

Authors Alliance Inc

Executive Director / CEO

EIN 300779658

CA · NTEE A33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Hansen, Executive Director / CEO** (\$153,713) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A33).

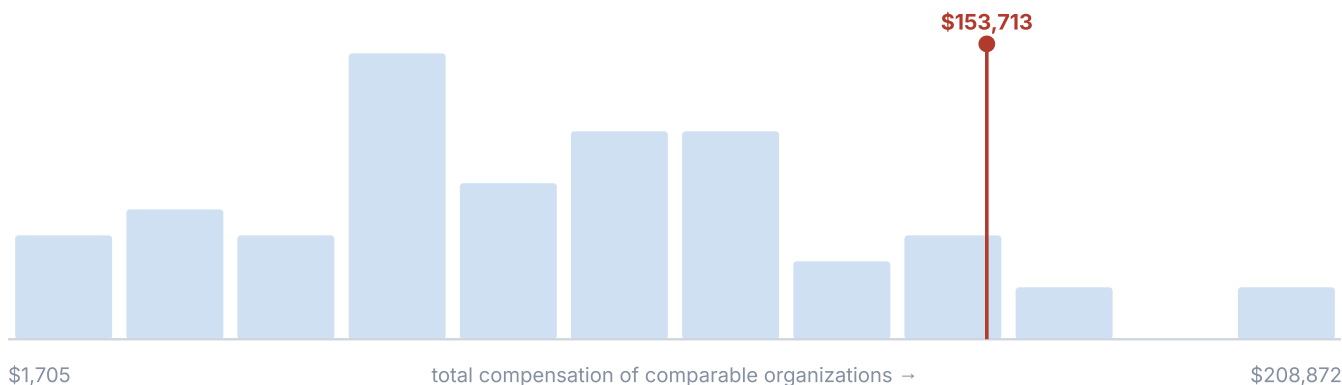
BUDGET Total revenue between \$264,542 and \$592,258 — 0.67x to 1.50x the subject's \$394,839 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A33), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,252	\$55,730	\$86,269	\$113,100	\$140,312	\$153,713
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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
Plymouth Rock Publishing Corp	MA	\$399,994	Director	\$37,000	\$38,505	2023
Southern California Streets Initiative	CA	\$383,198	Director	\$75,341	\$75,341	2023
Four Way Books Inc	NY	\$410,023	Publisher And Executive Editor	\$83,687	\$87,576	2023
Preserving Christian Publications	NY	\$370,593	President	\$24,079	\$24,475	2024
Benitolink Inc	CA	\$424,646	Executive Dir.	\$66,560	\$64,650	2024
The Catholic Peace Times Weekly Inc	NY	\$364,450	President	\$13,850	\$14,078	2024
Simpson Street Free Press Inc	WI	\$434,818	Executive Director	\$82,414	\$99,676	2023
Zyzyva Inc	CA	\$435,626	Executive Director	\$131,074	\$127,314	2024
Primary Information Inc	NY	\$439,309	Executive Director	\$93,649	\$95,189	2024
Echo Publishing	MI	\$439,510	Vice Preside	\$48,000	\$55,730	2024
Louisville Story Program	KY	\$345,966	Executive Di	\$69,960	\$84,547	2024
Cavankerry Press Ltd	NJ	\$343,702	Executive Director	\$46,518	\$45,515	2025
Adventist Forum	CA	\$446,626	Exec Editor	\$60,100	\$60,100	2023
Undercurrent Inc	CA	\$454,388	President	\$88,500	\$88,500	2023
Providence Foundation	VA	\$332,489	President	\$92,500	\$100,463	2024
Public Multimedia Inc	NJ	\$326,796	President	\$112,615	\$113,100	2024
The Food Alliance	OR	\$326,179	Past Exec. Dir.	\$78,378	\$81,873	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mars Hill Audio Inc	VA	\$323,706	President	\$129,079	\$140,192	2024
Daily Nebraskan	NE	\$466,249	General Manager	\$92,265	\$108,749	2025
Nightboat Books Inc	NY	\$320,727	Executive Director	\$30,841	\$32,274	2023
In Black Ink	MN	\$319,183	Executive Director	\$37,606	\$43,033	2023
The Library Of American Landscape	MA	\$470,525	Executive Dir.	\$128,322	\$129,709	2024
County Economic Research Institute Inc	KS	\$317,331	President	\$171,880	\$208,872	2024
Real News Project Inc	NY	\$475,910	President	\$155,000	\$157,549	2024
Capital Region Community Media Inc	VT	\$311,307	Editor In Chief	\$60,584	\$68,593	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 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 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	57 organizations. Compensation range \$1,705–\$208,872; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$394,839); for reference, expenses \$331,379 and assets \$385,516.
ROLE MATCH	David Hansen, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	91 st

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 (David Hansen) 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 57 similarly situated organizations (Same NTEE sector (A33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$153,713 is reasonable (approximately the 93rd 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.