

EXECUTIVE COMPENSATION FOR HEALTH INSURERS IN OREGON

HEALTH NET HEALTH PLAN OF OREGON OFFICERS AND EMPLOYEES

Name

Chris Ellertson
Steven Sell
Marie Montgomery
Steven Sickle
Angelee Bouchard
Roupen Berberian
Julia Ceballos
Janet Camelio
Dr. John Sobeck
Christina Miller

DIRECTOR COMPENSATION

Steven Sell
Chris Ellertson
Kenneth Leander

KAISER FOUNDATION HEALTH PLAN OFFICERS AND EMPLOYEES

George Halvorson
Andrew McCulloch
Kathryn Lancaster
Dr. Arthur Southam
Mark Zemelman
Karen Schartman
Mark Charpentier
Mark Enger
Susan Hennessey
Mary Durham

DIRECTOR COMPENSATION

Daniel Garcia
Judith Johansen
Christine Cassell
Thomas Chapman
William Graber
J. Eugene Grigsby III
Kim Kaiser
Philip Marineau
J. Neal Purcell
Jenny Ming
Cynthia Telles
Margaret Porfido
Edward Pei

LIFEWISE HEALTH PLAN

OFFICERS AND EMPLOYEES

Majd Fowzi El-Azma

David Lechner

Farah Loudermilk

Kristine Lloyd

Susan Herschell

Mary Jo Kaiyala

Reynaldo Perez

Jeffrey Roe

Richard Maturi

Dr. Rakesh Chauhan

DIRECTOR COMPENSATION

Majd Fowzi El-Azma

Kent Marquardt

Brian Ancell

Jeffrey Roe

Sharon Howe

OREGON DENTAL SERVICE

OFFICERS AND EMPLOYEES

Robert Gootee

William Ten Pas

David Evans

Thomas Bikales

DIRECTOR COMPENSATION

Molly Bordonaro

George Darke

Jill Eberwein

David Howerton

Mark Jensen

George Passadore

ODS HEALTH PLAN

OFFICERS AND EMPLOYEES

Robert Gootee

David Evans

Thomas Bikales

DIRECTOR COMPENSATION

Tracy Andrus

Michael Biermann

Molly Bordonaro

George Darke

Jill Eberwein

David Howerton

Mark Jensen

Jay Lamb

Michael McKeel

Carlton McLeod

Patrick Nearing
George Passadore

PACIFICSOURCE HEALTH PLANS
OFFICERS AND EMPLOYEES

Kenneth Provencher
Peter Davidson, Vice President/CFO
Sujata Sanghvi
Dr. Thomas Ewing
Erick Doolen
Dan Stevens
Troy Kirk
Dr. John Maddox
David Self
Douglas Sheffer

DIRECTOR COMPENSATION

Charles Zachem III
Patricia Buchanan
Dr. Paul Chavin
Hal Brown
Edwin Dahlberg
John Dewenter
Priscilla Gould
Dr. Jeffrey Houck
Dr. Vern Katz
Stephen Lynch
Gretchen Pierce
Dr. Divya Sharma
Dr. David Shute
Richard Wright

PROVIDENCE HEALTH PLAN
OFFICERS AND EMPLOYEES

Jack Friedman
Alison Schrupp
Bruce Wilkinson
Dr. Robert Gluckman
Michael White
Barbara Christensen
Dr. James Mackay
Dr. Gerald Corn
Stephanie Dreyfuss
Katherine Powell

DIRECTOR COMPENSATION

Jeffrey Clode
Isiaah Crawford
Michael Holcomb
Sallye Liner

Kirby McDonald
David Olsen
Dana Rasmussen
James Roberts
Owen Robinson
Cheryl Scott
Peter Snow
Michael Stein
Charles Watts
Ellen Wolf

REGENCE BLUECROSS BLUESHIELD OF OREGON
OFFICERS AND EMPLOYEES

Donald Antonucci
Mark Ganz
John Stellmon
Angela Dowling
Joanne Long
Kerry Barnett
Laurel Klaus
Jared Short
Vincent Price
Sally Rolloff

