over \$130k (+5.1% vs. 2010). Only those who identified themselves as “Clinicians” saw an average salary decrease (-12.8%) when compared to 2010 data.

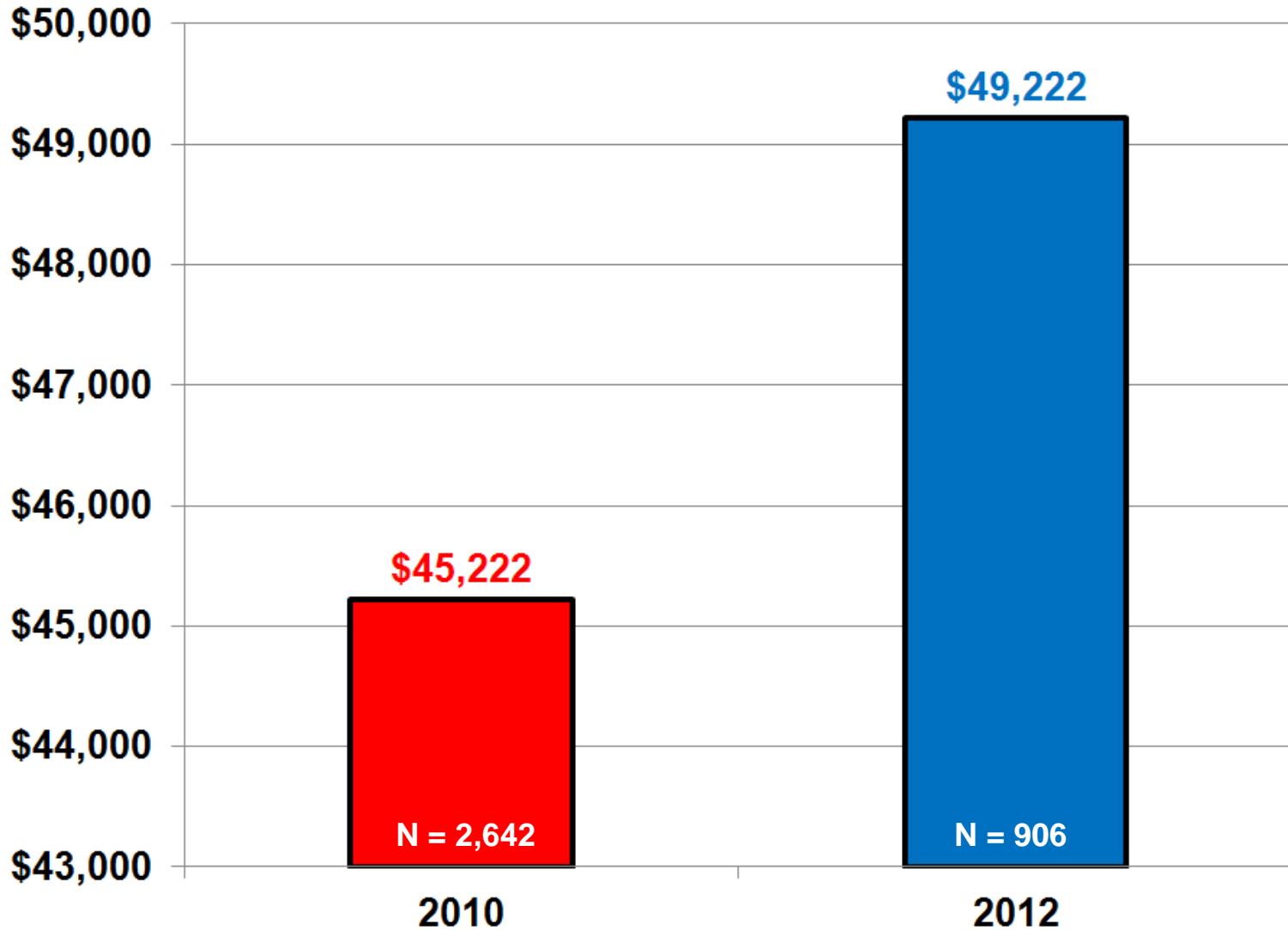


2012 AHIMA Salary Survey CODING PROFESSIONALS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)
- 2010 vs. 2012 Average Salary by Credential

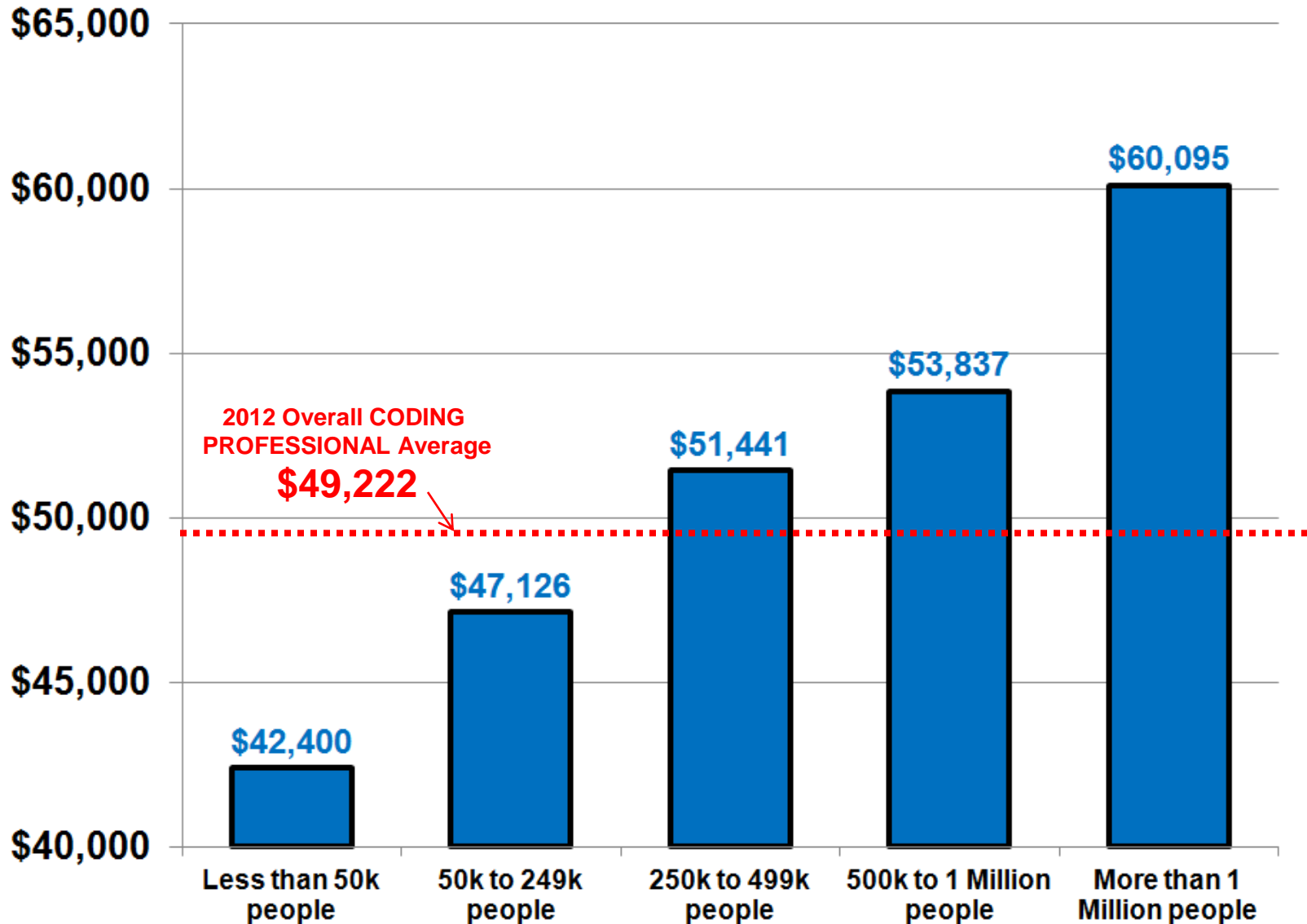
AHIMA Salary Survey: CODING PROFESSIONALS

- For CODING PROFESSIONALS only, the average annual salary in 2012 increased **+8.8%** to approximately \$49,222 from the 2010 value of \$45,222.



AHIMA Salary Survey: CODING PROFESSIONALS

- For CODING PROFESSIONALS only, and mirroring our other featured job levels in this summary, the average 2012 salary generally and steadily increases as the population increases.

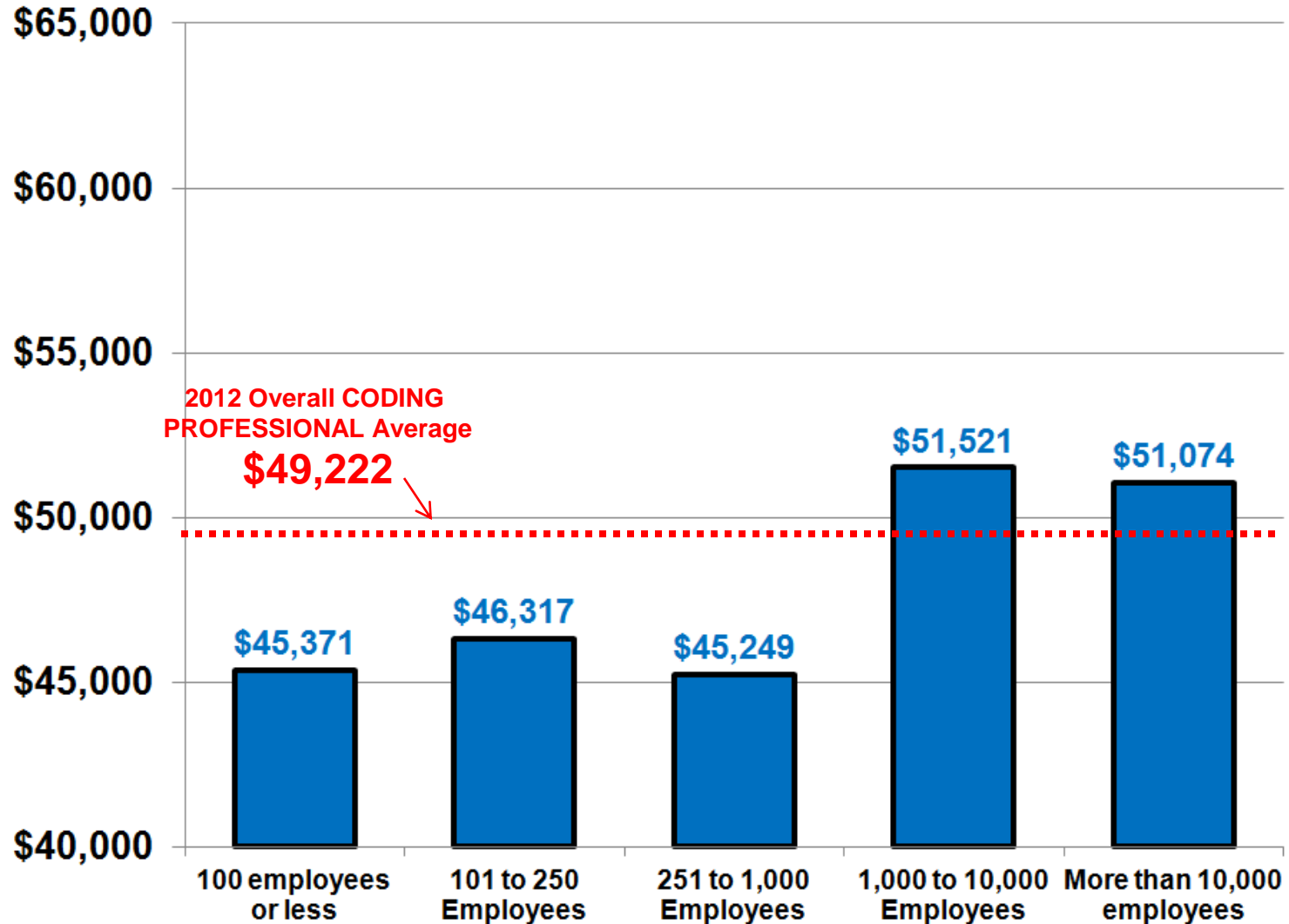


Size of Population Area

N = 906

AHIMA Salary Survey: CODING PROFESSIONALS

- For CODING PROFESSIONALS only, those employed in organizations with LESS than 1,000 employees generally earned about \$6k less annually in 2012 than those working in larger organizations.



