

Cair California Title Holding Corp

Executive Director / CEO

EIN 300247756

CA · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Hussam Ayloush, Executive Director / CEO** (\$9,284) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

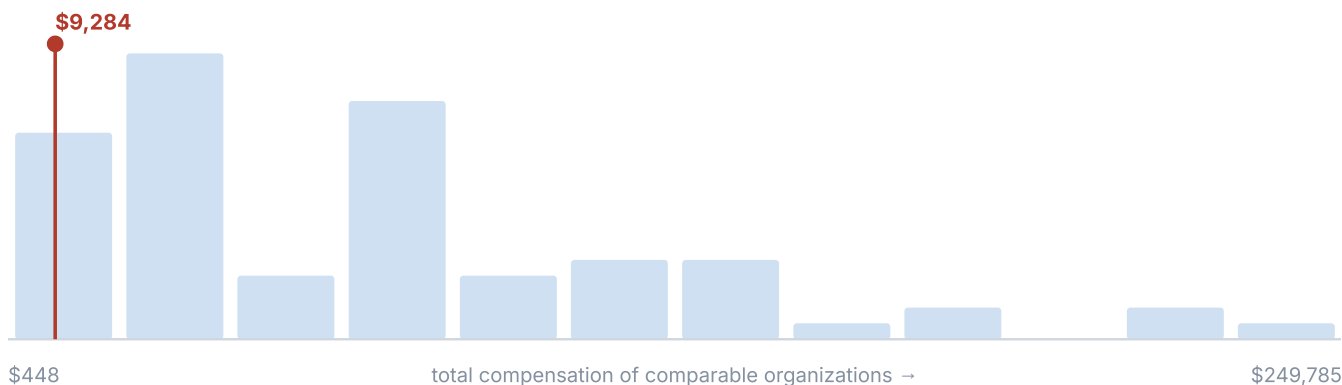
Benchmarked executive: Hussam Ayloush — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$261,408 and \$585,243 — 0.67x to 1.50x the subject's \$390,162 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,392	\$25,178	\$61,203	\$97,935	\$139,097	\$9,284
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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
Bais Malka Hasc Llc	NY	\$390,581	Ceo	\$22,612	\$23,053	2025
Ufoa Realty Holdings Inc	NY	\$388,998	President	\$9,606	\$10,052	2024
Illinois Land Title Association	IL	\$387,379	2nd Vice President	\$1,500	\$1,708	2024
Service Employees International	MN	\$396,068	President	\$66,844	\$76,490	2024
Operating Engineers Local 4 Building	MA	\$381,168	Director	\$96,800	\$98,140	2025
Local 5 Holdings Inc	HI	\$406,996	Chair	\$28,166	\$29,203	2024
Camelot Community Care Property	FL	\$407,194	President/ Ceo	\$400	\$448	2023
Public Facilities Group	WA	\$372,854	President	\$234,000	\$249,785	2023
700 Hill Street Inc	LA	\$370,634	President	\$17,281	\$22,687	2023
Cifc 120 Main Holding Corp	CT	\$370,177	Asst. Secretary	\$12,667	\$14,160	2023
Local Union 488 Ibew Building	CT	\$410,560	Business Manager/fin Sec	\$70,615	\$78,941	2023
Richmond Members Corp	NY	\$368,453	President	\$44,154	\$46,206	2024
Institute Of Real Estate Management	MA	\$414,104	Executive Director	\$156,975	\$168,184	2023
Logosworks Properties	PA	\$365,873	Ceo	\$106,648	\$126,803	2023
Teamsters Local 120 Building Holding Company	MN	\$417,127	President	\$62,448	\$73,571	2023
Spurwink Properties Inc	RI	\$362,979	Executive Director/cfo	\$29,221	\$33,407	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stacy Foundation Building Inc	FL	\$362,318	Director	\$29,501	\$32,095	2024
Broadway Housing Sugar Hill Lessee Inc	NY	\$429,087	Chief Executive Officer	\$31,386	\$32,844	2024
Saunders Properties Of Western New York	NY	\$348,078	President/cmo/ceo	\$37,284	\$39,017	2024
Lexington-bluegrass Association Of	KY	\$346,282	President	\$1,500	\$1,866	2024
Ucc Realty Holding Company Inc	NJ	\$346,226	Executive Director	\$8,842	\$9,412	2023
Electcrafts Incorporated	CA	\$343,468	President	\$5,327	\$5,327	2024
Poah Nmct2 Title Holding Corporation Co	MA	\$337,504	Director/president	\$30,476	\$31,715	2024
Orange Coast Association Of Realtors Inc	CA	\$332,695	Ceo	\$72,220	\$72,220	2024
Institute Of Real Estate Mngmt	CA	\$332,622	Executive Dir.	\$99,700	\$99,700	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 70 organizations. Compensation range \$448–\$249,785; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$390,162); for reference, expenses \$476,195 and assets \$4,304,979.

ROLE MATCH	Hussam Ayloush, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 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	10 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Hussam Ayloush) 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 70 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,284 is reasonable (approximately the 10th 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.