

Pay and Performance at Private Foundations

Highest Paid Investment Staff Members

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	Foundation CIO & Investment Staff	AUM \$bn Title	Total Comp latest 990 filings 2023/2024	5-Yr Rtns	Total Comp prior 990 filings 2020/2021
-	-	-	-	-	-
	William & Flora Hewlett Fdn	\$13.3bn	12/31/2023		12/31/2020
1	Ana Marshall	CIO	\$5,568,220	11.7%	\$3,777,527
	Brett Johnson	Dep CIO	\$2,776,634		\$1,812,562
	Luis Laboy	Dir Eq	\$2,343,791		\$1,471,250
	Thomas Mieczkowski	Dir Private Inv	\$2,015,002		\$665,818
	Bhavya Athmaramaiah	Asst Dir Eq	\$734,900		-
	Ford Fdn	\$16.8bn	12/31/2023		12/31/2020
2	Eric W Doppstadt	CIO	\$4,664,482	10.2%	\$2,728,990
	Michael Walden	Dir Public Inv	\$1,942,291		\$1,502,677
	William Artemenko	Dir HFs	\$1,931,392		\$1,425,670
	Sherif Nahas	Dir Asset Alloc	\$1,931,392		\$1,426,677
	Pat Uttamobol	Dir Asset Alloc	\$1,931,392		-
			-		
	Gordon E & Betty I Moore Fdn	\$8.8bn	12/31/2023		12/31/2020
3	Denise Strack	CIO	\$4,542,427	12.2%	\$3,376,591
	Felicia Chiu	Dir Inv	\$1,800,576		\$1,353,423
	Dale Kunkel	Dir Inv	\$1,724,813		\$1,362,440
	Alison Barad	Dir Inv	\$1,427,104		\$1,560,720
	Ciera Ashley	Dir Inv	\$826,197		-
	Tyler Connolly	Dir Inv	\$812,629		-
			-		
	J Paul Getty Trust	\$16.9bn	6/30/2024		6/30/2020
4	James M Williams	CIO retired Jun 2024	\$4,400,612	-	\$1,868,203
	Barbara Jesuele	Dep CIO	\$2,452,075		\$1,242,117
	Benjamin Liou	MD Eq, bonds	\$2,161,026		\$1,529,537
	David Hughes	MD Public Eq	\$2,073,931		\$1,298,678
			-		
	Andrew W Mellon Fdn	\$8.1bn	12/31/2023		12/31/2020
5	Scott Taylor	CIO	\$4,060,294	10.8%	\$2,218,451

	Michelle Knudsen	Sr PM	\$1,840,375		\$978,403
	Abigail Archibald	Sr PM	\$1,844,144		\$972,129
	Yindeng Jiang	Sr PM	\$1,492,649		–
	Emily Hickman	PM	\$873,232		–
	Laura Jung Wha Kim	PM	\$840,258		–
			–		
	David & Lucile Packard Fdn	\$8.3bn	12/31/2023		12/31/2020
6	Kimberly Sargent	CIO	\$3,391,627	8.6%	\$2,381,808
	Silpa S Pericherla	MD Inv	\$1,488,931		\$1,075,824
	Christine Ortiz Arent	MD Inv	\$1,346,014		\$1,200,978
	Stephen Bluestein	MD Inv	\$1,331,178		–
	Ben Chiquoine	MD Inv	\$1,080,877		\$633,069
	David R Cormier	Dir Inv Ops	\$1,004,858		\$859,484
			–		
	John D & Catherine T Macarthur Fdn	\$8.7bn	12/31/2023		12/31/2020
7	Susan E Manske	CIO retired Jun 2025	\$3,388,526	11.2%	\$2,554,917
	Mark Franke	MD Private Eq	\$1,660,083		\$835,480
	Caixia Ziegler	MD Real Assets	\$1,618,618		\$773,690
	Eric Vaang	MD Public Eq	\$1,592,816		\$782,138
	Buck Betten	MD Asset Alloc	\$1,592,402		\$581,715
	David Greenwald	MD Abs Rtn/FI	\$1,548,970		\$769,193
			–		
	James Irvine Fdn	\$3.3bn	12/31/2023		12/31/2020
8	Timothy Recker	CIO & Treas	\$2,472,805	13.7%	\$1,339,846
	Melissa Lopez	MD Inv	\$1,199,533		\$718,433
	Sharif Siddiqui	MD Inv	\$1,197,154		\$749,516
	Jesus S Arguelles	MD Inv	\$1,092,383		\$699,696
			–		
	Margaret A Cargill Fdn	\$3.3bn	12/31/2023		12/31/2020
9	Shawn Wischmeier	CIO	\$2,393,410	7.4%	\$1,746,770
	Michael Ruetz	Dir Inv	\$1,357,931		\$988,414
	Rodney Overcash	Dir Inv	\$1,171,514		\$845,892
	Matthew Minnis	Dir Inv	\$1,097,598		\$726,583
	Christopher Vogt	Dir Inv	\$1,094,263		\$824,752
	Tricia Scrivner	Dir Inv	\$1,049,324		\$823,046
			–		
	Charles Stewart Mott Fdn	\$3.7bn	12/31/2023		12/31/2020
10	Jay C Flaherty	CIO retired Jan 2024	\$2,084,222	9.9%	\$1,704,776
	Nancy Orr	CIO joined Nov 2023			–
	Amelia Peabody Fdn	\$0.17bn	12/31/2023		12/31/2020

