

Title Insurance Rating Bureau Of

Executive Director / CEO

EIN 233003238

PA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Mayeros, Executive Director / CEO** (\$70,431) against **every comparable organization** that fit the selection criteria — **517** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

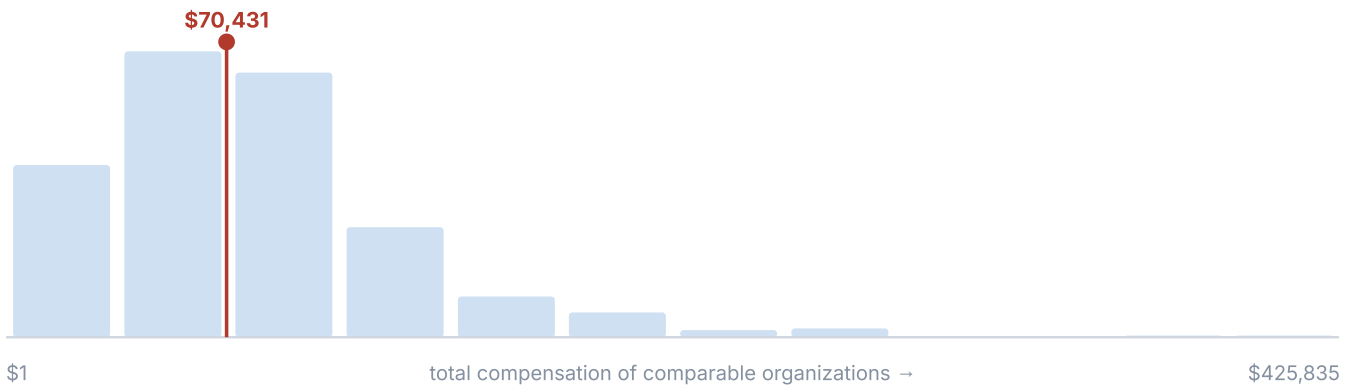
Benchmarked executive: Karen Mayeros — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$177,320 and \$396,987 — 0.67x to 1.50x the subject's \$264,658 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

517 organizations qualified on sector, size, and geography → **517** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,665	\$43,894	\$71,027	\$100,444	\$139,435	\$70,431
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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 PA 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
Johnston Chamber Of Commerce	IA	\$264,845	Executive Di	\$63,742	\$69,987	2024
Gillespie County Economic	TX	\$264,944	Executive Director	\$150,907	\$151,373	2024
South Congress Improvement Assoc	TX	\$263,862	Executive Di	\$40,048	\$40,172	2024
Treasure Valley Rv Dealers Assoc	ID	\$265,575	President	\$13,000	\$14,277	2023
Homewood Chamber Of Commerce	AL	\$263,675	Executive Director Through 0324	\$75,079	\$81,336	2024
Alameda Health System Medical Staff	CA	\$265,796	Chief Of Staff	\$18,750	\$16,236	2024
Cottage Grove Chamber Of Commerce	WI	\$263,478	Executive Director	\$62,776	\$67,684	2023
Property Valuation Administrators'	KY	\$263,472	Executive Di	\$79,720	\$83,672	2025
Texas Land & Mineral Owners Association	TX	\$266,057	Executive Director	\$84,518	\$87,283	2023
Madison Morgan County Convention & Visitors Bureau Inc	GA	\$262,931	Executive Director	\$85,000	\$83,494	2025
Anti-malware Testing Standards	CA	\$266,398	Coo	\$126,500	\$112,771	2023
New York Independent Contractors	NY	\$266,427	Executive Dir	\$52,000	\$48,511	2023
Bulgaria Innovation Hub Inc	CA	\$267,003	Executive Director	\$151,350	\$134,924	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Athens Farmers Market	OH	\$267,020	Manager	\$12,000	\$12,745	2024
Exhibitor Appointed Contractor Assn	OR	\$262,283	Executive Di	\$112,292	\$104,570	2024
Lisbon Civic & Commerce Inc	ND	\$261,860	Executive Dir.	\$5,865	\$6,645	2023
Louisville Independent Business Alliance	KY	\$261,791	Executive Director	\$55,315	\$59,594	2024
Mukilteo Business Assoc Chamber Of Commerce	WA	\$261,761	Executive Director	\$68,569	\$63,379	2023
Adsc - West Coast Chapter	OR	\$267,569	Administrator	\$44,400	\$41,347	2024
Taunton Area Chamber Of Commerce Inc	MA	\$267,600	President	\$71,695	\$64,605	2024
Digital Analytics Freedom Alliance	DC	\$260,950	Treasurer	\$2,630	\$2,254	2025
Sheet Metal Contractors Assoc Of Central And Southern Nj	NJ	\$268,411	Chapter Executive	\$41,207	\$37,983	2023
The Alliance Of Tbi & Nhtd Waiver Providers Inc	NY	\$260,770	Executive Director	\$55,000	\$48,552	2025
Kansas Association Of Medicaid	KS	\$260,000	Executive Director (Thru 1/23)	\$5,833	\$6,505	2023
International Association For Colon	AZ	\$269,488	Executive Dir.	\$48,000	\$46,291	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	517 organizations. Compensation range \$1-\$425,835; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$264,658); for reference, expenses \$209,758 and assets \$91,314.
ROLE MATCH	Karen Mayeros, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	46 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 (Karen Mayeros) 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 517 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$70,431 is reasonable (approximately the 50th 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.