Fred Hutchinson Cancer Center

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Fred Hutchinson Cancer Center

aka Fred Hutch, fka Fred Hutchinson Cancer Research Center fka Seattle Cancer Care Alliance
Seattle, WA
http://www.fredhutch.org/en.html
(206)667-5000

MISSION
Fred Hutchinson Cancer Center unites innovative research and compassionate care to prevent and eliminate cancer and infectious disease. We’re driven by the urgency of our patients, the hope of our community and our passion for discovery to pursue scientific breakthroughs and healthier lives for every person in every community.

EIN
91-1935159

RULING YEAR
2000

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1975

MAIN ADDRESS
1100 Fairview Ave N P.O. Box
19024
SEATTLE, WA
98109

AFFILIATION TYPE
Independent Organization

CONTACT
Philanthropy Fred Hutch
(206) 667-4399
philanthropy@fredhutch.org

PRESENTER AND DIRECTOR,
RAISBECK ENDOWED
CHAIRHOLDER
Thomas Lynch Jr.

BOARD CHAIR
Kathy Surace-Smith

SUBJECT AREA
Specialty hospital care
Public health
Oncology
HIV/AIDS
Infectious and parasitic diseases
Cancers
Biology

NTEE Code
Hospital (Specialty) (E24)
PROGRAMS

1. Clinical Care
   Population(s) served: Adults

2. Research
   Population(s) served: Adults

POPULATIONS SERVED

1. Adults

COMPLIANCE

- IRS Pub 78 Verified as of July 2023
- IRS BMF 509(a) (1) as of July 10, 2023
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(iii)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?  
- Number of Independent Board Members: 11
Programs & Results

PROGRAMS
Source: Self-Reported by Organization, June 2023

Clinical Care

Population(s) Served: n/a

Fred Hutchinson Cancer Center unites comprehensive care and advanced research to provide the latest cancer treatment options and accelerate discoveries that prevent, treat, and defeat cancer and infectious diseases worldwide. While Fred Hutch is an independent, nonprofit organization, it also serves as the cancer program for UW Medicine. This relationship allows for enhanced care coordination with one of the world’s leading integrated health systems. Our clinical program serves more than 50,000 patients annually and has been recognized as the top cancer hospital in Washington for 15 years by U.S. News & World Report. We combine innovative research with exceptional, state-of-the-art patient-centered care. Based in Seattle’s South Lake Union neighborhood, Fred Hutch also operates eight clinical care sites in the greater Puget Sound region, encompassing hematology/medical oncology, radiation oncology, and infusion services, and has network affiliations with hospitals in five states.

Research

Population(s) Served: n/a

Fred Hutch is tackling cancer and other diseases from every angle in our state-of-the-art research labs — and in collaborative projects that span the globe. Our more than 245 research faculty members and their teams study more than 40 diseases, generating new discoveries and translating them into effective prevention, detection, and treatment strategies.

Our research program includes five scientific divisions: Basic Science, Clinical Research, Human Biology, Public Health Sciences, and Vaccine and Infectious Disease. Research areas range from behavioral research and biostatistics to cell biology, gene therapy, and the human microbiome. Our staff are at the forefront of cancer and infectious disease research, epidemiology, and global health. In addition, we are expanding our leadership in immunotherapy, data science, and precision oncology to reduce risk and bring more cures within reach.
CHARTING IMPACT

What is the organization aiming to accomplish?

Fred Hutchinson Cancer Center unites innovative research and compassionate care to prevent and eliminate cancer and infectious disease. We’re driven by the urgency of our patients, the hope of our community and our passion for discovery to pursue scientific breakthroughs and healthier lives for every person in every community.

What are the organization’s key strategies for making this happen?

This is a significant moment for breakthroughs in cancer and infectious disease treatment, care, and cures. Fred Hutch is harnessing this momentum to improve and save lives. Our strategy includes:

Leading in scientific discovery: We will continue to deliver breakthrough research on fundamental science by expanding and diversifying our faculty and researchers; driving forward new understandings about the relationship between cancers, the bodies in which they arise, and the pathogens (such as viruses and bacteria) that may be responsible for as much as one-third of all human cancers. We are also harnessing the power of large data sets to drive scientific discoveries and innovation.

