

Ams Title Company

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Deirdra Perry, Executive Director / CEO** (\$90,937) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Y99).

BUDGET Total revenue between \$41,004 and \$91,800 — 0.67x to 1.50x the subject's \$61,200 (the band tightens as size grows).

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

70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$484	\$1,399	\$4,301	\$13,055	\$40,874	\$90,937
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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 ME 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
Valle Verde Del Norte Water Coop	AZ	\$61,401	Treasurer	\$1,800	\$1,853	2022
Miami Domestic Water Users Association	NM	\$61,437	Board President	\$9,793	\$10,829	2023
Hurley Cemetery Association	NY	\$62,270	President/treas	\$8,000	\$7,432	2023
West Porterville Irrigation Company	UT	\$60,030	Secretary	\$3,200	\$3,271	2024
Buffalo Lake Fire Relief	MN	\$59,663	President	\$600	\$592	2024
Independent Order Of Odd Fellows Grand Lodge	DC	\$62,751	Grand Secretary	\$5,500	\$4,820	2024
Ohio School Boards Association Group	OH	\$63,556	Trustee (Eff 5/23)	\$73,190	\$79,702	2023
St James Cemetery Association	PA	\$63,587	President	\$250	\$249	2024
Paul Revere Masonic Lodge No 130 Af&am	CO	\$63,905	Secretary	\$3,600	\$3,549	2023
New Woodstock Cemetery Association	NY	\$57,949	Trustee, Sexton	\$2,000	\$1,805	2024
Harmony Heights Water Company	UT	\$64,543	President	\$3,067	\$3,228	2023
Teamsters Insurance Premium	VA	\$65,404	Union Trustee	\$77,155	\$74,397	2024
Knights Templar Of The	WI	\$56,745	Grand Treasu	\$1,200	\$1,219	2025
Spring Valley Fire Relief	MN	\$56,474	President	\$250	\$254	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Retiree Benefits Trust	TX	\$56,085	Secretary/compliance Offic	\$21,500	\$21,478	2024
Black Point Cemetery Corporation	ME	\$55,840	Treasurer	\$4,606	\$4,606	2024
Free And Accepted Masons Hesperian Lodge 262	CA	\$55,813	Secretary	\$3,000	\$2,664	2023
Boonville Cemetery Association Inc	NY	\$55,777	President	\$1,517	\$1,369	2024
Highland Memorial Cemetery	ME	\$55,581	Superintende	\$19,600	\$19,600	2024
Independent Benevolent Societ Of Albany	NY	\$55,542	Treasurer	\$2,000	\$1,858	2023
Grand Order Of The Eastern Star Of Virginia Pha	VA	\$67,327	Grand Secretary	\$6,350	\$6,304	2023
Benevolent & Protective Order Of Elks Lodge 1318	SC	\$67,575	Riverpark Assistant	\$15,000	\$15,224	2025
Lower Valley Union Cemetery Association	NJ	\$67,685	Superintendent	\$10,587	\$9,196	2025
Orchard Grove Cemetery Association	ME	\$68,664	Member At Large	\$3,775	\$3,775	2024
Law Enforcement Alliance Of	CT	\$68,743	President	\$2,500	\$2,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	70 organizations. Compensation range \$99–\$311,396; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$61,200); for reference, expenses \$0 and assets \$1,635,460. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Deirdra Perry, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	89 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 (Deirdra Perry) 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 70 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$90,937 is reasonable (approximately the 97th 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.