



# 2023 REPORT ON PLANNED PARENTHOOD CEO COMPENSATION



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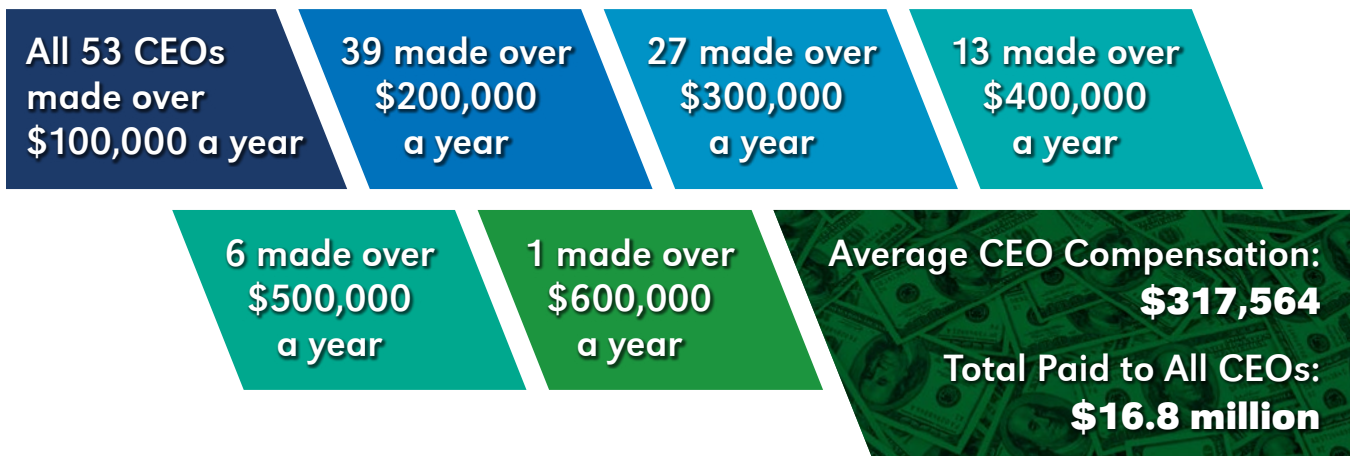
## Executive summary

Planned Parenthood continues, year after year, to dramatically increase the salaries of its affiliate corporation CEOs and its New York headquarters staff while continually crying poverty and seeking and receiving more and more taxpayer money. In this report we examine the latest numbers available from Planned Parenthood affiliates across the nation—with the majority reporting their fiscal year ending in 2020, and the remainder split between fiscal years ending in 2019 and 2021. Our research was conducted in March 2023. Here is what we found based on the latest numbers available.

### Planned Parenthood affiliates

- \$ The average compensation for a CEO at Planned Parenthood rose from \$237,999 in 2015 to \$317,564 in 2020 (a 33.4% increase in five years). Compare that to the average wage for US workers in 2020, which was \$55,629—a 15.6% [increase](#) in five years.
- \$ The average Planned Parenthood CEO is among the [98th percentile](#) of US wage earners.
- \$ The lowest compensation for a Planned Parenthood CEO was \$124,045, putting her in the 89th percentile of US earners.
- \$ The highest compensation for a Planned Parenthood CEO was \$616,926, putting her in the 99th percentile of US earners.
- \$ The total compensation paid to all Planned Parenthood affiliate CEOs increased from \$13.3 million in 2015 to \$16.8 million in 2020—a 26.3% increase.

### Income Brackets for 53 CEOs



### Race and compensation inequity

- Of the 53 Planned Parenthood CEOs at the affiliate level, only four were black. The lowest paid CEO was a black woman. Interestingly, she was paid less than the CEOs of 16 PPFA affiliates that produced less income than the one she presided over. The Planned Parenthood facility she operated was number 36 on the income producing list of 53 PP affiliates, yet she was Planned Parenthood's lowest paid CEO.
- We were able to identify only three CEOs as Hispanic. Eighty-seven percent of Planned Parenthood CEOs were non-Hispanic white.
- The chart of CEO Income on pages 7 and 8 of this report is shaded to illustrate the disparity in race, gender, and salary of Planned Parenthood's CEOs.