Promoting science that drives clinical innovation: Fred Hutch is working at the forefront of precision oncology, which looks at a person’s individual cancer, and at their unique health and history, to create customized cancer treatments and risk-reduction strategies. We are also advancing new innovations in vaccine development and infectious diseases and digging deeply into how cancer begins — and how it can be prevented.

Developing and testing innovative immunotherapy and cellular therapies. Our scientists are working to develop new cellular, antibody, and combinatorial therapies for cancer and move them to patients as quickly as possible through “bench-to-bedside” research and clinical trials. We are also working to better understand advanced disease and develop better treatments for patients.

Delivering compassionate clinical care and better outcomes for people diagnosed with cancer: Fred Hutch provides best-in-class treatments and care. We are expanding on this excellence to continue to attract and serve patients not just in our region, but around our country and world.

Advancing organizational excellence: We will continue to provide world-class research and excellence in clinical infrastructure and operations. An important part of this work is our commitment to placing diversity, equity and inclusion at the forefront of all we do.

What are the organization’s capabilities for doing this?

Fred Hutchinson Cancer Center unites comprehensive care and advanced research to provide the latest cancer treatment options and accelerate discoveries that prevent, treat, and defeat cancer and infectious diseases worldwide. Fred Hutch is home to five scientific divisions, eight clinical care sites, and more than 5,700 staff. Our 16-acre Seattle campus includes state-of-the-art laboratories, clinical care facilities, and core facilities that provide services and access to specialized equipment available to all faculty. Our clinical program serves more than 50,000 patients annually and has been recognized as the top cancer hospital in Washington for 15 years by U.S. News & World Report. We also provide wide-ranging education and training programs to develop scientists at all academic levels, from early high school through early career.

Fred Hutch is an independent, nonprofit organization that also serves as the cancer program for UW Medicine. This relationship allows for enhanced care coordination with one of the world’s leading integrated health systems. We are also part of the Fred Hutchinson/University of Washington/Seattle Children's Cancer Consortium. Formed in 2002, the Consortium is recognized as an NCI-designated Comprehensive Cancer Center — the only one in Washington. And from Uganda to South Africa to China and beyond, we’re collaborating with research partners to develop new ways to diagnose, predict, prevent and treat cancer around the world.

Fred Hutch has earned a global reputation for discoveries in cancer, infectious disease and basic research, including important advances in bone marrow transplantation, HIV/AIDS prevention, immunotherapy and COVID-19 vaccines. Our more than 245 faculty
study more than 40 diseases, and our teams have conducted research in over 70 countries. Our roster of internationally acclaimed scientists includes three Nobel laureates, two MacArthur Fellows, and more than a dozen members of the National Academy of Sciences.

In all our work, we are guided by our values of collaboration, compassion, determination, excellence, innovation, integrity and respect. These are grounded in and expressed through the principles of diversity, equity, and inclusion (DEI).

Fred Hutch is proud to consistently be among the top recipients of research funding from the National Institutes of Health. We also grow and diversify funding from industry partners and work with government agencies, leaders, and policymakers to maintain and grow support for research. This includes accelerating our commercialization impact by increasing the speed and scale with which we bring our specialized knowledge and technology to commercial markets.

In addition, we rely on strong support from a global community of more than 31,000 individual donors. Their support allows us to do all we can, as quickly as we can, to improve and save lives.

What have and haven't they accomplished so far?

Fred Hutch has been advancing prevention, diagnosis, treatments, care, and cures for cancer and infectious diseases for nearly 50 years. Our track record includes advances in bone marrow transplantation, HIV/AIDS prevention, immunotherapy, and COVID-19 vaccines.

Our work in bone marrow and blood stem cell transplantation in the 1970s opened new doors for treatment and offered the first proof the immune system can be harnessed to attack cancer. Today, more than 1.5 million potentially lifesaving bone marrow transplants have been performed worldwide, and Fred Hutch continues to harness the power of the immune system through a world-leading immunotherapy program. Fred Hutch researchers also established the groundwork for the HPV vaccine, which prevents cervical cancer.

We are the global home for the HIV Vaccine Trials Network, the largest publicly funded international collaboration conducting clinical trials of HIV vaccines. Our Bezos Family Immunotherapy Clinic, opened in 2016, is a first-of-its-kind resource that has more than doubled our capacity to serve patients with leukemias and other cancers.

