



# 2018 REPORT ON PLANNED PARENTHOOD CEO COMPENSATION

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## Summary of findings

In the 20 months that have passed since our last CEO report, Planned Parenthood, while crying poverty and seeking more and more taxpayer money, continues to increase the salaries of its CEOs and its New York headquarters staff.

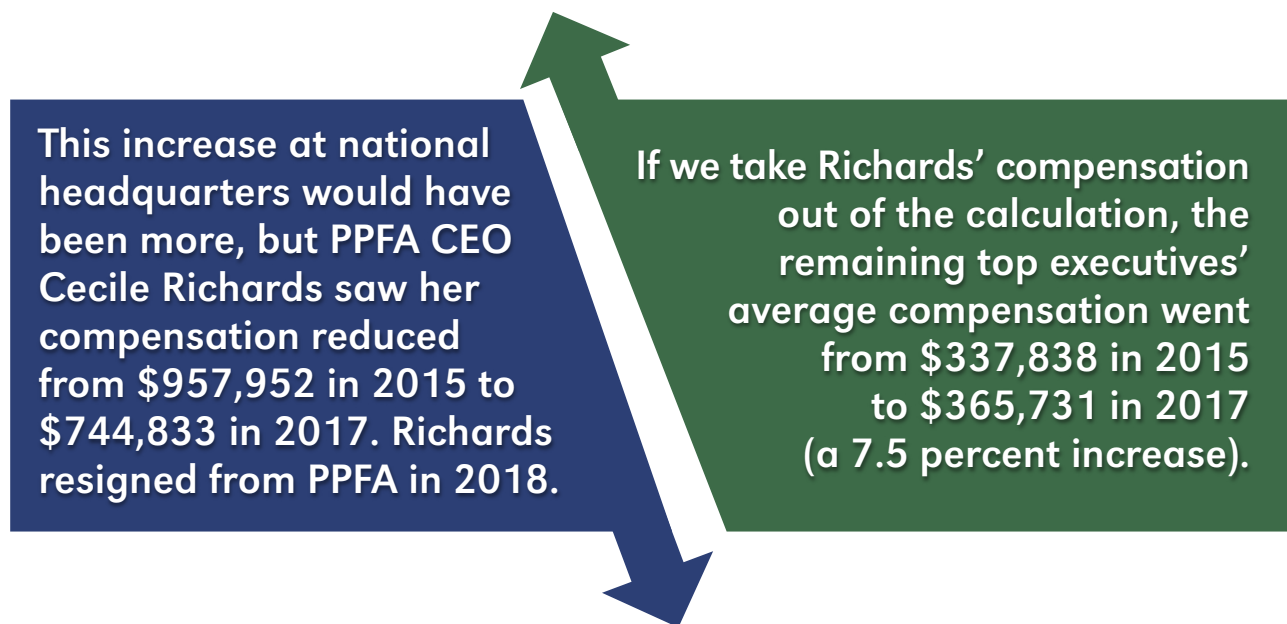
\$ The average compensation for a CEO at a Planned Parenthood affiliate rose from \$237,999 in 2015 to \$255,523 in 2017 (a 7.4 percent increase).

\$ Income brackets for 56 CEOs:



\$ The total compensation paid to all affiliate CEOs increased from \$13.3 million in 2015 to \$14.3 million in 2017.

\$ The average compensation to top executives at Planned Parenthood Federation of America headquarters went from \$389,514 in 2015 to \$394,893 in 2017.



## Planned Parenthood's largest affiliate

In gathering this year's data, we came across an interesting affiliate financial statement that illustrates how PPFA operates. Planned Parenthood Mar Monte, headquartered in San Jose, California, became the first PP affiliate in history to exceed \$100 million in revenue. It did this not through a great marketing campaign or revolutionizing the delivery of health services, but by getting more taxpayer money. The facts are telling:

**Planned Parenthood Mar Monte** total revenue .....\$109.7 million

This includes the following taxpayer funds:

Medi-Cal Managed Care      \$32,139,923

California Family PACT      \$26,254,924

Medi-Cal/Medicaid      \$6,599,037

Other government grants      \$5,451,157

Total taxpayer money .....\$70.4 million (64 percent of total)

With this huge income, PPMM paid its top six employees a total of \$1.3 million (including \$403,814 to its CEO), and, after all its various expenses and salaries, it reported a profit of \$15.5 million. As the year ended, PPMM said it had \$37 million in cash available, plus millions in additional assets.