DIRECTOR COMPENSATION

Peggy Fowler
William Chenevich
Luis Machuca

REGENCE BLUESHIELD (Washington State)
OFFICERS AND EMPLOYEES

Murphy Hensley
John Stellmon
Mark Ganz
Kerry Barnett
Vincent Price
Jared Short
Christopher Gorey
Cary Badger
Janet West
Scott Powers

DIRECTOR COMPENSATION

Jack Stroller
Mack Hogans
Mark Adams
Katharine Lindemann
Michael Koppel

Title	2012 Salary	2012 Bonus
CEO/President	\$184,844	\$399,740
Chairman	\$17,886	\$76,721
Vice President/CFO	\$14,855	\$18,007
Secretary	\$92,636	\$44,948
Assistant Secretary	\$16,556	\$27,517
Vice President	\$13,234	\$10,153
Vice President	\$187,238	\$145,711
Director Sales	\$270,541	\$17,304
Medical Director	\$238,322	\$13,959
Manager Sales	\$246,483	\$3,816
Chairperson	\$0	\$0
CEO/President	\$0	\$0
Director Sales	\$0	\$0
Director/Chairman/CEO	\$0	\$0
Regional President	\$322,191	\$388,434
Executive Vice President/CFO	\$32,535	\$64,873
Executive Vice President	\$37,901	\$76,505
Senior Vice President	\$23,110	\$19,358
Regional Vice President	\$241,998	\$128,269
Vice President	\$249,560	\$170,227
Vice President	\$275,057	\$170,078
Vice President	\$290,473	\$199,348
Vice President	\$198,150	\$110,485
Director	\$0	\$0
Director	\$9,825	\$0
Director	\$10,175	\$0
Director	\$9,825	\$0
Director	\$11,425	\$0
Director	\$11,050	\$0
Director	\$11,425	\$0
Director	\$10,988	\$0
Director	\$11,163	\$0
Director	\$10,100	\$0
Director	\$10,475	\$0
Director	\$11,175	\$0
Director	\$9,825	\$0

President/CEO	\$243,101	\$259,778
Vice President	\$147,176	\$84,224
Sales Manager	\$108,617	\$54,980
Sales Manager	\$99,928	\$22,241
Account Manager	\$64,942	\$45,338
Account Manager	\$70,152	\$43,157
Sales Executive	\$68,494	\$41,909
Senior Vice President	\$45,543	\$52,142
Senior Vice President	\$33,867	\$36,701
Senior Vice President	\$19,702	\$22,152

President/CEO	\$0	\$0
Executive Vice President/Premera Blue Cross	\$0	\$0
Executive Vice President/Premera Blue Cross	\$0	\$0
Senior Vice President/Premera Blue Cross	\$0	\$0
Vice President/LifeWise Health Plan	\$0	\$0

CEO	\$155,385	\$112,500
President	\$194,231	\$93,750
Treasurer	\$21,254	\$9,900
Secretary	\$60,730	\$14,350

Board Member	\$33,000	\$0
Board Member	\$35,300	\$0
Board Member	\$33,000	\$0
Board Member	\$35,500	\$0
Board Member	\$35,500	\$0
Board Member	\$34,800	\$0

CEO	\$155,385	\$112,500
Treasurer	\$106,269	\$49,500
Secretary	\$48,881	\$11,550

Board Member	\$35,800	\$0
Board Member	\$35,500	\$0
Board Member	\$33,000	\$0
Board Member	\$35,300	\$0
Board Member	\$33,000	\$0
Board Member	\$35,500	\$0
Board Member	\$35,500	\$0
Board Member	\$50,250	\$0
Board Member	\$35,000	\$0
Board Member	\$33,500	\$0

