

EXECUTIVE COMPENSATION FOR HEALTH INSURERS IN OREGON

Name	Title	2012				2011				Pct. Diff.
		Salary	Bonus	Other Compensation	Total	Salary	Bonus	Other Compensation	Total	
HEALTH NET HEALTH PLAN OF OREGON										
OFFICERS AND EMPLOYEES										
Chris Ellertson	CEO/President	\$184,844	\$399,740	\$10,262	\$594,846	\$158,817	\$148,315	\$12,093	\$319,225	86%
Steven Sell	Chairman	\$17,886	\$76,721	\$1,224	\$95,831	\$16,012	\$15,133	\$1,037	\$32,182	198%
Marie Montgomery	Vice President/CFO	\$14,855	\$18,007	\$314	\$33,176	\$13,094	\$12,128	\$287	\$25,509	30%
Steven Sickle	Secretary	\$92,636	\$44,948	\$6,819	\$144,403	\$92,070	\$27,784	\$8,974	\$128,828	12%
Angelee Bouchard	Assistant Secretary	\$16,556	\$27,517	\$641	\$44,714	\$14,466	\$15,090	\$602	\$30,158	48%
Roupen Berberian	Vice President	\$13,234	\$10,153	\$1,554	\$24,941	\$0	\$0	\$0	\$0	0%
Julia Ceballos	Vice President	\$187,238	\$145,711	\$20,842	\$353,791	\$174,577	\$112,800	\$21,484	\$308,861	15%
Janet Camelio	Director Sales	\$270,541	\$17,304	\$12,587	\$300,432	\$197,058	\$14,732	\$11,270	\$223,060	35%
Dr. John Sobeck	Medical Director	\$238,322	\$13,959	\$21,302	\$273,583	\$0	\$0	\$0	\$0	0%
Christina Miller	Manager Sales	\$246,483	\$3,816	\$20,912	\$271,211	\$0	\$0	\$0	\$0	0%
DIRECTOR COMPENSATION										
Steven Sell	Chairperson	\$0	\$0	\$0	\$0					
Chris Ellertson	CEO/President	\$0	\$0	\$0	\$0					
Kenneth Leander	Director Sales	\$0	\$0	\$0	\$12,000					
KAISER FOUNDATION HEALTH PLAN										
OFFICERS AND EMPLOYEES										
George Halvorson	Director/Chairman/CEO	\$0	\$0	\$488,181	\$488,181	\$0	\$313,469	\$77,684	\$391,153	25%
Andrew McCulloch	Regional President	\$322,191	\$388,434	\$242,832	\$953,457	\$382,586	\$316,655	\$32,402	\$731,643	30%
Kathryn Lancaster	Executive Vice President/CFO	\$32,535	\$64,873	\$39,709	\$137,117	\$31,655	\$45,398	\$26,468	\$103,521	32%
Dr. Arthur Southam	Executive Vice President	\$37,901	\$76,505	\$51,288	\$165,694	\$37,241	\$58,750	\$34,532	\$130,523	27%
Mark Zemelman	Senior Vice President	\$23,110	\$19,358	\$6,511	\$48,979	\$19,962	\$12,975	\$4,057	\$36,994	32%
Karen Schartman	Regional Vice President	\$241,998	\$128,269	\$763	\$371,030	\$261,450	\$105,526	\$66,003	\$432,979	-14%
Mark Charpentier	Vice President	\$249,560	\$170,227	\$3,123	\$422,910	\$222,511	\$150,739	\$1,650	\$374,900	13%
Mark Enger	Vice President	\$275,057	\$170,078	\$4,588	\$449,723	\$303,730	\$167,641	\$58,043	\$529,414	-15%
Susan Hennessey	Vice President	\$290,473	\$199,348	\$160,309	\$650,130	\$289,486	\$162,913	\$333,165	\$785,564	-17%
Mary Durham	Vice President	\$198,150	\$110,485	\$4,429	\$313,064	\$196,103	\$97,418	\$702	\$294,223	40%
DIRECTOR COMPENSATION										
Daniel Garcia	Director	\$0	\$0	\$70,119	\$70,119					
Judith Johansen	Director	\$9,825	\$0	\$532	\$10,357					
Christine Cassell	Director	\$10,175	\$0	\$0	\$10,175					
Thomas Chapman	Director	\$9,825	\$0	\$1,730	\$11,555					
William Graber	Director	\$11,425	\$0	\$616	\$12,041					
J. Eugene Grigsby III	Director	\$11,050	\$0	\$0	\$11,050					
Kim Kaiser	Director	\$11,425	\$0	\$0	\$11,425					
Philip Marineau	Director	\$10,988	\$0	\$293	\$11,281					
J. Neal Purcell	Director	\$11,163	\$0	\$711	\$11,874					
Jenny Ming	Director	\$10,100	\$0	\$616	\$10,716					
Cynthia Telles	Director	\$10,475	\$0	\$386	\$10,861					
Margaret Porfido	Director	\$11,175	\$0	\$714	\$11,889					
Edward Pei	Director	\$9,825	\$0	\$1,357	\$11,182					
LIFEWISE HEALTH PLAN										
OFFICERS AND EMPLOYEES										
Majd Fowzi El-Azma	President/CEO	\$243,101	\$259,778	\$43,396	\$546,275	\$236,094	\$213,141	\$48,897	\$498,132	10%
David Lechner	Vice President	\$147,176	\$84,224	\$25,286	\$256,686	\$138,608	\$31,760	\$23,132	\$193,500	33%
Farah Loudermilk	Sales Manager	\$108,617	\$54,980	\$25,355	\$188,952	\$105,590	\$29,079	\$22,399	\$157,068	20%
Kristine Lloyd	Sales Manager	\$99,928	\$22,241	\$8,851	\$131,020	\$96,449	\$11,606	\$5,683	\$113,738	15%
Susan Herschell	Account Manager	\$64,942	\$45,338	\$9,673	\$119,953	\$55,773	\$19,688	\$7,234	\$82,695	45%