Size of Company (Employee Count)

AHIMA Salary Survey: Coders/HIM Technicians

* AHIMA Credential	Coding Professional			Other HIM Tech Roles		
	2010 Avg	2012 Avg	% Change	2010 Avg	2012 Avg	% Change
RHIT	\$44,807	\$49,446	10.4%	\$43,390	\$47,487	9.4%
RHIA	\$50,494	\$56,807	12.5%	\$48,241	\$48,018	-0.5%
CCA	\$37,428	\$40,930	9.4%	\$38,424	\$44,101	14.8%
CCS	\$50,244	\$53,862	7.2%	\$54,535	\$59,637	9.4%
CCS-P	\$46,859	\$48,740	4.0%	\$44,398	\$58,558**	31.9%

* Many credential holders can AND do hold more than one credential.

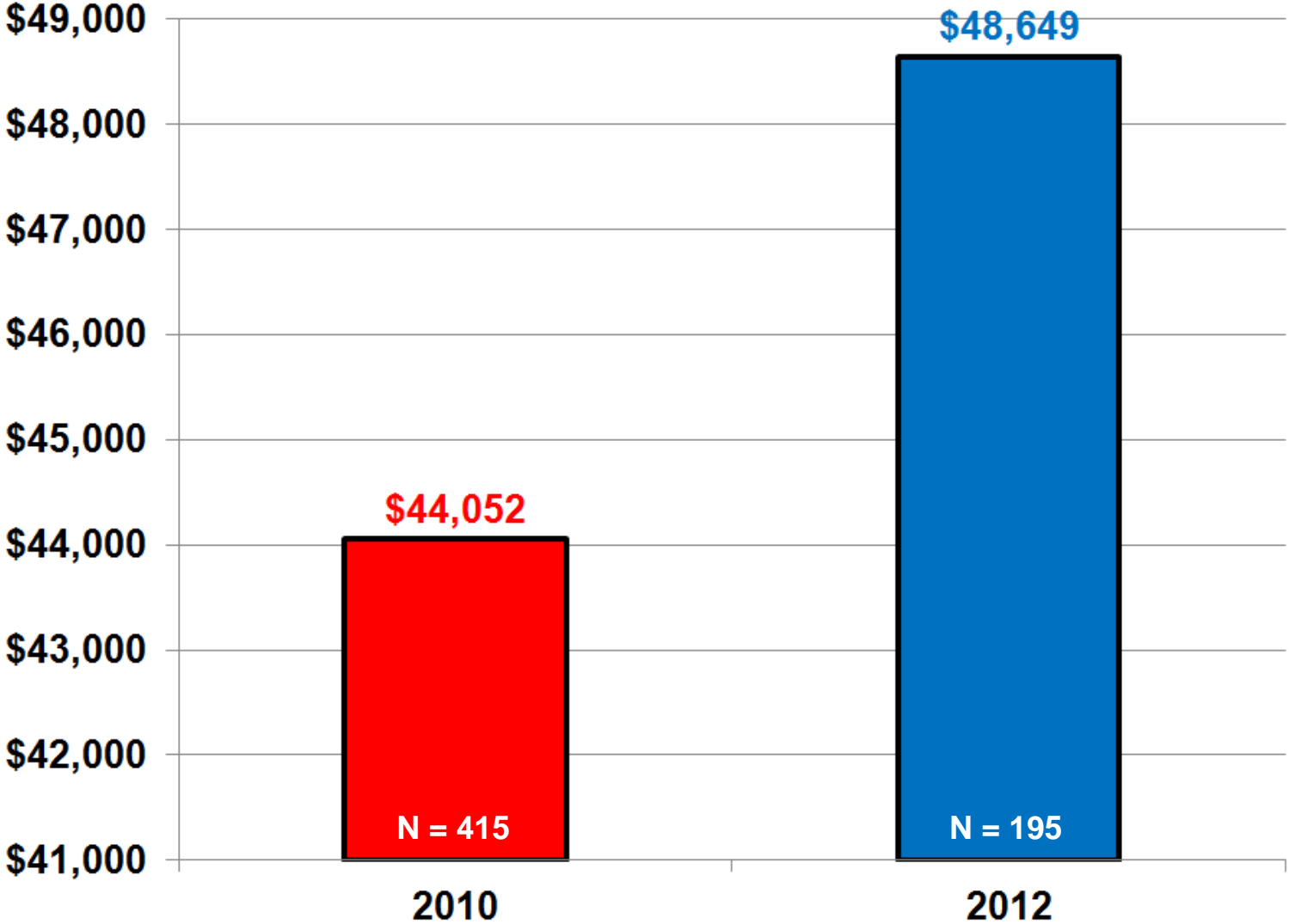
**The 2012 average salary for “Other HIM Technician Roles” holding a CCS-P is based off small counts (less than 10).

2012 AHIMA Salary Survey OTHER HIM TECHNICIANS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)
- 2010 vs. 2012 Average Salary by Credential

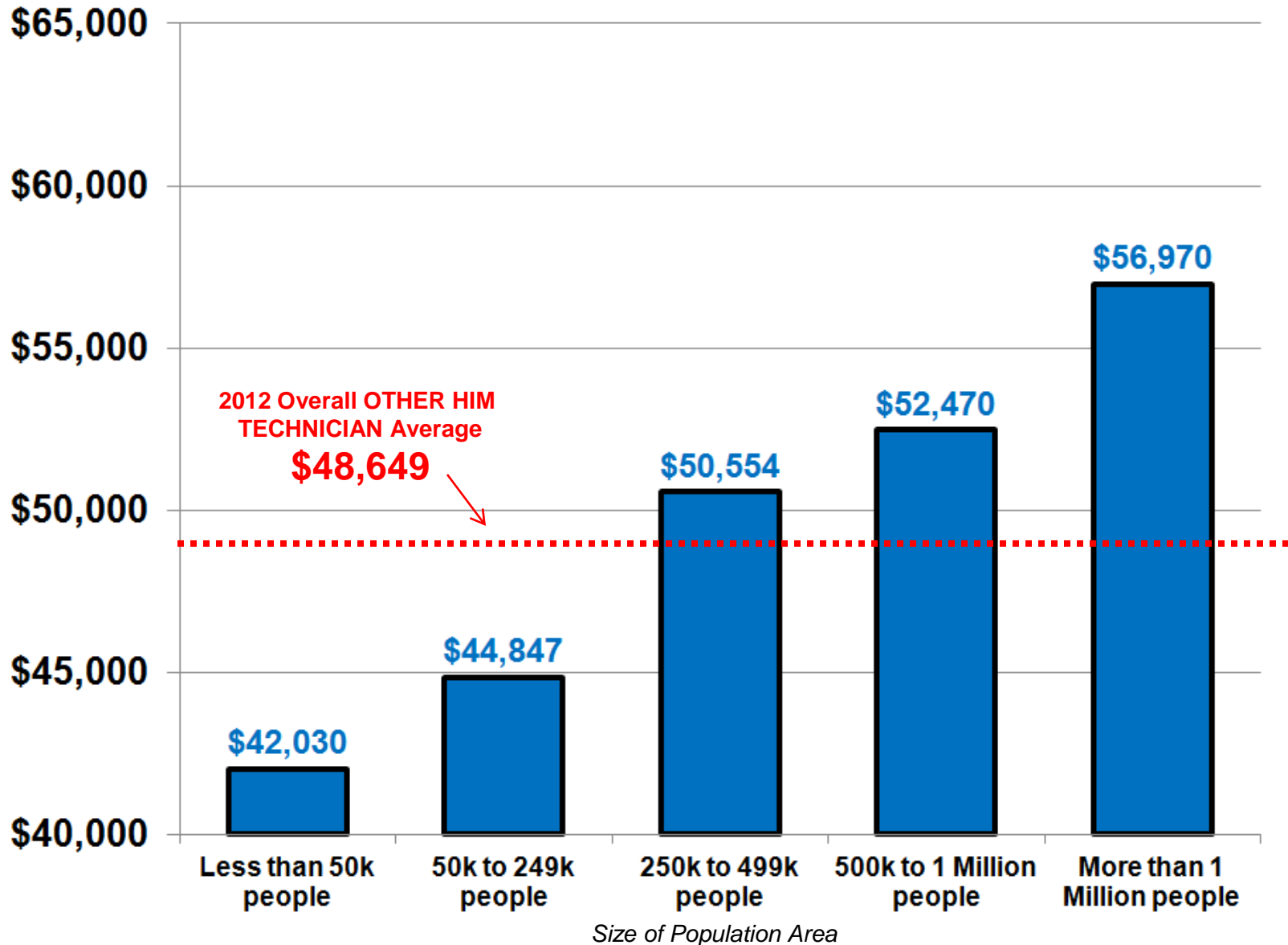
AHIMA Salary Survey: OTHER HIM TECHNICIANS

• For those in OTHER HIM TECHNICIANS roles only (CDI Specialists, Transcription, etc..), the average annual salary in 2012 increased **+10.4%** to approximately \$48,649 from the 2010 value of \$44,052.



