

Mid South Sign Association Inc

Executive Director / CEO

EIN 562303466

TN · NTEE S41

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Annie Nabors, Executive Director / CEO** (\$67,714) against **every comparable organization** that fit the selection criteria — **532** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

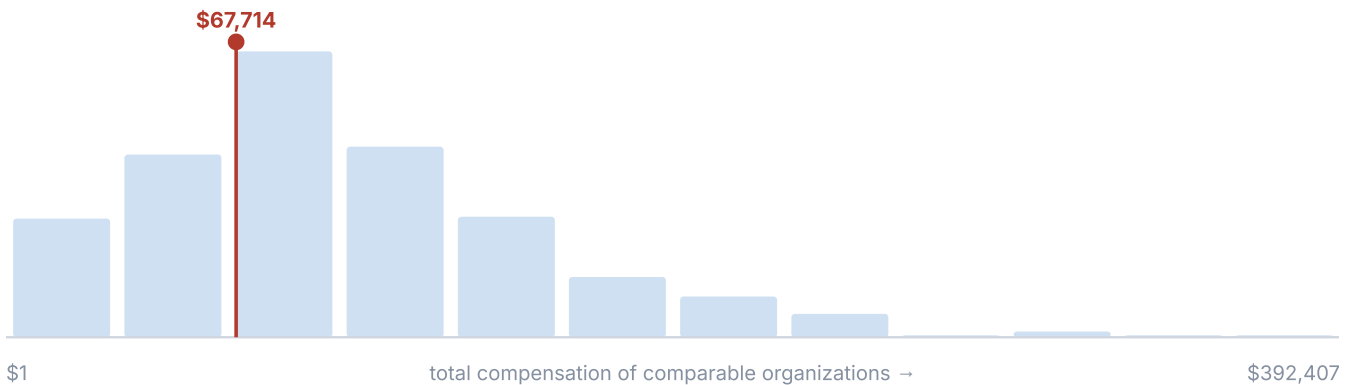
Benchmarked executive: Annie Nabors — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$319,589 and \$715,498 — 0.67x to 1.50x the subject's \$476,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

532 organizations qualified on sector, size, and geography → **532** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,478	\$58,457	\$87,880	\$128,673	\$179,606	\$67,714
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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 TN 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
Carolinas Chapter - Cmaa	NC	\$477,616	Member Services Manager	\$70,355	\$67,175	2024
Arkansas Ready Mixed Concrete Association Inc	AR	\$477,664	Exec Director	\$96,164	\$97,309	2025
Precastprestressed Con Ins Ne	NY	\$476,290	Key Employee	\$168,258	\$136,874	2025
Signature User Group Inc	FL	\$477,920	Executive Director	\$62,750	\$54,472	2024
Workforce Fairness Institute Inc	VA	\$478,179	Secretary, Director	\$10,000	\$9,186	2023
Juniata River Valley Visitors Bureau	PA	\$475,732	Executive Director	\$54,567	\$50,283	2024
Connectup Institute	MN	\$479,058	President	\$88,833	\$83,507	2023
Mass Funeral Directors Assoc Inc	MA	\$474,522	Exec Director	\$63,158	\$51,093	2025
Association Of Educational Purchasing Agencies	NM	\$474,160	Exec Director	\$97,000	\$99,253	2023
Committee Of Chief Risk Officers Inc	TX	\$473,946	Director	\$259,448	\$246,903	2023
Crew Charlotte Inc	NC	\$473,737	Executive Director	\$104,044	\$102,275	2023
New York Organization For Nursing	NY	\$473,608	Executive Dir.	\$75,000	\$62,625	2024
Alliance For Dade Inc	GA	\$480,435	President And Ceo	\$70,875	\$65,852	2024
Downtown Community Partnership	ND	\$481,804	Ceo/president	\$69,556	\$72,618	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
White House Chamber Of Commerce	TN	\$470,907	Director	\$88,461	\$85,923	2024
Maine Outdoor Brands Inc	ME	\$470,897	Executive Director	\$82,944	\$79,015	2023
Camara De Comercio Del Sur De Puerto Rico Inc	PR	\$470,820	Executive Director	\$38,377	\$37,276	2024
Fiscal Partners Inc	MA	\$483,314	President & Executive Dire	\$173,094	\$143,732	2024
Armed Forces Marketing Council	VA	\$470,536	President	\$351,695	\$313,788	2024
Pike County Economic Development	AL	\$469,860	President	\$174,187	\$173,890	2024
Greater Piedmont Area Association	VA	\$485,291	Executive Of	\$142,534	\$130,927	2023
Wisconsin High School Football	WI	\$485,679	Executive Director	\$55,000	\$51,710	2025
Chicago Area Independent Constructi	IL	\$467,890	Director	\$114,400	\$106,997	2023
La Crosse Area Realtors Association	WI	\$467,721	Assoc Execut	\$111,858	\$107,949	2024
Visit Newberg	OR	\$486,604	Executive Di	\$100,577	\$86,308	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 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	532 organizations. Compensation range \$1–\$392,407; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$476,999); for reference, expenses \$491,191 and assets \$489,513.
ROLE MATCH	Annie Nabors, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	31 st
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	27 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 (Annie Nabors) 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 10, 2026, comparing compensation against 532 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,714 is reasonable (approximately the 31st 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 10, 2026.