Board Member	\$35,800	\$0
Board Member	\$34,800	\$0
President/CEO	\$421,985	\$92,988
Vice President/CFO	\$332,022	\$69,061
Vice President/COO	\$313,650	\$69,061
Vice President/CMO	\$262,500	\$49,547
Vice President/CIO	\$254,000	\$54,886
Vice President/COO	\$245,000	\$52,844
Vice President/Group Sales	\$242,896	\$49,261
Medical Director	\$265,874	\$8,544
Vice President/Idaho Regional Director	\$226,473	\$46,993
Regional Manager	\$256,282	\$0
Chair Ex Officio	\$27,000	\$0
Chair	\$29,000	\$0
Retired	\$7,500	\$0
Treasurer	\$25,100	\$0
Director	\$20,100	\$0
Director	\$29,600	\$0
Director	\$24,600	\$0
Director	\$21,600	\$0
Director	\$20,600	\$0
Director	\$21,100	\$0
Director	\$22,100	\$0
Director	\$17,100	\$0
Director	\$25,100	\$0
Director	\$22,600	\$0
CEO	\$441,374	\$137,819
Chief Service Officer	\$249,565	\$46,484
Chief Information Officer	\$231,225	\$35,273
Chief Medical Officer	\$327,210	\$53,130
Chief Operating Officer	\$272,717	\$44,454
Chief Sales and Marketing Officer	\$242,359	\$39,358
Medical Director	\$276,113	\$7,393
Medical Director	\$223,046	\$7,932
Regional Director of Network Development	\$170,945	\$27,770
Chief Innovation Officer	\$203,565	\$16,972
Board Member	\$8,750	\$0
Board Member	\$15,000	\$0
Board Member	\$15,000	\$0
Board Member	\$15,000	\$0

Board Member	\$15,000	\$0
Board Member	\$15,000	\$0
Board Member	\$18,000	\$0
Board Member	\$20,500	\$0
Board Member	\$15,000	\$0
Board Member	\$15,000	\$0
Board Member	\$20,500	\$0
Board Member	\$18,000	\$0
Board Member	\$15,000	\$0
Board Member	\$15,000	\$0

President	\$324,446	\$56,775
Cambia President/CEO	\$280,540	\$277,755
Former SVP Healthcare Services	\$547,655	\$19,963
Vice President/Sales	\$162,500	\$86,935
Former SVP Government Programs	\$200,794	\$20,794
Group EVP Corporate Services	\$161,088	\$103,333
Director Sales	\$160,083	\$30,670
Division President HIS	\$164,721	\$77,101
Executive Vice President/CFO	\$146,484	\$81,594
Director/Underwriting	\$176,022	\$30,149

Director	\$12,360	\$0
Director	\$10,400	\$0
Director	\$12,100	\$0

President	\$338,671	\$197,107
Former SVP Healthcare Services	\$716,026	\$98,388
Cambia President/CEO	\$354,287	\$350,769
Group EVP Corporate Services	\$203,434	\$130,497
Executive Vice President/CFO	\$203,799	\$113,520
Division President HIS	\$208,023	\$97,368
VP/Sales	\$218,169	\$66,782
VP/Corp & Strategic Bus Devel.	\$213,929	\$52,035
Former Director/Custom Accounts	\$201,103	\$61,922
SVP/Health Insurance Operations	\$148,741	\$84,310

Director	\$18,240	\$0
Director	\$11,240	\$0
Director	\$11,460	\$0
Director	\$11,400	\$0
Director	\$12,120	\$0

2012 Other Compensation	Total	2011 Salary	2011 Bonus
\$10,262	\$594,846	\$158,817	\$148,315
\$1,224	\$95,831	\$16,012	\$15,133
\$314	\$33,176	\$13,094	\$12,128
\$6,819	\$144,403	\$92,070	\$27,784
\$641	\$44,714	\$14,466	\$15,090
\$1,554	\$24,941	\$0	\$0
\$20,842	\$353,791	\$174,577	\$112,800
\$12,587	\$300,432	\$197,058	\$14,732
\$21,302	\$273,583	\$0	\$0
\$20,912	\$271,211	\$0	\$0

