

American Board Of Medical Specialties

Executive Director / CEO

EIN 237304902

IL · NTEE H11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard E Hawkins Md, Executive Director / CEO** (\$114,596) against **every comparable organization** that fit the selection criteria — **151** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Richard E Hawkins Md — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (H11).

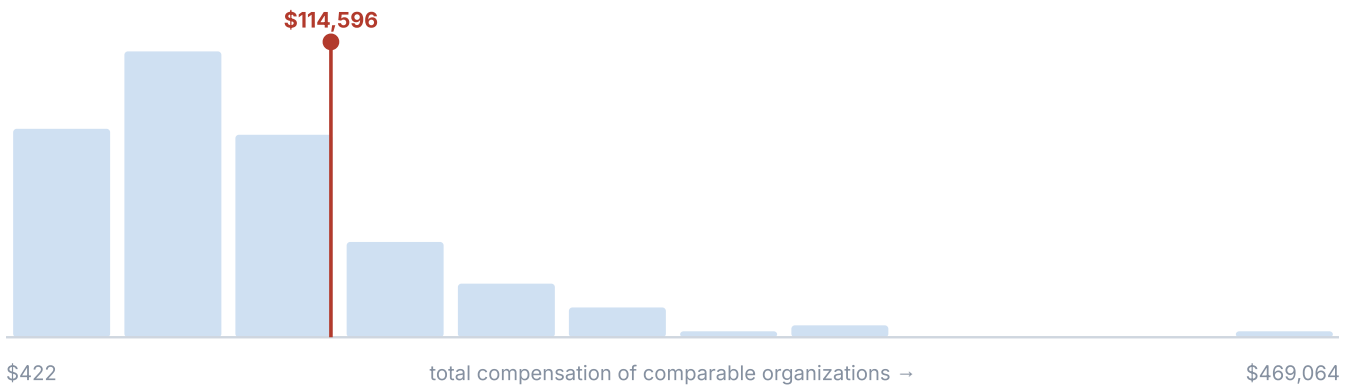
BUDGET Total revenue between \$324,559 and \$726,625 — 0.67x to 1.50x the subject's \$484,417 (the band tightens as size grows).

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

151 organizations qualified on sector, size, and geography

→ **151** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,622	\$42,937	\$73,049	\$110,223	\$170,467	\$114,596
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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 IL 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
American Cochlear Implant Alliance	VA	\$483,427	Executive Director	\$201,375	\$192,102	2024
Parkinson Association Of	NC	\$482,140	Executive Dir.	\$78,138	\$79,767	2024
Odylia Therapeutics Inc	GA	\$482,047	Ceo/cso	\$225,220	\$223,735	2024
Central New York Lyme And	NY	\$486,936	Executive Director	\$107,120	\$95,634	2024
Tom Slick Memorial Trust For Sw	TX	\$487,198	President & Ceo	\$65,374	\$66,517	2023
North Carolina Association For	NC	\$487,929	President	\$145,846	\$148,888	2024
Knox Martin Foundation	GA	\$488,266	President/ce	\$90,000	\$92,048	2023
St Louis Life Sciences Project	MO	\$479,877	President/secretary/treasu	\$201,834	\$217,444	2023
Global Vitiligo Foundation	PA	\$478,511	Executive Director	\$83,694	\$84,896	2023
Autism Tree Project Inc	CA	\$477,889	Executive Dir.	\$90,000	\$76,782	2024
Jayden Deluca Foundation Inc	ID	\$492,957	Executive Director	\$28,300	\$30,622	2023
Veterans Research & Education	OK	\$493,862	Executive Di	\$51,364	\$55,879	2024
Cancollaborate Inc	MA	\$471,902	President	\$52,083	\$47,606	2023
Mycoses Study Group Education And	AL	\$470,737	Executive Director (Non-vo	\$26,400	\$28,179	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Myocarditis Foundation	TX	\$468,356	Executive Director	\$107,000	\$105,748	2024
Minneapolis Radiology And Vascular	MN	\$504,944	President	\$8,034	\$7,844	2024
Genetic Information Research Institute	CA	\$506,275	Trustee	\$129,149	\$110,181	2024
Dorn Research Institute Inc	SC	\$460,393	Executive Di	\$125,000	\$128,840	2024
Massachusetts Society For	MA	\$457,668	President	\$121,978	\$111,494	2023
New Jersey Institute For Medical	NJ	\$513,625	Chairman	\$93,000	\$82,037	2024
American Society For Metabolic And	FL	\$455,062	Dir/exec Dir '24	\$47,782	\$44,348	2024
Academy For Health & Lifespan	NY	\$454,339	Executive Dir.	\$60,927	\$56,001	2023
Minkoff Center For Jewish Genetics	AZ	\$453,924	Executive Director	\$132,870	\$126,250	2024
Dragonheart Vermont Inc	VT	\$516,116	Former Exec Dir	\$30,973	\$30,800	2024
Neurofibromatosis Network	IL	\$452,414	Executive Di	\$104,158	\$101,170	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	151 organizations. Compensation range \$422–\$469,064; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$484,417); for reference, expenses \$1,096,260 and assets \$508,457. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Richard E Hawkins Md, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	77 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	99 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 (Richard E Hawkins Md) 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 151 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$114,596 is reasonable (approximately the 77th 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.