

Delta Epsilon Mu

Executive Director / CEO

EIN 383973142

VA · NTEE E70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Allajah Blugh, Executive Director / CEO** (\$3,250) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Allajah Blugh — reported title “NATIONAL PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E70).

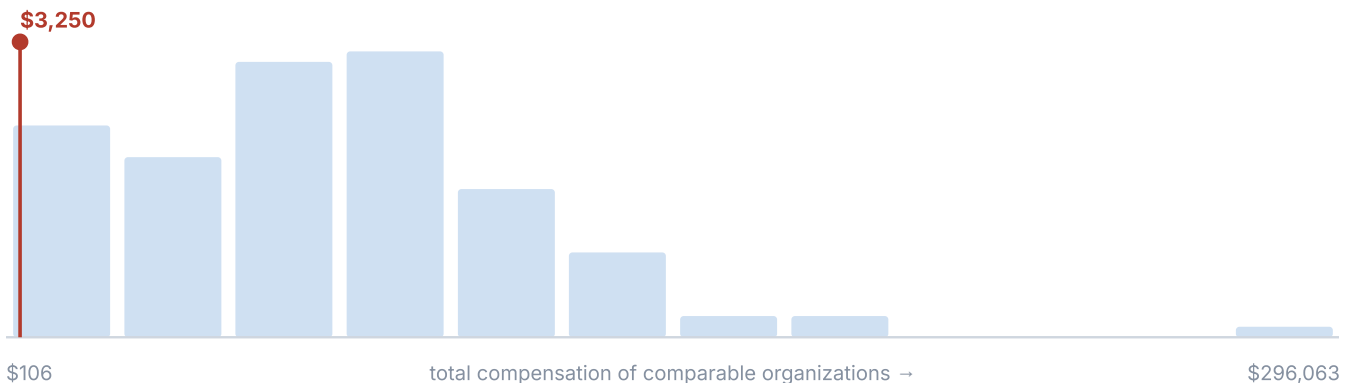
BUDGET Total revenue between \$170,498 and \$381,712 — 0.67x to 1.50x the subject's \$254,475 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography

→ **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,342

\$40,605

\$68,137

\$95,965

\$126,201

\$3,250



■ 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 VA 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
Springs Community Acupuncture Inc	CO	\$251,731	President	\$67,760	\$67,292	2024
Ann Arbor Community Acupuncture	MI	\$257,333	President	\$59,413	\$65,389	2023
Ohio Public Health Association	OH	\$250,781	Executive Di	\$43,394	\$49,007	2023
American Friends Of Hala	OH	\$250,158	Trustee	\$104,196	\$117,674	2023
New Mexico Alive	NM	\$250,000	President	\$12,000	\$13,762	2023
Just Health Action	WA	\$249,556	President	\$101,146	\$93,788	2024
Integrate For Good Inc	PA	\$249,498	Executive Director	\$124,615	\$132,507	2023
Global Health Promise	OR	\$262,465	Director And President Of The	\$12,300	\$12,179	2023
National Public Health Information Coalition Inc	GA	\$246,111	Executive Director	\$50,037	\$52,107	2024
North Carolina Business Group On Health Inc	NC	\$246,012	President	\$88,550	\$94,761	2024
Empire Liver Foundation Inc	NY	\$245,281	President /	\$49,917	\$46,716	2024
Little Urban Smiles Inc	MO	\$244,718	Treasurer/secretary	\$6,000	\$6,582	2024
Oral Health Florida Inc	FL	\$243,740	Vice Chair	\$750	\$730	2024
Maasha Trust	MA	\$265,269	Director	\$146,500	\$140,372	2023
Modern Spirit Organization Inc	AZ	\$265,847	Executive Dir.	\$85,000	\$84,664	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Health And Wellness Center Qalicb	TX	\$242,341	Director/ceo	\$24,592	\$25,478	2024
Just Kids Dental Inc	MN	\$239,388	Executive Direc	\$78,416	\$78,181	2025
The Root Cause Inc	TX	\$238,923	Founder/ceo	\$78,792	\$81,629	2024
Institute For Internal Transformation	CA	\$238,771	Executive Director/board Chair	\$60,000	\$53,659	2024
Alliance For African American Health In Central Texas	TX	\$237,883	Executive Director	\$76,112	\$78,853	2024
Health Equity Alliance For Lgbtq New Mexicans	NM	\$237,024	Executive Director	\$87,258	\$97,200	2024
California Coalition For Harm Reduction	CA	\$272,222	Chief Executive Office	\$331,050	\$296,063	2024
Health Council Of West Central	FL	\$235,177	Executive Di	\$81,126	\$76,897	2025
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$28,454	2023
Washington Global Health Alliance	WA	\$231,428	President And Ceo	\$150,755	\$143,918	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 117 organizations. Compensation range \$106–\$296,063; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$254,475); for reference, expenses \$229,709 and assets \$312,736.
ROLE MATCH	Allajah Blugh, reported title " <i>NATIONAL PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	3 rd

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 (Allajah Blugh) 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 117 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,250 is reasonable (approximately the 3rd 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.