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ONE HUNDRED ELEVENTH CONGRESS

# Congress of the United States

## House of Representatives

COMMITTEE ON ENERGY AND COMMERCE

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WASHINGTON, DC 20515-6115

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August 17, 2009

Mr. Stephen J. Hemsley  
President and Chief Executive Officer  
United Health Group  
9900 Bren Road East  
Minnetonka, MN 55343

Dear Mr. Hemsley:

The Committee on Energy and Commerce is examining executive compensation and other business practices in the health insurance industry. To assist with this process, we request that you provide the following information and documents to the Committee:

- (1) For each year from 2003 to 2008, a table identifying each employee or officer who was compensated more than \$500,000 in any one of those years, and listing the individual's principal position, the total value of compensation the individual received in each year, and the annual value of each of the following components of the individual's compensation:
  - (a) salary;
  - (b) bonus;
  - (c) grant date fair value of stock and option awards;
  - (d) the realized value of all sales of stock and exercised options;
  - (e) non-equity incentive plan compensation;
  - (f) change in pension value and nonqualified deferred compensation earnings; and
  - (g) all other compensation, including perquisites;


- (2) For each year from 2003 to 2008, a table identifying all board members and all compensation for each board member in each year;
- (3) A table listing all conferences, retreats, or other events held outside company facilities from January 1, 2007, to the present that were paid for, reimbursed, or subsidized in whole or in part by your company, as well as the purpose of such events and documents sufficient to show the location, number of participants, and all expenses incurred, including transportation, lodging, food, entertainment, or gifts;
- (4) For each year from 2003 to 2008, a table listing the company's:
  - (a) total revenues;
  - (b) net income; and
  - (c) total dividend payments, as applicable;
- (5) Documents provided, reviewed, prepared, or produced by or for the board or by a compensation committee or compensation consultants in developing or applying compensation plans for each year from 2003 to 2008, including drafts, models, or projections relating to performance criteria, incentives, benchmarks, and bonus pay triggers;
- (6) For each year from 2005 to 2008, a table listing, as applicable, premium revenue, claims payments, sales expenses, other general or administrative expenses, and profits for all of the company's health insurance products, including an explanation of the methodology used for these calculations. Please aggregate the data separately for the following business segments:
  - (a) the self-insured employer market segment;
  - (b) the insured employer market segment;
  - (c) the individual market segment;
  - (d) all government market segments, including separate listings for:
    - (I) Medicare (including separate data for Medicare Advantage, Medicare Supplemental, and Medicare Part D);
    - (II) Medicaid;
    - (III) FEHBP; and

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(IV) TRICARE.

Please provide the information in requests (1) through (4) by September 4, 2009. Please provide the information in requests (5) and (6) by September 14, 2009. Please include the requested information for all units, divisions, affiliates, or subsidiaries controlled or owned in whole or in part by your company. An attachment to this letter provides additional information on how to respond to the Committee's request. If you have any questions regarding this request, please contact David Leviss or Stacia Cardille with the Committee staff at (202) 226-2424.

Sincerely,



Henry A. Waxman  
Chairman



Bart Stupak  
Chairman  
Subcommittee on Oversight and  
Investigations

Attachment

cc: The Honorable Joe Barton  
Ranking Member

The Honorable Greg Walden  
Ranking Member  
Subcommittee on Oversight and  
Investigations