11	Joseph Kelly	CIO	\$2,042,542	9.6%	\$600,170
	Robert Wood Johnson Fdn	\$13.7bn	12/31/2023		12/31/2020
12	May Ng	CIO joined Apr 2023	\$676,522	9.6%	–
	Brian S O'Neil	CIO retired Mar 2023	\$2,000,177		\$2,503,679
	Michael Aswad	MD Private Inv	\$1,313,059		\$1,018,653
	Warren Stock	MD Public Inv	\$1,279,013		\$982,078
	Qi Feng Lau	MD Risk Mgmt	\$1,234,873		\$860,101
	Joshua Stern	MD Private Inv	\$1,191,585		\$873,779
	Karen Candelori	MD Inv Ops	\$1,035,900		\$606,310
			-		
	Carnegie Corp. of NY	\$4.5bn	9/30/2024		9/30/2020
13	Jon-Michael Consalvo	CIO promoted Mar 2024	\$989,677	11.1%	\$408,760
	Kim Lew	CIO left Oct 2020	–		\$1,146,539
			-		
	Rockefeller Fdn	\$6.2bn	12/31/2023		12/31/2020
14	Chun Lai	CIO	\$1,815,007	11.8%	\$1,318,984
	Douglass Coyle	Deputy CIO	\$1,417,700		\$1,049,471
	Michelle Pak	Sr MD Inv	\$808,657		\$762,075
			-		
	Alfred P Sloan Fdn	\$2.1bn	12/31/2023		12/31/2020
15	Elizabeth Hewitt	CIO	\$1,659,895	9.3%	\$1,079,346
	William Maslovsky	Sr Inv Dir	\$928,297		\$619,429
			-		
	Kresge Fdn	\$4.1bn	12/31/2023		12/31/2020
16	John Barker	CIO	\$1,550,266	7.3%	\$823,652
	Robert J. Manilla	CIO retired Jun 2022	–		\$1,837,059
	Jon D. Gentry	MD Inv	\$1,099,053		\$916,742
	Elizabeth Goldsberry	COO Ops/Risk	\$859,693		\$610,450
	Venus Phillips	MD Inv	\$890,732		–
			-		
	Mother Cabrini Health Fdn	\$3.7bn	12/31/2023		12/31/2020
17	Colin Ambrose	CIO	\$1,537,236	6.7%	\$833,504
	Joon-Young Choi	MD Private Inv	\$1,050,180		\$561,600
	Jeremy Rosenberg	MD Public Inv	\$839,112		\$290,614
	Wenwen Mcelhoe	MD Inv	\$695,692		–
			-		
	W K Kellogg Fdn	\$0.45bn	8/31/2024		8/31/2020
18	Carlos Rangel	CIO	\$1,574,854	6.8%	\$562,986
	Joel Wittenberg	CIO retired Feb 2021			\$1,089,542

	Reginald Sanders	Dir Inv	\$922,006		\$493,563
	Neal Graziano	Dir Inv	\$896,459		\$531,331
	Shanelle Brown	Dir Inv	\$969,716		–
			–		
	The JPB Fdn	\$4.1bn	12/31/2023		12/31/2020
19	Gerald C Mcnamara	CIO	\$1,511,363	9.7%	\$1,574,445
	Conrad N Hilton Fdn	\$7.1bn	12/31/2023		12/31/2020
20	Michael Buchman	CIO	\$1,449,715	15.0%	\$1,993,238
	Yatin Patel	co-CIO left Jun 2021	–		\$1,964,967
	Jonathon Schroeder	Dir Inv	\$797,672		–
	James Kim	Dir Inv	\$751,364		\$639,973
			–		
	The Leona M & Harry B Helmsley Charitable Trust	\$7.3bn	3/31/2024		3/31/2021
21	Rosalind M Hewsenian	CIO retired Dec 2023	\$1,324,181	9.8%	\$1,852,665
	Joshua W Fenton	CIO promoted Jan 2024	\$985,478		\$1,036,849
	Al Y Kim	Dir Inv	\$922,850		\$1,049,098
	Christopher J Rapcewicz	Dir risk mgmt	\$903,366		\$1,017,911
	Meenakshi C Lakshman	Dir Inv	\$914,616		\$1,054,106
			–		
	Harry & Jeanette Weinberg Fdn	\$3.1bn	12/31/2023		12/31/2020
22	Charles D Gilmore	CIO promoted Sep 2022	\$1,291,214	7.2%	–
	Jonathan Hook	CIO retired Aug 2022	\$1,144,013		–
	William Penn Fdn	\$3.3bn	12/31/2023		12/31/2020
23	MaDoe Htun	CIO	\$1,219,358	11.0%	\$1,077,772
	The Grace & Mercy Fdn	\$0.7bn	12/31/2023		12/31/2020
24	Hyunwoo Nam	MD Inv Officer	\$1,276,343	13.0%	–
	Brandon Berger	Inv Officer	\$1,079,365		–
	Su Lee	Inv Officer	\$847,229		–
	Dhani Jones	Inv Officer	\$870,200		–
	Daiki Taniguchi	Inv Officer	\$788,109		–
			–		
	Doris Duke Mgmt Fdn	\$2.2bn	12/31/2023		12/31/2020
25	Leena Bhutta	CIO	\$1,132,335	9.0%	\$433,276
	Jeffrey Heil	CIO retired Dec 2021			\$1,255,818
	Diana Davis Spencer Fdn	\$1.4bn	12/31/2023		12/31/2020

