



2023 REPORT ON PLANNED PARENTHOOD CEO COMPENSATION



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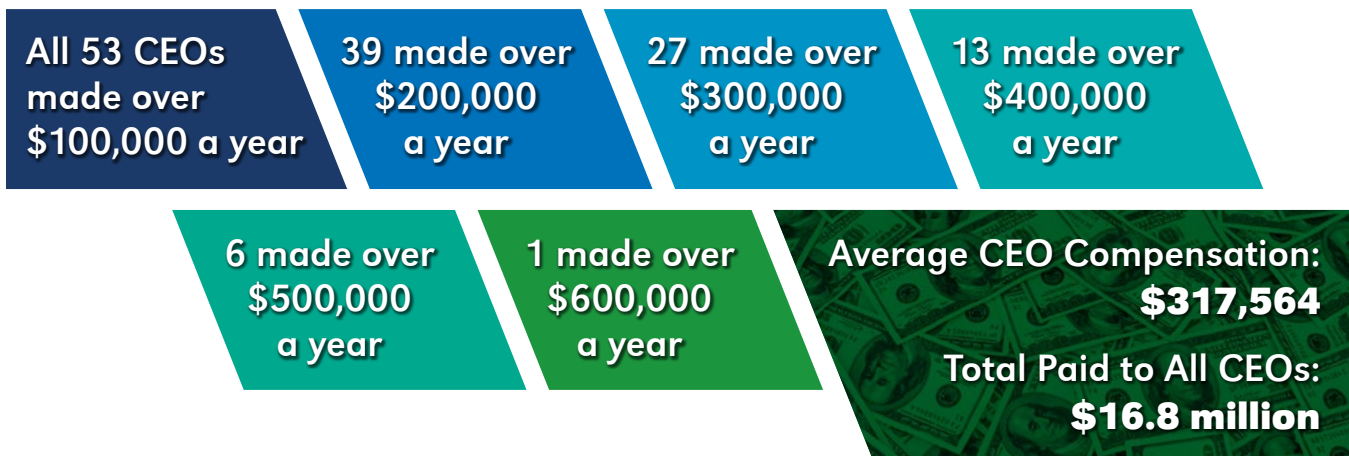
Executive summary

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

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

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

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.

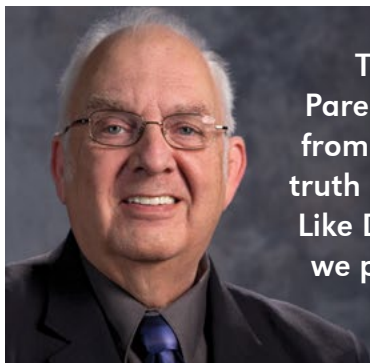
METHODOLOGY

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.



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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!