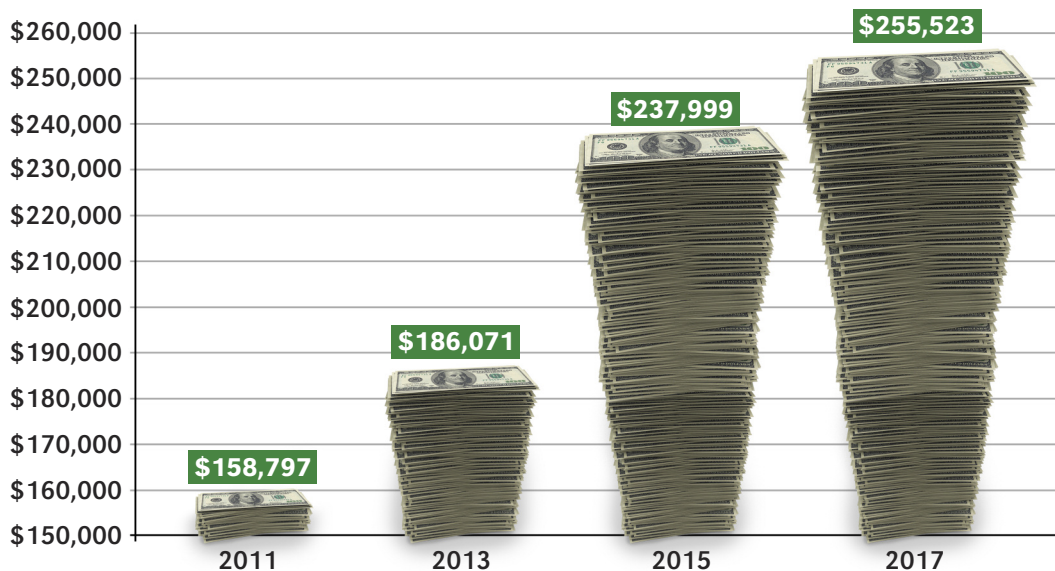
With that snapshot as background, let's look at PPFA's compensation of its CEOs.

## Discussion

All data for this report is from June 2017 or earlier (see Methodology section). In June 2017, Planned Parenthood Federation of America consisted of its headquarters operation and 56 individual corporations scattered across the United States. Each of the 56 affiliates is separately incorporated, has its own board of directors, its own CEO, and files a separate Federal Form 990, which summarizes its financial data.

Based on that data, the average compensation received by a CEO at a Planned Parenthood affiliate in 2017 was \$255,523. This is 7.4 percent more than it was in 2015.

### Average Compensation of Planned Parenthood Affiliate CEOs



## The top 15 Planned Parenthood Affiliate CEOs (by income) are:

PP of the Pacific Southwest	Darrah Johnson	\$523,677
PP of Minnesota, North Dakota and South Dakota	Sarah Stoesz	\$476,164
PP of Greater Texas	Ken Lambrecht	\$471,805
PP of Wisconsin, Inc.	Huyck / Atkinson	\$469,268
PP Hudson Peconic, Inc.	Reina Schifffrin	\$457,051
PP of Southern New England, Inc.	Judith Tabar	\$443,752
PP of Orange & San Bernardino Counties, Inc.	Jon Dunn	\$419,203
PP Mar Monte	Linda Williams	\$403,814
PP of the Heartland	Suzanna De Baca	\$391,824
PP of the Great Northwest and the Hawaii Islands	Christine Charbonneau	\$384,950
PP of South, East and North Florida	Lillian Tamayo	\$363,140
PP Los Angeles	Susan Dunlap	\$348,740
PP of New York City, Inc.	Joan Malin	\$332,546
PP Northern California	Heather Saunders Estes	\$330,291
PP of the Rocky Mountains	Vicki Cowart	\$292,743

## PP headquarters

Of course, it's not just the CEOs of the affiliates who are raking in the dough. The top 12 employees (not including Cecile Richards) at the Planned Parenthood Federation of America (which does not run a single center) have collectively seen their average salaries increase 7.5 percent in two years. However, Cecile Richards, then-leader of the largest abortion chain in the nation, saw her income fall by 22.2 percent.

