

Janesville Innovation Inc

Executive Director / CEO

EIN 463516056

WI · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jimsi Kuborn, Executive Director / CEO** (\$14,898) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

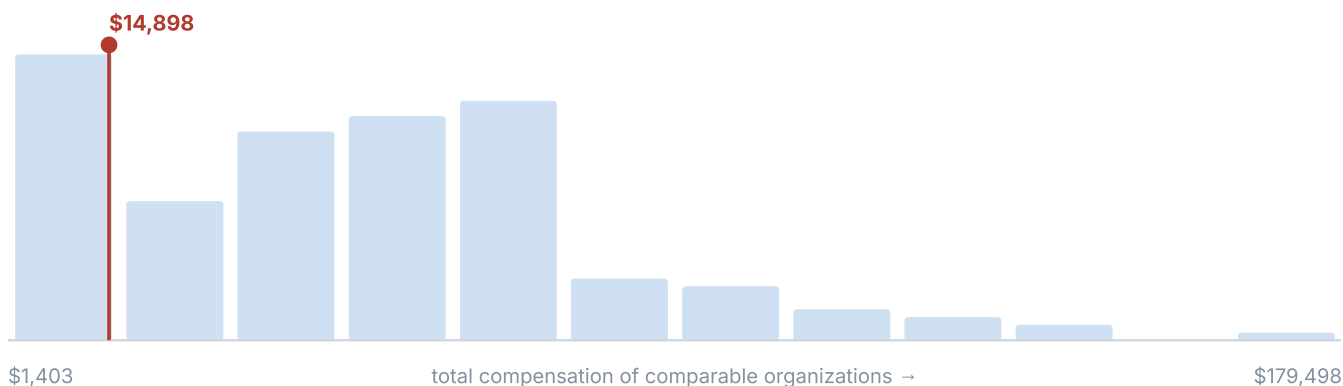
Benchmarked executive: Jimsi Kuborn — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$93,696 and \$209,767 — 0.67x to 1.50x the subject's \$139,845 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,177	\$20,645	\$47,076	\$65,583	\$89,713	\$14,898
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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
Certified Naturally Grown Inc	CO	\$140,318	Secretary And Executive Director	\$44,058	\$39,291	2024
Fentress County Chamber Of Commerce	TN	\$140,491	Executive Director	\$40,596	\$40,859	2023
The Delaware Small Business Chamber	DE	\$138,736	President	\$36,000	\$32,784	2024
Sauk Centre Area Chamber Of Commerce	MN	\$138,382	President Ceo	\$68,750	\$63,181	2024
Ripley County Economic Development Corporation	IN	\$138,295	Executive Director	\$75,000	\$73,559	2024
Tennessee Latin American Chamber Of Commerce	TN	\$135,769	Executive Director	\$56,513	\$56,880	2023
Interior Cabaret Hotel Restaurant &	AK	\$135,245	Sec/treas	\$13,490	\$11,995	2024
Chamber Of Commerce Trenton Mo	MO	\$135,222	Past Executive Director	\$51,847	\$52,581	2023
Menorah Medical Center - Medical	KS	\$144,656	President	\$18,000	\$18,620	2023
Cibola County Chamber Of Commerce	NM	\$144,751	Executive Di	\$3,167	\$3,168	2024
Mortgage Bankers Association Of The	NC	\$145,128	Executive Di	\$69,878	\$69,135	2023
The Indus Entrepreneurs	OR	\$133,776	Executive Director	\$35,103	\$31,214	2023
Sky Ridge Medical Center Medical	CO	\$145,922	Board Member	\$3,750	\$3,344	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Ignace Area Chamber Of Commerce	MI	\$146,253	Executive Di	\$45,251	\$43,440	2024
Maryland Society Of Anesthesiologists Inc	MD	\$147,616	Executive Director	\$54,304	\$47,218	2024
Rangely Area Chamber Of Commerce	CO	\$131,870	Executive Director	\$30,386	\$27,098	2024
Union Chamber Of Commerce Inc	LA	\$131,650	President	\$40,719	\$41,701	2024
Clear Creek County Tourism Bureau Inc	CO	\$131,401	Director	\$73,017	\$65,117	2024
Web3 Id Coalition Inc	NV	\$131,220	Secretary	\$6,000	\$5,759	2023
Medical Staff Of San Gabriel Valley Medical Center	CA	\$130,889	President/chief Of Staff	\$18,000	\$14,083	2025
Southern Eagle Basketball Officials	GA	\$149,164	President	\$1,500	\$1,403	2024
Florida Association Of Children's Hospitals Inc	FL	\$130,318	Executive Director	\$50,000	\$44,976	2023
Association Of Professional Futurists	DC	\$149,638	Award Facilitator	\$6,600	\$5,546	2023
The Production Music Association Inc	CA	\$129,901	Executive Dir.	\$157,663	\$126,619	2024
Mechanical Contractors Association Of	IA	\$149,982	Executive Director	\$99,418	\$104,232	2023

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	167 organizations. Compensation range \$1,403–\$179,498; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$139,845); for reference, expenses \$120,959 and assets \$11,033.
ROLE MATCH	Jimsi Kuborn, reported title " <i>DIRECTOR</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	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	20 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 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 (Jimsi Kuborn) 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 167 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,898 is reasonable (approximately the 20th 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.