EXECUTIVE COMPENSATION FOR HEALTH INSURERS IN OREGON

Name	Title	2012				2011				Pct. Diff.
		Salary	Bonus	Other Compensation	Total	Salary	Bonus	Other Compensation	Total	
Mary Jo Kaiyala	Account Manager	\$70,152	\$43,157	\$5,436	\$118,745	\$69,562	\$32,385	\$9,749	\$111,696	6%
Reynaldo Perez	Sales Executive	\$68,494	\$41,909	\$7,570	\$117,973	\$65,852	\$8,263	\$6,978	\$81,093	45%
Jeffrey Roe	Senior Vice President	\$45,543	\$52,142	\$10,577	\$108,262	\$45,896	\$42,882	\$14,075	\$102,853	5%
Richard Maturi	Senior Vice President	\$33,867	\$36,701	\$5,743	\$76,311	\$33,943	\$45,633	\$6,407	\$85,983	-11%
Dr. Rakesh Chauhan	Senior Vice President	\$19,702	\$22,152	\$3,817	\$45,671	\$20,391	\$26,883	\$3,833	\$51,107	-11%
DIRECTOR COMPENSATION										
Majd Fowzi El-Azma	President/CEO	\$0	\$0	\$0	\$0					
Kent Marquardt	Executive Vice President/Premera Blue Cross	\$0	\$0	\$0	\$0					
Brian Ancell	Executive Vice President/Premera Blue Cross	\$0	\$0	\$0	\$0					
Jeffrey Roe	Senior Vice President/Premera Blue Cross	\$0	\$0	\$0	\$0					
Sharon Howe	Vice President/LifeWise Health Plan	\$0	\$0	\$0	\$0					
OREGON DENTAL SERVICE OFFICERS AND EMPLOYEES										
Robert Gootee	CEO	\$155,385	\$112,500	\$3,461	\$271,346	\$137,549	\$73,440	\$1,951	\$212,940	27%
William Ten Pas	President	\$194,231	\$93,750	\$3,895	\$291,876	\$167,133	\$58,800	\$2,333	\$228,266	28%
David Evans	Treasurer	\$21,254	\$9,900	\$684	\$31,838	\$12,977	\$3,500	\$368	\$16,845	89%
Thomas Bikales	Secretary	\$60,730	\$14,350	\$3,101	\$78,181	\$65,561	\$9,000	\$4,175	\$78,736	-1%
DIRECTOR COMPENSATION										
Molly Bordonaro	Board Member	\$33,000	\$0	\$0	\$33,000					
George Darke	Board Member	\$35,300	\$0	\$0	\$35,300					
Jill Eberwein	Board Member	\$33,000	\$0	\$0	\$33,000					
David Howerton	Board Member	\$35,500	\$0	\$0	\$35,500					
Mark Jensen	Board Member	\$35,500	\$0	\$0	\$35,500					
George Passadore	Board Member	\$34,800	\$0	\$0	\$34,800					
ODS HEALTH PLAN OFFICERS AND EMPLOYEES										
Robert Gootee	CEO	\$155,385	\$112,500	\$3,461	\$271,346	\$137,549	\$73,440	\$1,951	\$212,940	27%
David Evans	Treasurer	\$106,269	\$49,500	\$3,419	\$159,188	\$87,131	\$23,500	\$2,473	\$113,104	41%