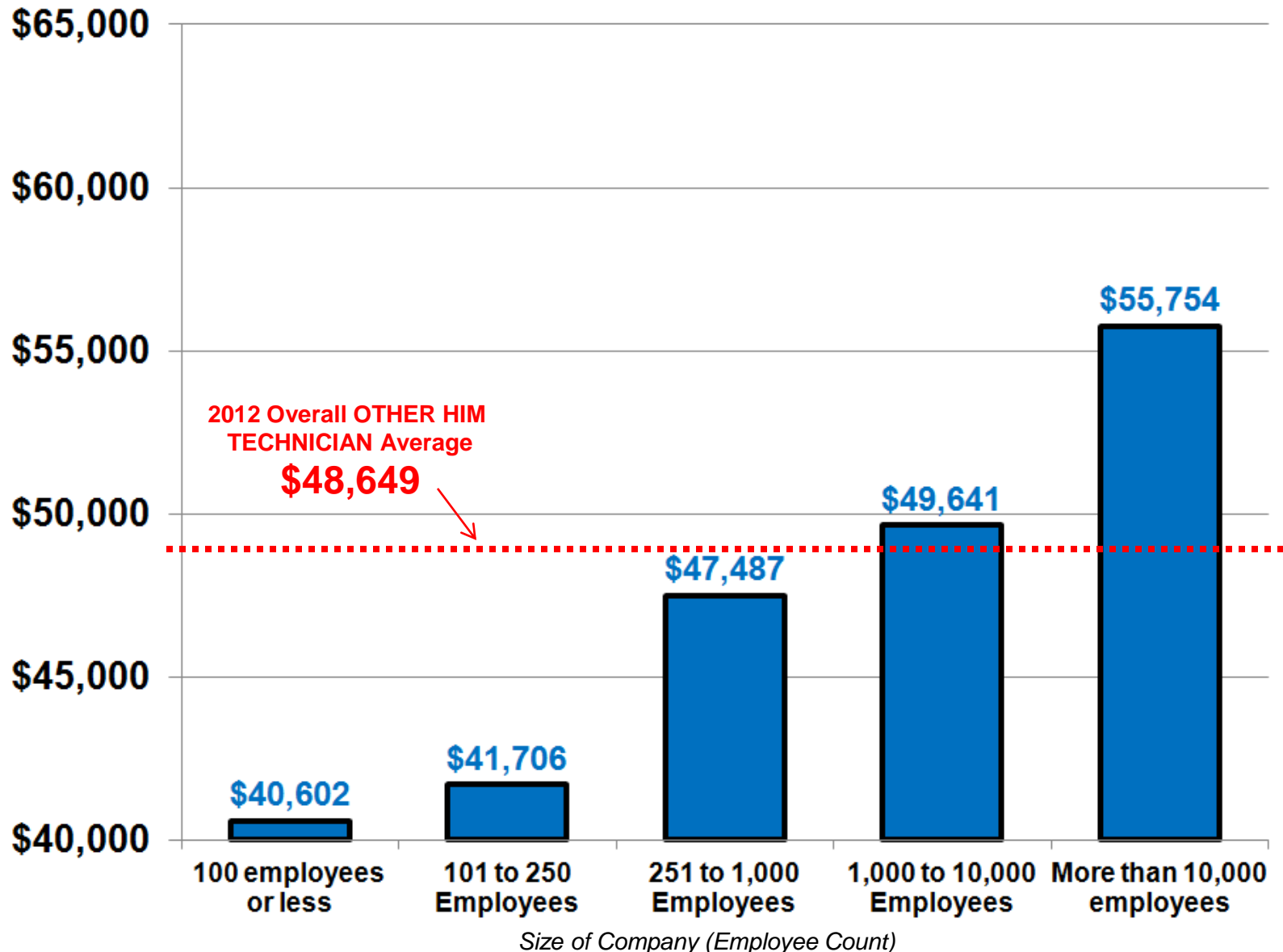
AHIMA Salary Survey: OTHER HIM TECHNICIANS

- For OTHER HIM TECHNICIANS only, and mirroring our other featured job levels in this summary, the average 2012 salary generally increases as the population increases.



AHIMA Salary Survey: OTHER HIM TECHNICIANS

- For OTHER HIM TECHNICIANS only, those employed in organizations with 10,000 or more employees averaged \$55,754 in 2012. Those in organizations with less than 100 made \$40,602.



AHIMA Salary Survey: Coders/HIM Technicians

* AHIMA Credential	Coding Professional			Other HIM Tech Roles		
	2010 Avg	2012 Avg	% Change	2010 Avg	2012 Avg	% Change
RHIT	\$44,807	\$49,446	10.4%	\$43,390	\$47,487	9.4%
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CCS-P	\$46,859	\$48,740	4.0%	\$44,398	\$58,558**	31.9%

* Many credential holders can AND do hold more than one credential.

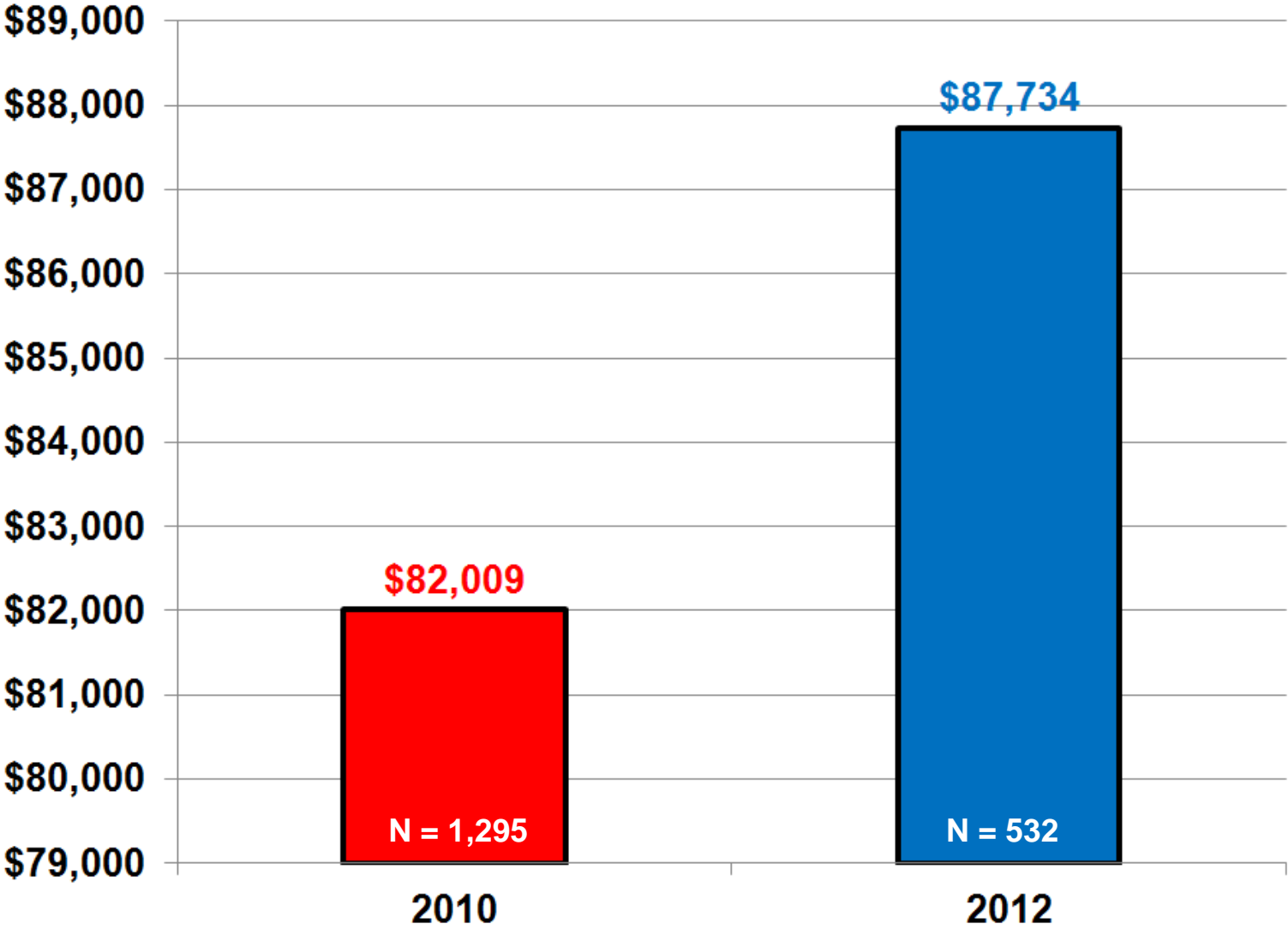
**The 2012 average salary for “Other HIM Technician Roles” holding a CCS-P is based off small counts (less than 10).

2012 AHIMA Salary Survey DIRECTORS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)
- 2010 vs. 2012 Average Salary by Director Type (HIM, IS/IT, other)

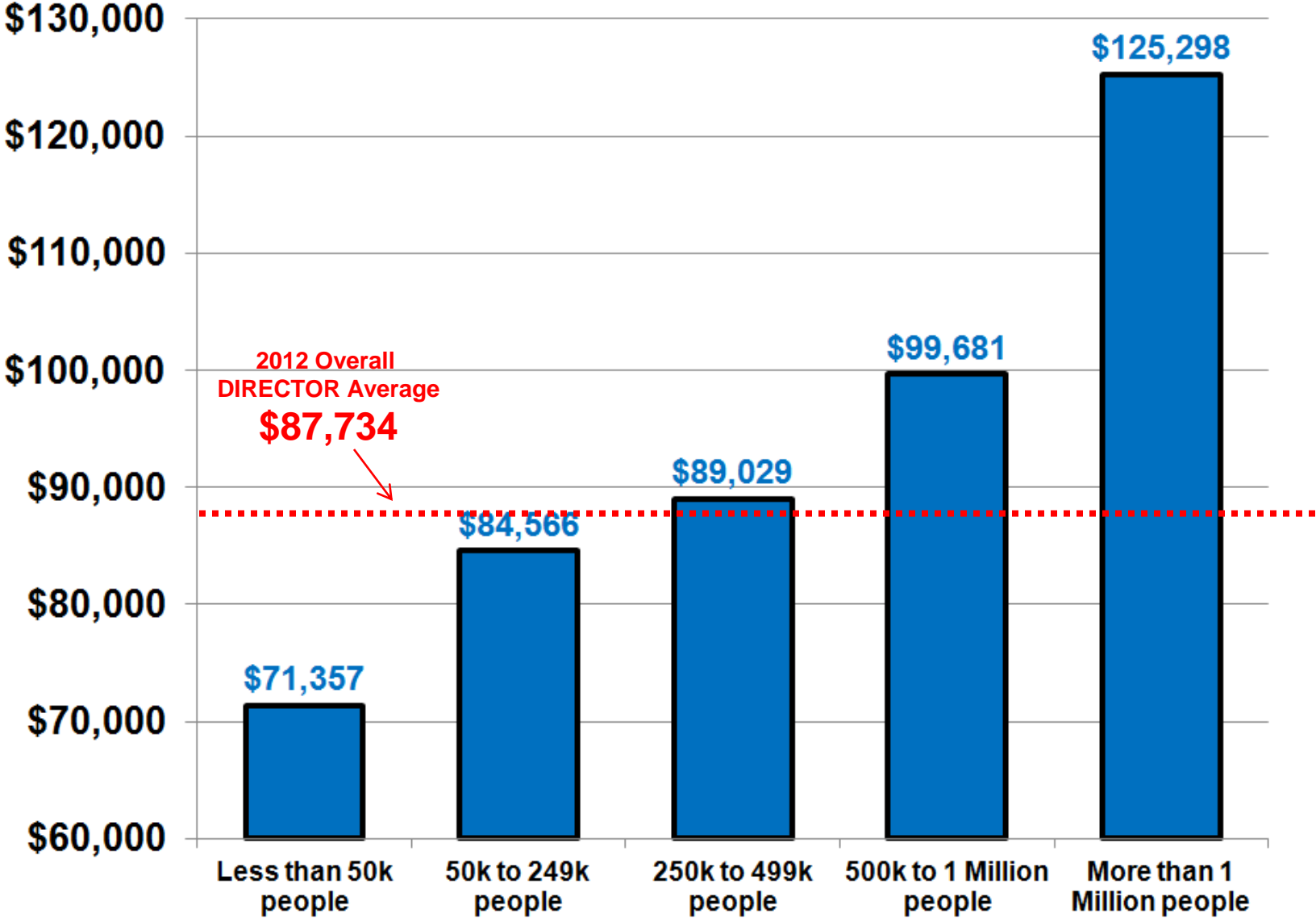
AHIMA Salary Survey: DIRECTORS

- For DIRECTORS only, the average annual salary in 2012 increased **+7.0%** to approximately \$87,734 from the 2010 value of \$82,009.



