

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII X

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) KRISTOPHER AHREND CEO	40.00 NONE			X				664,383.	NONE	35,066.
(2) ILENE WEINTRAUB CFO	40.00 NONE			X				465,946.	NONE	40,229.
(3) KRISTEN JOHNS CHIEF LEGAL OFFICER	40.00 NONE			X				364,625.	NONE	33,873.
(4) ELLEN TRULEY CHIEF MARKETING OFFICER	40.00 NONE				X			336,094.	NONE	26,767.
(5) MAURICE RUSSELL HEAD OF RIGHTS MANAGEMENT	40.00 NONE				X			275,350.	NONE	28,950.
(6) ANDREW MITCHELL HEAD OF ANALYTICS & AUTOMATION	40.00 NONE				X			227,333.	NONE	31,084.
(7) MAKESSA BENJAMIN HEAD OF FINANCE	40.00 NONE					X		227,010.	NONE	18,595.
(8) NATHAN OSHER ASST GEN COUN - PUB. RELATIONS	40.00 NONE					X		210,661.	NONE	32,357.
(9) LEIGH MCCORKLE CHIEF PEOPLE OFFICER	40.00 NONE				X			226,645.	NONE	16,141.
(10) RICHARD THOMPSON CHIEF TECHNOLOGY OFFICER	40.00 NONE			X				195,041.	NONE	35,249.
(11) LINDSEY MAJOR HEAD OF CUSTOMER EXPERIENCE	40.00 NONE				X			217,089.	NONE	13,082.
(12) DAETWAUN BOGAN HEAD OF 3RD PARTY PARTNERSHIPS	40.00 NONE					X		207,143.	NONE	5,804.
(13) RICHARD MARSHALL ASST GEN COUNSEL-DSP RELATIONS	40.00 NONE					X		196,669.	NONE	7,867.
(14) JOYA CARMICHAEL HEAD OF OPERATIONS	40.00 NONE				X			195,021.	NONE	8,321.