

Kentucky Pest Management Association

Executive Director / CEO

EIN 310957644
 KY · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tracy Gander, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

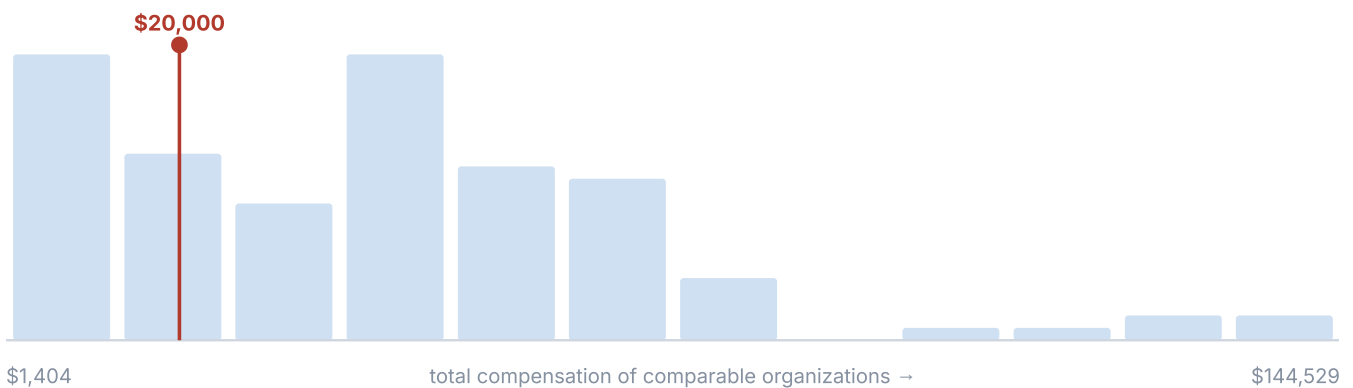
Benchmarked executive: Tracy Gander — reported title "ADMINISTRATOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (S41).
- BUDGET** Total revenue between \$78,767 and \$176,344 — 0.67x to 1.50x the subject's \$117,563 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

110 organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$7,643 | \$15,034 | \$40,312 | \$57,705 | \$70,735 | \$20,000 |
|---------|----------|----------|----------|----------|----------|



■ 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 KY 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 |
|--|-------|-----------|---|-----------------|-----------------|------|
| East Valley Hispanic Chamber Of Commerce | AZ | \$119,513 | Exec Director | \$25,000 | \$23,039 | 2023 |
| Defense Alliance Of North Carolina | NC | \$120,168 | Executive Director | \$79,022 | \$78,244 | 2023 |
| Trial Attorneys Of New Jersey | NJ | \$114,526 | Executive Director | \$49,265 | \$40,941 | 2024 |
| Chattanooga Manufacturers Association | TN | \$121,004 | Operation Consultant Thru 9/2023 | \$6,559 | \$6,417 | 2024 |
| Idaho Association Of Nurse Anesthetists | ID | \$121,677 | Executive Dir. | \$32,500 | \$32,180 | 2024 |
| International Federation Of | NY | \$112,599 | Treasurer | \$11,000 | \$9,915 | 2022 |
| Jamestown S'klallam Tribal Capital | WA | \$122,619 | Loan Portfolio Administrative Assistant | \$75,000 | \$62,500 | 2024 |
| Greater Gary Chamber Of Commerce | IN | \$123,822 | Ceo | \$66,769 | \$65,538 | 2024 |
| Stone Harbor Chamber Of Commerce | NJ | \$126,055 | Treasurer | \$16,658 | \$13,843 | 2024 |
| Lonmark International | CA | \$108,950 | Executive Director | \$19,800 | \$15,504 | 2025 |
| Caseville Chamber Of Commerce | MI | \$126,310 | President | \$11,100 | \$10,664 | 2024 |
| Minnesota Business Aviation | MN | \$126,704 | Executive Di | \$15,500 | \$14,256 | 2024 |
| Petaluma Gap Winegrowers Alliance | CA | \$108,361 | Executive Di | \$53,050 | \$42,638 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|---|-----------------|------------------|------|
| The Chamber Of Manitowoc County | WI | \$126,770 | President | \$8,910 | \$8,661 | 2024 |
| Upshur County Convention And Visitors Bureau Corp | WV | \$108,227 | Executive Director | \$31,917 | \$31,336 | 2025 |
| Home Builders Assoc Of Central | VA | \$107,659 | Executive Di | \$57,924 | \$52,057 | 2024 |
| Mid Atlantic Construction Safety Co | PA | \$107,614 | Executive Di | \$60,503 | \$56,159 | 2024 |
| Group Of 50 Foundation Inc | DC | \$107,129 | Executive Director Until September 2024 | \$91,819 | \$74,997 | 2024 |
| Greater Seminole Area Chamber Of | FL | \$128,163 | Executive Di | \$72,600 | \$63,481 | 2024 |
| Tehachapi Area Association Of Realtors | CA | \$106,909 | Ceo | \$13,875 | \$11,152 | 2024 |
| Commonwealth Business Travel Group Inc | TX | \$128,868 | Executive Director | \$40,788 | \$39,098 | 2023 |
| The Production Music Association Inc | CA | \$129,901 | Executive Dir. | \$157,663 | \$126,718 | 2024 |
| Florida Association Of Children's Hospitals Inc | FL | \$130,318 | Executive Director | \$50,000 | \$45,011 | 2023 |
| Medical Staff Of San Gabriel Valley Medical Center | CA | \$130,889 | President/chief Of Staff | \$18,000 | \$14,094 | 2025 |
| Web3 Id Coalition Inc | NV | \$131,220 | Secretary | \$6,000 | \$5,763 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 | 110 organizations. Compensation range \$1,404–\$144,529; filing years 2021–2025. |
| SIZE BASIS | Matched on total revenue (\$117,563); for reference, expenses \$79,164 and assets \$507,211. |
| ROLE MATCH | Tracy Gander, reported title "ADMINISTRATOR", 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 | 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 4 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 | 30 th |
| Total compensation (D + F), as reported (no adjustments) | 30 th |
| Reportable pay only (column D), adjusted | 33 rd |
| All sources (D + E + F), adjusted | 25 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 (Tracy Gander) 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 110 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 30th 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.