

Carolinas HealthCare System. Interview with spokeswoman Gail Rosenberg.

CEO Michael Tarwater's incentive goals are related to performance excellence, quality, financial, employee engagement and customer service.

"We do not break down the weighted percentage of those performance metrics," Rosenberg said. "To suggest that any are weighted more than the others probably is a little bit of an overstatement."

Carolinas HealthCare's statement that Tarwater's pay "is reflective of Carolina HealthCare System's growth in scope and scale" does not describe his performance incentives, she said.

"The reason that paragraph was in the statement is to actually provide some context" with what CEOs are paid in similar-sized organizations, she said.

By law Carolinas HealthCare cannot reveal more information about the pay of Tarwater and other employees, she said.

"In North Carolina there is a very strict law about what can be disclosed about public hospital employees," she said. "The law is quite prescriptive. It says whose information can be disclosed and what would be disclosed."