26	Christopher Burn	CIO	\$1,012,235	5.4%	\$170,000
	The Wallace Fdn	\$1.7bn	12/31/2023		12/31/2020
27	Thomas Lenehan	CIO	\$967,917	8.1%	–
	Rob D Nagel	CIO retired Dec 2020			\$1,148,052
	GHR Fdn	\$1.1bn	12/31/2023		12/31/2020
28	Jason Matz	CIO	\$982,377	5.6%	\$582,226
	Kenneth Rainin Fdn	\$0.6bn	12/31/2023		12/31/2020
29	Ross Demont	CIO	\$926,015	8.5%	–
	Brian Igoe	CIO died Apr 2020			\$334,147
	Rainwater Charitable Fdn	\$1.1bn	12/31/2023		12/31/2020
30	Aaron Bigbee	CIO	\$858,500	9.3%	\$740,538
	Randy Kim	CIO died Apr 2023			\$1,174,149
	Ewing Marion Kauffman Fdn	\$3.0bn	12/31/2023		12/31/2020
31	Lisa Murray	CIO	\$927,935	11.3%	\$802,045
	Annie E Casey Fdn	\$3.4bn	12/31/2023		12/31/2020
32	Xander Perry	CIO promoted Mar 2023	\$782,722	10.9%	\$414,821
	May Ng	CIO left Mar 2023	–		\$723,537
	John Templeton Fdn	\$3.4bn	12/31/2023		
33	Brian Crawford	Dir Inv	\$770,813	8.4%	–
	M J Murdock Charitable Trust	\$1.9bn	12/31/2023		12/31/2020
34	Elmer Huh	CIO	\$734,735	15.2%	\$565,490
	Otto Bremer Trust	\$1.4bn	12/31/2024		12/31/2020
35	Daniel Reardon	co-CEO, Inv Dir	\$718,619	-2.4%	\$567,024
	Richard King Mellon Fdn	\$3.3bn	12/31/2023		12/31/2020
36	Doug Sisson	CIO	\$695,470	10.1%	\$577,673
	Patrick J Strollo Iii	VP Inv Officer	\$214,915		–
	The Heinz Edns	\$2.1bn	12/31/2023		12/31/2020
37	Edward Kolano	CIO	\$674,214	10.1%	\$561,537
	Joyce Fdn	\$1.2bn	12/31/2023		12/31/2020

38	Nickol R. Hackett	CIO	\$562,536	10.9%	\$376,421
	Lilly Edn	\$80.0bn	12/31/2024		12/31/2020
39	Peter A. Buck	VP Inv	\$599,972	42.0%	\$390,835
	The California Edn	\$4.5bn	3/31/2024		3/31/2021
40	Michael Wee	interim CIO	\$521,848	8.0%	–
	David Greenberg CIO	CIO left Jun 2023	\$499,067		\$701,265
	Ruth Wernig	CIO retired Jun 2021			\$1,096,843
	The Annenberg Fdn	\$1.5bn	12/31/2023		12/31/2020
41	Paul Manganiello	Dir Inv	\$473,313	10.7%	\$402,929
	Lynde & Harry Bradley Fdn	\$1.0bn	12/31/2023		12/31/2020
42	Stephen Langlois	CIO	\$422,378	9.2%	\$319,531
	The Bush Fdn	\$1.4bn	12/31/2023		12/31/2020
43	Carol Peterfeso	MD Inv	\$400,703	12.9%	–
	John Otterlei	CIO retired Dec 2022			\$343,016
	Lumina Fdn For Education	\$1.5bn	12/31/2023		12/31/2020
44	Erin Archer	CFO, Head Inv joined Aug 2023	\$186,352	9.8%	–
	Brad Kelsheimer	VP Inv retired Nov 2022			\$489,919
	Cody Coppotelli	Dir Inv	\$320,124		