Thomas Bikales	Secretary	\$48,881	\$11,550	\$2,496	\$62,927	\$43,707	\$6,000	\$2,874	\$52,581	20%
DIRECTOR COMPENSATION										
Tracy Andrus	Board Member	\$35,800	\$0	\$0	\$35,800					
Michael Biermann	Board Member	\$35,500	\$0	\$0	\$35,500					
Molly Bordonaro	Board Member	\$33,000	\$0	\$0	\$33,000					
George Darke	Board Member	\$35,300	\$0	\$0	\$35,300					
Jill Eberwein	Board Member	\$33,000	\$0	\$0	\$33,000					
David Howerton	Board Member	\$35,500	\$0	\$0	\$35,500					
Mark Jensen	Board Member	\$35,500	\$0	\$0	\$35,500					
Jay Lamb	Board Member	\$50,250	\$0	\$0	\$50,250					
Michael McKeel	Board Member	\$35,000	\$0	\$0	\$35,000					
Carlton McLeod	Board Member	\$33,500	\$0	\$0	\$33,500					
Patrick Nearing	Board Member	\$35,800	\$0	\$0	\$35,800					
George Passadore	Board Member	\$34,800	\$0	\$0	\$34,800					
PACIFICSOURCE HEALTH PLANS OFFICERS AND EMPLOYEES										
Kenneth Provencher	President/CEO	\$421,985	\$92,988	\$30,116	\$545,089	\$426,426	\$84,288	\$22,093	\$532,807	2%
Peter Davidson, Vice President/CFO	Vice President/CFO	\$332,022	\$69,061	\$966	\$402,049	\$316,211	\$64,693	\$966	\$381,870	5%
Sujata Sanghvi	Vice President/COO	\$313,650	\$69,061	\$630	\$383,341	\$304,500	\$64,693	\$630	\$369,823	4%
Dr. Thomas Ewing	Vice President/CMO	\$262,500	\$49,547	\$1,054	\$313,101	\$0	\$0	\$0	\$0	0%

EXECUTIVE COMPENSATION FOR HEALTH INSURERS IN OREGON

Name	Title	2012 Salary	2012 Bonus	2012 Other	Total	2011 Salary	2011 Bonus	2011 Other	Total	Pct. Diff.
				Compensation				Compensation		
Erick Doolen	Vice President/CIO	\$254,000	\$54,886	\$630	\$309,516	\$242,000	\$51,308	\$630	\$293,938	5%
Dan Stevens	Vice President/COO	\$245,000	\$52,844	\$420	\$298,264	\$233,000	\$23,392	\$21,385	\$277,777	7%
Troy Kirk	Vice President/Group Sales	\$242,896	\$49,261	\$630	\$292,787	\$239,261	\$46,847	\$420	\$286,528	2%
Dr. John Maddox	Medical Director	\$265,874	\$8,544	\$420	\$274,838	\$264,187	\$8,851	\$420	\$273,458	1%
David Self	Vice President/Idaho Regional Director	\$226,473	\$46,993	\$966	\$274,432	\$215,168	\$44,616	\$3,930	\$263,714	4%
Douglas Sheffer	Regional Manager	\$256,282	\$0	\$966	\$257,248	\$209,805	\$0	\$966	\$210,771	22%

