

National Ohv Insurance & Services

Executive Director / CEO

EIN 392010542

WI - NTEE M40

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Randy Harden, Executive Director / CEO** (\$66,830) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

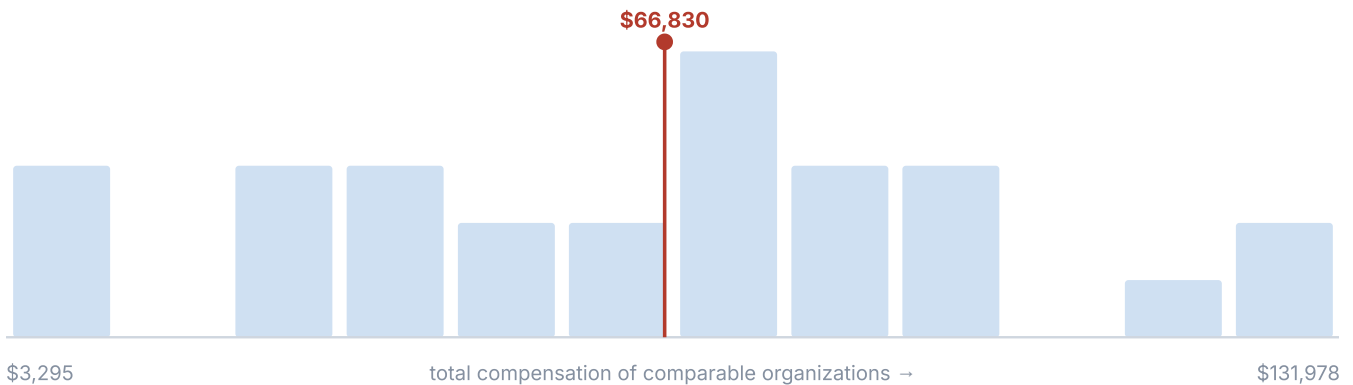
Benchmarked executive: Randy Harden — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M40).
BUDGET	Total revenue between \$298,890 and \$669,157 — 0.67x to 1.50x the subject's \$446,105 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M40), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,035	\$39,411	\$68,122	\$84,488	\$102,718	\$66,830
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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 WI 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
Community911 Training Inc	MA	\$418,434	President & Treasurer	\$48,166	\$41,444	2023
Sarpy County Safety Program Corporation	NE	\$418,354	Treasurer	\$6,000	\$6,179	2023
Bike Utah	UT	\$414,065	Co Exec. Dir	\$85,373	\$81,266	2024
Brightside Foundation Inc	KY	\$481,773	Ceo - Non Voting	\$36,333	\$37,377	2023
Behind The Scenes Foundation	CT	\$485,902	Executive Di	\$130,197	\$113,535	2024
Valley Splash Aquatics Inc	CA	\$401,774	Ceo	\$108,843	\$87,411	2024
Nseaswim	NC	\$490,765	Head Coach	\$65,142	\$62,601	2024
Crashcourse Village Inc	OH	\$496,878	Treasurer/secretary	\$27,733	\$26,615	2025
Arklatex Safety Council Inc	LA	\$395,212	Executive Director	\$50,000	\$52,718	2023
Thinkfirst Foundation	IL	\$395,152	Executive Director	\$104,454	\$95,507	2024
Minnesota Firearms Association	MN	\$376,589	Executive Director	\$72,000	\$68,122	2023
Missing Kid Alert DbA Gateway For Kids	MI	\$370,048	Director	\$124,469	\$123,016	2023
National Drowning Prevention	CA	\$523,481	Executive Di	\$101,563	\$81,565	2024
Tree Care Industry	NH	\$356,090	Past Cfo	\$29,536	\$25,365	2024
American Bonanza Society Air Safety	KS	\$536,628	Executive Director	\$26,982	\$27,111	2024
Safe 2 School	CA	\$344,963	Executive Dir.	\$86,771	\$69,686	2024
Latino Worker Safety Center	IL	\$558,706	Executive Dir.	\$3,500	\$3,295	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Los Gatos Monte Sereno Safe Routes	CA	\$333,345	Executive Dir.	\$9,000	\$7,041	2025
National Center For Urban Operations Inc	NY	\$330,379	Director	\$55,240	\$47,796	2023
Alaska Avalanche School Inc	AK	\$564,714	Executive Director	\$63,648	\$58,266	2023
Wyoming-montana Safety Council	WY	\$318,143	Executive Director	\$78,074	\$75,750	2025
Project Get Safe Foundation	CA	\$581,022	President	\$52,500	\$42,163	2024
Bikemore Inc	MD	\$300,750	Executive Director	\$86,000	\$74,778	2024
National Association To Protect	TN	\$613,315	Director	\$135,000	\$131,978	2024
Louisiana Rural Ambulance Alliance Inc	LA	\$626,779	Ceo	\$92,000	\$94,219	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 27 organizations. Compensation range \$3,295–\$131,978; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$446,105); for reference, expenses \$557,012 and assets \$544,404.

ROLE MATCH Randy Harden, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	33 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 (Randy Harden) 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 27 similarly situated organizations (Same NTEE sector (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,830 is reasonable (approximately the 48th 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.