## Planned Parenthood admits structural racism and white supremacy

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Planned Parenthood [says](#) its affiliates provide “services” to “more than 573,000 patients who identify as Latino and nearly 350,000 patients who identify as black.” That is just under a million minorities being targeted with Planned Parenthood abortion and birth control. Add to that the hundreds of thousands of black and Latino youth targeted by Planned Parenthood’s pleasure-based sex indoctrination through community- and school-based programs and the Internet who would not be listed among PP’s clients, and you have the PP recipe for inundating and decimating minority populations—headed by 46 white Planned Parenthood CEOs and just seven non-white leaders.

In fact, Planned Parenthood was birthed from the eugenics movement and since 2020 has openly admitted that its internal operations are intrinsically racist.

- Admissions from Planned Parenthood in 30 states include this zinger from Planned Parenthood Columbia Willamette: “Planned Parenthood is steeped with our own structural racism and white supremacy.” (Excerpted from [Planned Parenthood’s Racism . . . In Their Own Words](#), ALL 2020.)
- In October of 2022, Nicole Moore, a black woman and former Planned Parenthood director of multicultural brand engagement, filed a federal lawsuit against PP. According to an [NPR report](#), the lawsuit stated that “despite her positive contributions to the [Planned Parenthood] team, she was constantly humiliated in front of colleagues, given excessive workloads and punished for bringing attention to racism within the company.”
- Moore’s [complaint continued](#): “While Planned Parenthood has publicly boasted its commitment to racial equality, the organization—whose tagline is ‘Care. No matter what’—has blatantly ignored reports by dozens of its black employees of systemic unequal hiring and promotion, more work for lower pay, overt hostility, and trafficking in stereotypes by leadership.”

## Gender and compensation inequity

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Only nine out of the 53 Planned Parenthood CEOs were male. Three of those men are among the top 10 most highly compensated Planned Parenthood CEOs in the nation. In fact, both the number two and number three spots are held by men. Those two men—Ken Lambrecht and John Dunn—operate Texas and California affiliates, respectively. Combined, their income was \$1.16 million. Vincent Russell, operating the PP affiliate Planned Parenthood Hudson Peconic, Inc., banked \$463,073.

## Planned Parenthood structure

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Planned Parenthood is structured much like a franchise operation. The entity overseeing the nationwide operation is the Planned Parenthood Federation of America. It is headquartered in New York City and has offices in Washington, DC, and regional offices around the country. PPFA does not operate any medical centers.

All the Planned Parenthood medical centers are operated by separately incorporated entities, which Planned Parenthood calls affiliates. Each affiliate (franchise) has its own board of directors and corporate officers, including a president/CEO. Each affiliate files its own Form 990 with the federal government, and we use those forms to gather financial information about each affiliate. PPFA and each of its affiliates are recognized by the federal government as a 501(c)(3) charitable organization, and they pay no taxes even though they have millions of dollars of income in excess of expenses each year. Each also has a chief executive officer. The purpose of this report is to document the compensation paid to these CEOs based on the latest information available.

## Top 10 Planned Parenthood Affiliate CEOs by Income (In Descending Order)

PP of the Pacific Southwest	Darrah Johnson	\$616,926
PP of Greater Texas, Inc.	Ken Lambrecht	\$592,432
PP of Orange & San Bernardino Counties, Inc.	Jon Dunn	\$570,726
PP Mar Monte, Inc.	Stacy Cross	\$536,144
Planned Parenthood North Central States	Sarah Stoesz	\$506,075
PP of Mid-Hudson Valley	Ruth Ellen Blodgett	\$503,291
PP Los Angeles	Susan Dunlap	\$490,714
PP of New York City, Inc.	Laura McQuade	\$490,514
PP Hudson Peconic, Inc.	Vincent Russell	\$463,073
PP of South, East and North Florida	Lillian Tamayo	\$455,966

