

Tac East Holdings Company No 1

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **William S Norton, Executive Director / CEO** (\$19,813) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

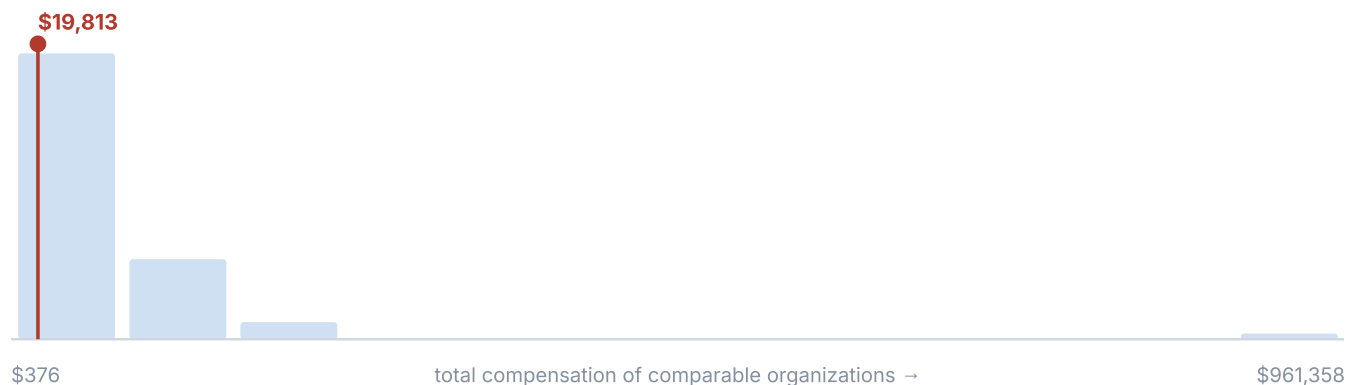
Benchmarked executive: William S Norton — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$301,778 and \$675,622 — 0.67x to 1.50x the subject's \$450,415 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,860	\$23,587	\$51,478	\$81,772	\$120,732	\$19,813
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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 TX 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
Burnham Brook Community Center Title	MI	\$454,892	President/ceo - Partial Year	\$7,908	\$7,721	2025
Ua 168 Building Corporation	OH	\$468,917	Financial Secretary/treasu	\$92,850	\$93,029	2025
Local 338 Real Estate Holding Corp	NY	\$469,750	President	\$72,825	\$63,899	2024
U A Local 773 Glens Falls Building	NY	\$470,773	Director	\$114,100	\$100,114	2024
Broadway Housing Sugar Hill Lessee Inc	NY	\$429,087	Chief Executive Officer	\$31,386	\$27,539	2024
Cls Holding Company Inc	MI	\$479,109	Ceo	\$33,282	\$33,357	2024
Union Building Fund	IL	\$479,140	Director	\$85,479	\$81,600	2024
Teamsters Local 120 Building Holding Company	MN	\$417,127	President	\$62,448	\$61,686	2023
Institute Of Real Estate Management	MA	\$414,104	Executive Director	\$156,975	\$141,016	2023
Iron Workers' Mid-america Building Corp	IL	\$487,245	Administrator	\$56,655	\$55,681	2023
Local Union 488 Ibew Building	CT	\$410,560	Business Manager/fin Sec	\$70,615	\$66,189	2023
Camelot Community Care Property	FL	\$407,194	President/ Ceo	\$400	\$376	2023
Local 5 Holdings Inc	HI	\$406,996	Chair	\$28,166	\$24,486	2024
Simple Treasures Inc	MI	\$497,014	President	\$25,217	\$25,274	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Service Employees International	MN	\$396,068	President	\$66,844	\$64,134	2024
Bais Malka Hasc Llc	NY	\$390,581	Ceo	\$22,612	\$19,329	2025
Cair California Title Holding Corp	CA	\$390,162	Ceo	\$9,284	\$7,785	2024
Ufoa Realty Holdings Inc	NY	\$388,998	President	\$9,606	\$8,428	2024
Illinois Land Title Association	IL	\$387,379	2nd Vice President	\$1,500	\$1,432	2024
Operating Engineers Local 4 Building	MA	\$381,168	Director	\$96,800	\$82,287	2025
Naiop - Nashville Chapter	TN	\$525,146	Executive Director	\$170,265	\$178,916	2023
Sheet Metal Workers International Local	MA	\$526,146	President	\$133,450	\$116,443	2024
Public Facilities Group	WA	\$372,854	President	\$234,000	\$209,436	2023
Little Rock Realtors Association Inc	AR	\$528,403	Executive Dir.	\$113,589	\$123,978	2024
700 Hill Street Inc	LA	\$370,634	President	\$17,281	\$19,023	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 68 organizations. Compensation range \$376–\$961,358; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$450,415); for reference, expenses \$291,064 and assets \$6,412,444.

ROLE MATCH	William S Norton, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	54 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	24 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	84 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 (William S Norton) 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 68 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,813 is reasonable (approximately the 24th 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.