

Northwell Health Inc

Executive Director / CEO

EIN 113418133

NY · NTEE S50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Dowling, Executive Director / CEO** (\$75,656) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Dowling — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S50).

BUDGET Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,530

\$15,293

\$38,407

\$79,596

\$118,759

\$75,656



● 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 NY 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
Tech Park Non-profit Holdings Inc	WV	\$0	President/ceo	\$40,358	\$48,358	2024
Dni 4 Inc	MA	\$0	Executive Director	\$9,597	\$9,544	2024
Mission Main Revitalization Corporation	MA	\$0	President Until 8/4/2023	\$27,754	\$27,600	2024
Transformation Holdings Inc	OK	\$0	Chairman	\$6,600	\$8,043	2024
Norwescap Holding Company Inc	NJ	\$0	Chief Executive Officer	\$32,965	\$32,571	2024
Activate La Inc	CA	\$0	President And Ceo	\$40,192	\$38,407	2024
Erf Real Estate Inc	TX	\$0	President	\$13,815	\$15,293	2024
Wlam Property Association	WA	\$0	Executive Di	\$10,016	\$9,924	2024
California Industry Education Institute	CA	\$0	President And Ceo	\$40,192	\$38,407	2024
Erf Real Estate Group	TX	\$0	President	\$13,815	\$15,293	2024
20 First Street Properties	CO	\$0	Chief Executive Officer	\$16,532	\$17,543	2024
Mchc Holdings Inc	HI	\$0	Interim Ceo	\$12,355	\$12,241	2024
Gcm Facilities Corporation	FL	\$0	Chief Executive Officer	\$12,908	\$13,419	2024
Greater Providence Chamber Foundation	RI	\$0	President	\$33,946	\$36,022	2024
Ibew Local Union 15 Building Corporation	IL	\$0	Pres/bus Mgr/fin Sec	\$7,169	\$7,800	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Community Improvement Inc	IL	\$0	Vp Of Accounting & Finance	\$20,333	\$22,122	2024
Resource Center Title Holding	TX	\$0	President	\$114,613	\$126,876	2024
Community Providers Inc	NY	\$0	President	\$113,166	\$113,166	2024
City Of Kennewick Foundation	WA	\$0	President	\$17,554	\$17,392	2024
New Opportunities Economic	CT	\$0	President	\$14,477	\$15,021	2024
Wasie Properties Inc	MN	\$0	President/ceo	\$161,897	\$177,034	2024
Imagine Indiana Inc	IN	\$0	Director Ope	\$4,000	\$4,668	2024
Better Health For Northeast New York Inc	NY	\$0	President & Ceo	\$401,609	\$401,609	2024
Cifc Ysf Holding Corp	CT	\$0	President & Ceo	\$3,387	\$3,514	2024
Seiu Local 1991 Holding Corporation	FL	\$0	Executive Di	\$76,563	\$79,596	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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.

● Sample, role match & sensitivity

PEER COUNT 57 organizations. Compensation range \$3,514–\$573,468; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$0); for reference, expenses \$0 and assets \$116,286,989.

ROLE MATCH Michael Dowling, reported title "*President & CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 52 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	72 nd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 th

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 (Michael Dowling) 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 57 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,656 is reasonable (approximately the 72nd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

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.