AHIMA Salary Survey: DIRECTORS

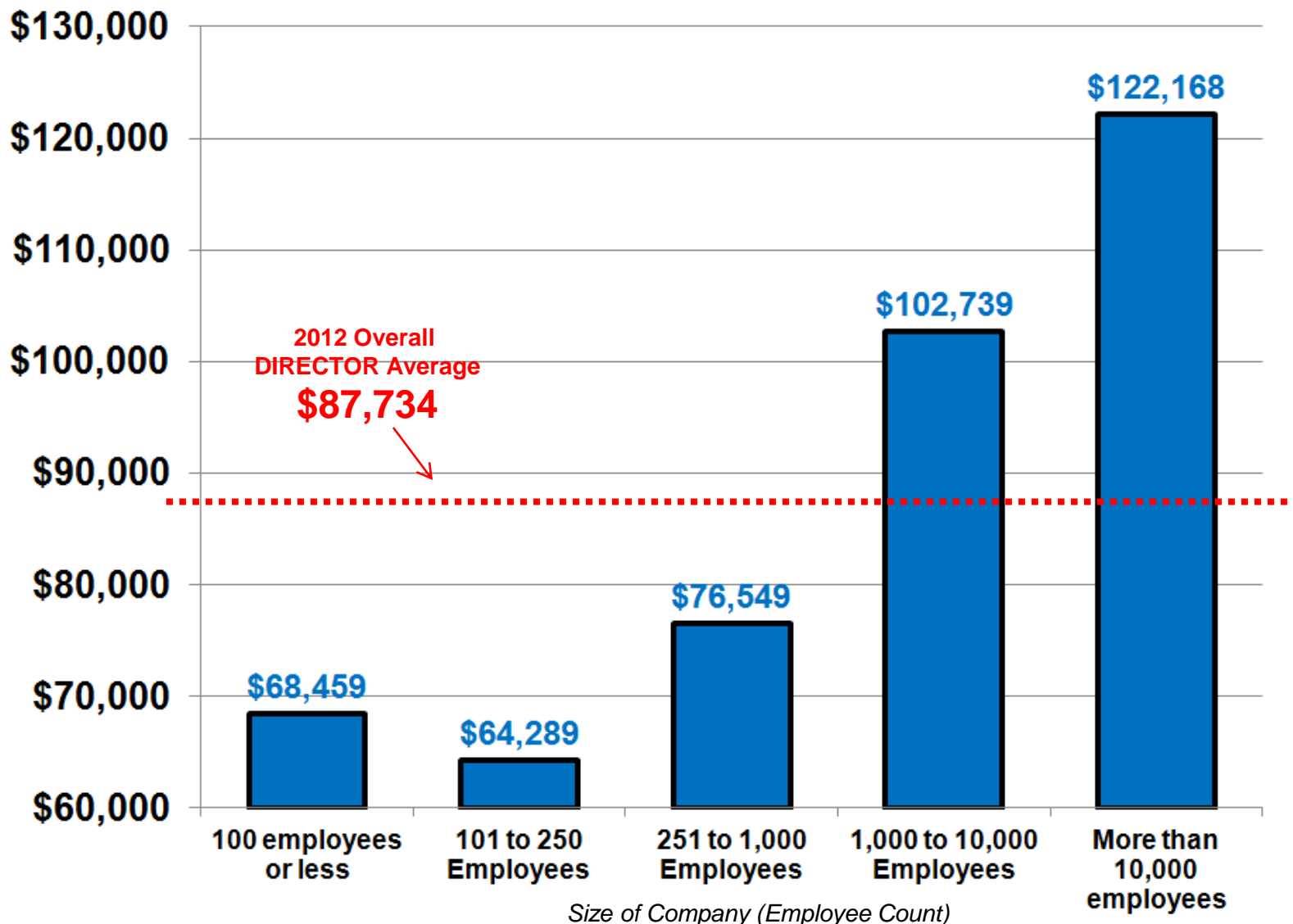
• For DIRECTORS only, those living in areas with less than 50k inhabitants made just over \$71.3k for 2012. Those DIRECTORS in mega-urban area came in at approximately \$125.3k.



Size of Population Area

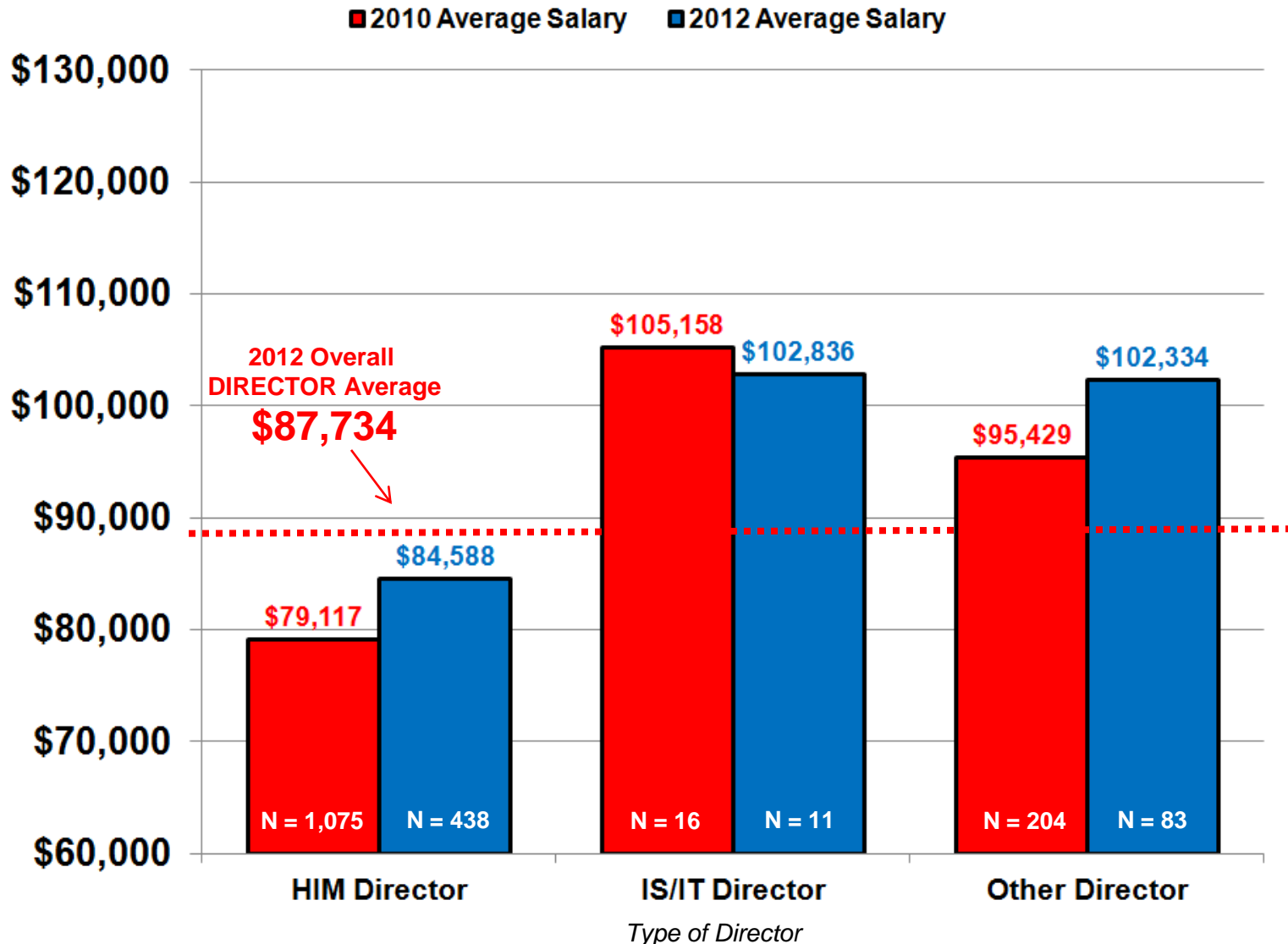
AHIMA Salary Survey: DIRECTORS

- For DIRECTORS only, and as we've seen with other job levels, those working in larger organizations (more than 1,000 employees) earned significantly more than their counterparts at smaller organizations (less than 1,000 employees).



AHIMA Salary Survey: DIRECTORS

- IT/IS Directors have topped the list of DIRECTORS for both the 2010 and 2012 AHIMA Salary Survey observations despite their average decreasing between administrations (the HIM and "Other" types of Directors both witnessed salary increases).