\$0	\$0
\$0	\$0
\$0	\$12,000

\$488,181	\$488,181	\$0	\$313,469
\$242,832	\$953,457	\$382,586	\$316,655
\$39,709	\$137,117	\$31,655	\$45,398
\$51,288	\$165,694	\$37,241	\$58,750
\$6,511	\$48,979	\$19,962	\$12,975
\$763	\$371,030	\$261,450	\$105,526
\$3,123	\$422,910	\$222,511	\$150,739
\$4,588	\$449,723	\$303,730	\$167,641
\$160,309	\$650,130	\$289,486	\$162,913
\$4,429	\$313,064	\$196,103	\$97,418

\$70,119	\$70,119
\$532	\$10,357
\$0	\$10,175
\$1,730	\$11,555
\$616	\$12,041
\$0	\$11,050
\$0	\$11,425
\$293	\$11,281
\$711	\$11,874
\$616	\$10,716
\$386	\$10,861
\$714	\$11,889
\$1,357	\$11,182

\$43,396	\$546,275	\$236,094	\$213,141
\$25,286	\$256,686	\$138,608	\$31,760
\$25,355	\$188,952	\$105,590	\$29,079
\$8,851	\$131,020	\$96,449	\$11,606
\$9,673	\$119,953	\$55,773	\$19,688
\$5,436	\$118,745	\$69,562	\$32,385
\$7,570	\$117,973	\$65,852	\$8,263
\$10,577	\$108,262	\$45,896	\$42,882
\$5,743	\$76,311	\$33,943	\$45,633
\$3,817	\$45,671	\$20,391	\$26,883

\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0

\$3,461	\$271,346	\$137,549	\$73,440
\$3,895	\$291,876	\$167,133	\$58,800
\$684	\$31,838	\$12,977	\$3,500
\$3,101	\$78,181	\$65,561	\$9,000

\$0	\$33,000
\$0	\$35,300
\$0	\$33,000
\$0	\$35,500
\$0	\$35,500
\$0	\$34,800

\$3,461	\$271,346	\$137,549	\$73,440
\$3,419	\$159,188	\$87,131	\$23,500
\$2,496	\$62,927	\$43,707	\$6,000

\$0	\$35,800
\$0	\$35,500
\$0	\$33,000
\$0	\$35,300
\$0	\$33,000
\$0	\$35,500
\$0	\$35,500
\$0	\$50,250
\$0	\$35,000
\$0	\$33,500

\$0 \$35,800
\$0 \$34,800

\$30,116	\$545,089	\$426,426	\$84,288
\$966	\$402,049	\$316,211	\$64,693
\$630	\$383,341	\$304,500	\$64,693
\$1,054	\$313,101	\$0	\$0
\$630	\$309,516	\$242,000	\$51,308
\$420	\$298,264	\$233,000	\$23,392
\$630	\$292,787	\$239,261	\$46,847
\$420	\$274,838	\$264,187	\$8,851
\$966	\$274,432	\$215,168	\$44,616
\$966	\$257,248	\$209,805	\$0

\$0 \$27,000
\$0 \$29,000
\$0 \$7,500
\$0 \$25,100
\$0 \$20,100
\$0 \$29,600
\$0 \$24,600
\$0 \$21,600
\$0 \$20,600
\$0 \$21,100
\$0 \$22,100
\$0 \$17,100
\$0 \$25,100
\$0 \$22,600

\$46,545	\$625,738	\$424,954	\$146,254
\$325,238	\$621,287	\$250,529	\$50,728
\$319,246	\$585,744	\$225,908	\$39,864
\$4,311	\$384,651	\$322,022	\$18,538
\$29,712	\$346,883	\$267,473	\$45,890
\$60,009	\$341,726	\$235,897	\$41,777
\$12,808	\$296,314	\$264,776	\$6,348
\$6,966	\$237,944	\$236,441	\$5,744
\$211	\$198,926	\$162,475	\$15,300
\$164	\$220,701	\$0	\$0

\$0 \$8,750
\$0 \$15,000
\$0 \$15,000
\$0 \$15,000

\$0	\$15,000
\$0	\$15,000
\$0	\$18,000
\$0	\$20,500
\$0	\$15,000
\$0	\$15,000
\$0	\$20,500
\$0	\$18,000
\$0	\$15,000
\$0	\$15,000