Since the first days of the COVID–19 pandemic, Fred Hutch experts have drawn on extensive experience with HIV, as well as the impact of infectious diseases on cancer patients, to track, study, and monitor the virus. We also coordinated the large-scale trials that brought vaccines to millions in record time.

What’s next: In 2022, Fred Hutchinson Cancer Research Center and Seattle Cancer Care Alliance merged to form Fred Hutchinson Cancer Center, an independent organization that also serves as UW Medicine’s cancer program. This unified structure is bringing research and care closer together and holds significant promise for people diagnosed with cancer and for the future of cancer research. Our priorities include:

* Immunotherapy: Discovering cures for solid tumors by building upon our research in immunotherapies for blood cancers.
* Precision oncology: Making personalized treatments and cures available to everyone diagnosed with cancer through new technologies that identify new targets for therapy.
* Viruses and vaccines: Advancing the detection, prevention, and treatment of HIV, COVID–19, HSV, Epstein–Barr virus, and other viruses, and developing preventive and curative vaccines for cancer and other diseases.
* Data science: Uncovering better treatments through data-driven approaches, such as machine learning and deep analysis of data sets, while harnessing the technological prowess the Pacific Northwest is known for.
* Prevention and early detection: Pinpointing individuals at greatest risk for cancer; finding ways to intervene and prevent it; and, when that is not possible, detecting cancer at an early stage.
* Health disparities: Increasing prevention, screening, early diagnosis, and care in communities disproportionately affected by cancer; enhancing the diversity of our faculty; and ensuring better representation in clinical trials.
Financials

FISCAL YEAR START: 07/01
FISCAL YEAR END: 06/30
✓ Financials audited by an independent accountant

Financial Trends Analysis

Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$71,618,707</td>
<td>$94,062,604</td>
<td>$96,973,824</td>
<td>$179,312,076</td>
<td>$4,344,043</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>12.2%</td>
<td>14.2%</td>
<td>13.6%</td>
<td>22.0%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$49,232,127</td>
<td>$70,451,659</td>
<td>$73,875,603</td>
<td>$151,476,031</td>
<td>-$32,181,503</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>8.1%</td>
<td>10.3%</td>
<td>10.0%</td>
<td>18.0%</td>
<td>-2.8%</td>
</tr>
</tbody>
</table>

Revenue Composition

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total revenue (unrestricted &amp; restricted)</td>
<td>$653,487,789</td>
<td>$757,282,570</td>
<td>$820,892,125</td>
<td>$940,996,725</td>
<td>$1,283,961,922</td>
</tr>
<tr>
<td>Total revenue, % change over prior year</td>
<td>17.5%</td>
<td>15.9%</td>
<td>8.4%</td>
<td>14.6%</td>
<td>36.4%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>98.0%</td>
<td>96.9%</td>
<td>95.6%</td>
<td>97.5%</td>
<td>81.5%</td>
</tr>
<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Investment income</td>
<td>1.4%</td>
<td>1.8%</td>
<td>1.6%</td>
<td>1.2%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Government grants</td>
<td>0.0%</td>
<td>0.0%</td>
<td>1.8%</td>
<td>0.4%</td>
<td>11.1%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>0.6%</td>
<td>0.7%</td>
<td>0.8%</td>
<td>0.3%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>0.0%</td>
<td>0.6%</td>
<td>0.3%</td>
<td>0.6%</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