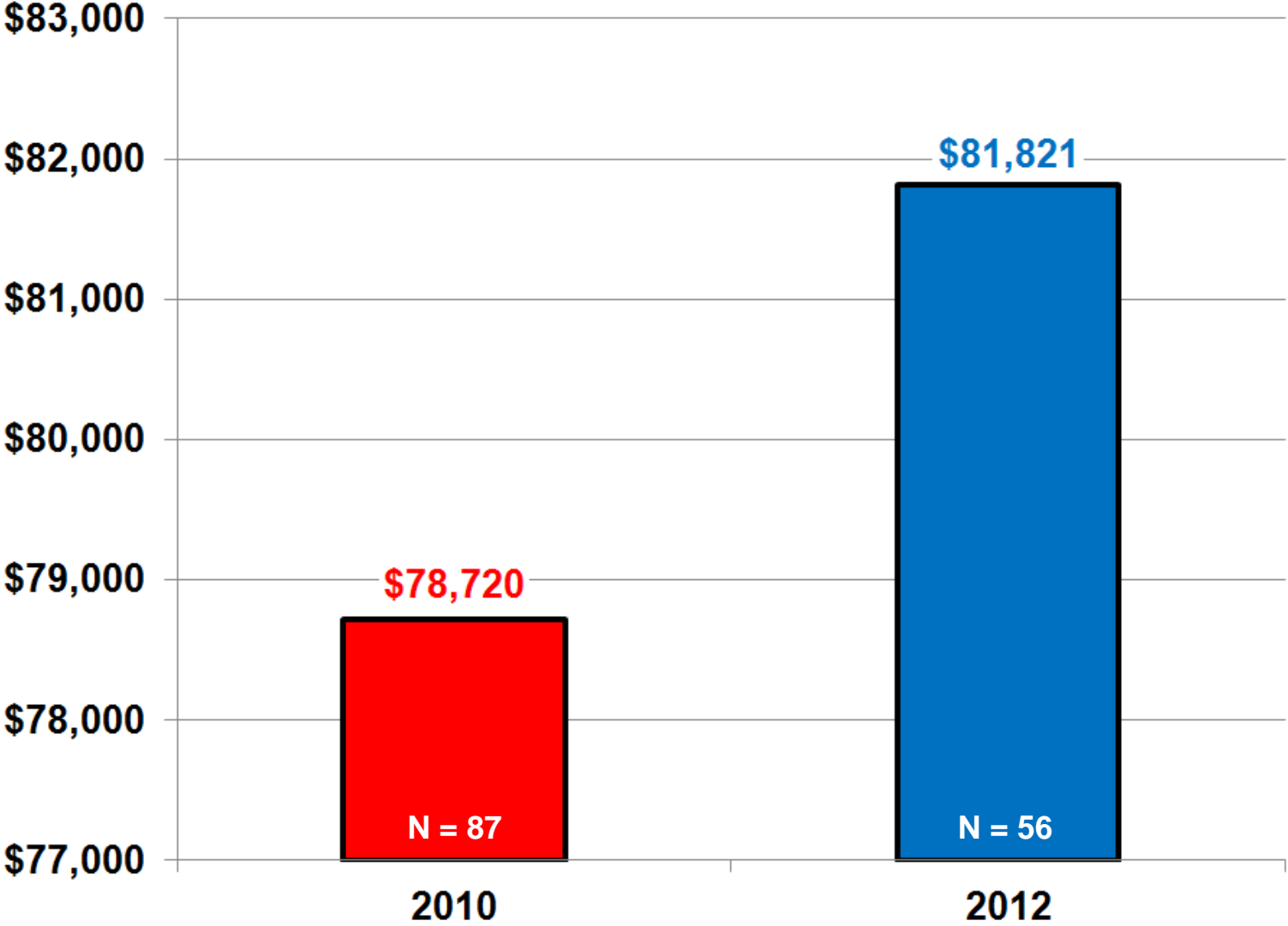


2012 AHIMA Salary Survey OFFICERS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)
- 2010 vs. 2012 Average Salary by Officer Type (Privacy, Compliance, Other.)

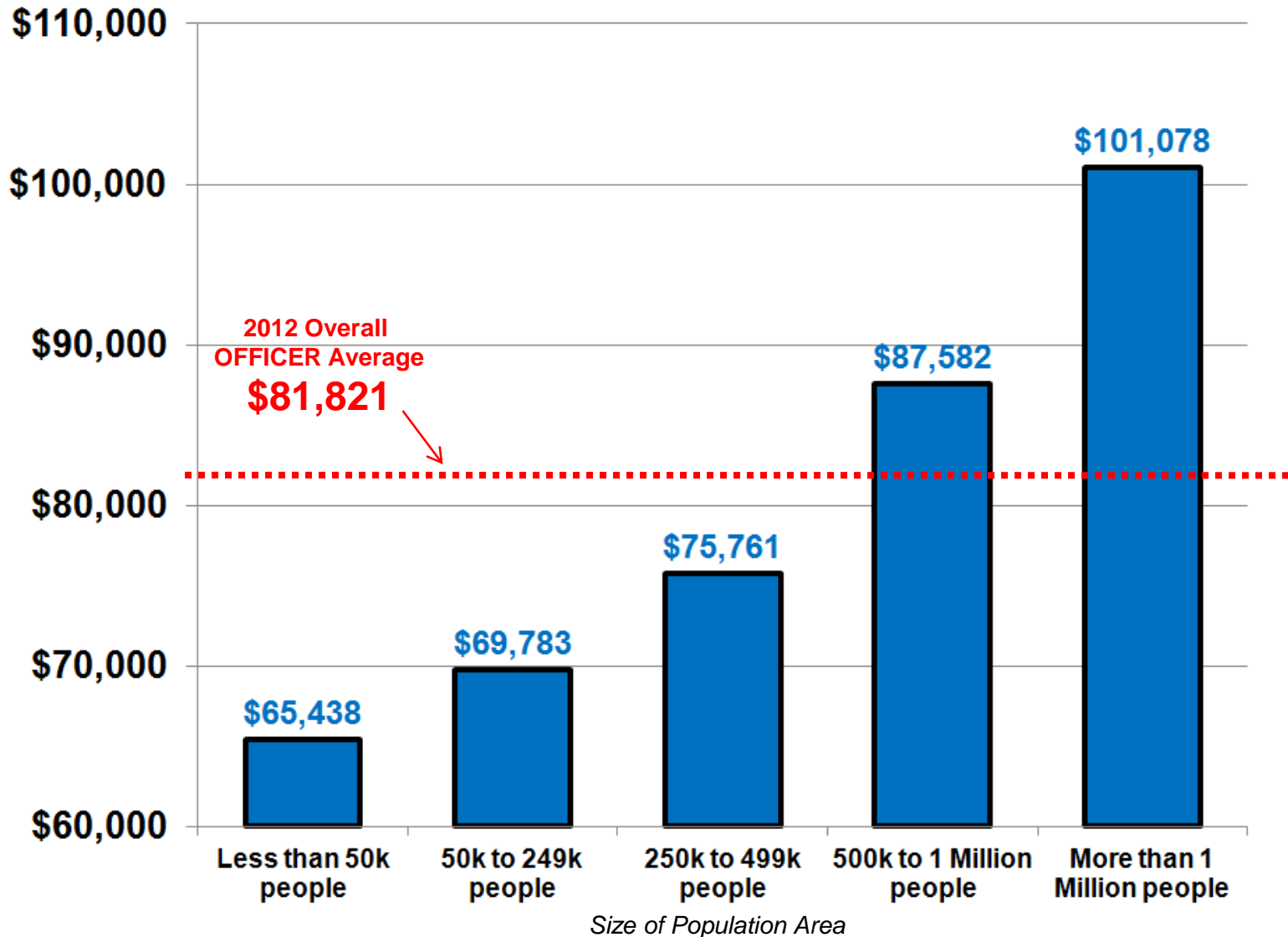
AHIMA Salary Survey: OFFICERS

- For OFFICERS only, the average annual salary in 2012 increased +3.9% to approximately \$81,821 from the 2010 value of \$78,720.



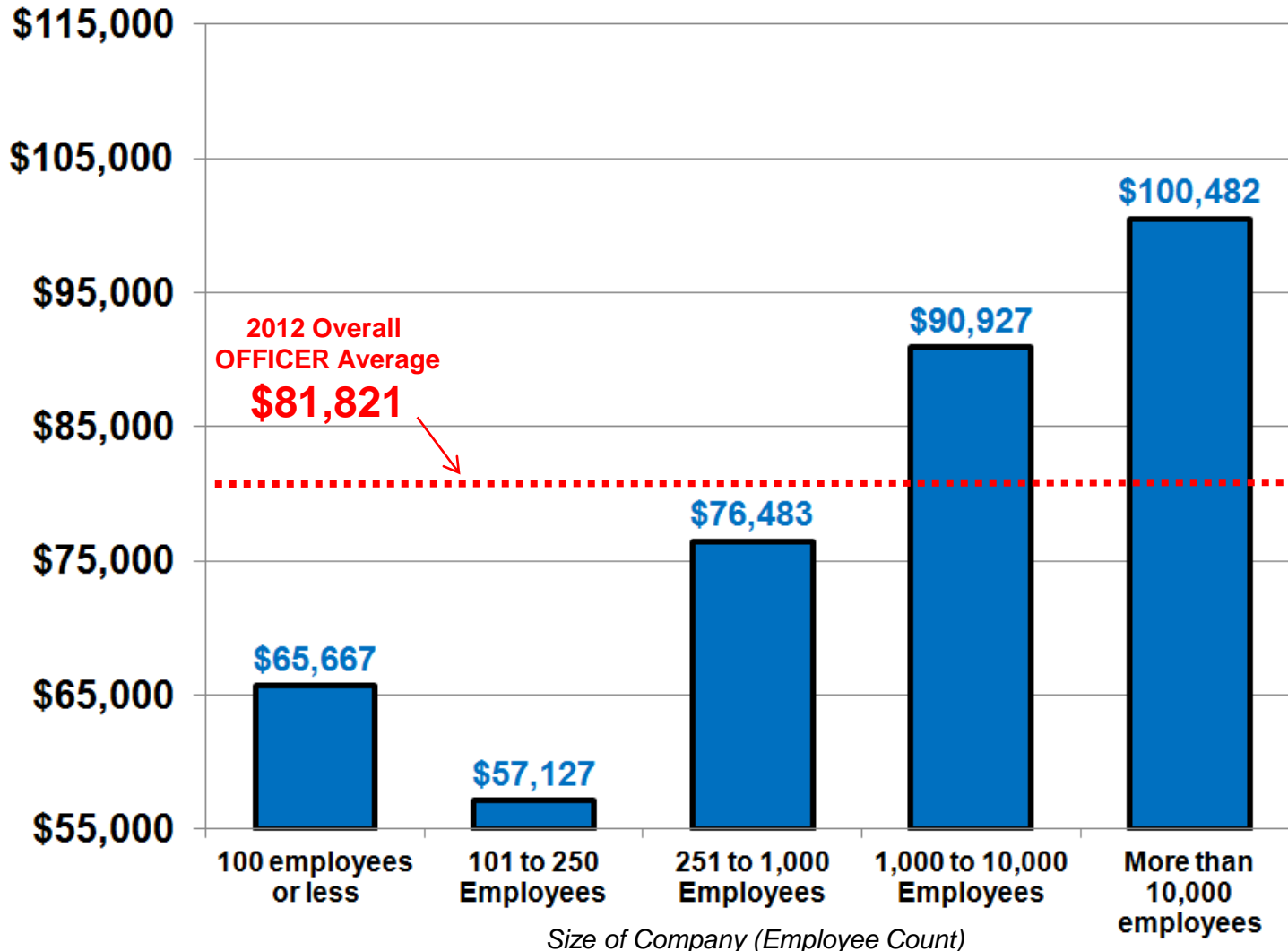
AHIMA Salary Survey: OFFICERS

- For those OFFICERS (N=56) that completed the 2012 AHIMA Salary Survey, those employed in mega-urban centers (more than 1 Million) averaged \$14k more in salary than those living in areas with 500k to 1 Million inhabitants.