## PPFA'S 2017 COMPENSATION NUMBERS

Employee	Position	Annual Compensation
Cecile Richards	CEO	\$744,833
Dawn Laguens	EVP/Chief Brand Officer	\$638,532
Thomas Subak	Chief Strategy Officer	\$413,928
Jethro Miller	Chief Development Officer	\$406,883
Debra Alligood White	Sr VP General Counsel	\$371,251
Kimberly Custer	EVP Healthcare	\$367,712
Melvin Galloway	EVP & COO	\$342,100
Latanya Mapp-Frett	VP Exec Dir PP Global	\$331,110
Wallace D'Souza	CFO	\$325,954
Deborah Nucatola	Sr Dir Clinical Service	\$306,829
Jennie Thompson	Managing Dir Development	\$299,668
Dannette Hill	Chief HR Officer	\$292,576
Katherine Magill	SVP Healthcare Strategy	\$292,228

**Average \$394,893**



As is normal, there has been some turnover in CEOs at Planned Parenthood during the 2015-2017 period. One CEO, Karen Nelson, moved from her position as CEO of Planned Parenthood of Central and Western New York to CEO of Planned Parenthood of Maryland. Another 11 CEOs either changed jobs or retired.

The most interesting of the retirees was Heather Saunders Estes, CEO of Planned Parenthood of Northern California. Estes had reportedly worked for PPNC for 37 years and was paid \$330,000 a year. In addition, PPNC had a policy (now changed) that allowed its CEO to accumulate an unlimited amount of vacation time. As a result, when Estes retired in 2016 she was owed \$702,000 in accrued vacation pay. Despite having to pay this much to one employee, Planned Parenthood of Northern California reported a total income of \$50.1 million, including taxpayer income of \$32.9 million (65.6 percent) and a profit of over \$4 million that year.

It is interesting to note that the larger affiliates of Planned Parenthood do not always have the highest paid CEOs. The list that follows is the top 20 affiliates by income (listed highest to lowest) and the total compensation of their CEOs:

## TOP 20 AFFILIATES BY INCOME (listed highest to lowest)

<b>Affiliate</b>	<b>Affiliate Income</b>	<b>Total CEO Compensation</b>
PP Mar Monte	\$109,700,159	\$403,814
PP Los Angeles	\$66,894,087	\$348,740
PP of the Pacific Southwest	\$63,316,798	\$523,677
PP of New York City, Inc.	\$52,656,332	\$332,546
PP of Orange & San Bernardino Counties, Inc.	\$51,551,998	\$419,203
PP of the Great Northwest and the Hawaii Islands	\$50,336,391	\$384,950
PP Northern California	\$50,139,225	\$330,291
PP of Minnesota, North Dakota and South Dakota	\$46,808,939	\$476,164
PP of Southern New England, Inc.	\$39,955,385	\$443,752
PP of the Rocky Mountains	\$39,802,648	\$292,743
PP of Illinois	\$37,943,709	\$239,390
PP of Greater Texas	\$30,815,341	\$471,805
PP Columbia Willamette	\$28,775,372	\$236,361
PP South Atlantic, Inc.	\$27,675,742	\$279,731
PP of Wisconsin, Inc.	\$26,736,099	\$469,268
PP Gulf Coast, Inc.	\$24,050,440	\$274,592
PP Southeastern Pennsylvania	\$22,249,248	\$222,092
PP of Northern New England	\$21,827,562	\$217,417
PP League of Massachusetts	\$21,738,050	\$262,645
PP Hudson Peconic, Inc.	\$20,830,390	\$457,051