Expense Composition

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses before depreciation</td>
<td>$587,967,366</td>
<td>$660,712,564</td>
<td>$712,555,438</td>
<td>$813,508,821</td>
<td>$1,098,003,883</td>
</tr>
<tr>
<td>Total expenses, % change over prior year</td>
<td>16.1%</td>
<td>12.4%</td>
<td>7.8%</td>
<td>14.2%</td>
<td>35.0%</td>
</tr>
<tr>
<td>Personnel</td>
<td>25.9%</td>
<td>25.2%</td>
<td>25.2%</td>
<td>24.9%</td>
<td>29.9%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>25.8%</td>
<td>23.4%</td>
<td>22.4%</td>
<td>20.4%</td>
<td>18.3%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>2.6%</td>
<td>2.3%</td>
<td>3.1%</td>
<td>2.9%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.6%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>0.3%</td>
<td>0.5%</td>
<td>0.4%</td>
<td>0.3%</td>
<td>3.2%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>44.8%</td>
<td>48.1%</td>
<td>48.4%</td>
<td>51.0%</td>
<td>45.0%</td>
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</table>
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$610,353,946</td>
<td>$684,323,509</td>
<td>$735,653,659</td>
<td>$841,344,866</td>
<td>$1,134,529,429</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$48,997,281</td>
<td>$55,059,380</td>
<td>$59,379,620</td>
<td>$67,792,402</td>
<td>$91,500,324</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$3,600,225</td>
<td>$3,765,023</td>
<td>$3,814,933</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$35,161,069</td>
<td>$41,252,177</td>
<td>$52,859,323</td>
<td>$109,696,883</td>
<td>$561,868,082</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$698,112,521</td>
<td>$784,400,089</td>
<td>$851,707,535</td>
<td>$1,018,834,151</td>
<td>$1,787,897,835</td>
</tr>
</tbody>
</table>

Capital Structure Indicators

Liquidity

- Months of cash: 1.3, 1.5, 2.9, 3.5, 4.0
- Months of cash and investments: 7.9, 7.8, 8.7, 12.4, 14.7
- Months of estimated liquid unrestricted net assets: 8.9, 8.8, 8.8, 11.5, 8.1

Balance Sheet Composition

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$64,380,327</td>
<td>$81,139,103</td>
<td>$170,501,135</td>
<td>$236,768,730</td>
<td>$367,961,879</td>
</tr>
<tr>
<td>Investments</td>
<td>$323,224,639</td>
<td>$346,718,309</td>
<td>$343,196,385</td>
<td>$602,628,545</td>
<td>$979,977,227</td>
</tr>
<tr>
<td>Receivables</td>
<td>$79,384,161</td>
<td>$120,356,289</td>
<td>$107,797,289</td>
<td>$154,802,509</td>
<td>$424,225,650</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$306,464,836</td>
<td>$336,687,685</td>
<td>$386,607,522</td>
<td>$491,942,899</td>
<td>$1,292,937,364</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>51.0%</td>
<td>50.2%</td>
<td>48.9%</td>
<td>43.2%</td>
<td>37.8%</td>
</tr>
<tr>
<td>Liabilities (as % of assets)</td>
<td>24.4%</td>
<td>25.3%</td>
<td>37.5%</td>
<td>48.6%</td>
<td>68.3%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$482,032,194</td>
<td>$552,483,853</td>
<td>$626,359,456</td>
<td>$777,835,487</td>
<td>$745,653,984</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>$4,581,701</td>
<td>$6,436,738</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$3,295,589</td>
<td>$3,445,589</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total restricted net assets</td>
<td>$7,877,290</td>
<td>$9,882,327</td>
<td>$10,891,863</td>
<td>$11,646,213</td>
<td>$204,595,000</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$489,909,484</td>
<td>$562,366,180</td>
<td>$637,251,319</td>
<td>$789,481,700</td>
<td>$950,248,984</td>
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Key Data Checks

Material Data Errors

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.
Operations

Source: Self-Reported by Organization, June 2023

PRESIDENT AND DIRECTOR, RAISBECK ENDOWED CHAIRHOLDER

Thomas J. Lynch Jr. M.D.

Dr. Thomas J. Lynch Jr. is a world-renowned scientist, highly respected oncologist and successful leader of National Cancer Institute-Designated Comprehensive Cancer Centers. Dr. Lynch sets the strategic direction of the center, oversees center wide initiatives and represents the Hutch’s interests to major partners and governmental bodies. He also directs the Fred Hutch/University of Washington Cancer Consortium and is principal investigator of its Cancer Center Support Grant.

NUMBER OF EMPLOYEES

Source: IRS Form 990

BOARD CHAIR

Kathy Surace-Smith
NanoString Technologies Inc.

BOARD MEMBERS

Kristianne Blake
Russell Investment Company

Sean Boyle
Wildlife Studios

Nancy Davidson
Fred Hutchinson Cancer Center

Stephen Graham
Washington Federal Bank

Joanne Harrell
Microsoft Corp.

