

HENRY A. WAXMAN, CALIFORNIA
CHAIRMAN

JOHN D. DINGELL, MICHIGAN
CHAIRMAN EMERITUS
EDWARD J. MARKEY, MASSACHUSETTS
RICK BOUCHER, VIRGINIA
FRANK PALLONE, Jr., NEW JERSEY
BART GORDON, TENNESSEE
BOBBY L. RUSH, ILLINOIS
ANNA G. ESHOO, CALIFORNIA
BART STUPAK, MICHIGAN
ELIOT L. ENGEL, NEW YORK
GENE GREEN, TEXAS
DIANA DEGETTE, COLORADO
VICE CHAIRMAN
LOIS CAPPS, CALIFORNIA
MIKE DOYLE, PENNSYLVANIA
JANE HARMAN, CALIFORNIA
JAN SCHAKOWSKY, ILLINOIS
CHARLES A. GONZALEZ, TEXAS
JAY INSLEE, WASHINGTON
TAMMY BALDWIN, WISCONSIN
MIKE ROSS, ARKANSAS
ANTHONY D. WEINER, NEW YORK
JIM MATHESON, UTAH
G.K. BUTTERFIELD, NORTH CAROLINA
CHARLIE MELANCON, LOUISIANA
JOHN BARROW, GEORGIA
BARON P. HILL, INDIANA
DORIS O. MATSUI, CALIFORNIA
DONNA CHRISTENSEN, VIRGIN ISLANDS
KATHY CASTOR, FLORIDA
JOHN SARBANES, MARYLAND
CHRISTOPHER MURPHY, CONNECTICUT
ZACHARY T. SPACE, OHIO
JERRY McNERNEY, CALIFORNIA
BETTY SUTTON, OHIO
BRUCE BRALEY, IOWA
PETER WELCH, VERMONT

ONE HUNDRED ELEVENTH CONGRESS

Congress of the United States

House of Representatives

COMMITTEE ON ENERGY AND COMMERCE

2125 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6115

MAJORITY (202) 225-2927
FACSIMILE (202) 225-2525
MINORITY (202) 225-3641

energycommerce.house.gov

JOE BARTON, TEXAS
RANKING MEMBER

ROY BLUNT, MISSOURI
DEPUTY RANKING MEMBER
RALPH M. HALL, TEXAS
FRED UPTON, MICHIGAN
CLIFF STEARNS, FLORIDA
NATHAN DEAL, GEORGIA
ED WHITFIELD, KENTUCKY
JOHN SHIMKUS, ILLINOIS
JOHN B. SHADEGG, ARIZONA
STEVE BUYER, INDIANA
GEORGE RADANOVICH, CALIFORNIA
JOSEPH R. PITTS, PENNSYLVANIA
MARY BONO MACK, CALIFORNIA
GREG WALDEN, OREGON
LEE TERRY, NEBRASKA
MIKE ROGERS, MICHIGAN
SUE WILKINS MYRICK, NORTH CAROLINA
JOHN SULLIVAN, OKLAHOMA
TIM MURPHY, PENNSYLVANIA
MICHAEL C. BURGESS, TEXAS
MARSHA BLACKBURN, TENNESSEE
PHIL GINGREY, GEORGIA
STEVE SCALISE, LOUISIANA

August 17, 2009

Mr. Ronald A. Williams
Chairman and Chief Executive Officer
Aetna
151 Farmington Avenue
Hartford, CT 06156-0001

Dear Mr. Williams:

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;

Mr. Ronald A. Williams

August 17, 2009

Page 2

- (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
 - (IV) TRICARE.

Mr. Ronald A. Williams

August 17, 2009

Page 3

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 Levis 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