

# Cu Savers Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Holly Markham, Executive Director / CEO** (\$32,216) against **every comparable organization** that fit the selection criteria — **264** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

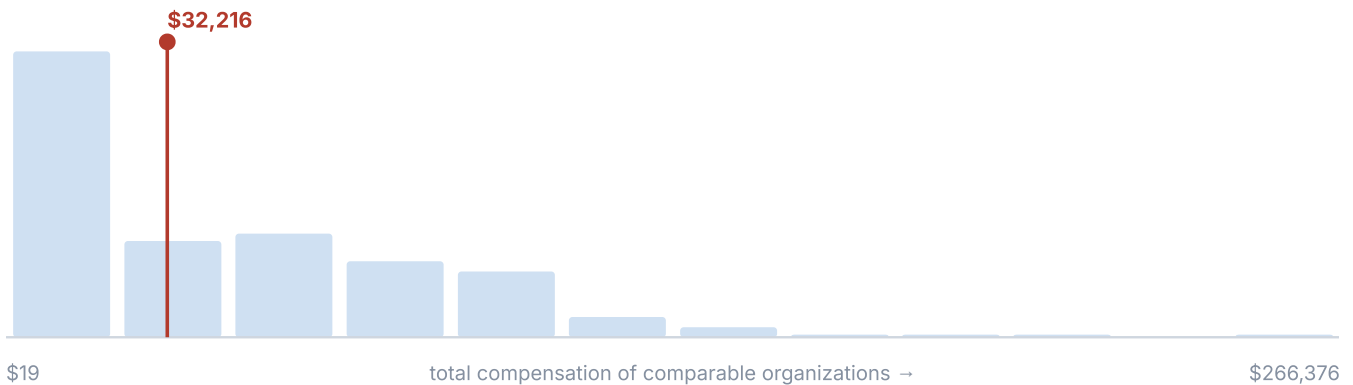
**Benchmarked executive:** Holly Markham — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J03).
BUDGET	Total revenue between \$129,467 and \$289,852 — 0.67x to 1.50x the subject's \$193,235 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

**264** organizations qualified on sector, size, and geography → **264** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,418	\$9,566	\$30,548	\$67,702	\$97,173	\$32,216
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to FL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tompkins County Workers Center Inc</a>	NY	\$192,855	Coordinator	\$51,729	<b>\$51,228</b>	2023
<a href="#">Green River United Faculty Coalition</a>	WA	\$193,722	Treasurer	\$8,766	<b>\$8,601</b>	2023
<a href="#">Professional Staff Association</a>	NY	\$192,325	President	\$7,800	<b>\$7,503</b>	2024
<a href="#">Hillsboro Police Officers' Association</a>	OR	\$192,040	President	\$9,450	<b>\$9,342</b>	2024
<a href="#">St Joseph Area Sheet Metal Workers</a>	MO	\$191,817	Coordinator	\$16,988	<b>\$19,719</b>	2023
<a href="#">Sacramento Valley Manufacturing Alliance</a>	CA	\$195,345	Executive Dir.	\$93,600	<b>\$86,036</b>	2024
<a href="#">Utah Job Opportunities Foundation</a>	UT	\$191,026	President &	\$48,163	<b>\$54,023</b>	2023
<a href="#">Electrical Industry Drug-free Allia</a>	IL	\$190,884	Administrato	\$254,537	<b>\$266,376</b>	2024
<a href="#">Georgia Job Tips Inc</a>	GA	\$195,653	Ceo	\$43,839	<b>\$46,922</b>	2024
<a href="#">Rescue Union Federation Of Teachers</a>	CA	\$195,711	President	\$4,000	<b>\$3,582</b>	2025
<a href="#">Lowell Police Association Inc</a>	MA	\$196,598	President	\$10,500	<b>\$10,044</b>	2024
<a href="#">Dress For Success Greater Chicago</a>	IL	\$189,646	Executive Dir.	\$37,639	<b>\$39,390</b>	2024
<a href="#">Long Beach Schools Employees Associ</a>	NY	\$197,143	President	\$5,259	<b>\$5,208</b>	2023
<a href="#">Grassroots Illinois Action</a>	IL	\$189,090	Executive Director	\$88,988	<b>\$95,877</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lynnwood Police Guild</a>	WA	\$197,432	President	\$14,473	<b>\$13,793</b>	2024
<a href="#">Texas Municipal Police</a>	TX	\$188,769	Executive Director	\$26,952	<b>\$28,699</b>	2024
<a href="#">United Labor Properties Inc</a>	MI	\$198,318	President	\$85,492	<b>\$91,511</b>	2025
<a href="#">The Christian Alliance For Inclusive</a>	PA	\$198,640	Chief Facilitator	\$27,083	<b>\$28,750</b>	2024
<a href="#">Pantex Guards Union</a>	TX	\$198,838	President	\$10,570	<b>\$11,255</b>	2024
<a href="#">Academywomen</a>	CA	\$187,417	President	\$32,892	<b>\$31,127</b>	2023
<a href="#">Henry County Industries Inc</a>	MO	\$186,779	Manager/ Director	\$35,521	<b>\$40,048</b>	2024
<a href="#">Jobs For Americas Graduates Of Pennsylvania</a>	PA	\$200,009	Director	\$89,038	<b>\$92,081</b>	2025
<a href="#">Greenforce Training Inc</a>	NY	\$186,411	President	\$115,131	<b>\$110,744</b>	2024
<a href="#">International Assoc Of Fire</a>	TX	\$200,598	President	\$6,300	<b>\$6,708</b>	2024
<a href="#">Indiana Association For College</a>	IN	\$200,711	Inacac Assoc	\$38,754	<b>\$42,382</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to FL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 264 organizations. Compensation range \$19–\$266,376; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$193,235); for reference, expenses \$86,403 and assets \$719,512. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Holly Markham, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	47 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Holly Markham) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 264 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,216 is reasonable (approximately the 50<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.