



SUPPLEMENT FOR THE YEAR 2011 OF THE Regence BlueShield

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2011

(To Be Filed by March 1)
PART 1 - INTERROGATORIES

1. The reporting insurer is a member of a group of insurers or other holding company system: yes ☒ no ☐ If yes, do the amounts below represent
1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group:
Yes ☐ ; or 2) allocation to each insurer: Yes ☒ .
2. Did any person while an officer, director, or trustee of the reporting entity, receive directly or indirectly, during the period covered by this statement
any commission on the business transactions of the reporting entity?..... Yes ☐ No ☒
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts
with its agents for the payment of commission whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or
indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement?..... Yes ☐ No ☒

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation			
		3 Salary	4 Bonus	5 All Other Compensation	6 Totals
Murphy J. Hensley President.....	2011	330,250	179,373	54,793	564,416
	2010	322,217	117,124	31,478	470,819
	2009	298,487	10,584	22,284	331,355
1. Mark B. Ganz Cambia President & CEO.....	2011	380,455	478,969	57,646	917,070
	2010	348,958	383,900	15,282	748,140
	2009	347,188	217,072	11,625	575,885
2. William C. Barr Former Group EVP Hlth Insurance Svs.....	2011	207,867	150,863	24,664	383,394
	2010	202,238	151,217	30,351	383,806
	2009	216,782	127,685	19,729	364,196
3. Kerry E. Barnett Group EVP Corporate Services.....	2011	199,473	129,026	31,863	360,362
	2010	173,279	107,810	14,984	296,073
	2009	161,739	76,195	14,521	252,455
4. Christopher J. Gorey VP, Sales Washington.....	2011	228,821	69,822	48,061	346,704
	2010	206,555	88,786	118,932	414,273
	2009				0
5. Vincent P. Price EVP CFO.....	2011	201,147	104,360	21,785	327,292
	2010				0
	2009				0
6. Elizabeth B. Johnson VP, Provider Service.....	2011	204,298	50,082	34,045	288,425
	2010	193,698	36,158	12,879	242,735
	2009	190,356	41,204	6,933	238,493
7. John M. Stellmon SVP Health Care Services.....	2011	160,729	97,843	27,061	285,633
	2010				0
	2009				0
8. Janet L. West Director, Custom Accounts.....	2011	186,187	71,675	25,669	283,531
	2010	174,563	68,154	14,745	257,462
	2009	159,636	63,837	8,195	231,668
9. John W. Holtermann Director, Sales Online Optimization.....	2011	251,050	19,976	10,469	281,495
	2010				0
	2009				0

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation	2 Compensation Paid or Deferred for Services as Director	3 All Other Compensation Paid or Deferred	4 Totals
Jack Gilbert Strother, Director.....	18,000		18,000
Mack Leon Hogans, Director.....	12,340		12,340
Mark Charles Adams, Director.....	9,380		9,380
Katharine Gulyas Lindemann, Director.....	11,540		11,540
Michael Gary Koppel, Director.....	11,540		11,540