

Special Disclosure of Executive Compensation Information for 2013

Dec. 30, 2013

In keeping with Susan G. Komen's tradition of financial transparency, Komen is providing additional information about 2013 annual salaries for our current President and CEO Dr. Judith A. Salerno, M.D., M.S., and former Chief Executive Officer Nancy G. Brinker, who now serves as Founder and Chair, Global Strategy.

Dr. Salerno joined Komen as president and CEO in September of 2013; Nancy Brinker stepped down as CEO when Dr. Salerno's appointment was announced. Because the Form 990 includes only compensation paid in calendar year 2012, their annual salaries would not typically be disclosed until December of 2014, in next year's Form 990 financial filings.

Both Dr. Salerno and Nancy Brinker requested that their *current* annual salaries be disclosed early to ensure that donors, the public, staff and volunteers have the most current information about our organization.

To that end:

- Dr. Salerno's annual salary as President and CEO has been set at \$475,000. Dr. Salerno comes to Komen with more than 30 years in public health programming and research oversight at some of the nation's most prestigious medical and research institutions. She is a Harvard-trained physician who has implemented and overseen community health programs for the Veterans Health Administration and National Institutes on Aging. She also oversaw the National Cancer Policy Forum – a consortium of government, industry, academic, consumer and other representatives that identifies and examines emerging high-priority policy issues in cancer.
 - Dr. Salerno's compensation is conservative versus those of CEOs at other major charities and well below those on the 2013 Charity Watch Top 25 compensation packages. <http://www.charitywatch.org/hottopics/Top25.html>
- Nancy Brinker's annual salary is set at \$390,000 to reflect her new role as Founder and Chair, Global Strategy. This is a decrease from the \$548,000 salary that Brinker earned in her role as Founder and CEO in 2012. As Founder and Chair, Global Strategy, Brinker's role focuses on building Komen's global outreach, with an emphasis on the growing cancer crisis in developing nations. She continues to represent Komen with global health organizations, for example, the World Health Organization and others, and has a significant role in fundraising. She continues as a lifetime member of the Board of Directors.

About Komen's Executive Compensation Structure

Komen's compensation structure reflects the need to competitively attract and retain employees who can steward and grow our mission programs and raise the funds that support our work.

Our compensation programs reflect the comprehensive and global nature of our work funding breast cancer research, community health and patient support programs; advising on public policy, and working in 30 countries.

Komen's Board of Directors engaged independent compensation consultants to benchmark Dr. Salerno's compensation as President and CEO; and Nancy Brinker's compensation in her new role.

These salaries were reviewed by an executive compensation committee of the board and approved by the full Board of Directors.