

HOW MUCH WERE HEALTH PLAN LEADERS PAID?

Pay for some CEOs at major health insurers more than doubled in 2010 from 2009 figures. Compensation topped \$10 million for chief executives at five of the seven largest shareholder-owned companies. Here is a summary of their compensation in 2009 and 2010:

	Year	Salary	Bonus	Stock awards	Option awards	Nonequity incentive plan compensation	Change in pension	Other	Total	% change
AETNA Ronald Williams*	2009	\$1,095,785	\$0	\$4,300,011	\$9,887,980	\$900,000	\$1,665,817	\$208,659	\$18,058,162	
	2010	\$1,095,785	\$0	\$14,300,022	\$0	\$2,752,200	\$2,283,123	\$299,838	\$20,730,968	15%
Mark Bertolini*	2009	\$932,414	\$0	\$7,150,030	\$3,806,838	\$612,144	\$54,682	\$71,692	\$12,627,800	
	2010	\$937,318	\$0	\$5,827,331	\$0	\$1,894,848	\$31,890	\$117,465	\$8,808,852	-30%
CIGNA David Cordani	2009	\$750,961	\$0	\$0	\$811,275	\$4,948,750	\$189,483	\$27,427	\$6,727,896	
	2010	\$1,000,000	\$0	\$4,474,993	\$2,198,019	\$7,356,375	\$104,214	\$91,983	\$15,225,584	126%
COVENTRY HEALTH CARE Allen Wise	2009	\$584,243	\$2,750,000	\$4,296,000	\$7,225,500	\$2,500,000	n/a	\$72,046	\$17,427,789	
	2010	\$600,000	\$2,750,000	\$6,864,000	\$0	\$3,000,000	n/a	\$433,413	\$13,647,413	-22%
HEALTH NET Jay Gellert	2009	\$1,200,000	\$0	\$0	\$0	\$1,587,600	\$767,347	\$88,395	\$3,643,342	
	2010	\$1,204,615	\$0	\$863,588	\$2,497,575	\$1,215,000	\$1,793,883	\$90,292	\$7,664,953	110%
HUMANA Mike McCallister	2009	\$1,025,000	\$0	\$0	\$3,393,474	\$1,793,750	\$0	\$297,228	\$6,509,452	
	2010	\$1,026,182	\$0	\$0	\$2,500,097	\$2,052,364	\$0	\$569,274	\$6,147,917	-6%
UNITEDHEALTH GROUP Stephen Hemsley	2009	\$1,300,000	\$0	\$4,122,694	\$1,442,306	\$1,950,000	\$0	\$86,916	\$8,901,916	
	2010	\$1,300,000	\$0	\$4,500,045	\$1,500,007	\$3,400,000	\$0	\$110,079	\$10,810,131	21%
WELLPOINT Angela Braly	2009	\$1,144,000	\$0	\$6,200,028	\$3,973,688	\$1,487,086	\$11,360	\$292,036	\$13,108,198	
	2010	\$1,144,000	\$0	\$5,404,433	\$3,595,564	\$2,714,503	\$10,605	\$591,340	\$13,460,445	3%

*BERTOLINI SUCCEEDED WILLIAMS AS CEO ON NOV. 29, 2010, AND AS CHAIR ON APRIL 8, 2011
SOURCES: COMPANY FILINGS WITH THE U.S. SECURITIES AND EXCHANGE COMMISSION

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