### PP internal struggles in two states bring unionization, resignation of CEO

In the wake of Planned Parenthood’s internal struggles in 2020 and 2021 that resulted in the unionization of Planned Parenthood employees in Maine and Vermont, the president and CEO of the Planned Parenthood affiliate that oversees those employees announced her [resignation](#) in April 2021. Meagan Gallagher headed Planned Parenthood of Northern New England for eight years and had been employed by Planned Parenthood for [more than 20 years](#). PPNNE’s employee compensation numbers beyond 2019 remain inaccessible to the public as of March 2023.

### PPFA headquarters

Planned Parenthood Federation of America headquarters in New York released its [2020-2021 salary compensation numbers](#) for its top executives just weeks before this report was published. We include here those just-released numbers.

- The average compensation for top executives at Planned Parenthood Federation of America headquarters went from \$237,999 in 2015 to \$421,713 in 2021—a whopping 77% increase.
- Alexis McGill Johnson, the highest paid executive at the national organization, made \$683,697 in her position as president. Second highest pay went to Kimberly Custer, with \$519,626 for her job as executive VP of healthcare. Jethro Miller received \$510,887 as chief development officer.
- The combined 2021 compensation for the top 13 PPFA employees was \$5.48 million dollars—an average of \$421,713 annually. Compare that to the income of Planned Parenthood’s targeted poverty-stricken customers. According to [Planned Parenthood](#), “nearly 70% live with incomes at or below 150% of the federal poverty level, the equivalent of \$39,300 a year for a family of four.”

# PPFA Headquarters Top Employees' Compensation

7/1/2020 to 6/30/2021

EMPLOYEE	POSITION	ANNUAL COMPENSATION
Alexis McGill Johnson	President	\$683,697
Kimberly Custer	Executive VP Healthcare	\$519,626
Jethro Miller	Chief Development Officer	\$510,887
Dawn Laguens	Senior Advisor	\$484,942
Molly Eagan (through 11/6/20)	VP, Patient Experience & Employee Engagement	\$450,989
Melvin Galloway (through 11/6/20)	COO	\$419,275
Vickie Barrow-Klein	CFO	\$412,057
Dannette S. Hill	Chief HR Officer	\$392,140
Marina Spyrou	Chief Info. Security Officer	\$343,592
Melanie Newman	Senior VP, Communications	\$331,206
Jay Meisel (through 2/26/21)	VP & Interim General Counsel	\$323,858
Monica Kerrigan (through 1/22/21)	VP & Exec. Director PP Global	\$315,936
Helene Krasnoff	VP, Litigation and Law	\$294,064

**AVERAGE  
\$421,713**

As noted in our previous Planned Parenthood compensation reports, the larger affiliates of Planned Parenthood do not always have the highest paid CEOs.

## Top 20 PPFA Affiliates by Income (in descending order) and the Total Compensation of Their CEOs

AFFILIATE	AFFILIATE INCOME	CEO COMPENSATION
PP Los Angeles	\$155,569,517	\$490,714
PP Mar Monte, Inc.	\$127,447,079	\$536,144
PP Pacific Southwest	\$107,928,674	\$616,926
PP Orange & San Bernadino Counties, Inc.	\$88,487,935	\$570,726
PP Great Northwest and Hawaiian Islands	\$74,322,433	\$445,591
PP New York City, Inc.	\$64,327,404	\$490,514
PP Shasta-Diablo	\$59,148,828	\$410,877
PP North Central States (MN, ND, SD)	\$57,910,862	\$506,075
Rocky Mountain PP	\$52,130,541	\$386,284
PP South Florida and Treasure Coast	\$45,141,378	\$455,966
PP of Illinois	\$42,385,602	\$296,587
PP of Southern New England (CT, RI)	\$39,976,478	\$417,259
PP South Atlantic	\$39,955,318	\$317,554
PP of Wisconsin, Inc.	\$39,569,193	\$325,419
PP of Greater Texas, Inc.	\$36,479,974	\$592,432
PP of Northern, Central & Southern New Jersey	\$35,561,963	\$360,249
PP Columbia Willamette	\$30,573,354	\$241,239
PP California Central Coast	\$29,073,929	\$373,766
PP of Greater Ohio	\$28,764,560	\$272,720
PP of Northern New England (ME, NH, VT)	\$28,457,442	\$276,270

