

**Blue Cross & Blue Shield of Rhode Island
2008 Executive Compensation Illustration
Total Cash Compensation**

<u>Name</u>	<u>Title</u>	<u>January 2008 Revised Salary</u>	<u>CY2007 IC Paid Jan 2008</u>	<u>CY2008 Total Cash Comp</u>
Purcell, J	President	\$610,000	\$316,742	\$926,742
Farias, R	Executive Vice President	\$336,000	\$86,983	\$422,983
Boyd, T	Executive Vice President	\$336,000	\$86,983	\$422,983
Joy, J	SVP Finance & CFO	\$307,500	\$64,800	\$372,300
Lederberg, M	SVP & General Counsel	\$260,000	\$47,470	\$307,470
Samuelson, M	Pres & CEO - HWI	\$250,000	\$39,330	\$289,330
Sutherland, E	VP Info Tech	\$222,500	\$38,856	\$261,356
Gasbarro, E	VP Human Resources	\$200,000	\$33,779	\$233,779
Katinas, S	VP Contracting Svcs	\$213,000	\$34,200	\$247,200
Marzilli, S	VP Ops & Strat Plng	\$172,000	\$9,690	\$181,690
Newton, L	VP Comm Rels	\$188,000	\$32,027	\$220,027

State & Federal Investigation

2004 YEAR-TO-DATE - LEGAL BILLS

	Jan.	Feb.	Mar.	April	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	VENDOR TOTAL
ROPES & GRAY	8,284.86	70,628.11	85,321.59	90,290.77	93,534.33	82,539.28		144,910.06	27,742.11	23,031.28			626,282.39
MARK SMITH							11,272.50	3,837.50	13,209.50	533.50	2,925.00	8,080.00	39,858.00
TAMULEVIZ						6,387.50	9,799.50	700.00	700.00	1,312.50		1,400.00	20,299.50
WILMER CUTLER					25,076.98	8,866.10	2,069.60	-	7,259.85	656.00	8,292.00	648.70	52,869.23
TOTALS BY MONTH	8,284.86	70,628.11	85,321.59	90,290.77	118,611.31	97,792.88	23,141.60	149,447.56	48,911.46	25,533.28	11,217.00	10,128.70	
2004 COMBINED TOTALS													739,309.12

2005 YEAR-TO-DATE - LEGAL BILLS

	Jan.	Feb.	Mar.	April	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	VENDOR TOTAL
ROPES & GRAY	71,176.03	47,973.49	26,516.91	87,217.66	58,545.14	62,675.72	129,200.31	-	103,394.85	46,314.66	39,645.75	57,045.17	729,705.69
SMITH, MARK	-	-	-	-	-	-	-	-	-	-	-	-	-
TAMULEVIZ	2,012.50	7,175.00	9,800.00	2,275.00	1,575.00	7,787.50	3,500.00	4,025.00	2,275.00	6,809.26	5,674.61	700.00	53,608.87
WILMER CUTLER	175.00	632.50	491.40	2,584.10	285.15	381.05	2,334.70	57,758.94	1,571.25	7,178.82	12,484.53	85,518.23	171,395.67
TARGET LITIGATION CONS.											23,305.85		23,305.85
TOTALS BY MONTH	73,363.53	55,780.99	36,808.31	92,076.76	60,405.29	70,844.27	135,035.01	61,783.94	107,241.10	60,302.74	81,110.74	143,263.40	
2005 COMBINED TOTALS													978,016.08

2006 YEAR-TO-DATE - LEGAL BILLS

	Jan.	Feb.	Mar.	April	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	VENDOR TOTAL
				6,950.00									6,950.00
DELOITTE													11,404.53
NUTTER McCLELLEN									11,404.53				184,751.14
ROPES & GRAY	24,669.30	14,393.70	16,787.20	7,429.49	1,107.06	903.75	1,575.00	59,920.18	44,475.64	7,507.32	5,982.50		25,601.00
TAMULEVIZ			4,462.50					6,125.00	10,650.00		1,225.00	3,138.50	128,997.60
WILMER CUTLER	8,060.91			697.50				10,643.82	108,970.59	624.78			
TOTALS BY MONTH	32,730.21	14,393.70	21,249.70	15,076.99	1,107.06	903.75	1,575.00	76,689.00	175,500.76	8,132.10	7,207.50	3,138.50	350,754.27

2006 COMBINED TOTALS

2007 YEAR-TO-DATE - LEGAL BILLS

	Jan.	Feb.	Mar.	April	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	VENDOR TOTAL
DELOITTE													6,367.50
DUFFY							2,795.00	3,540.00	32.50				34,918.69
NUTTER McCLELLEN									6,332.80	27,957.68	628.21		701,402.18
ROPES & GRAY	13,414.64	27,350.72	67,641.45	37,115.22	30,877.97	95,938.58	128,626.16		103,394.85	95,867.02	41,562.68	59,612.89	69,423.29
TAMULEVIZ			3,412.50	6,562.50	12,375.00	7,787.50	1,575.00	16,645.29	4,375.00	3,859.00	5,481.50	7,350.00	157,087.49
WILMER CUTLER		69.80					33,167.05	57,535.20	57,758.95	8,556.49			
TOTALS BY MONTH	13,414.64	27,420.52	71,053.95	43,677.72	43,252.97	136,893.13	190,531.36	77,944.24	114,135.15	136,240.19	47,672.39	66,962.89	969,199.15

2007 COMBINED TOTALS

3,037,278.62

Combined Total