

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A)<br>Name and title                              | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|-------------------------------|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
|  |                               | Individual trustee or director         | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |  |   |   |
| BETTY S. OTTER-NICKERSON<br>COO                    | 40.00                         |  |                       | X       |              |                              |        | 213,122.   | 0.  | 14,079.   |
| DOUGLAS E. ULMAN<br>PRESIDENT                      | 40.00                         |  |                       | X       |              |                              |        | 285,000.   | 0.  | 11,498.   |
| PHILIPPE G. HILLS<br>EVP, DEVELOPMENT              | 40.00                         |  |                       | X       |              |                              |        | 293,200.   | 0.  | 15,429.   |
| MORGAN L. BINSWANGER<br>CHIEF OF STAFF             | 40.00                         |  |                       | X       |              |                              |        | 191,935.   | 0.  | 5,373.  |
| JOHN A. MILLER<br>EVP, MISSION                     | 40.00                         |  |                       | X       |              |                              |        | 145,396.   | 0.  | 10,894.   |
| MELISSA DOUTHIT<br>EVP, ADVOCACY & ENGAGEMENT      | 40.00                         |  |                       | X       |              |                              |        | 124,010.   | 0.  | 9,587.  |
| MONA PATEL<br>EVP, PEOPLE & ORGANIZATION           | 40.00                         |  |                       | X       |              |                              |        | 119,193.   | 0.  | 3,884.  |
| KATHERINE A. MCLANE<br>HIGHLY COMPENSATED EMPLOYEE | 40.00                         |  |                       |         |              | X                            |        | 114,060.   | 0.  | 11,634.   |
| RONALD A. KOLENIC<br>HIGHLY COMPENSATED EMPLOYEE   | 40.00                         |  |                       |         |              | X                            |        | 109,212.   | 0.  | 9,032.  |
| <b>1b Total</b>                                    |                               |  |                       |         |              |                              |        | 1,778,070.   | 0.  | 104,055.  |

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **10**

|  | Yes | No |
|--|-----|----|
| 3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual   | 3   | X  |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual | 4   | X  |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person                                     | 5   | X  |

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

| (A)<br>Name and business address  | (B)<br>Description of services  | (C)<br>Compensation |
|---|---------------------------------|---------------------|
| Ogilvy<br>PO BOX 8500-3900, PHILADELPHIA, PA 19178                              | PROGRAM PRODUCTION SERVICES     | 3,808,772.          |
| SPAW MAXWELL<br>2424 S LAMAR BLVD, AUSTIN, TX 78704                             | CONSTRUCTION SERVICES           | 2,025,071.          |
| RAY BLOCH PRODUCTIONS<br>144 PECHAMDALE AVENUE, PELHAM, NY 10803                | PRODUCTION SERVICES             | 1,183,447.          |
| PATIENT ADVOCATE FOUNDATION, 700 THIMBLE<br>SBOALS BLVD, NEWPORT NEWS, VA 23606 | MEDIATION SERVICES FOR PATIENTS | 678,614.            |
| GINNY'S COPYING<br>PO BOX 143924, AUSTIN, TX 78714                              | PRINTING AND COPYING SERVICES   | 675,749.            |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **20**