Jeremy Jaech
Harmony Meadows LLC

Thomas Lynch
Fred Hutchinson Cancer Center

Leigh Morgan
Nia Tero

Julie Nordstrom
University of Washington Medicine

Eduardo Peñalver
Seattle University

Paul Ramsey
University of Washington Medicine

Timothy Dellit
Interim CEO of UW Medicine

Cynthia Dold
Interim Vice President for Medical Affairs, University of Washington
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nancy Davidson MD</td>
<td>EVP CLINICAL AFFAIRS, DIR EFF 4/22</td>
<td>$861,197</td>
<td>$43,744</td>
<td>$0</td>
</tr>
<tr>
<td>Aaron Crane</td>
<td>EXECUTIVE VICE PRESIDENT</td>
<td>$790,366</td>
<td>$191,393</td>
<td>$0</td>
</tr>
<tr>
<td>Steven Huebner</td>
<td>VP, CHIEF FINANCIAL OFFICER</td>
<td>$652,598</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Theresa McDonnell</td>
<td>SVP, CHIEF NURSING OFFICER</td>
<td>$615,786</td>
<td>$184,120</td>
<td>$0</td>
</tr>
<tr>
<td>Tom Purcell MD</td>
<td>CHIEF MEDICAL OFFICER</td>
<td>$608,783</td>
<td>$5,538</td>
<td>$0</td>
</tr>
<tr>
<td>Kelly Patrick</td>
<td>VP, CHIEF INFORMATION OFFICER</td>
<td>$497,929</td>
<td>$80,713</td>
<td>$0</td>
</tr>
<tr>
<td>Stephanie Mays</td>
<td>VP, CHIEF LEGAL OFFICER</td>
<td>$436,413</td>
<td>$98,451</td>
<td>$0</td>
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<tr>
<td>Tami Deeb</td>
<td>VP, CHIEF STRATEGY OFFICER</td>
<td>$399,220</td>
<td>$77,557</td>
<td>$0</td>
</tr>
<tr>
<td>Moreen Dudley</td>
<td>VP, CHIEF PEOPLE OFFICER</td>
<td>$317,320</td>
<td>$54,494</td>
<td>$0</td>
</tr>
<tr>
<td>Anna Andrews</td>
<td>INTERIM PROTON CTR TRANS LEAD</td>
<td>$306,278</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Gretchen Hanna</td>
<td>DIR. CORPORATE FINANCE</td>
<td>$296,606</td>
<td>$54,932</td>
<td>$0</td>
</tr>
<tr>
<td>Ada Mohedano</td>
<td>DIR. CLIN. ANALYTICS &amp; BUS INTEL</td>
<td>$258,213</td>
<td>$37,737</td>
<td>$0</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2021

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Sandy Melzer</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Bruce Pym</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Brooks Ragen</td>
<td>DIRECTOR (THRU 3/18)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Steve Stadum</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Bruder Stapleton</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Alvin Winterroth</td>
<td>DIRECTOR (FROM 3/18)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Richard Yarmuth</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Aaron Crane</td>
<td>VP &amp; CFO (FROM 5/18)</td>
<td>$0</td>
<td>$0</td>
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</tr>
</tbody>
</table>
# HIGHEST PAID EMPLOYEES

## FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbara Jagels</td>
<td>VP, CQV OFFICER THRU 01/21</td>
<td>$245,719</td>
<td>$14,537</td>
<td>$0</td>
</tr>
<tr>
<td>Laura Esagui</td>
<td>DOSIMETRIST III</td>
<td>$227,006</td>
<td>$50,828</td>
<td>$0</td>
</tr>
<tr>
<td>Maxine Ellis</td>
<td>DIRECTOR DEI COACHING &amp; CULTURE</td>
<td>$200,979</td>
<td>$24,854</td>
<td>$0</td>
</tr>
<tr>
<td>Scott Derouen</td>
<td>DIR. ENTERPRISE PROJ MGT.</td>
<td>$196,821</td>
<td>$48,851</td>
<td>$0</td>
</tr>
<tr>
<td>Suni Elgar</td>
<td>ASSC CHIEF NURSE</td>
<td>$190,332</td>
<td>$49,977</td>
<td>$0</td>
</tr>
</tbody>
</table>

## FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Esagui</td>
<td>DOSIMETRIST III</td>
<td>$211,137</td>
<td>$49,596</td>
<td>$0</td>
</tr>
<tr>
<td>Lori Bare</td>
<td>ASSC DIR CLINICAL INFO SYSTEMS</td>
<td>$187,573</td>
<td>$42,906</td>
<td>$0</td>
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<tr>
<td>Scott Derouen</td>
<td>DIR. ENTERPRISE PROJ MGT</td>
<td>$186,212</td>
<td>$51,501</td>
<td>$0</td>
</tr>
<tr>
<td>Angela Rodriguez</td>
<td>ASSC DIR CLINICAL OPS</td>
<td>$182,909</td>
<td>$26,801</td>
<td>$0</td>
</tr>
<tr>
<td>Lisa Acomb</td>
<td>DIR. BUS INTEL &amp; ANALYTICS</td>
<td>$179,864</td>
<td>$17,256</td>
<td>$0</td>
</tr>
</tbody>
</table>

## FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Esagui</td>
<td>DOSIMETRIST III</td>
<td>$181,715</td>
<td>$41,652</td>
<td>$0</td>
</tr>
<tr>
<td>Donna Kern</td>
<td>REGISTERED NURSE</td>
<td>$178,134</td>
<td>$48,796</td>
<td>$0</td>
</tr>
<tr>
<td>Lori Bare</td>
<td>ASSC DIR CLINICAL INFO SYSTEMS</td>
<td>$177,378</td>
<td>$40,859</td>
<td>$0</td>
</tr>
<tr>
<td>Matthew Palmgren</td>
<td>DIR. DIGITAL HEALTH (THRU 1/20)</td>
<td>$176,823</td>
<td>$49,816</td>
<td>$0</td>
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<tr>
<td>Scott Derouen</td>
<td>DIR. ENTERPRISE PROJ MGT</td>
<td>$175,814</td>
<td>$46,117</td>
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</table>
## HIGHEST PAID EMPLOYEES
### FISCAL YEAR 2019

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roger Jansson</td>
<td>ASSC GENERAL COUNSEL (THRU 09/18)</td>
<td>$198,100</td>
<td>$8,918</td>
<td>$0</td>
</tr>
<tr>
<td>Donna Kern</td>
<td>REGISTERED NURSE</td>
<td>$191,896</td>
<td>$40,515</td>
<td>$0</td>
</tr>
<tr>
<td>Tracy Wong</td>
<td>DIR. VALUE &amp; PATIENT EXP</td>
<td>$166,990</td>
<td>$15,181</td>
<td>$0</td>
</tr>
<tr>
<td>Marian Richardson</td>
<td>ASSC DIR. CLINICAL OPS</td>
<td>$166,778</td>
<td>$24,253</td>
<td>$0</td>
</tr>
<tr>
<td>Matthew Palmgren</td>
<td>DIR. DIGITAL HEALTH</td>
<td>$165,485</td>
<td>$38,275</td>
<td>$0</td>
</tr>
</tbody>
</table>

## HIGHEST PAID EMPLOYEES
### FISCAL YEAR 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donna Kern</td>
<td>REGISTERED NURSE</td>
<td>$179,044</td>
<td>$34,647</td>
<td>$0</td>
</tr>
<tr>
<td>Ariam Zeresennai</td>
<td>REGISTERED NURSE</td>
<td>$168,272</td>
<td>$35,859</td>
<td>$0</td>
</tr>
<tr>
<td>Gansuvd Balgansuren</td>
<td>CIL DIR.</td>
<td>$162,731</td>
<td>$30,730</td>
<td>$0</td>
</tr>
<tr>
<td>Debra Kirkley</td>
<td>DIR. MAGNET PROGRAM (THRU 7/17)</td>
<td>$160,866</td>
<td>$11,205</td>
<td>$0</td>
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<tr>
<td>Marian Richardson</td>
<td>ASSC. DIR. CLINICAL OPS</td>
<td>$159,854</td>
<td>$22,590</td>
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</table>
### Contractors
**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Of Washington</td>
<td>1959 NE 59TH AVE SUITE 1005, SEATTLE 98104</td>
<td>HEALTHCARE, SERVICES</td>
<td>$139,909,631</td>
</tr>
<tr>
<td>Gly Construction INC</td>
<td>200 112TH AVENUE NE STE 300, BELLEVUE 98004</td>
<td>CONSTRUCTION</td>
<td>$55,118,805</td>
</tr>
<tr>
<td>Fred Hutchinson Cancer Research Center</td>
<td>1100 FAIRVIEW AVENUE N, SEATTLE 98109</td>
<td>ADMIN, SUPPORT, SVCS, CONSULTING</td>
<td>$39,907,558</td>
</tr>
<tr>
<td>National Marrow Donor Program</td>
<td>500 N 5TH STREET, MINNEAPOLIS 55401</td>
<td>MARROW TRANSPLANT SERVICES</td>
<td>$11,446,630</td>
</tr>
<tr>
<td>Lease Crutcher Lewis</td>
<td>MAILSTOP S-100 PO BOX 50020, SEATTLE 98145</td>
<td>CONSTRUCTION</td>
<td>$4,065,963</td>
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</tbody>
</table>

