

# University Of Nebraska At Omaha Alumni

Executive Director / CEO

EIN 476027511

NE · NTEE B84

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Flott, Executive Director / CEO** (\$14,057) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Anthony Flott — reported title “EXEC. DIR. (NON-VOTING)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B84).

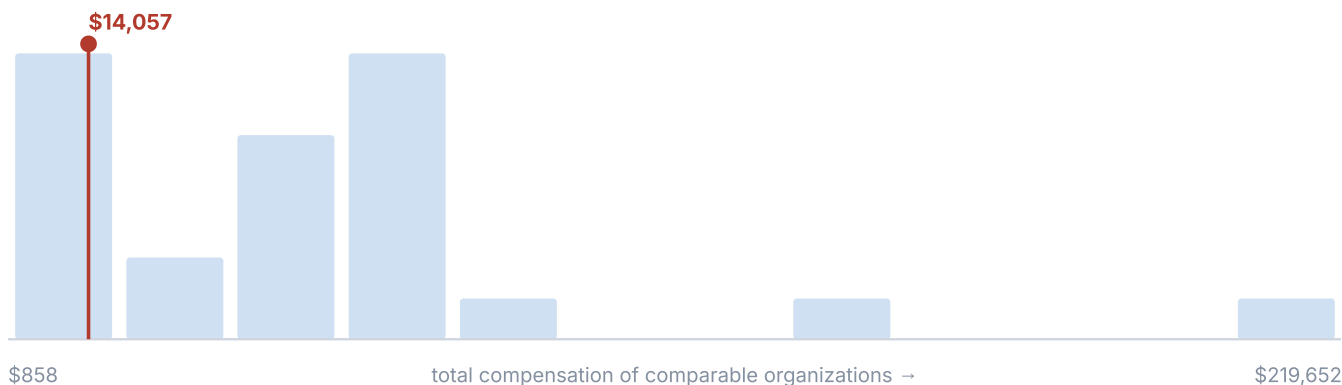
**BUDGET** Total revenue between \$266,582 and \$596,826 — 0.67x to 1.50x the subject's \$397,884 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B84), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$8,003</b>	<b>\$13,785</b>	<b>\$54,629</b>	<b>\$70,477</b>	<b>\$80,263</b>	<b>\$14,057</b>
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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 NE 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
<a href="#">Alumni Association Of Emporia State</a>	KS	\$393,316	Alumni Relations	\$70,133	<b>\$72,526</b>	2023
<a href="#">Lauder Institute Alumni Association Inc</a>	NY	\$405,660	Executive Director	\$48,000	<b>\$40,327</b>	2024
<a href="#">206 Universal DbA 206 Zulu</a>	WA	\$383,172	Co-director	\$64,350	<b>\$55,148</b>	2023
<a href="#">Hunter College High School</a>	NY	\$415,681	Executive Di	\$64,404	<b>\$54,109</b>	2024
<a href="#">Bowling Green State University Alumni</a>	OH	\$378,013	President, Bgsu Foundation	\$71,033	<b>\$72,016</b>	2023
<a href="#">Peoria High School Alumni Association</a>	IL	\$368,427	Office Administrator	\$8,161	<b>\$7,460</b>	2024
<a href="#">George Mason University Alumni</a>	VA	\$358,100	Executive Director	\$48,888	<b>\$43,888</b>	2024
<a href="#">University Of Arkansas Pine Bluff Ark Am&amp;n Alumni Association</a>	AR	\$441,419	Executive Director	\$13,615	<b>\$14,229</b>	2024
<a href="#">Alpha Sigma Nu Inc</a>	WI	\$463,441	Executive Director	\$75,134	<b>\$72,955</b>	2024
<a href="#">District Alpha Of The Clemson</a>	SC	\$318,633	Executive Director	\$9,284	<b>\$9,271</b>	2023
<a href="#">University Of Toledo Alumni Association</a>	OH	\$479,751	Executive Director	\$216,655	<b>\$219,652</b>	2023
<a href="#">Harvard Business School Association Of</a>	CA	\$315,252	Executive Dir.	\$77,911	<b>\$62,550</b>	2024
<a href="#">Project Simeon 2000</a>	IL	\$489,862	Ceo	\$160,000	<b>\$146,249</b>	2024
<a href="#">Steven's High School Alumni Association</a>	NH	\$296,726	Secretary	\$1,000	<b>\$858</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The German Club Alumni Foundation Inc</a>	VA	\$501,727	Executive Director	\$66,125	<b>\$61,115</b>	2023
<a href="#">Slippery Rock University Alumni</a>	PA	\$290,650	Director Of Alumni Engagem	\$38,518	<b>\$34,792</b>	2025
<a href="#">Salem Education Foundation</a>	VA	\$287,998	Director & Secretary	\$6,000	<b>\$5,545</b>	2023
<a href="#">Leo Foundation</a>	AZ	\$287,149	Ceo	\$76,000	<b>\$69,964</b>	2023
<a href="#">Fontainebleau Associations</a>	NJ	\$285,721	Secretary	\$15,000	<b>\$12,452</b>	2024
<a href="#">University Of Virginia Law School Alumni</a>	VA	\$274,517	Assistant Secretary-treasu	\$35,320	<b>\$32,644</b>	2023
<a href="#">Oswego Alumni Association Inc</a>	NY	\$272,535	Executive Director/ex Offi	\$96,414	<b>\$83,395</b>	2023
<a href="#">Girard College Alumni Association</a>	PA	\$267,792	Director	\$57,966	<b>\$55,332</b>	2023
<a href="#">Princeton Project 55 Inc</a>	NJ	\$537,740	Current Executive Director (1/1/23 - 6/30/23)	\$70,137	<b>\$59,942</b>	2023
<a href="#">Southwestern Pharmacy</a>	OK	\$592,007	Financial Ad	\$9,600	<b>\$9,828</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **24** organizations. Compensation range \$858–\$219,652; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$397,884); for reference, expenses \$360,227 and assets \$9,185,374.
ROLE MATCH	Anthony Flott, reported title "EXEC. DIR. (NON-VOTING)", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</sup>

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 (Anthony Flott) 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 24 similarly situated organizations (Same NTEE sector (B84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,057 is reasonable (approximately the 25<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.