

Alkasw Inc Co

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Arena Cpa, Executive Director / CEO** (\$23,381) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

Benchmarked executive: Melissa Arena Cpa — reported title “CFO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

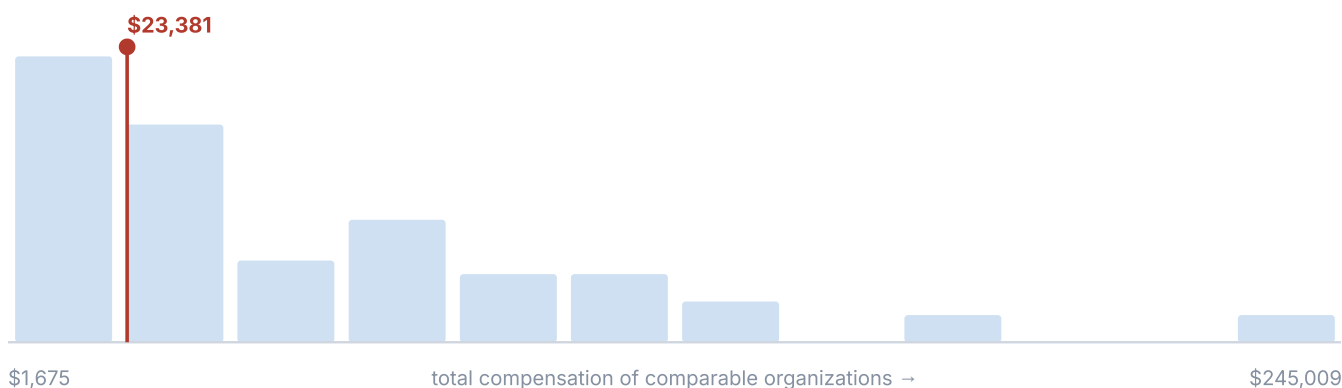
SECTOR Organizations sharing the subject's NTEE classification (S47).

BUDGET Total revenue between \$180,900 and \$405,000 — 0.67x to 1.50x the subject's \$270,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,450	\$19,947	\$39,628	\$77,438	\$122,324	\$23,381
---------	----------	----------	----------	-----------	----------



■ 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
Neurodiverse Community Holdings Inc	TX	\$270,201	President	\$14,299	\$16,247	2024
Noitu Organization Building Corp	NY	\$270,208	President	\$109,321	\$112,213	2024
Highlands-cashiers Board Of	NC	\$269,221	Association Executive	\$103,782	\$121,811	2024
Hispanic Resources Inc	MA	\$272,218	Treasurer	\$5,128	\$5,235	2024
National Association Of Credit	MD	\$274,174	President	\$39,005	\$41,423	2024
Livingston County Association	MI	\$262,664	Executive Vi	\$57,748	\$67,708	2024
West Denver Preparatory Charter School Building Corporation	CO	\$255,172	President People And Business	\$30,957	\$33,719	2024
2618 Commercial Dr Investment Group Llc	AK	\$250,992	Jusdi Warner, Officer Of M	\$25,620	\$27,824	2024
Community Solutions 519 Rockaway	NY	\$294,876	Chief Program Officer	\$38,607	\$39,628	2024
Local 78 Realty Corp	NY	\$295,276	Business Manager	\$115,647	\$118,707	2024
The Pendleton Inc	WV	\$295,448	Administrator	\$24,451	\$30,073	2024
Foundation For Jewish Life At Dartmouth	NH	\$295,770	Director	\$31,571	\$32,261	2025
Raphael Realty Inc	IN	\$239,400	President	\$16,721	\$20,030	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minnesota Association Of Professional Employees Building Corporation	MN	\$235,833	Mape Chief Of Staff	\$37,653	\$43,511	2023
latse Realty Corporation	CA	\$306,858	Director	\$132,051	\$129,526	2024
Tahoe Sierra Board Of Realtors	CA	\$232,210	Executive Vice President	\$176,415	\$173,042	2024
Acts 2 Toledo	OH	\$310,935	Program Dire	\$64,364	\$77,438	2024
Jonnycake Center Realty Corporation	RI	\$228,717	Executive Director	\$26,527	\$29,747	2023
Hawaii Ccim Chapter	HI	\$226,975	Executive Director	\$39,894	\$41,771	2023
Otr Holdings Inc	OH	\$314,127	Evp, Development	\$58,751	\$72,773	2023
Dearborn Board Of Realtors	MI	\$314,324	Association Executive	\$57,570	\$67,499	2024
Scranton Electricians Jatc Building Inc	PA	\$315,095	Chairman	\$62,396	\$70,682	2024
Rain Properties Inc	NY	\$316,315	President/ceo/secretary	\$21,111	\$22,310	2023
Columbia-greene Board Of Realtors	NY	\$316,549	Association	\$134,808	\$138,375	2024
701-703 Mccarter Holding Company Inc	NJ	\$320,273	Treasurer	\$12,000	\$12,171	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 2025 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	69 organizations. Compensation range \$1,675–\$245,009; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,000); for reference, expenses \$1,017,512 and assets \$7,416,391. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Melissa Arena Cpa, reported title "CFO", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	53 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	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	35 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 (Melissa Arena Cpa) 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 69 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$23,381 is reasonable (approximately the 35th 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.