

Net Worth and Financial Overview

CareSource

- CareSource is a nonprofit managed care organization headquartered in Dayton, Ohio, with over 2.1 million members and \$11.1 billion in annual revenue as of 2024^{[1][2]}.
- As a nonprofit, CareSource does not have a "market capitalization" or net worth in the sense of publicly traded companies, but its annual revenue and assets are substantial. In 2020, it was the largest locally owned company by revenue in the Dayton area^[3].

Molina Healthcare

- Molina Healthcare is a publicly traded for-profit HMO with a market capitalization of approximately \$16.1 billion and annual revenue of \$41.87 billion as of March 2025^{[4][5]}.
- Its financials are transparent due to public reporting requirements, with strong revenue growth in recent years.

Aetna (a CVS Health company)

- Aetna is part of CVS Health and is not independently traded, but its reported Q4 2024 revenue was \$33 billion^[6].
- CVS Health, the parent company, had total 2024 revenue of \$372.8 billion^[6].
- Aetna's former independent market capitalization (prior to its acquisition by CVS) was around \$69.6 billion as of late 2024^[7].

Is CareSource the Biggest Employer in Ohio?

- CareSource is one of the largest employers in Ohio, particularly in the healthcare sector, with over 4,000 Ohio-based employees and a total workforce of 4,700+ nationwide^{[1][2][8][3]}.
- A 2021 study found CareSource supported over 8,400 jobs in Ohio (including direct, indirect, and induced jobs) and generated over \$1 billion in annual economic impact^{[8][3]}.
- While CareSource is a major employer, it is not the single largest employer in the state; other entities such as Cleveland Clinic, OhioHealth, and large universities employ more people statewide. However, CareSource is the largest Medicaid managed care organization in Ohio and a key economic driver in Dayton^{[2][3][9]}.

CEO and Management Salaries

CareSource

- CEO Erhardt Preitauer received total compensation of \$4.25 million in the most recent reporting period^[10].
- Other top executives at CareSource earned between \$828,000 and \$1.35 million annually^[10].
- The highest paid executive (non-CEO) reported on Comparably makes \$450,000 annually, with the average executive compensation at \$236,142^[11].
- Median overall salary at CareSource is about \$124,524, with directors earning up to \$224,306^[12].

Molina Healthcare

- CEO Joseph Zubretsky earned \$21.49 million in total compensation for fiscal year 2023, including a \$1.5 million salary and \$15.5 million in stock awards^[13].
- This compensation is 273 times the median employee pay at Molina^[13].
- In Ohio, Molina's Medical Directors earn an average of \$220,707, with other senior roles (VPs, Directors) ranging from \$130,000 to \$167,000^[14].

Aetna

- Aetna's highest paid executive, President Karen Lynch, earned \$7.33 million in 2024^[15].
- Other top executives earn between \$5.8 million and \$7 million^[15].
- Median executive compensation is about \$231,880^[15].
- For managers, a Clinical Care Manager at Aetna Better Health earns an average of \$83,224, with Directors and Medical Directors earning up to \$264,700^[16].

Do These HMOs Invest in the Stock Market and Distribute Profits to Management?

- **Molina Healthcare** and **Aetna** (as part of CVS Health) are for-profit, publicly traded companies. They invest in various assets, including the stock market, and their profits are distributed to shareholders via dividends and stock appreciation. Executive compensation often includes stock awards and performance-based bonuses, as reflected in their high total compensation figures^{[13][7]}.
- **CareSource** is a nonprofit and does not have shareholders or distribute profits as dividends. However, it does make strategic investments, such as its partnership with Boomerang Ventures, where it acts as a limited partner in a venture capital fund focused on healthcare innovation^[17]. Any financial returns from such investments are used to further the organization's mission, not distributed to executives as profit.

- Nonprofit HMOs like CareSource are required by law to reinvest surplus revenues into their programs, services, or community initiatives rather than distributing profits to management or stakeholders^{[1][17][18]}.

Summary Table: Financials and Compensation

HMO	Structure	2024 Revenue	CEO Pay (2023/24)	Executive Pay Range	Stock Market Investment	Profit Distribution
CareSource	Nonprofit	\$11.1B	\$4.25M	\$828K–\$1.35M (top execs)	Strategic VC, not public	No, reinvests in mission
Molina Healthcare	For-profit	\$41.87B	\$21.49M	\$130K–\$220K (OH managers)	Yes, public company	Yes, to shareholders
Aetna (CVS)	For-profit	\$33B (Q4)	\$7.33M (president)	\$83K–\$264K (managers)	Yes, public company	Yes, to shareholders

Key Takeaways

- **CareSource** is a major employer and economic force in Ohio, especially in Dayton, but is not the largest employer statewide^{[2][8][3][9]}.
- **CEO and executive pay** is highest at for-profit HMOs (Molina, Aetna), where compensation includes substantial stock awards and bonuses^{[13][15]}.
- **For-profit HMOs** invest in the stock market and distribute profits to shareholders, with management benefiting through stock-based compensation^{[13][7]}.
- **CareSource**, as a nonprofit, does not distribute profits to management but does make strategic investments to further its mission, with executive pay set by its board and reported as required by law^{[1][10][17]}.

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