# Planned Parenthood CEO Income

(In Descending Order)

**LEGEND**   ■ Male   ■ Black   ■ Hispanic

Planned Parenthood Pacific Southwest	Darrah DiGiorgio Johnson	\$616,926
PP of Greater Texas, Inc.	Ken Lambrecht	\$592,432
PP of Orange & San Bernardino Counties	Jon Dunn	\$570,726
PP Mar Monte Inc.	Stacy Cross	\$536,144
Planned Parenthood North Central States	Sarah Stoesz	\$506,075
*Planned Parenthood of Mid-Hudson Valley	Ruth-Ellen Blodgett	\$503,291
PP Los Angeles	Susan Dunlap	\$490,714
*PP of New York City, Inc.	Laura McQuade	\$490,514
PP Hudson Peconic, Inc.	Vincent Russell	\$463,073
PP of South Florida and Treasure Coast Florida	Lillian Tamayo	\$455,966
PP of the Great Northwest and Hawaiian Islands	Christine Charbonneau	\$445,591
PP of Southern New England, Inc. (CT, RI)	Amanda Skinner	\$417,259
PP Shasta-Diablo	Gilda Gonzales	\$410,877
Planned Parenthood of the Rocky Mountains, Inc.	Vicki Cowart	\$386,284
PP Pasadena & San Gabriel Valley, Inc.	Sheri Bonner	\$386,077
PP California Central Coast	Jenna Tosh	\$373,766
PP of Greater Washington & North Idaho	Karl Eastlund	\$362,451
PP of Metropolitan Washington, DC, Inc.	Laura Meyers	\$361,077
PP Northern, Central and Southern New Jersey	Triste A. Brooks/Cory Neering	\$360,249
*Planned Parenthood of Nassau County, Inc.	JoAnn Smith	\$355,349
PP Gulf Coast, Inc.	Melaney Linton	\$353,795
PP League of Massachusetts	Jennifer Childs-Roshak	\$334,115
PP of the St. Louis Region & Southwest Missouri	M. Kogut/Yamelsie Rodriguez	\$327,733
PP of Wisconsin, Inc.	Tanya Atkinson	\$325,419
Virginia League for PP	Paulette McElwain	\$321,084
PP South Atlantic	Jennifer Black	\$317,554
PP of Southwest & Central Florida	Stephanie Fraim	\$305,935
PP of Illinois	Jennifer Welch	\$296,587

# Planned Parenthood CEO Income

(continued)

