

# Hbs Healthcare Alumni Association Inc

Executive Director / CEO

EIN 113508999  
 MA · NTEE Y03  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cameron Lahaise, Executive Director / CEO** (\$101,885) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Cameron Lahaise — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Y03).
BUDGET	Total revenue between \$157,935 and \$353,587 — 0.67x to 1.50x the subject's \$235,725 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

**196** organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,365	\$4,517	\$13,992	\$37,889	\$64,705	<b>\$101,885</b>
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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 MA 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="#">Rfa Post Retirement Medical Life</a>	DC	\$235,171	President	\$30,515	<b>\$28,944</b>	2024
<a href="#">Fraternal Order Of Eagles Aerie 67</a>	UT	\$236,916	Secretary	\$2,723	<b>\$2,935</b>	2025
<a href="#">Trice Hill Cemetery Assoc</a>	OK	\$234,249	Chairman	\$1,400	<b>\$1,667</b>	2024
<a href="#">Public Service Health Club</a>	TX	\$237,782	Treasurer	\$5,905	<b>\$6,573</b>	2023
<a href="#">New Jersey State Policemens 36</a>	NJ	\$237,886	President	\$2,750	<b>\$2,732</b>	2023
<a href="#">Eastern Snake Plain Aquifer</a>	ID	\$238,175	Director	\$21,399	<b>\$24,605</b>	2024
<a href="#">Healdsburg Masonic Building Association</a>	CA	\$233,239	Treasurer	\$4,800	<b>\$4,612</b>	2023
<a href="#">Brockport Lodge No 2110 Benevolent</a>	NY	\$238,390	Secretary	\$5,900	<b>\$5,763</b>	2024
<a href="#">Benevolent &amp; Protective Order Of</a>	OR	\$232,947	Secretary	\$17,234	<b>\$16,853</b>	2025
<a href="#">National Open Horse Show Association</a>	TX	\$238,807	Executive Dir.	\$5,408	<b>\$5,847</b>	2024
<a href="#">Buffalo Water Association Inc</a>	MS	\$231,618	Director	\$16,704	<b>\$19,591</b>	2025
<a href="#">Santa Gertrudis Memorial Cemetery Inc</a>	TX	\$231,507	Board Memberkey Empl	\$33,922	<b>\$36,678</b>	2024
<a href="#">Greensprings Natural Cemetary Association</a>	NY	\$230,716	Cemetery Executive Director	\$32,010	<b>\$31,265</b>	2024
<a href="#">United Association Of Journeymen Lu 286</a>	TX	\$229,110	President	\$59,799	<b>\$64,656</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fraternal Order Of Eagles Aerie4300</a>	OH	\$228,881	President	\$1,200	<b>\$1,339</b>	2025
<a href="#">Indiantown Citrus Growers</a>	FL	\$228,325	President	\$6,000	<b>\$5,936</b>	2025
<a href="#">Ancient Accepted Scottish Rite Of</a>	RI	\$228,163	Secretary	\$27,711	<b>\$28,721</b>	2024
<a href="#">Wellsville Lodge No 601 Loyal Order Of Moose</a>	NY	\$227,918	Administrator	\$4,800	<b>\$4,567</b>	2025
<a href="#">Charity On Top Foundation Inc</a>	CA	\$227,248	Executive Director	\$58,800	<b>\$56,502</b>	2023
<a href="#">Policemen's Benevolent Association</a>	NJ	\$246,073	President	\$2,000	<b>\$1,931</b>	2024
<a href="#">Cambridge Lodge No 1211 Loyal Order Of Moose</a>	MD	\$225,271	Administrator	\$17,225	<b>\$16,958</b>	2025
<a href="#">Order Of Owls Nest 4008</a>	OH	\$225,094	Prestreasure	\$48,688	<b>\$57,386</b>	2023
<a href="#">Stroud Township Volunteer Fire</a>	PA	\$246,665	Secretary	\$2,400	<b>\$2,587</b>	2024
<a href="#">Physician Staff Fund At St Catherines</a>	NY	\$224,714	President	\$32,000	<b>\$31,255</b>	2024
<a href="#">Natick Bpoe #1425</a>	MA	\$247,339	Clerk	\$6,865	<b>\$6,496</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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 **196** organizations. Compensation range \$98–\$1,497,119; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$235,725); for reference, expenses \$249,120 and assets \$418,828.
ROLE MATCH	Cameron Lahaise, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Cameron Lahaise) 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 196 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,885 is reasonable (approximately the 94<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.