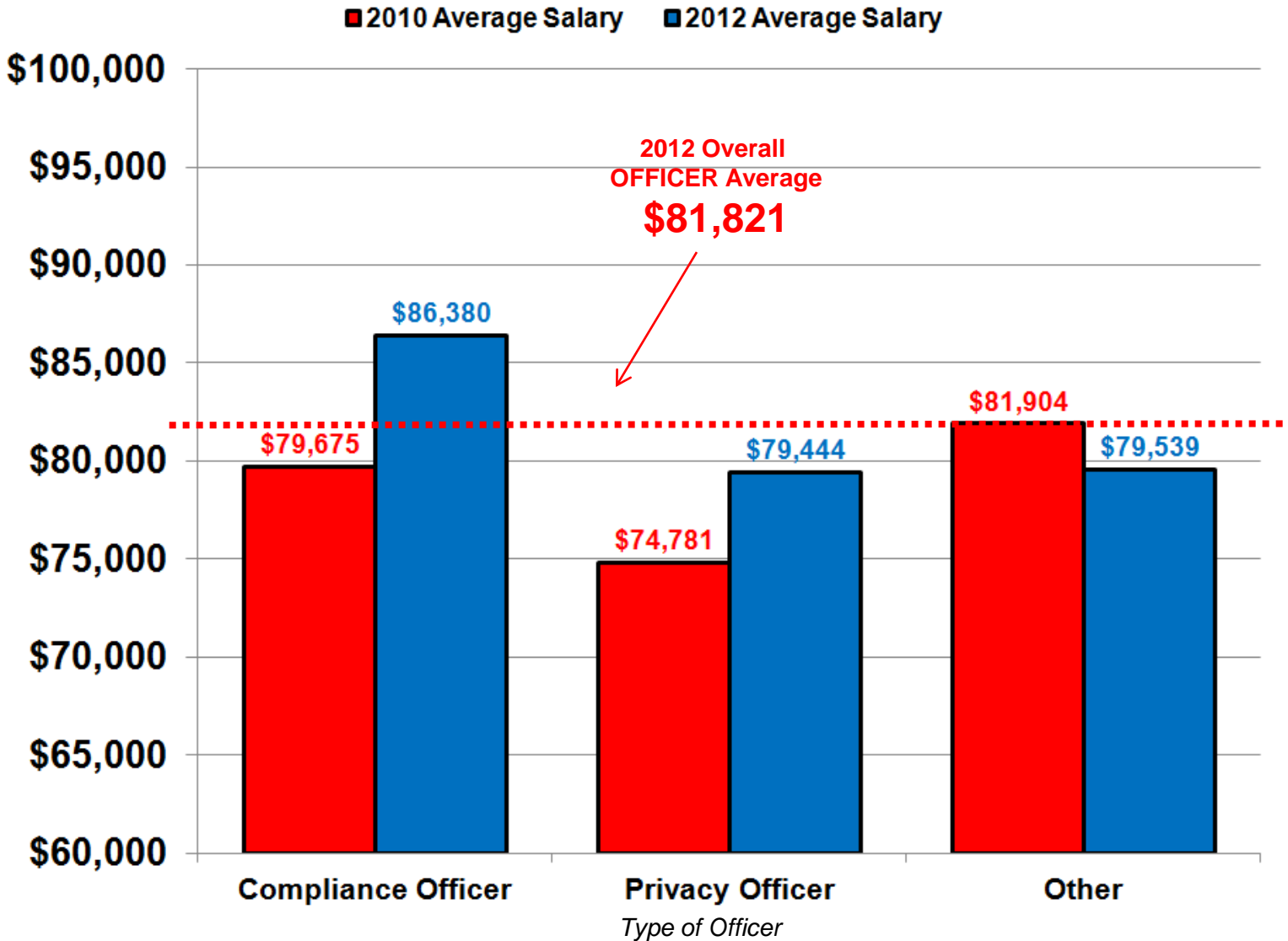
AHIMA Salary Survey: OFFICERS

- The 2012 average salary for OFFICERS generally increases as the size of organization increases, with those working in larger organizations (More than 10,000 employees) making just over \$100k. (Data note – the “100 employees or less” and “More than 10,000 employees” segments shown below each have less than 10 observations).



AHIMA Salary Survey: OFFICERS

- Compliance OFFICERS witnessed an 8.4% average salary increase from 2010 to 2012, and Privacy OFFICERS saw a 6.2% increase. “Other” types of OFFICERS actually saw their salaries decrease (Note – insignificant volume for Security OFFICER salaries to be displayed).

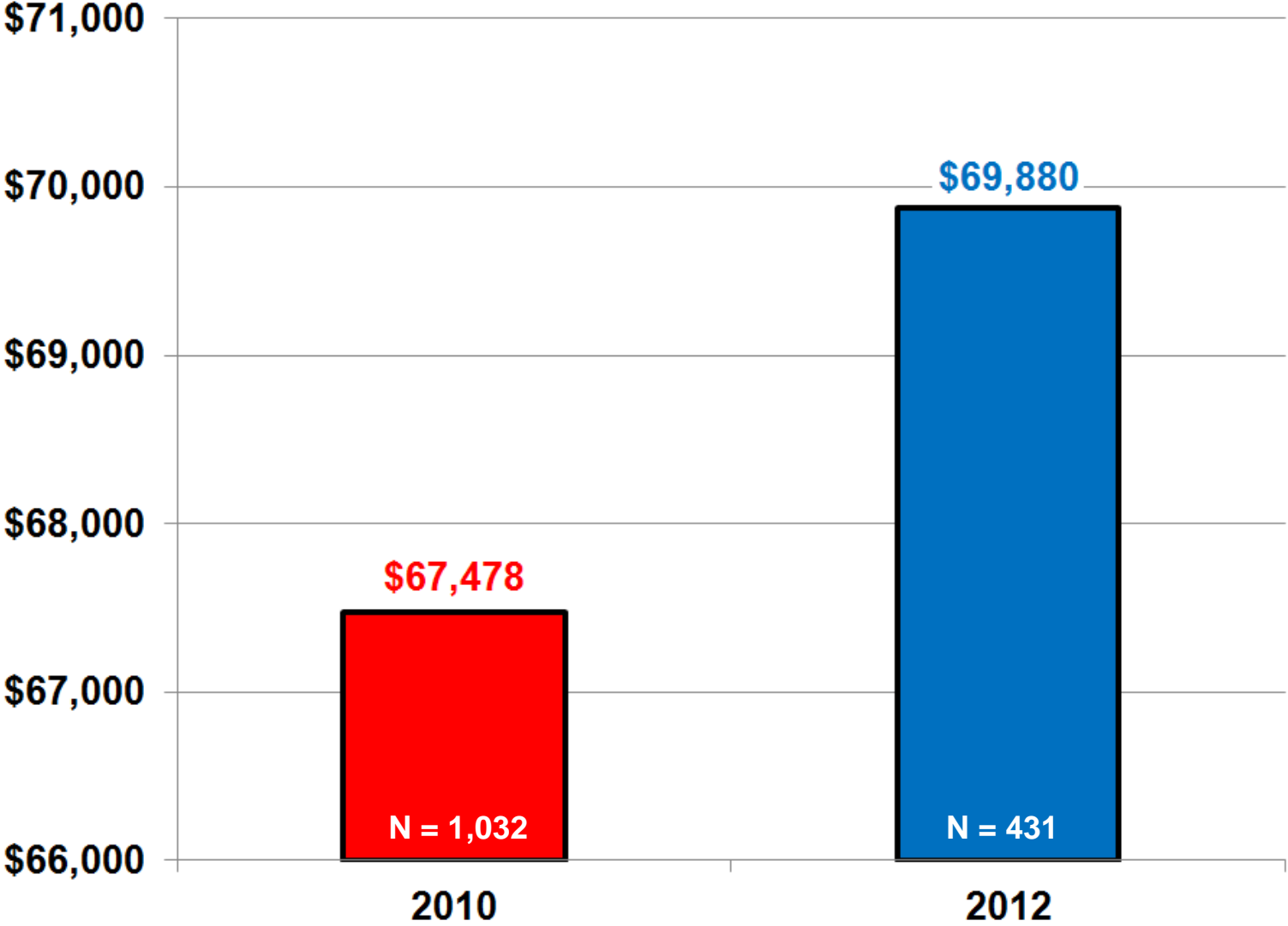


2012 AHIMA Salary Survey MANAGERS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)

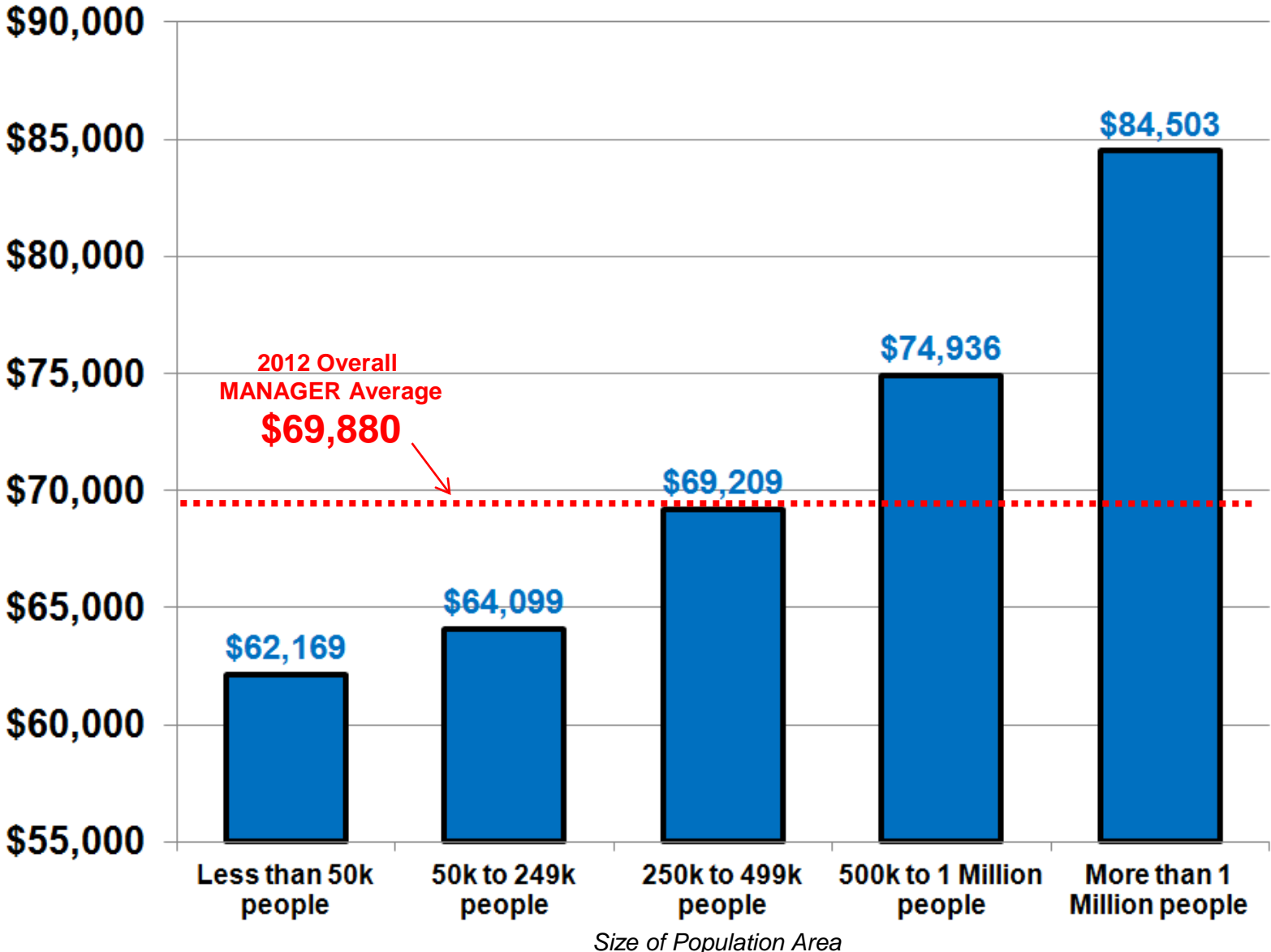
AHIMA Salary Survey: MANAGERS

• For MANAGERS only, the average annual salary in 2012 increased +3.6% to approximately \$69,880 from the 2010 value of \$67,478.



