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## 2002 Executive compensation at publicly traded managed care firms

Name/Title	Company	Annual Salary	Bonus	Other Annual Compensation
<b>William McGuire, MD</b> , Chairman/CEO	<b>UnitedHealth Group</b>	\$1,896,154	\$5,275,000	\$203,211
<b>Stephen Hemsley</b> , President/COO		\$980,769	\$2,300,000	\$0
<b>Leonard Schaeffer</b> , Chairman/CEO	<b>WellPoint Health Networks, Inc.</b>	\$1,246,155	\$5,960,916	\$140,342
<b>David Colby</b> , Executive Vice President/CFO		\$541,231	\$1,335,000	\$5,377
<b>John Rowe, MD</b> , Chairman/CEO	<b>Aetna Inc.</b>	\$1,000,000	\$2,500,000	\$89,490
<b>Ronald Williams</b> , President <sub>1</sub>		\$848,077	\$1,500,000	\$372
<b>Larry Glasscock</b> , President/CEO	<b>Anthem Inc.</b>	\$980,000	\$2,352,000	\$197,877
<b>Michael Smith</b> , Executive Vice President/CFO		\$475,000	\$760,000	\$101,953
<b>Allen Wise</b> , President, CEO	<b>Coventry Health Care Inc.</b>	\$892,308	\$2,100,000	\$164,230
<b>Thomas McDonough</b> , Executive Vice President, COO		\$594,230	\$1,000,000	\$74,450
<b>Norman Payson, MD</b> , Chairman/CEO <sub>2</sub>	<b>Oxford Health Plans Inc.</b>	\$1,000,000	\$2,000,000	\$2,242
<b>Charles Berg</b> , President/CEO <sub>2</sub>		\$609,616	\$700,000	\$52,477
<b>Howard Phanstiel</b> , President/CEO	<b>PacifiCare Health Systems Inc.</b>	\$917,309	\$1,690,000	\$330,160
<b>Bradford Bowlus</b> , Executive Vice President and President/CEO, PacifiCare Health Plans		\$600,001	\$780,000	\$196,348
<b>Anthony Marlon, MD</b> , Chairman/CEO/President	<b>Sierra Health Services Inc.</b>	\$876,364	\$1,663,650	\$0
<b>Jonathon Bunker</b> , Senior Vice President, Managed Healthcare Division		\$309,002	\$338,700	\$0
<b>Jeffrey McWaters</b> , Chairman/CEO	<b>AMERIGROUP Corp.</b>	\$560,083	\$1,350,000	\$0
<b>Scott Tabakin</b> , Senior Vice President/CFO		\$321,923	\$250,000	\$0
<b>H. Edward Hanway</b> , Chairman/CEO	<b>CIGNA Corp.</b>	\$1,021,900	\$0	\$0
<b>Patrick Welch</b> , President, CIGNA HealthCare		\$426,900	\$800,000	\$0
<b>Mark Groban</b> , Chairman	<b>Mid Atlantic Medical Services Inc.</b>	\$818,226	\$778,602	\$100,000
<b>Thomas Barbera</b> , President/CEO		\$818,226	\$778,602	\$0
<b>Jay Gellert</b> , President/CEO	<b>Health Net Inc.</b>	\$754,808	\$700,000	\$65,755
<b>Marvin Rich</b> , Executive Vice President, Finance & Health Plan Operations <sub>3</sub>		\$451,923	\$800,000	\$11,133
<b>Michael Stocker, MD</b> , CEO	<b>WellChoice Inc.</b>	\$850,000	\$622,500	\$0
<b>Kenneth Klepper</b> , Senior Vice President, Systems, Technology and Infrastructure		\$420,000	\$710,000	\$0
<b>Edward Wristen</b> , President and COO	<b>First Health Group Corp.</b>	\$746,545	\$712,506	\$1,019
<b>James Smith</b> , Chairman		\$901,746	\$0	\$1,028
<b>Samuel Miller</b> , Chairman/President/CEO	<b>American Medical Security Group Inc.</b>	\$700,000	\$725,000	\$3,142
<b>Thomas Zielinski</b> , Executive Vice President, Operations		\$298,308	\$306,000	\$13,118
<b>Michael McCallister</b> , President/CEO		\$700,000	\$612,500	\$59,852
<b>James Murray</b> , Chief Operating Officer, Market and Business Segment Operations	<b>Humana Inc.</b>	\$470,000	\$359,023	\$32,248
<b>Michael Neidorff</b> , President/CEO	<b>Centene Corp.</b>	\$350,000	\$905,000	\$9,542
<b>Karey Witty</b> , Senior Vice President/CFO		\$200,000	\$150,000	\$5,486
<b>Thomas Hefty</b> , Chairman/CEO <sub>4</sub>	<b>Gebalt Corp.</b>	\$673,751	\$515,420	\$6,317
<b>Stephen Bablitch</b> , Chairman/CEO <sub>4</sub>		\$432,142	\$520,000	\$98,716

1 Ronald Williams was named president of Aetna Inc. in May 2002.

2 Norman Payson, MD retired in November 2002, at which time Charles Berg was appointed president and CEO.

3 Marvin Rich joined Health Net Inc. in January 2002, so the 2002 compensation figures do not represent a full year of salary.

4 Thomas Hefty retired as chairman and CEO in December 2002. Stephen Bablitch was named president and COO in May 2002, and assumed the roles of chairman and CEO upon Hefty's retirement.

NOTE: Companies are ranked in order of the largest annual salary paid to a single executive. The chart includes both the top-ranked executive and the second-highest paid executive for each company. In the case of CIGNA Corp., there are several other executives who were paid more in annual compensation than Chairman and CEO H. Edward Hanway. The chart only includes Hanway and the highest-paid healthcare executive, Patrick Welch.

MHE Source: Compiled from company proxy statements by Managed Care Week, Atlantic Information Services Inc., [www.AISHealth.com](http://www.AISHealth.com), (800) 521-4323.