

Center For Medical Interoperability Inc

Executive Director / CEO

EIN 463191908

TN · NTEE E05

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Franklin Cantwell, Executive Director / CEO** (\$648,513) against **every comparable organization** that fit the selection criteria — **1132** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E05).
BUDGET	Total revenue between \$187,577 and \$419,950 — 0.67x to 1.50x the subject's \$279,967 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,132 organizations qualified on sector, size, and geography → **1,132** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,113	\$30,748	\$50,891	\$75,306	\$110,057	\$648,513
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 100TH

\$648,513



■ **Comparable organizations**

P16
\$13,113

P25
\$30,748

P50
\$50,891

P75
\$75,306

P90
\$110,057

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 TN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
East Hawaii Health Pharmacy	HI	\$279,924	\$46,811	990
Kyle J Taylor Foundation	CA	\$279,884	\$21,547	990
What To Expect Project	DC	\$280,090	\$107,565	990
Behome Partners	PA	\$279,692	\$37,287	990
Community Partners-two Harbors Living At Home Block Nurse Program	MN	\$280,300	\$63,047	990
Chikare Health Services Inc	IN	\$280,347	\$27,236	990
Susan B Allen Memorial Hospital	KS	\$280,555	\$7,943	990
Oakstone Health Center	OH	\$280,557	\$123,318	990
Yoga Sanctuary	MN	\$280,633	\$13,087	990
Life House Crisis Pregnancy Center Inc	KY	\$280,638	\$48,618	990
San Joaquin Family Healthcare	CA	\$279,284	\$2,428	990
Northwest Medical Center Foundation Inc	MO	\$280,795	\$28,410	990
Community Howard Regional	IN	\$279,133	\$127,202	990
Center For Adaptive Riding	NV	\$280,867	\$9,726	990
Dickeyville Rescue Squad Inc	WI	\$281,007	\$39,487	990
Camelot Therapeutic Horsemanship Inc	AZ	\$281,224	\$71,353	990
Minority Organ And Tissue Transplant	OH	\$281,229	\$50,519	990
West Central Mo Willow Estates Inc	MO	\$281,237	\$16,200	990
Gesundheit Institute	IL	\$281,238	\$62,799	990
Greater Northwest Emergency Medical	MN	\$281,243	\$99,968	990
Medical Staff Of Capital Health	NJ	\$278,666	\$41,252	990
Maternity And Early Childhood Fdn Inc	NY	\$278,579	\$55,294	990
Genuine Animate Navigate Assist Succeed	CA	\$281,355	\$63,700	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Southeast Alabama Emergency Medical	AL	\$278,554	\$65,408	990
Childrens Therapy Clinic	WV	\$281,494	\$52,868	990

■ 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 TN 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	1132 organizations. Compensation range \$95–\$3,025,206; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$279,967); for reference, expenses \$2,209,779 and assets \$586,107. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Franklin Cantwell, reported title <i>"PRESIDENT AND CHIEF EXECUTIVE OFFICER"</i> , 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	233 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	50 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	94 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 (Franklin Cantwell) 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 1132 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$648,513 is reasonable (approximately the 100th 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). 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.