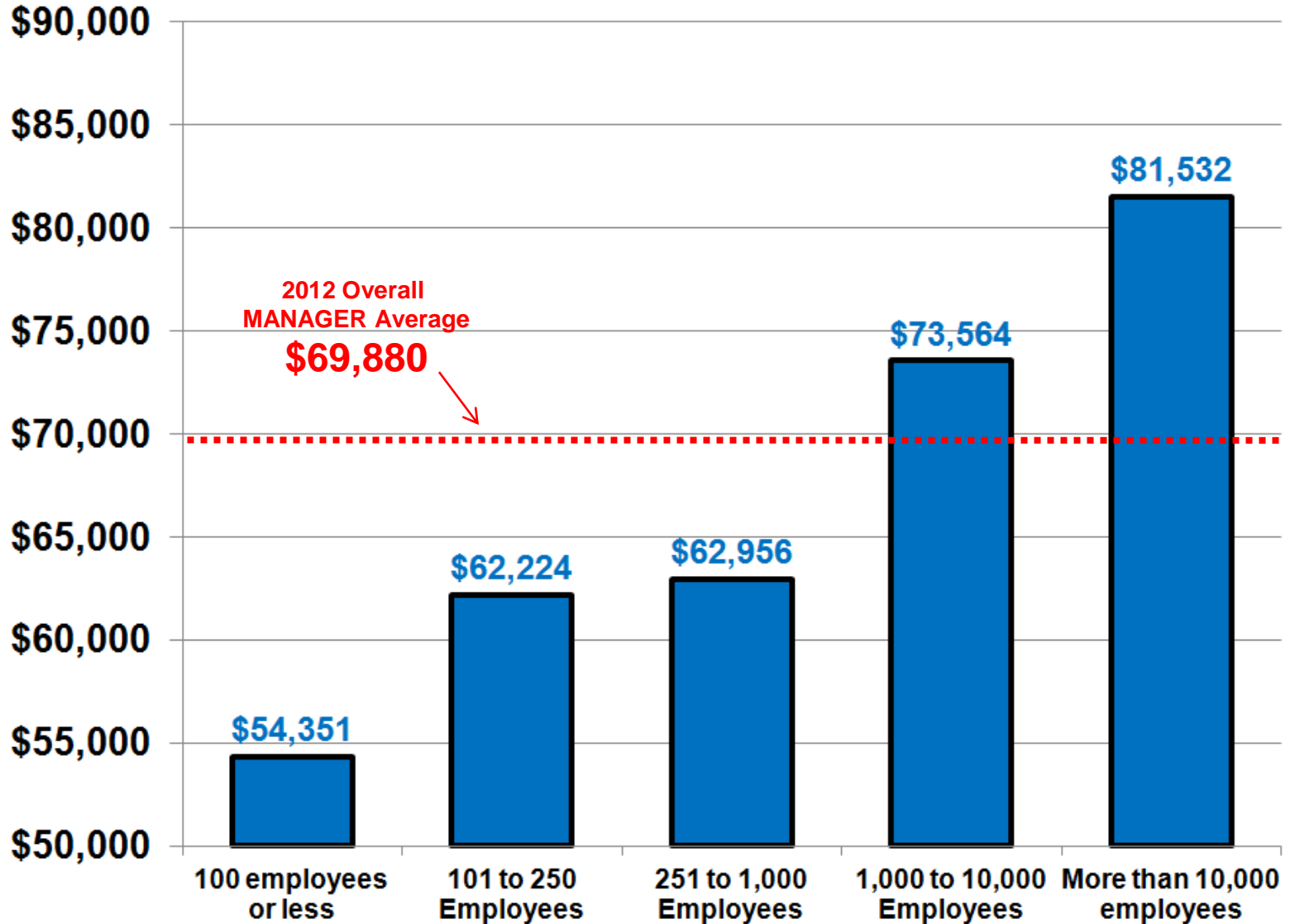
AHIMA Salary Survey: MANAGERS

• MANAGERS in rural settings (less than 50k inhabitants) made just over \$62k in 2012, while those in mega-urban settings made close to \$84k.



AHIMA Salary Survey: MANAGERS

- Those MANAGERS employed in organizations with 251 to 1,000 employees made about \$10k less than those in organizations with 1,000 to 10,000 employees in 2012.



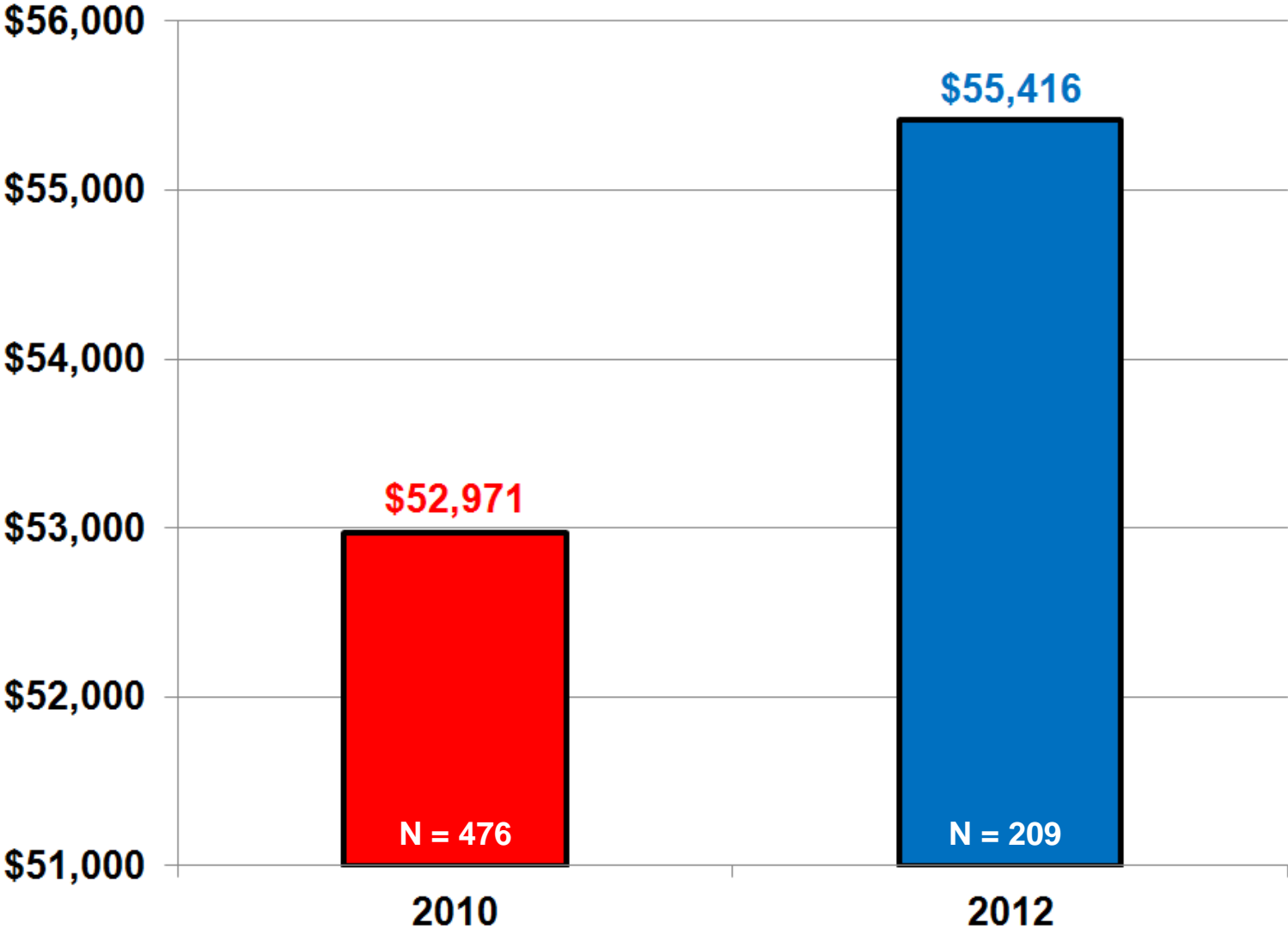
Size of Company (Employee Count)

2012 AHIMA Salary Survey SUPERVISORS

- Overall 2010 vs. 2012 Average Salary
- 2012 Average Salary by Population Size
- 2012 Average Salary by Size of Organization (Employee Headcount)