\$32,701	\$413,922	\$222,885	\$111,630
\$49,698	\$607,993	\$268,812	\$338,417
\$75,253	\$642,871	\$0	\$0
\$62,764	\$312,199	\$0	\$0
\$90,423	\$312,011	\$157,755	\$95,246
\$27,477	\$291,898	\$140,843	\$91,102
\$77,220	\$267,973	\$152,168	\$118,759
\$22,126	\$263,948	\$339,845	\$157,302
\$19,701	\$247,779	\$0	\$0
\$36,616	\$242,787	\$0	\$0

\$0	\$12,360
\$0	\$10,400
\$0	\$12,100

\$60,493	\$596,271	\$330,250	\$179,373
\$26,100	\$840,514	\$160,729	\$97,843
\$62,763	\$767,819	\$380,455	\$478,969
\$34,663	\$368,594	\$199,473	\$129,026
\$27,410	\$344,729	\$201,147	\$104,360
\$27,942	\$333,333	\$0	\$0
\$31,962	\$316,913	\$228,821	\$69,822
\$32,951	\$298,915	\$0	\$0
\$28,512	\$291,537	\$186,187	\$71,675
\$22,733	\$255,784	\$0	\$0

\$0	\$18,240
\$0	\$11,240
\$0	\$11,460
\$0	\$11,400
\$0	\$12,120

2011 Other Compensation	Total	Pct. Diff.
\$12,093	\$319,225	86%
\$1,037	\$32,182	198%
\$287	\$25,509	30%
\$8,974	\$128,828	12%
\$602	\$30,158	48%
\$0	\$0	0%
\$21,484	\$308,861	15%
\$11,270	\$223,060	35%
\$0	\$0	0%
\$0	\$0	0%

\$77,684	\$391,153	25%
\$32,402	\$731,643	30%
\$26,468	\$103,521	32%
\$34,532	\$130,523	27%
\$4,057	\$36,994	32%
\$66,003	\$432,979	-14%
\$1,650	\$374,900	13%
\$58,043	\$529,414	-15%
\$333,165	\$785,564	-17%
\$702	\$294,223	40%

\$48,897	\$498,132	10%
\$23,132	\$193,500	33%
\$22,399	\$157,068	20%
\$5,683	\$113,738	15%
\$7,234	\$82,695	45%
\$9,749	\$111,696	6%
\$6,978	\$81,093	45%
\$14,075	\$102,853	5%
\$6,407	\$85,983	-11%
\$3,833	\$51,107	-11%

\$1,951	\$212,940	27%
\$2,333	\$228,266	28%
\$368	\$16,845	89%
\$4,175	\$78,736	-1%

\$1,951	\$212,940	27%
\$2,473	\$113,104	41%
\$2,874	\$52,581	20%

\$22,093	\$532,807	2%
\$966	\$381,870	5%
\$630	\$369,823	4%
\$0	\$0	0%
\$630	\$293,938	5%
\$21,385	\$277,777	7%
\$420	\$286,528	2%
\$420	\$273,458	1%
\$3,930	\$263,714	4%
\$966	\$210,771	22%

\$17,936	\$589,144	6%
\$17,040	\$318,297	95%
\$1,910	\$267,682	119%
\$10,276	\$350,836	10%
\$1,499	\$314,862	10%
\$16,294	\$293,968	16%
\$12,465	\$283,589	4%
\$3,858	\$246,043	-3%
\$138	\$177,913	12%
\$0	\$0	0%

\$28,132	\$362,647	14%
\$40,730	\$647,959	-6%
\$0	\$0	0%
\$0	\$0	0%
\$18,576	\$271,577	15%
\$22,498	\$254,443	15%
\$30,385	\$301,312	-11%
\$49,734	\$546,881	-52%
\$0	\$0	0%
\$0	\$0	0%

\$54,793	\$564,416	6%
\$27,061	\$285,633	194%
\$57,646	\$917,070	-16%
\$31,863	\$360,362	2%
\$21,785	\$327,292	5%
\$0	\$0	0%
\$48,061	\$346,704	-9%
\$0	\$0	0%
\$25,669	\$283,531	3%
\$0	\$0	0%