

Chester County Hospital & Health System

Executive Director / CEO

EIN 264233321
 PA · NTEE E112
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Lori Gustave, Executive Director / CEO** (\$93,350) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Lori Gustave — reported title “UPHS CEO DESIGNEE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (E112). |
| BUDGET | Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue. |

27 organizations qualified on sector, size, and geography → **27** within the band from the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$11,068 | \$25,841 | \$49,538 | \$83,476 | \$189,452 | \$93,350 |
|----------|----------|----------|----------|-----------|----------|



■ 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 |
|--|-------|---------|--------------------------|-----------------|-----------------|------|
| Hamilton Health Center Community | PA | \$0 | Chief Executive Officer | \$8,753 | \$8,502 | 2024 |
| Douglas Gardens Senior Housing Inc | FL | \$0 | President | \$14,478 | \$13,248 | 2024 |
| Um Health | MI | \$0 | President | \$55,501 | \$55,798 | 2024 |
| Conway Parent Inc | SC | \$0 | President | \$48,752 | \$49,538 | 2024 |
| Conway Hospital Anesthesia Professional | SC | \$0 | President | \$48,752 | \$49,538 | 2024 |
| Samuel U Rodgers Health Center Qalicb Inc | MO | \$0 | President | \$23,751 | \$24,502 | 2024 |
| Sharing Network Management Co Inc | NJ | \$0 | President & Ceo | \$96,278 | \$83,726 | 2024 |
| Alliance For A Bright Future Inc | OH | \$0 | Chief Executive Officer | \$26,347 | \$27,180 | 2024 |
| Health First Inc | FL | \$0 | President/ceo Beg 8/2024 | \$7,976 | \$7,298 | 2024 |
| Union Health System | IN | \$0 | President & Ceo | \$43,235 | \$44,409 | 2024 |
| Henry Ford Health Parent | MI | \$0 | Director/ President/ceo | \$61,705 | \$62,035 | 2024 |
| St Luke's-roosevelt Hospital Center Foundation Inc | NY | \$0 | Trustee/treasurer | \$88,291 | \$77,708 | 2024 |
| Southeast Kansas Regional Health Inc | KS | \$0 | Director | \$81,488 | \$85,746 | 2024 |
| Salem Physician Practices Pc | NJ | \$0 | President - Trustee | \$113,317 | \$98,544 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|---------|------------------------------|-----------------|--------------------|------|
| Cfhc Support Organization Inc | FL | \$0 | Chief Executive Officer | \$37,621 | \$33,536 | 2025 |
| Gbm Foundation Inc | MD | \$0 | Director/ceo Gbmc Healthcare | \$47,923 | \$44,928 | 2023 |
| Cornell Scott Rwc Qalib Inc | CT | \$0 | Director & Chief Executive | \$22,519 | \$21,173 | 2023 |
| Duke Quality Network Inc | NC | \$0 | Part Year Director/president | \$53,451 | \$55,382 | 2023 |
| Christus Health Latin America | TX | \$0 | Director/president | \$4,499,960 | \$4,513,849 | 2023 |
| The Grace Foundation For Health | OH | \$0 | Interim President And Ceo | \$10,396 | \$11,042 | 2023 |
| Christus Health International | TX | \$0 | President | \$4,499,960 | \$4,513,849 | 2023 |
| Howard Young Health Care Inc | WI | \$0 | President & Ceo-aspirus | \$311,110 | \$325,813 | 2023 |
| Hhc Devon Real Estate Nfp | IL | \$0 | Chief Executive Officer | \$56,198 | \$55,402 | 2023 |
| Visiting Nurse Hospice Atlanta | GA | \$0 | President And Ceo | \$42,569 | \$42,921 | 2023 |
| Ashland Place Houses Inc | NY | \$0 | President & Board Chair | \$12,234 | \$11,086 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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 | 27 organizations. Compensation range \$7,298–\$4,513,849; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$0); for reference, expenses \$0 and assets \$120,742. |
| ROLE MATCH | Lori Gustave, reported title "UPHS CEO DESIGNEE", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 3 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 | 85 th |
| Total compensation (D + F), as reported (no adjustments) | 78 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 48 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 (Lori Gustave) 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 27 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$93,350 is reasonable (approximately the 85th 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.