## Planned Parenthood CEO Income (highest to lowest)

Affiliate	CEO	Total Comp.
PP of the Pacific Southwest	Darrah Johnson	\$523,677
PP of Minnesota, North Dakota and South Dakota	Sarah Stoesz	\$476,164
PP of Greater Texas	Ken Lambrecht	\$471,805
PP of Wisconsin, Inc.	Huyck / Atkinson	\$469,268
PP Hudson Peconic, Inc.	Reina Schiffrin	\$457,051
PP of Southern New England, Inc.	Judith Tabar	\$443,752
PP of Orange & San Bernardino Counties, Inc.	Jon Dunn	\$419,203
PP Mar Monte	Linda Williams	\$403,814
PP of the Heartland	Suzanna De Baca	\$391,824
PP of the Great Northwest and the Hawaii Islands	Christine Charbonneau	\$384,950
PP of South, East and North Florida	Lillian Tamayo	\$363,140
PP Los Angeles	Susan Dunlap	\$348,740
PP of New York City, Inc.	Joan Malin	\$332,546
PP Northern California	Heather Saunders Estes	\$330,291
PP of the Rocky Mountains	Vicki Cowart	\$292,743
PP Pasadena and San Gabriel Valley, Inc.	Sherri Bonner	\$282,121
PP of Northern, Central, and Southern New Jersey	Triste Brooks	\$282,009
PP South Atlantic, Inc.	Jennifer Black	\$279,731
PP Gulf Coast, Inc.	Melaney Linton	\$274,592
PP Arizona	Bryan Howard	\$264,329
PP League of Massachusetts	Walz / Childs-Roshak	\$262,645
PP of Southwest and Central Florida, Inc.	Barbara Zdravecky	\$256,416
PP of Greater Ohio	Stephanie Knight	\$251,599
PP of Greater Washington and North Idaho	Karl Eastlund	\$246,586
PP of Illinois	Linda Shapiro (Interim)	\$239,390
PP of Nassau County, Inc.	Joann Smith	\$237,587
PP Columbia Willamette	Stacy Cross	\$236,361
Virginia League for PP	Paulette McElwain	\$234,341
PP California Central Coast	Jenna Tosh	\$229,759
PP Michigan	Loreen Carpentier	\$229,417
PP of Great Plains	Laura McQuade	\$226,499
PP Southeastern Pennsylvania	Dayle Steinberg	\$222,092
PP of Northern New England	Meagan Gallagher	\$217,417
PP of Metropolitan Washington, D.C., Inc.	Laura Meyers	\$213,125
PP of the Mid-Hudson Valley, Inc.	Ruth-Ellen Blodgett	\$210,384
PP of Maryland, Inc.	Karen Nelson	\$205,073
PP of the St. Louis Region and Southwest Missouri	Mary Kogut	\$203,126
PP of Central and Western New York	Nelson / Meacham / Casey	\$192,482
PP of Indiana and Kentucky	Betty Cockrum	\$189,688
PP Keystone	Leslie Brown (Interim)	\$178,851
PP Association of Utah	Karrie Galloway	\$172,574

## Planned Parenthood CEO Income

(continued)

Affiliate	CEO	Total Comp.
PP of Southwestern Oregon	Lisa Gardner	\$168,105
Upper Hudson PP, Inc.	Michelle Hegan	\$165,089
PP Mohawk Hudson	Bowman Kim Atkins	\$160,112
PP of Middle and East Tennessee, Inc.	Jeff Teague	\$157,942
PP South Texas	Jeffrey Hons	\$156,758
PP Southwest Ohio Region	Jerry Lawson	\$154,705
PP of Montana, Inc.	Martha Stahl	\$153,760
PP of Metropolitan New Jersey	Roslyn Rogers Collins	\$152,796
PP Southeast	Staci Fox	\$150,103
PP of Delaware	Ruth Lytle-Barnaby	\$131,474
PP Greater Memphis Region	Ashley Coffield	\$126,061
PP of Western Pennsylvania	Kimberlee Evert	\$122,730
PP of the Southern Finger Lakes	Angela Riddell (Interim)	\$122,542
Mt. Baker PP	Linda McCarthy (Exec Dir)	\$122,261
PP of the North Country New York, Inc.	Theresa Barker	\$117,708

## Methodology

This research was conducted in October and November 2018. All data was obtained from public information. All facts were found from the Federal Forms 990, public articles, and Planned Parenthood websites. The numbers were taken from the latest 990 forms filed for each affiliate. The data was evenly split between 2016 and 2017.

Planned Parenthood Federation of America data is from its 2017 Form 990. In compiling the data, we found that a number of CEOs have recently retired or the affiliate was changing fiscal years. Where the compensation was not given for a new CEO or for a full 12 months, we used the compensation figures from the last full year of the outgoing CEO. If more than one person was identified as serving as CEO for a year, we combined the compensation for all given.

When considering the numbers in this report, it is important to understand that Planned Parenthood, in general, works on a fiscal year that ends in June. Therefore, the latest numbers contained in this report are as of June 30, 2017. The delay in numbers is caused by the lag in various Planned Parenthood affiliates filing their Form 990s and the further delay in those being posted to Guidestar.org.

Any questions regarding this report should be addressed to Jim Sedlak at [jsedlak@all.org](mailto:jsedlak@all.org).



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