### Contractors
**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Of Washington</td>
<td>1959 NE 59TH AVE SUITE 1005, SEATTLE 98104</td>
<td>HEALTHCARE, SERVICES</td>
<td>$149,778,956</td>
</tr>
<tr>
<td>Fred Hutchinson Cancer Research Center</td>
<td>1100 FAIRVIEW AVENUE N, SEATTLE 98109</td>
<td>ADMIN, SUPPORT, SVCS, CONSULT.</td>
<td>$43,768,814</td>
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<tr>
<td>Seattle Children's Hospital</td>
<td>MAILSTOP S-100 PO BOX 50020, SEATTLE 98145</td>
<td>HEALTHCARE, SERVICES</td>
<td>$25,579,316</td>
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<tr>
<td>Gly Construction INC</td>
<td>200 112TH AVENUE NE STE 300, BELLEVUE 98004</td>
<td>CONSTRUCTION</td>
<td>$17,451,549</td>
</tr>
<tr>
<td>National Marrow Donor Program</td>
<td>500 N 5TH STREET, MINNEAPOLIS 55401</td>
<td>MARROW TRANSPLANT SERVICES</td>
<td>$11,172,257</td>
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### Contractors
**FISCAL YEAR 2020**

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Of Washington</td>
<td>1959 NE 59TH AVE SUITE 1005, SEATTLE 98104</td>
<td>HEALTHCARE, SERVICES</td>
<td>$189,989,747</td>
</tr>
<tr>
<td>Fred Hutchinson Cancer Research Center</td>
<td>1100 FAIRVIEW AVENUE N, SEATTLE 98109</td>
<td>ADMIN, SUPPORT, SVCS, CONSULT.</td>
<td>$40,161,744</td>
</tr>
<tr>
<td>Seattle Children's Hospital</td>
<td>MAILSTOP S-100 PO BOX 50020, SEATTLE 98145</td>
<td>HEALTHCARE, SERVICES</td>
<td>$26,012,177</td>
</tr>
<tr>
<td>National Marrow Donor Program</td>
<td>500 N 5TH STREET, MINNEAPOLIS 55401</td>
<td>MARROW TRANSPLANT SERVICES</td>
<td>$13,962,071</td>
</tr>
<tr>
<td>Gly Construction INC</td>
<td>200 112TH AVENUE NE STE 300, BELLEVUE 98004</td>
<td>CONSTRUCTION</td>
<td>$8,797,141</td>
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</tbody>
</table>
### Professional fundraisers

**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED HUTCHINSON CANCER CENTER</td>
<td>GIFT ACK., EVENTS COORD., CONSULTING, MEETING W/ DONORS</td>
<td>$4,052,200</td>
<td>$3,909,574</td>
<td>$142,626</td>
</tr>
<tr>
<td>RKD GROUP</td>
<td>MAIL, EMAIL, WEB, SOLICITATION, DIGITAL MARKETING</td>
<td>$788,909</td>
<td>$414,276</td>
<td>$374,633</td>
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</tbody>
</table>

