

Probability Management Inc

Executive Director / CEO

EIN 460572110

CA · NTEE J99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Sam Savage, Executive Director / CEO** (\$12,750) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Sam Savage — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J99).

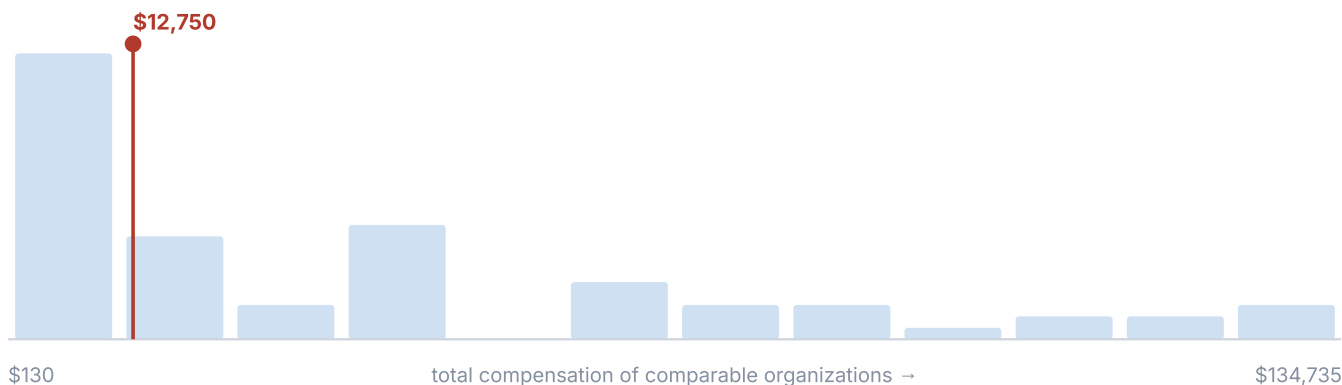
BUDGET Total revenue between \$62,523 and \$139,978 — 0.67x to 1.50x the subject's \$93,319 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,483

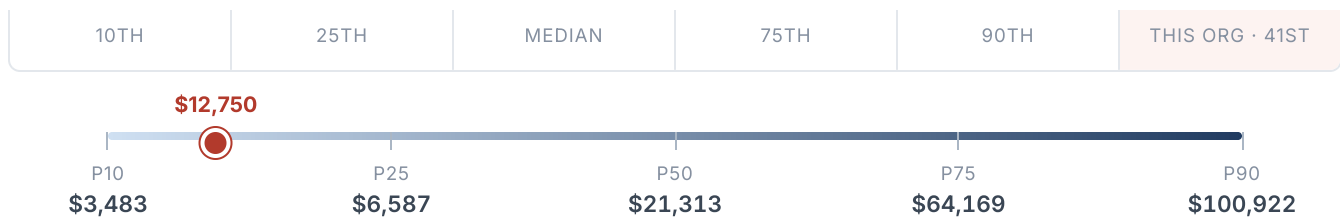
\$6,587

\$21,313

\$64,169

\$100,922

\$12,750



■ 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
Imsa Educational Foundation	NH	\$94,686	Secretary/treasurer	\$126,000	\$134,735	2024
Occupational Development Center	PA	\$91,544	Secretary	\$4,036	\$4,798	2023
International Association Of Machinists & Aerospace Workers	CA	\$95,749	Trustee	\$4,250	\$4,376	2023
Wayne Westland Education	MI	\$90,142	Exec Director	\$10,000	\$11,953	2024
B3 Coffee	NC	\$89,992	Executive Dir.	\$15,750	\$19,403	2023
Polk Training Center Inc	FL	\$96,750	Director	\$40,000	\$42,395	2025
International Association Of Firefighters Local 475	IN	\$89,663	President	\$1,540	\$1,881	2024
Manchester Police Officers Associat	CT	\$97,655	President	\$5,000	\$5,289	2025
Avixa Foundation Inc	VA	\$88,891	Executive Director	\$14,158	\$16,298	2023
Laborer's Local 754 Labor Management	NY	\$97,748	Trustee	\$55,224	\$59,497	2023
Afscome Local 151	MN	\$88,804	President	\$2,162	\$2,547	2023
Local Union 1713 Umwa	WV	\$98,049	President	\$4,800	\$6,019	2024
Old Pueblo Firefighters Association	AZ	\$98,494	President	\$9,000	\$10,024	2024
Dallas Christian Women's Job Corps	TX	\$98,664	Executive Di	\$10,800	\$12,511	2024
Dyersville Progress Inc	IA	\$101,258	Director	\$8,796	\$10,866	2025
Solon Education Association	OH	\$85,198	President	\$4,700	\$5,765	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ability Inc	NM	\$101,702	Executive Director	\$411	\$527	2023
Lica Educational Foundation For Veterans	IL	\$81,987	Director	\$66,000	\$77,362	2023
Decatur Pbpa Labor Committee	IL	\$79,292	President	\$2,400	\$2,732	2024
Abilities At Crestview li Inc	FL	\$79,180	President/ceo	\$38,173	\$42,756	2023
United Construction Trade	NY	\$107,799	President	\$40,000	\$43,095	2023
Associated Calexico Teachers	CA	\$76,165	President	\$5,000	\$5,000	2024
Nonprofit Transformation Inc	TX	\$75,608	President	\$55,296	\$65,949	2023
Local Union 773 Labor Management Fund	NY	\$75,090	Trustee	\$114,100	\$119,402	2024
Northern Kentucky Chamber Of Commerce	KY	\$112,182	Chamber President	\$19,288	\$23,998	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	66 organizations. Compensation range \$130–\$134,735; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$93,319); for reference, expenses \$88,090 and assets \$18,469.
ROLE MATCH	Sam Savage, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	41 st
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	58 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 (Sam Savage) 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 10, 2026, comparing compensation against 66 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,750 is reasonable (approximately the 41st 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 10, 2026.