

Puerto Rican Association For Human

Executive Director / CEO

EIN 223299337

NJ · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Kim V Ruiz, Executive Director / CEO** (\$8,688) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

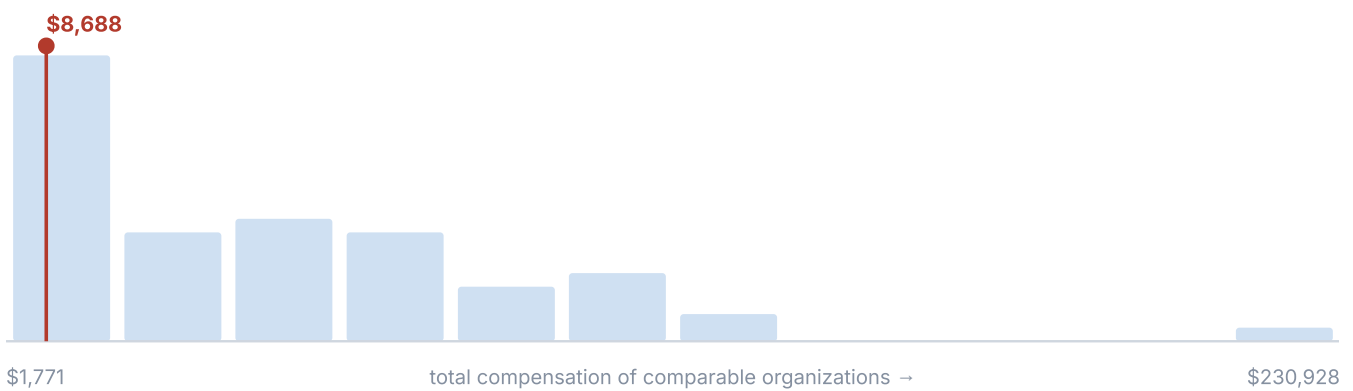
Benchmarked executive: Dr Kim V Ruiz — reported title "EXECUTIVE DIRECTOR/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$98,244 and \$219,951 — 0.67x to 1.50x the subject's \$146,634 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,193	\$14,971	\$38,209	\$69,954	\$107,537	\$8,688
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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 NJ 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
Crocker Masonic Hall Association	CA	\$146,766	Cfo	\$11,000	\$10,953	2023
Dcfof Realty Investment Inc	TX	\$144,421	Executive Dir.	\$12,988	\$14,551	2024
Airconditioning And Refrigeration	CA	\$143,589	Administrator	\$73,014	\$70,615	2024
Dpcr Holding Corporation	OH	\$150,000	Secretary	\$10,739	\$13,115	2023
Laborers District Council Of Mn & Nd	MN	\$151,260	President/business Manager	\$114,694	\$126,933	2024
Institute Of Real Estate Management	MI	\$154,061	Executive Di	\$60,756	\$70,237	2024
Sheet Metal Workers Local 58	NY	\$156,493	Director	\$56,945	\$57,633	2024
Teamsters Local 682 Real Estate Company	MO	\$158,364	President/principal Office	\$93,107	\$110,450	2024
The Labor Temple Association	MN	\$159,147	President	\$1,600	\$1,771	2024
Nwgm Title Holding Company Iii Inc	NH	\$132,850	President	\$19,521	\$19,668	2025
Scottish Rite Temple Of Bellingham	WA	\$130,303	Secretary	\$4,950	\$5,110	2023
Muscatine Board Of Realtors Inc	IA	\$130,025	Executive Of	\$34,820	\$42,702	2024
Mount Sinai Med Office Buildii Inc	FL	\$163,279	President/ceo	\$77,682	\$81,735	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gifford Workforce Llc	MA	\$164,221	President	\$11,821	\$12,249	2023
Pac Holding Inc	MO	\$165,000	President	\$62,199	\$75,964	2023
Cahec Building Corporation	NC	\$166,344	Assistant Secretary	\$59,714	\$69,106	2024
Ebec Holdings	RI	\$168,000	Executive Di	\$7,923	\$8,509	2024
Gada Title Holding Company	GA	\$124,440	Former Officer	\$56,871	\$62,395	2025
Signature Health Re Holdings Inc	OH	\$122,456	President & Ceo	\$38,800	\$46,027	2024
Primecare Belmont Cragin Holding	IL	\$172,050	Director	\$9,740	\$11,042	2023
Gifford Workforce li Llc	MA	\$173,448	President	\$11,821	\$12,249	2023
Pac Development Inc	MO	\$176,953	President	\$57,598	\$68,327	2024
Bucknell Real Estate Inc	PA	\$177,000	Vp Fin And Adm	\$81,722	\$93,973	2023
Broad Street Holdings Inc	IN	\$177,653	President/secretary	\$20,168	\$24,525	2023
Children's Choice Property Two	NJ	\$178,332	President/c.e.o	\$19,805	\$19,805	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **58** organizations. Compensation range \$1,771–\$230,928; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$146,634); for reference, expenses \$63,128 and assets \$1,442,116. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr Kim V Ruiz, reported title " <i>EXECUTIVE DIRECTOR/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	12 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	28 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 (Dr Kim V Ruiz) 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 58 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,688 is reasonable (approximately the 12th 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.