### Professional fundraisers

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED HUTCHINSON CANCER RESEARCH CENTER</td>
<td>DEVELOPMENT AND GIFT PROCESSING</td>
<td>$2,891,077</td>
<td>$2,701,917</td>
<td>$189,159</td>
</tr>
</tbody>
</table>

### Professional fundraisers

**FISCAL YEAR 2020**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED HUTCHINSON CANCER RESEARCH CENTER</td>
<td>DEVELOPMENT AND GIFT PROCESSING</td>
<td>$6,732,252</td>
<td>$6,545,093</td>
<td>$187,159</td>
</tr>
</tbody>
</table>
### Paid Preparers

#### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLARK NUBER PS</td>
<td>911194016</td>
<td>10900 NE 4TH STREET SUITE 1400, BELLEVUE WA 98004</td>
<td>4254544919</td>
</tr>
</tbody>
</table>

#### Paid Preparers

#### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLARK NUBER PS</td>
<td>911194016</td>
<td>10900 NE 4TH STREET SUITE 1400, BELLEVUE WA 98004</td>
<td>4254544919</td>
</tr>
</tbody>
</table>

#### Paid Preparers

#### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLARK NUBER PS</td>
<td>91-1194016</td>
<td>10900 NE 4TH STREET SUITE 1400, BELLEVUE WA 98004 USA</td>
<td>425-454-4919</td>
</tr>
</tbody>
</table>
## BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

<table>
<thead>
<tr>
<th>Section</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BOARD ORIENTATION &amp; EDUCATION</strong></td>
<td>Yes</td>
</tr>
<tr>
<td>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>CEO OVERSIGHT</strong></td>
<td>Yes</td>
</tr>
<tr>
<td>Has the board conducted a formal, written assessment of the chief executive within the past year?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>ETHICS &amp; TRANSPARENCY</strong></td>
<td>Yes</td>
</tr>
<tr>
<td>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>BOARD COMPOSITION</strong></td>
<td>Yes</td>
</tr>
<tr>
<td>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>BOARD PERFORMANCE</strong></td>
<td>No</td>
</tr>
<tr>
<td>Has the board conducted a formal, written self-assessment of its performance within the past three years?</td>
<td>No</td>
</tr>
</tbody>
</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's leader identifies as:

- **Race & Ethnicity**: White/Caucasian/European
- **Gender Identity**: Male, Not transgender (cisgender)
- **Sexual Orientation**: Decline to state
- **Disability Status**: Decline to state

---

**Race & Ethnicity**

_No data_

**Gender Identity**

_No data_

**Sexual Orientation**

_No data_

**Disability**

_No data._
Equity Strategies  Last Updated: 11/21/2022

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We ask team members to identify racial disparities in their programs and/or portfolios.

✓ We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.

✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
## Appendix

### Key Documents

#### IRS Forms 990
- 2021 990
- 2020 990
- 2019 990
- 2018 990
- 2017 990

#### IRS Forms 990T
Not Available

#### Audited Financial Statements
- 2022 Audited Financial Statement
- 2021 Audited Financial Statement
- 2020 Audited Financial Statement

#### Key Organization Documents
- 2021 Annual Report
- 2020 Annual Report
- 2019 Annual Report
- 2018 Annual Report
- 2017 Annual Report
- 2016 Annual Report
- 2015 Annual Report
- 2014 Annual Report
- 2012 Annual Report
- 2011 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Fred Hutchinson Cancer Center

Aka Fred Hutch
1100 Fairview Ave N P.O. Box 19024
Seattle, WA 98109

✓ Foundation Status Code: PC*
✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fred Hutchinson Cancer Center</td>
<td>Seattle, WA</td>
<td>July 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>Deductibility status description</th>
</tr>
</thead>
<tbody>
<tr>
<td>91-1935159</td>
<td>A public charity (50% deductibility limitation).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS BMF</th>
</tr>
</thead>
<tbody>
<tr>
<td>91-1935159</td>
<td>509(a)(1)</td>
</tr>
</tbody>
</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED HUTCHINSON CANCER CENTER</td>
<td>July 10 2023</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(iii)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Ruling date</th>
</tr>
</thead>
<tbody>
<tr>
<td>91-1935159</td>
<td>This organization is a 501(c)(3) Public Charity</td>
<td>08/2000</td>
</tr>
</tbody>
</table>

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- The IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- The IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.