

Highest Paid Nonprofit Executives in the Bay Area

(Ranked by 2010 compensation)

Rank	Prior	Executive name/ Title/ Organization	Compensation	Base compensation/ Bonus and incentive/ Other	For fiscal year ending	Organization's revenue	Compensation as a percent of revenue	Prior year compensation/ Percent change
1	NL	Steven Specker ¹ President and CEO Electric Power Research Institute Inc.	\$1,454,731	\$530,000 \$830,000 \$94,731	12/31/09	\$364,341,026	0.40%	\$1,339,147 8.63%
2	NL	Lawrence Scott Commissioner Pac-12 Conference	\$680,253	\$500,000 \$0 \$180,253	6/30/10	\$101,913,230	0.67%	N/A N/A
3	4	Neal Benezra Director San Francisco Museum of Modern Art (SFMOMA)	\$606,873	\$525,373 \$0 \$81,500	6/30/10	\$54,808,997	1.11%	\$561,029 8.17%
4	NL	Raymond White Director Ernest Gallo Clinic and Research Center	\$605,562	\$460,887 \$0 \$144,675	6/30/10	\$26,476,797	2.29%	\$589,769 2.68%
5	NL	Henry Courtright Senior vice president, member and external relations Electric Power Research Institute Inc.	\$565,613	\$317,976 \$232,700 \$14,937	12/31/09	\$364,341,026	0.16%	\$541,527 4.45%
6	NL	Michael Howard ² Senior vice president, research and development Electric Power Research Institute Inc.	\$564,287	\$315,426 \$232,700 \$16,161	12/31/09	\$364,341,026	0.15%	\$553,200 2.00%
7	8	John Buchanan Jr. Director of museums de Young Museum/Legion of Honor	\$555,831	\$555,831 \$0 \$0	6/30/10	\$40,146,649	1.38%	\$365,132 52.23%
8	5	David Gockley General director San Francisco Opera	\$551,331	\$363,301 \$165,750 \$22,280	7/31/10	\$71,368,336	0.77%	\$519,053 6.22%
9	2	Helgi Tomasson Artistic director San Francisco Ballet	\$534,376	\$532,800 \$0 \$1,576	6/30/10	\$38,462,959	1.39%	\$536,204 -0.34%
10	NL	Neal Martin-Zeavy Dream House raffle project director Yerba Buena Center for the Arts	\$501,498	\$501,498 \$0 \$0	6/30/10	\$10,114,620	4.96%	N/A N/A
11	NL	Sally Pipes President and CEO Pacific Research Institute	\$492,304	\$492,304 \$0 \$0	12/31/09	\$4,707,728	10.46%	\$446,287 10.31%
12	NL	Robert Mahley President emeritus The J. David Gladstone Institutes	\$483,536	\$470,385 \$0 \$13,151	12/31/09	\$41,611,657	1.16%	\$528,468 -8.50%
13	NL	Lisa Gurwitch Endowment director Jewish Community Federation	\$478,416	\$224,832 \$0 \$253,584	6/30/10	\$67,819,979	0.71%	\$222,687 114.84%
14	NL	Albert Dorman Trustee The J. David Gladstone Institutes	\$475,000	\$475,000 \$0 \$0	12/31/09	\$41,611,657	1.14%	\$475,000 0.00%
14	NL	Andrew Garb Trustee The J. David Gladstone Institutes	\$475,000	\$475,000 \$0 \$0	12/31/09	\$41,611,657	1.14%	\$475,000 0.00%
14	NL	Richard Jones Trustee The J. David Gladstone Institutes	\$475,000	\$475,000 \$0 \$0	12/31/09	\$41,611,657	1.14%	\$475,000 0.00%
17	NL	Norma Formanek Senior vice president, general counsel Electric Power Research Institute Inc.	\$470,515	\$255,311 \$191,400 \$23,804	12/31/09	\$364,341,026	0.13%	\$419,487 12.16%
18	NL	Alan Sataloff CEO Oshman Family Jewish Community Center	\$463,551	\$319,115 \$0 \$144,436	6/30/10	\$24,069,500	1.93%	\$293,094 58.16%
19	NL	Arshad Mansoor ³ Vice president, power delivery and utilization Electric Power Research Institute Inc.	\$437,495	\$246,261 \$174,900 \$16,334	12/31/09	\$364,341,026	0.12%	\$410,518 6.57%
20	NL	Bryan Hannegan Vice president, environment and renewable energy Electric Power Research Institute Inc.	\$436,500	\$245,867 \$170,400 \$20,233	12/31/09	\$364,341,026	0.12%	\$385,964 13.09%
21	3	Brent Assink Executive director San Francisco Symphony	\$435,597	\$428,162 \$0 \$7,435	8/31/10	\$59,461,327	0.73%	\$429,119 1.51%
22	NL	Christian Larsen ⁴ Vice president, nuclear sector Electric Power Research Institute Inc.	\$402,678	\$185,361 \$184,000 \$33,317	12/31/09	\$364,341,026	0.11%	\$398,148 1.14%
23	24	Christopher Andrews COO and director of the Steinhart Aquarium California Academy of Sciences	\$399,438	\$252,438 \$125,000 \$22,000	6/30/10	\$76,737,727	0.52%	\$252,109 58.44%
24	13	Gregory Farrington Executive director California Academy of Sciences	\$394,424	\$355,924 \$0 \$38,500	6/30/10	\$76,737,727	0.51%	\$343,930 14.68%
25	NL	Mary Pittman President and CEO Public Health Institute	\$393,899	NR NR NR	12/31/09	\$95,794,340	0.41%	\$500,500 -21.30%

This List includes nonprofit executives at 501(c)(3) nonprofit organizations located in Alameda, Contra Costa, Marin, San Francisco and San Mateo counties, and the city of Palo Alto.

NR = Not reported. NL = Not listed. N/A = Not applicable. ¹Specker retired as president and CEO in 2010 and was replaced by Michael Howard, who previously served as senior vice president, research and development. ²Title reflects Howard's position during fiscal 2009, the most recently reported fiscal year. Howard currently serves as president and CEO. ³Title reflects Mansoor's position during fiscal 2009, the most recently reported fiscal year. Mansoor currently serves as senior vice president, research and development. ⁴Title reflects Larsen's position during fiscal 2009, the most recently reported fiscal year. Larsen currently serves as senior vice president, operations and interim CFO.

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Ranking based on compensation for the most recently reported fiscal year. Source: GuideStar USA Inc. (www.guidestar.org)

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