**LEGEND**  **Male**  **Black**  **Hispanic**

PP of Maryland, Inc.	Karen Nelson	\$284,647
PP of Northern New England (ME, NH, VT)	Meagan Gallagher	\$276,270
PP of Central & Western New York, Inc.	Michelle Casey	\$273,932
PP of Greater Ohio	Iris Harvey	\$272,720
PP Arizona, Inc.	Bryan Howard	\$257,919
PP of Michigan	Loreen Carpentier	\$256,207
PP Great Plains	Brandon J. Hill	\$251,218
Planned Parenthood Columbia Willamette	Anne Udall	\$241,239
PP of Southwestern Oregon	Lisa Gardner	\$239,798
PP Southeastern Pennsylvania	Dayle Steinberg	\$238,010
PP Association of Utah	Karrie Galloway	\$210,875
PP of Metropolitan New Jersey	Roslyn Rogers Collins	\$199,415
Upper Hudson PP, Inc.	Michelle Hegan	\$198,203
PP Southeast, Inc. (AL, GA, MS)	Staci Fox	\$196,842
PP Keystone	Melissa Reed	\$195,771
*PP Mohawk Hudson	Bowman Kim Atkins	\$195,142
PP South Texas	Jeffrey Hons	\$183,819
PP of Delaware	Ruth Lytle Barnaby	\$179,100
PP Greater Memphis Region	Ashley Coffield	\$167,000
Intermountain Planned Parenthood	Martha (Stahl) Fuller	\$165,600
Mt. Baker PP	Linda McCarthy (Exec Dir.)	\$164,725
*PP of the Southern Finger Lakes	Alicia Kenaley	\$131,714
PP of Western Pennsylvania	Kimberlee Evert	\$131,085
PP of the North Country New York, Inc.	Theresa Barker	\$128,524
PP Southwest Ohio Region	Kersha Deibel	\$124,045

\* PP of Mid-Hudson Valley; PP of New York City, Inc.; PP of Nassau County, Inc.; PP Mohawk Hudson; and PP of the Southern Finger Lakes merged into Planned Parenthood of Greater New York on 1/1/20.

**TOTAL COMPENSATION: \$16,830,883**  
**AVERAGE COMPENSATION: \$317,564**



## Conclusion

The exorbitant salaries of most Planned Parenthood affiliate CEOs and headquarters executives, and the disparity in salaries by gender and race, are even more revealing once you see that Planned Parenthood—organized as a nonprofit that pays no taxes—reported total profit (income in excess of expenditures) of \$408 million over the past three reporting years.

This “nonprofit” also reported an income of \$5.2 billion over the past three years. Included in that amount is \$1.9 billion in government health services grants and reimbursements. (Source: Planned Parenthood Federation of America Annual Reports: 2019, 2020, 2021.)

Taxpayers have every reason to decry the billions of dollars of taxpayer money being funneled into the nation’s largest abortion chain, and the number one reason is the slaughter by Planned Parenthood of 1,112,486 innocent babies during the same three-year period. Clearly, it is far past time for Congress to remove Planned Parenthood’s “charitable organization” status and end the forcing of all American citizens to fund this mega-profitable abortion mogul that so greedily lines the pockets of its CEOs with blood money of innocent children along with millions of taxpayers’ hard-earned dollars each and every year.

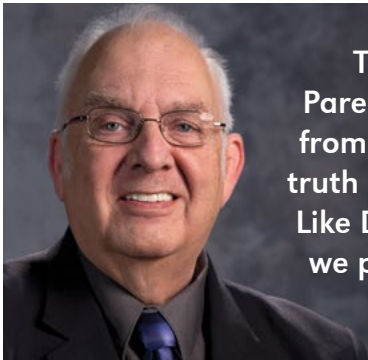
### METHODOLOGY

This research was conducted throughout March 2023. All data was obtained from public information. All facts were found from the federal Form 990, from public articles, and from Planned Parenthood websites. The numbers were taken from the most recent 990 available for each affiliate. The majority (34) are from the fiscal year ending in 2020, with nine from 2019 and 10 from 2021. Planned Parenthood Federation of America’s top employees’ compensation data is from its 2020-2021 990. As noted above, Planned Parenthood has merged several affiliates in the last year, but combined 990s have not been filed. In those instances, we used the latest data available from the individual affiliates. Questions about this report should be addressed to [kbrown@all.org](mailto:kbrown@all.org).



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The remarkable legacy of Jim Sedlak, founder of Stop Planned Parenthood International, began in a home in upstate New York, and from there it grew to be one of the most powerful voices speaking the truth about the culture-of-death giant we know as Planned Parenthood. Like David facing Goliath, Jim forged a road to victory, and to this day we pursue it in his honor and thanks to his unyielding faith in Christ. We miss you, Jim, and we will never stop fighting the beast!