

Cahp Retired Employees Medical Trust

Executive Director / CEO

EIN 273655320

CA · NTEE Y44

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amy Zenti, Executive Director / CEO** (\$41,152) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Zenti — reported title "TRUSTEE", 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 (Y44).

BUDGET Total revenue between \$66,264 and \$148,353 — 0.67x to 1.50x the subject's \$98,902 (the band tightens as size grows).

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

93 organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$545	\$1,361	\$6,520	\$17,655	\$61,464	\$41,152
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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 CA 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
Rhode Island State Fop Foundation Inc	RI	\$98,822	President	\$4,800	\$5,192	2025
Sailmail Association	CA	\$99,465	Secretary	\$25,200	\$25,200	2024
Marilla Cemetery Association Inc	NY	\$99,787	President	\$575	\$602	2024
Real Estate Cyber Consortium	DC	\$100,000	Executive Director	\$38,537	\$39,163	2024
Chevra Ahavas Chesed Inc	MD	\$96,228	Executive Director	\$15,000	\$16,240	2024
Nashwauk Fire Relief Association	MN	\$102,081	President	\$7,200	\$8,239	2024
Higher Education Consortium For Student	DC	\$103,327	Ex-officio Executive Director	\$163,570	\$171,137	2023
Vfw Post 1449 Inc	NY	\$94,121	Quartermaster	\$15,600	\$16,807	2023
Free And Accepted Masons Willow Glen-fraternity399	CA	\$93,422	Secretary	\$3,600	\$3,600	2024
Allendale Waldwick Pba	NJ	\$93,386	State Delegate	\$1,950	\$1,965	2025
Greenfield Moose Family Center 997 Loom	MA	\$104,541	Administrator	\$18,200	\$18,452	2025
New Bedford Lodge No 914 Loyal Order Of Moose	MA	\$93,202	Administrator	\$1,551	\$1,614	2024
Mumford Rural Cemetery Association	NY	\$92,598	President	\$6,000	\$6,464	2023
Paynes Water Association Inc	MS	\$92,428	Meter Reader	\$5,400	\$6,965	2024
Alton Cemetery Inc	IL	\$106,169	Trustee	\$750	\$879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bluff Dale Water Supply Corporation	TX	\$90,859	Secretary/tr	\$10,370	\$12,013	2024
Trinity Knolls Mutual Water Company	CA	\$107,270	Chairman	\$15,225	\$15,225	2024
Blueberry Aerie 4090 Foe	MI	\$89,983	Secretary	\$1,182	\$1,413	2024
Japanese Mutual Aid Society Of Chicago	IL	\$89,085	Executive Director	\$8,000	\$9,108	2024
Sheffield Cemetery Association	PA	\$88,963	Sexton	\$6,101	\$7,254	2023
Clinton Cemetery Association Inc	NY	\$109,218	Superintendent	\$18,000	\$18,836	2024
Fraternal Order Of Eagles	OH	\$109,239	Secretary	\$75	\$92	2024
Independent Royal Arch Lodge No 2	NY	\$87,003	Secretary	\$1,800	\$1,884	2024
Wyoming Fire Dept Relief Association	MN	\$111,547	President	\$500	\$589	2023
Ivanhoe Firemens Relief Association	MN	\$85,281	Gambling Man	\$11,695	\$13,383	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **93** organizations. Compensation range \$92–\$310,404; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$98,902); for reference, expenses \$65,588 and assets \$1,458,409.
ROLE MATCH	Amy Zenti, reported title "TRUSTEE", 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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	87 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Amy Zenti) 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 93 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,152 is reasonable (approximately the 87th 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.