DIRECTOR COMPENSATION

Charles Zachem III	Chair Ex Officio	\$27,000	\$0	\$0	\$27,000					
Patricia Buchanan	Chair	\$29,000	\$0	\$0	\$29,000					
Dr. Paul Chavin	Retired	\$7,500	\$0	\$0	\$7,500					
Hal Brown	Treasurer	\$25,100	\$0	\$0	\$25,100					
Edwin Dahlberg	Director	\$20,100	\$0	\$0	\$20,100					
John Dewenter	Director	\$29,600	\$0	\$0	\$29,600					
Priscilla Gould	Director	\$24,600	\$0	\$0	\$24,600					
Dr. Jeffrey Houck	Director	\$21,600	\$0	\$0	\$21,600					
Dr. Vern Katz	Director	\$20,600	\$0	\$0	\$20,600					
Stephen Lynch	Director	\$21,100	\$0	\$0	\$21,100					
Gretchen Pierce	Director	\$22,100	\$0	\$0	\$22,100					
Dr. Divya Sharma	Director	\$17,100	\$0	\$0	\$17,100					
Dr. David Shute	Director	\$25,100	\$0	\$0	\$25,100					
Richard Wright	Director	\$22,600	\$0	\$0	\$22,600					

PROVIDENCE HEALTH PLAN

OFFICERS AND EMPLOYEES

Jack Friedman	CEO	\$441,374	\$137,819	\$46,545	\$625,738	\$424,954	\$146,254	\$17,936	\$589,144	6%
Alison Schrupp	Chief Service Officer	\$249,565	\$46,484	\$325,238	\$621,287	\$250,529	\$50,728	\$17,040	\$318,297	95%
Bruce Wilkinson	Chief Information Officer	\$231,225	\$35,273	\$319,246	\$585,744	\$225,908	\$39,864	\$1,910	\$267,682	119%
Dr. Robert Gluckman	Chief Medical Officer	\$327,210	\$53,130	\$4,311	\$384,651	\$322,022	\$18,538	\$10,276	\$350,836	10%
Michael White	Chief Operating Officer	\$272,717	\$44,454	\$29,712	\$346,883	\$267,473	\$45,890	\$1,499	\$314,862	10%
Barbara Christensen	Chief Sales and Marketing Officer	\$242,359	\$39,358	\$60,009	\$341,726	\$235,897	\$41,777	\$16,294	\$293,968	16%
Dr. James Mackay	Medical Director	\$276,113	\$7,393	\$12,808	\$296,314	\$264,776	\$6,348	\$12,465	\$283,589	4%
Dr. Gerald Corn	Medical Director	\$223,046	\$7,932	\$6,966	\$237,944	\$236,441	\$5,744	\$3,858	\$246,043	-3%
Stephanie Dreyfuss	Regional Director of Network Development	\$170,945	\$27,770	\$211	\$198,926	\$162,475	\$15,300	\$138	\$177,913	12%
Katherine Powell	Chief Innovation Officer	\$203,565	\$16,972	\$164	\$220,701	\$0	\$0	\$0	\$0	0%

DIRECTOR COMPENSATION

Jeffrey Clode	Board Member	\$8,750	\$0	\$0	\$8,750					
Isiaah Crawford	Board Member	\$15,000	\$0	\$0	\$15,000					
Michael Holcomb	Board Member	\$15,000	\$0	\$0	\$15,000					
Sallye Liner	Board Member	\$15,000	\$0	\$0	\$15,000					
Kirby McDonald	Board Member	\$15,000	\$0	\$0	\$15,000					
David Olsen	Board Member	\$15,000	\$0	\$0	\$15,000					
Dana Rasmussen	Board Member	\$18,000	\$0	\$0	\$18,000					
James Roberts	Board Member	\$20,500	\$0	\$0	\$20,500					
Owen Robinson	Board Member	\$15,000	\$0	\$0	\$15,000					
Cheryl Scott	Board Member	\$15,000	\$0	\$0	\$15,000					
Peter Snow	Board Member	\$20,500	\$0	\$0	\$20,500					
Michael Stein	Board Member	\$18,000	\$0	\$0	\$18,000					
Charles Watts	Board Member	\$15,000	\$0	\$0	\$15,000					
Ellen Wolf	Board Member	\$15,000	\$0	\$0	\$15,000					

