

Electric Lit Inc

Executive Director / CEO

EIN 461402365

NY · NTEE S99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Halimah Marcus, Executive Director / CEO** (\$61,777) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Halimah Marcus — 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 (S99).

BUDGET Total revenue between \$298,531 and \$668,355 — 0.67x to 1.50x the subject's \$445,570 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,073	\$32,544	\$73,335	\$96,663	\$122,914	\$61,777
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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 NY 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
Rogue Action Center	OR	\$450,439	Co-executive Director	\$61,150	\$62,844	2024
Creative Class Collective	CA	\$440,344	Secretary	\$62,576	\$59,797	2024
National Talent Collaborative	CA	\$434,295	Ceo	\$130,000	\$124,227	2024
Osb Holdings Inc	IN	\$428,952	President/secretary	\$20,168	\$24,232	2023
Mid-atlantic Off-road Enthusiasts Inc	VA	\$425,679	Executive Director	\$90,483	\$96,683	2024
Outlaw Square Inc	SD	\$424,561	Director	\$68,498	\$86,130	2023
Fraternal Order Of Police Maricopa Lodge Corp 5	AZ	\$417,353	Secretary	\$2,400	\$2,630	2023
Akahiao Nature Institute	HI	\$417,126	Vice Preside	\$25,600	\$26,113	2023
Elevaate Biotech Inc	NY	\$475,036	Executive Director	\$91,929	\$91,929	2024
Libertyville Civic Center Foundation	IL	\$480,668	Executive Director	\$102,329	\$114,620	2023
Jwc Foundation	VA	\$408,956	Executive Dir.	\$94,364	\$100,830	2024
Aina Alliance	HI	\$489,429	Treasurer	\$4,254	\$4,215	2024
Hispanic Management Organization Inc	IL	\$492,838	Chief Executive Officer	\$20,702	\$23,188	2023
Child Advocacy Services Sega Inc	GA	\$397,195	Executive Director	\$53,302	\$61,062	2023
Spring Branch Human Resources Partnership Inc	TX	\$395,476	Executive Director	\$139,200	\$158,646	2023
Tikkun Farm Inc	OH	\$499,256	Board Member	\$11,232	\$13,554	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ten At The Top	SC	\$389,789	Executive Director	\$70,300	\$81,162	2024
Amherst Community Connections	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	\$110,916	2024
Globe Aware	TX	\$384,710	Chairman/director	\$65,200	\$72,176	2024
Community Council	WA	\$384,254	Executive Di	\$110,978	\$113,204	2023
The Bodgery Inc	WI	\$377,838	Director At Large	\$1,443	\$1,717	2023
Bella Vista Architectural Control Committee	AR	\$516,051	Ceo	\$80,000	\$99,514	2024
Laramie Main Street Alliance	WY	\$371,188	Executive Di	\$51,637	\$61,191	2024
New Castle Main Street Inc	IN	\$526,599	Executive Director	\$38,437	\$44,857	2024
Armi Housing Corporation	NY	\$363,810	Executive Vp & Ceo	\$114,621	\$118,007	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	62 organizations. Compensation range \$1,407–\$409,694; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$445,570); for reference, expenses \$486,409 and assets \$18,735.
ROLE MATCH	Halimah Marcus, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers 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	42 nd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	32 nd

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 (Halimah Marcus) 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 62 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,777 is reasonable (approximately the 42nd 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.