

## A LITTLE LESS WEALTHY IN TOUGH TIMES

Top executives at the seven largest for-profit, publicly traded health plans took an average 12% cut in total compensation in 2008 compared with 2007. Insurers scaled back fringe benefits and in some cases cut pay across the board. Here is a summary of what those CEOs were paid last year:

### 2007

COMPANY	AETNA	CIGNA	COVENTRY	HEALTH NET	HUMANA	UNITEDHEALTH GROUP	WELLPOINT
<b>Executive</b>	Ronald A. Williams	H. Edward Hanway	Dale B. Wolf	Jay M Gellert	Mike B. McCallister	Stephen J. Hemsley	Angela F. Braly
<b>Base pay</b>	\$1,095,785	\$1,110,000	\$925,000	\$1,180,769	\$973,558	\$1,300,000	\$922,269
<b>Bonus</b>	\$1,900,000	\$17,999,970	\$3,821,226	\$0	\$1,950,000	\$3,635,000	\$588,311
<b>Stock awards</b>	\$5,309,197	\$452,886	\$1,688,743	\$1,425,243	\$0	\$0	\$2,160,159
<b>Option awards</b>	\$12,887,276	\$4,626,316	\$7,846,664	\$949,406	\$2,438,685	\$8,134,691	\$5,240,149
<b>Retirement, pension</b>	\$1,749,414	\$1,618,584	\$122,860	\$0	\$4,438,993	\$0	\$3,706
<b>Other</b>	\$104,162	\$38,704	\$465,330	\$130,812	\$511,321	\$94,838	\$179,677
<b>Total</b>	\$23,045,834	\$25,846,460	\$14,869,823	\$3,686,230	\$10,312,557	\$13,164,529	\$9,094,271

### 2008

<b>Base pay</b>	\$1,091,764	\$1,142,885	\$965,000	\$1,204,615	\$1,017,308	\$1,300,000	\$1,135,538
<b>Bonus</b>	\$1,950,000	\$6,650,000	\$0	\$0	\$0	\$1,822,019	\$73,810
<b>Stock awards</b>	\$6,456,630	\$0	\$1,914,269	\$1,818,376	\$0	\$0	\$1,750,015
<b>Option awards</b>	\$13,537,365	\$3,601,966	\$5,681,753	\$898,053	\$3,078,897	\$0	\$6,703,318
<b>Retirement, pension</b>	\$1,162,866	\$820,097	\$143,685	\$372,785	\$0	\$0	\$11,970
<b>Other</b>	\$101,487	\$21,792	\$342,762	\$131,526	\$668,104	\$119,023	\$169,561
<b>Total</b>	\$24,300,112	\$12,236,740	\$9,047,469	\$4,425,355	\$4,764,309	\$3,241,042	\$9,844,212
<b>Percent change</b>	5%	-53%	-39%	20%	-54%	-75%	8%

SOURCE: COMPANY PROXY STATEMENTS FILED WITH THE SECURITIES AND EXCHANGE COMMISSION  
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