

Attachment B

EXECUTIVE DIRECTOR COMPENSATION REPORT

Regional Center: North Bay Regional Center
 Date Completed: 1/21/2026
 Contact Person: Jennifer L. Crick
 Telephone: 707-256-1271

Article IV, Section 5, Public Disclosure of Contracts, of the regional center contract states, "When reporting the information to the State, as required by W&I Code sections 4639.5 and 4640.6(l), Contractor shall include any information regarding Executive Director and managerial positions including current annual compensation as defined by IRS Code for completion of the IRS Form 990, and associated detail. This information shall be provided in a format with instructions agreed to by the State and regional centers."

The IRS defines compensation as, "...all forms of cash and noncash payments or benefits provided in exchange for services, including salary and wages, bonuses, severance payments, deferred payments, retirement benefits, fringe benefits, and other financial arrangements or transactions such as personal vehicles, meals, housing, personal and family educational benefits, below-market loans, payment of personal or family travel, entertainment, and personal use of the organization's property. Compensation includes payments and other benefits provided to both employees and independent contractors in exchange for services."

INSTRUCTIONS: Complete row 1 of the chart below. If your regional center had more than one Executive Director in calendar year 2025, enter the prior Executive Director's compensation in row 2.

Breakdown of Compensation										
Executive Director	Base Compensation	Car and/or Travel Allowance	Housing/ Moving Allowance	Life Insurance and/or Group Term Life	Health Benefits (Medical, Dental, Vision, LTD, and Chiropractic)	CalPERS Retirement and/or 401(a), 403(b) or 457(b)	Vacation Cash Out	Bonus	Other ^[1]	Total Compensation
1	\$242,972.66	n/a	n/a	\$966.00	\$48,932.74	\$15,317.23				\$308,188.63

Supplemental Information:

[1] Specify other compensation in the supplemental information field above. Other compensation is any compensation that is not provided above including, but not limited to, mileage reimbursement that exceeds federal allowances, personal