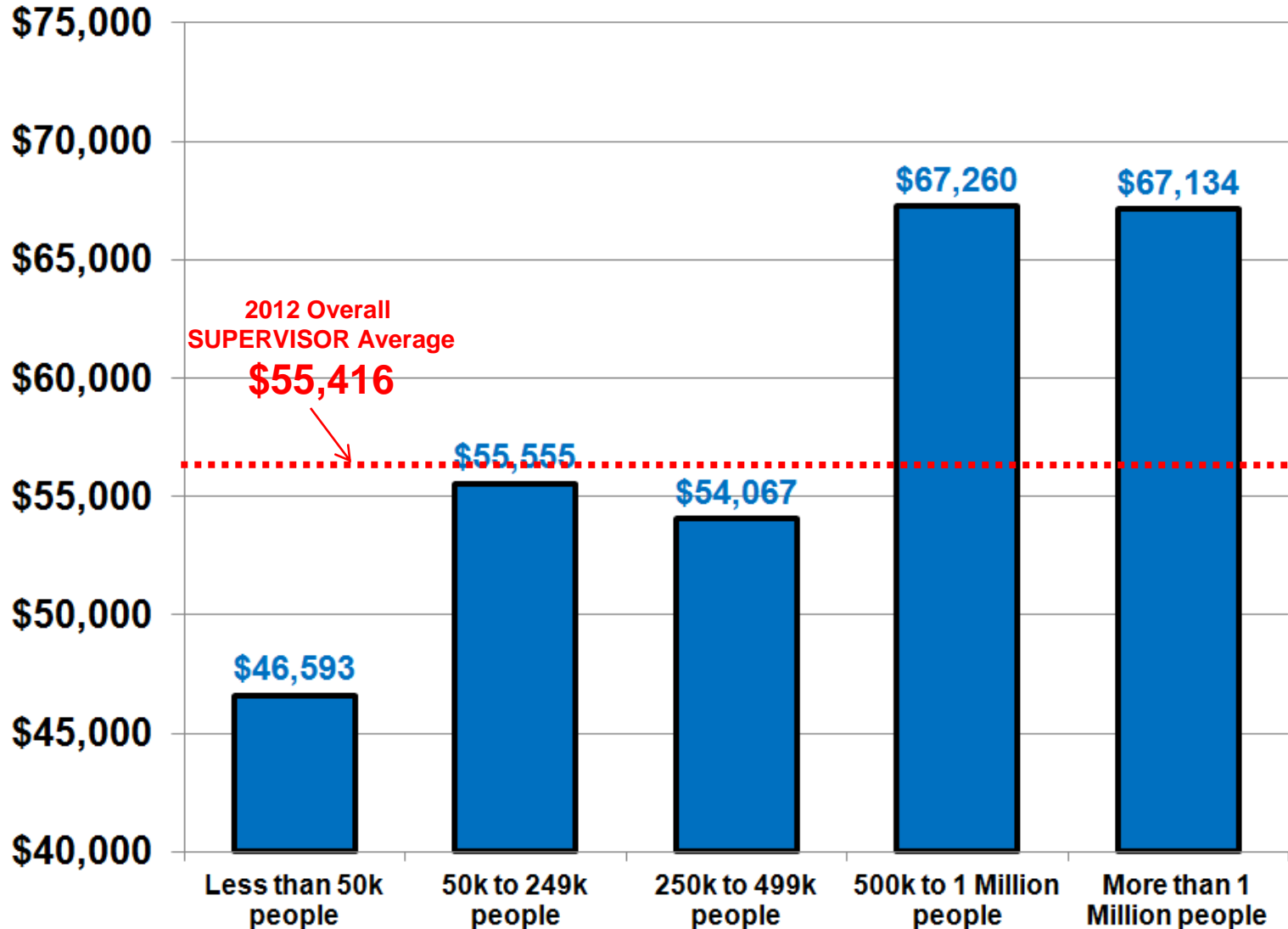
AHIMA Salary Survey: SUPERVISORS

- For SUPERVISORS only, the average annual salary in 2012 increased +8.8% to approximately \$49,222 from the 2010 value of \$45,222.



AHIMA Salary Survey: SUPERVISORS

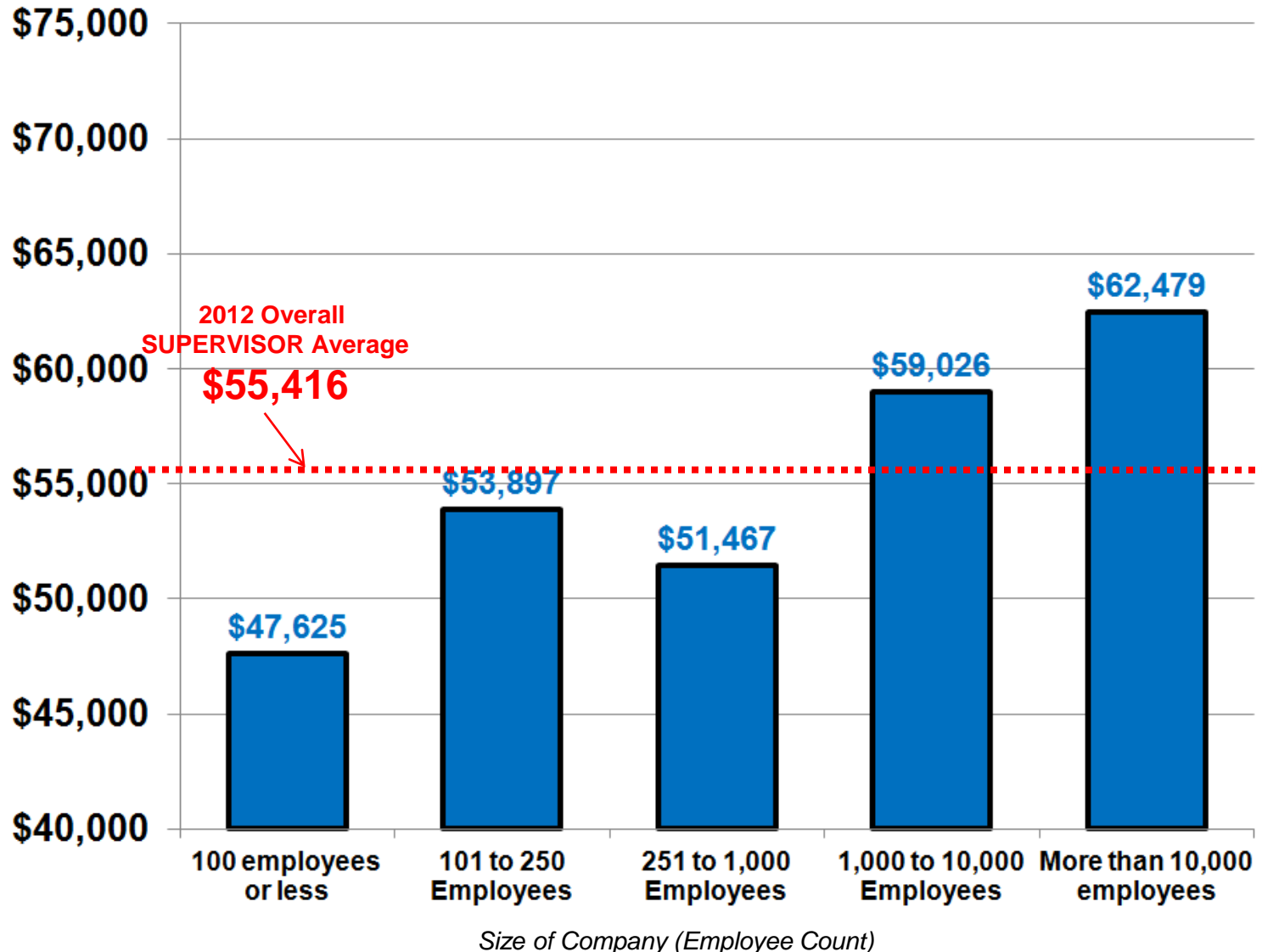
- SUPERVISORS were the only featured Job Level in this summary that demonstrated a non-linear relationship between salary and size of population, with the 250k to 499k population-sized segment making slightly less than those living in the 50k to 249k-sized areas.



Size of Population Area

AHIMA Salary Survey: SUPERVISORS

- As we've seen with the other job levels profiled in this summary, the most pronounced 2012 average annual salary difference for SUPERVISORS is between the 251 to 1,000 and 1,000 to 10,000-employee sized segments.

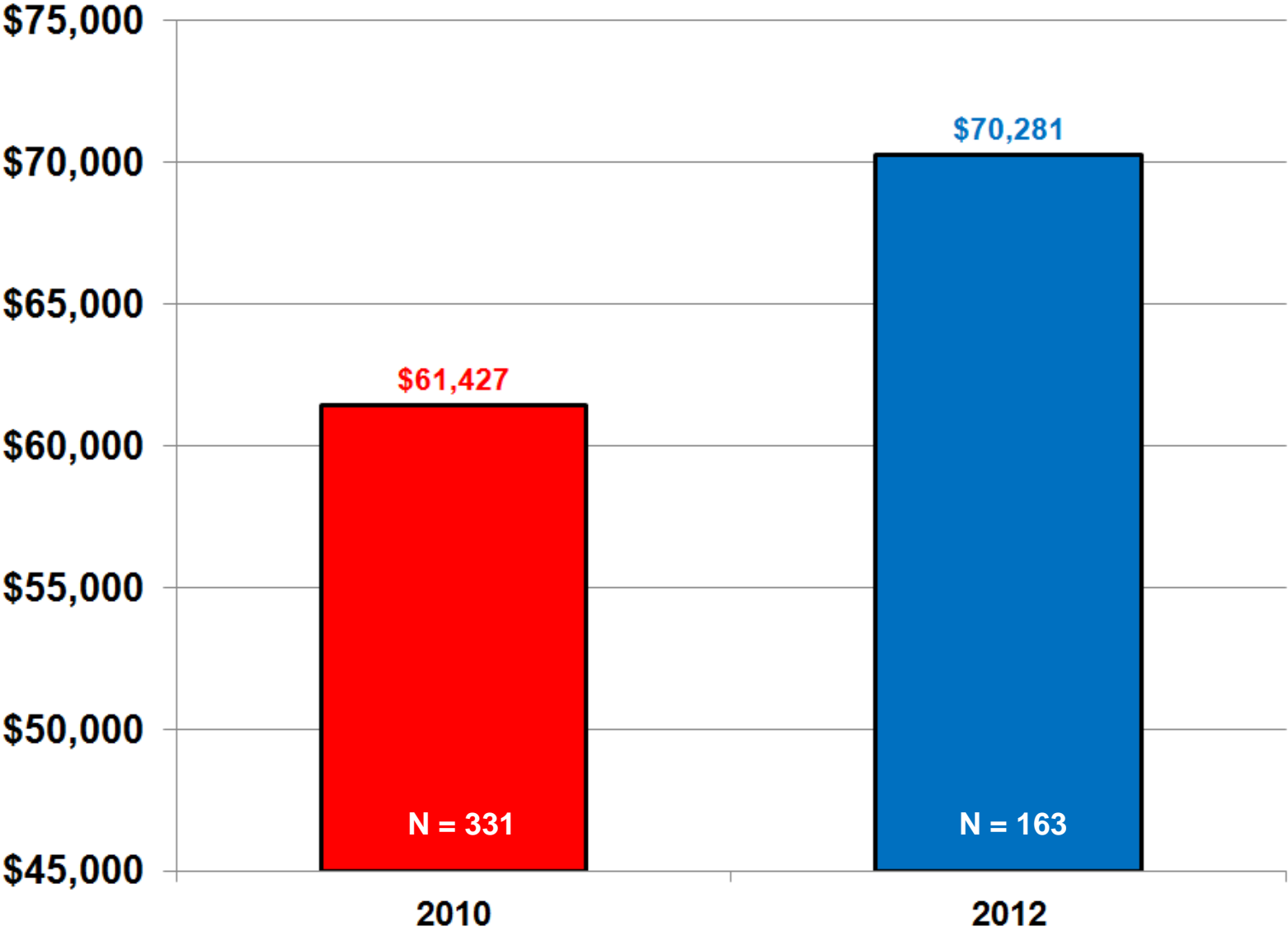


2012 AHIMA Salary Survey EDUCATORS

- Overall 2010 vs. 2012 Average Salary
- 2010 Average Salary vs. 2012 Average Salary by Program Type/Composition

AHIMA Salary Survey: EDUCATORS

- For EDUCATORS only, the average annual salary in 2012 increased +14.4% to approximately \$70,281 from the 2010 value of \$61,427.



AHIMA Salary Survey: EDUCATORS

- For EDUCATORS only, those that were employed and taught in HIA and HIM Master's programs made the most in both 2010 (\$74,842) and 2012 (\$80,796). Those in this segment witnessed an 8.0% salary increase between administrations. Those who taught ONLY in coding programs actually witnessed a 0.7% decrease from 2010 to 2012.

Program Type	2010	2012	Pct Change
Coding program	\$52,391	\$52,036	-0.7%
HIA and HIM Master's program	\$74,842	\$80,796	8.0%
HIA and HIT programs	\$72,755	\$70,113	-3.6%
HIA program	\$69,392	\$76,212	9.8%
HIT program	\$60,321	\$66,856	10.8%
Other	\$57,548	\$73,522	27.8%