

Duke Medicine Global Support Corporation

Executive Director / CEO

EIN 611593721

NC · NTEE H99

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Barbara Hough, Executive Director / CEO** (\$37,764) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

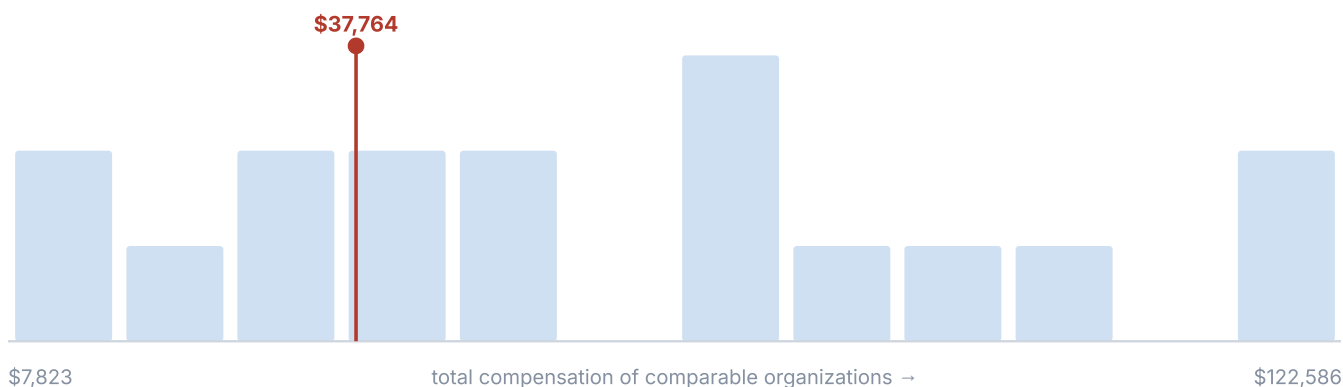
Benchmarked executive: Barbara Hough — reported title “DIRECTOR/PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H99).
BUDGET	Total revenue between \$267,648 and \$599,212 — 0.67x to 1.50x the subject's \$399,475 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (H99), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,753	\$34,749	\$53,167	\$79,548	\$106,564	\$37,764
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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 NC 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
Jacksonville Health & Educational Resource Ctr Inc	FL	\$398,930	Director	\$41,890	\$36,993	2024
Isthmus Project Inc	WI	\$388,813	President/chief Innovation Officer	\$34,380	\$34,749	2023
Salisbury Foundation For Research And Education Inc	NC	\$380,895	Executive Director	\$47,394	\$46,034	2024
Mircore	MI	\$376,476	President And Director	\$27,200	\$27,171	2023
John Paul li Medical Research Institute	IA	\$347,088	President	\$69,392	\$73,534	2023
Dorn Research Institute Inc	SC	\$460,393	Executive Di	\$125,000	\$122,586	2024
Alaska Cardiovascular Research	AK	\$336,332	Executive Director	\$53,862	\$49,837	2023
The Myocarditis Foundation	TX	\$468,356	Executive Director	\$107,000	\$100,615	2024
Hawaii Cellular Therapy And Transplant	HI	\$323,338	Pres/ceo	\$83,933	\$68,820	2025
Veterans Research & Education	OK	\$493,862	Executive Di	\$51,364	\$53,167	2024
International Biomedical Research	DC	\$292,601	President	\$140,000	\$115,487	2024
The Ros1ders Inc	CA	\$286,612	Executive Dir.	\$9,361	\$7,823	2023
La Jolla Infectious Disease Institute	CA	\$516,793	President, Ceo	\$28,033	\$23,427	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sleep Research Society Foundation (Srsf)	IL	\$528,992	President	\$10,000	\$9,242	2024
American Sleep Apnea Association Inc	DC	\$551,803	Executive Director	\$100,000	\$84,928	2023
Np2	CA	\$570,351	Exec Director	\$97,999	\$79,548	2024
Clinical Biotechnology Research Institute At Rsfh	SC	\$585,349	President/ceo Rsfh (Beg 08/24)	\$70,055	\$68,702	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	17 organizations. Compensation range \$7,823–\$122,586; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$399,475); for reference, expenses \$337,576 and assets \$163,450.
ROLE MATCH	Barbara Hough, reported title " <i>DIRECTOR/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35th
Total compensation (D + F), as reported (no adjustments)	29th

 Reportable pay only (column D), adjusted
0th

 All sources (D + E + F), adjusted
94th

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 (Barbara Hough) 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 17 similarly situated organizations (Same NTEE sector (H99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,764 is reasonable (approximately the 35th 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.