

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) Andy North Secretary	(i) 310,804. (ii) 0.	0.	0.	0.	0.	310,804.	0.
(2) Mark Paulson, MD Past Chair/Physician Regional Chair	(i) 281,084. (ii) 0.	15,000.	-1,598.	12,271.	27,284.	334,041.	0.
(3) Maria Bell, MD Trustee/Research Administrator	(i) 906,084. (ii) 0.	54,000.	53,058.	14,250.	28,660.	1,056,052.	0.
(4) Mark Lundeen, MD Trustee/Orthopedics Service Chair	(i) 691,892. (ii) 0.	0.	560.	14,250.	22,506.	729,208.	0.
(5) Mark Lundeen, MD See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	0.	1,000,000.	0.	0.	1,000,000.	0.
(6) Kelby K Krabbenhoft President & CEO (Thru 11/20)	(i) 3,028,187. (ii) 0.	1,971,204.	77,951.	45,148.	23,376.	5,145,866.	0.
(7) Kelby K Krabbenhoft See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	0.	0.	0.	0.	0.	0.
(8) Bill Gassen III CAO/President & CEO (Start 11/20)	(i) 1,098,215. (ii) 0.	244,003.	174,933.	101,820.	1,847.	1,620,818.	0.
(9) Bill Gassen III See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	1,100,000.	0.	0.	0.	1,100,000.	0.
(10) JoAnn L Kunkel Chief Financial Officer (Thru 9/20)	(i) 852,418. (ii) 0.	309,501.	150,852.	11,827.	22,487.	1,347,085.	0.
(11) JoAnn L Kunkel See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	0.	6,847,438.	0.	0.	6,847,438.	221,828.
(12) Bill Marlette CFO (Start 10/20) & Treasurer	(i) 1,210,291. (ii) 0.	317,501.	221,261.	29,289.	2,267.	1,780,609.	0.
(13) Bill Marlette See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	0.	0.	0.	0.	0.	0.
(14) Jennifer Grennan Chief Legal Officer	(i) 690,022. (ii) 0.	205,000.	108,618.	83,700.	24,365.	1,111,705.	0.
(15) Allison Wierda-Suttle, MD Sr VP, CMO (Thru 12/20)	(i) 831,467. (ii) 0.	212,004.	138,763.	12,244.	25,417.	1,219,895.	0.
(16) Allison Wierda-Suttle, MD See Sch J, Part III, lines 4a-4b	(i) 0. (ii) 0.	0.	2,350,610.	0.	0.	2,350,610.	185,678.

Schedule J (Form 990) 2020

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(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(17) Micah Abernethy	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
Executive VP, Sanford	(iii) 1,044,294.	252,003.	167,103.	101,820.	23,944.	1,589,164.	0.
(18) Micah Abernethy	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
See Sch J, Part III, Lines 4a-4b	(ii) 0.	1,100,000.	0.	0.	0.	1,100,000.	0.
(19) Bryan Nermoe	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
President, Fargo	(ii) 791,837.	22,000.	130,999.	98,220.	23,670.	1,066,726.	0.
(20) Michael LeBeau, MD	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
President, Bismarck	(ii) 779,095.	257,502.	128,990.	95,820.	25,732.	1,287,139.	0.
(21) Michelle Micka	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
Sr VP Finance, Health Service	(ii) 520,072.	127,504.	68,860.	67,020.	24,091.	807,547.	0.
(22) Nicholas Olson	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
VP Finance	(ii) 342,144.	78,750.	45,672.	8,245.	755.	475,566.	0.
(23) Paul Hanson	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
President, Sioux Falls	(ii) 795,197.	214,526.	133,589.	98,340.	18,285.	1,259,937.	0.
(24) Matt Hocks	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
Chief Operating Officer	(ii) 1,096,674.	280,005.	175,630.	110,570.	24,091.	1,686,970.	0.
(25) Susan Jarvis	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
President, Bemidji	(ii) 509,622.	88,400.	113,394.	65,820.	24,825.	802,061.	0.
(26) Daniel Blue	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
President, World Clinics (Thru 6/20)	(ii) 408,573.	191,251.	96,880.	14,250.	17,598.	728,552.	0.
(27) Daniel Blue	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
See Sch J, Part III, Lines 4a-4b	(ii) 0.	0.	5,294,695.	0.	0.	5,294,695.	0.
(28) Eric Belanger, MD	(i) 3,454,788.	(ii) 0.	(iii) 33,557.	14,250.	27,180.	3,529,775.	0.
Physician	(ii) 0.	(iii) 0.	(iv) 0.	0.	0.	0.	0.
(29) Adam Stys, MD	(i) 2,952,874.	(ii) 0.	(iii) 21,676.	14,250.	26,656.	3,015,456.	0.
Physician	(ii) 0.	(iii) 0.	(iv) 0.	0.	0.	0.	0.
(30) Tomasz Stys, MD	(i) 2,633,748.	(ii) 0.	(iii) 153,302.	14,250.	23,850.	2,825,150.	0.
Physician	(ii) 0.	(iii) 0.	(iv) 0.	0.	0.	0.	0.
(31) William Brunner, MD	(i) 2,655,125.	(ii) 0.	(iii) 3,387.	14,250.	27,180.	2,699,942.	0.
Physician	(ii) 0.	(iii) 0.	(iv) 0.	0.	0.	0.	0.
(32) Michelle Bruhn	(i) 0.	(ii) 0.	(iii) 0.	0.	0.	0.	0.
Former Sr VP Finance, Health Svc	(ii) 700,526.	171,002.	92,809.	87,900.	24,365.	1,076,602.	0.

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