REGENCE BLUECROSS BLUESHIELD OF OREGON

EXECUTIVE COMPENSATION FOR HEALTH INSURERS IN OREGON

Name	Title	2012				2011				Pct. Diff.
		Salary	Bonus	Other Compensation	Total	Salary	Bonus	Other Compensation	Total	
OFFICERS AND EMPLOYEES										
Donald Antonucci	President	\$324,446	\$56,775	\$32,701	\$413,922	\$222,885	\$111,630	\$28,132	\$362,647	14%
Mark Ganz	Cambia President/CEO	\$280,540	\$277,755	\$49,698	\$607,993	\$268,812	\$338,417	\$40,730	\$647,959	-6%
John Stellmon	Former SVP Healthcare Services	\$547,655	\$19,963	\$75,253	\$642,871	\$0	\$0	\$0	\$0	0%
Angela Dowling	Vice President/Sales	\$162,500	\$86,935	\$62,764	\$312,199	\$0	\$0	\$0	\$0	0%
Joanne Long	Former SVP Government Programs	\$200,794	\$20,794	\$90,423	\$312,011	\$157,755	\$95,246	\$18,576	\$271,577	15%
Kerry Barnett	Group EVP Corporate Services	\$161,088	\$103,333	\$27,477	\$291,898	\$140,843	\$91,102	\$22,498	\$254,443	15%
Laurel Klaus	Director Sales	\$160,083	\$30,670	\$77,220	\$267,973	\$152,168	\$118,759	\$30,385	\$301,312	-11%
Jared Short	Division President HIS	\$164,721	\$77,101	\$22,126	\$263,948	\$339,845	\$157,302	\$49,734	\$546,881	-52%
Vincent Price	Executive Vice President/CFO	\$146,484	\$81,594	\$19,701	\$247,779	\$0	\$0	\$0	\$0	0%
Sally Roloff	Director/Underwriting	\$176,022	\$30,149	\$36,616	\$242,787	\$0	\$0	\$0	\$0	0%
DIRECTOR COMPENSATION										
Peggy Fowler	Director	\$12,360	\$0	\$0	\$12,360					
William Chenevich	Director	\$10,400	\$0	\$0	\$10,400					
Luis Machuca	Director	\$12,100	\$0	\$0	\$12,100					
REGENCE BLUESHIELD (Washington State)										
OFFICERS AND EMPLOYEES										
Murphy Hensley	President	\$338,671	\$197,107	\$60,493	\$596,271	\$330,250	\$179,373	\$54,793	\$564,416	6%
John Stellmon	Former SVP Healthcare Services	\$716,026	\$98,388	\$26,100	\$840,514	\$160,729	\$97,843	\$27,061	\$285,633	194%
Mark Ganz	Cambia President/CEO	\$354,287	\$350,769	\$62,763	\$767,819	\$380,455	\$478,969	\$57,646	\$917,070	-16%
Kerry Barnett	Group EVP Corporate Services	\$203,434	\$130,497	\$34,663	\$368,594	\$199,473	\$129,026	\$31,863	\$360,362	2%
Vincent Price	Executive Vice President/CFO	\$203,799	\$113,520	\$27,410	\$344,729	\$201,147	\$104,360	\$21,785	\$327,292	5%
Jared Short	Division President HIS	\$208,023	\$97,368	\$27,942	\$333,333	\$0	\$0	\$0	\$0	0%
Christopher Gorey	VP/Sales	\$218,169	\$66,782	\$31,962	\$316,913	\$228,821	\$69,822	\$48,061	\$346,704	-9%
Cary Badger	VP/Corp & Strategic Bus Devel.	\$213,929	\$52,035	\$32,951	\$298,915	\$0	\$0	\$0	\$0	0%
Janet West	Former Director/Custom Accounts	\$201,103	\$61,922	\$28,512	\$291,537	\$186,187	\$71,675	\$25,669	\$283,531	3%
Scott Powers	SVP/Health Insurance Operations	\$148,741	\$84,310	\$22,733	\$255,784	\$0	\$0	\$0	\$0	0%
DIRECTOR COMPENSATION										
Jack Stroller	Director	\$18,240	\$0	\$0	\$18,240					
Mack Hogans	Director	\$11,240	\$0	\$0	\$11,240					
Mark Adams	Director	\$11,460	\$0	\$0	\$11,460					
Katharine Lindemann	Director	\$11,400	\$0	\$0	\$11,400					
Michael Koppel	Director	\$12,120	\$0	\$0	\$12,120					