

# Tennessee Infrastructure Alliance

Executive Director / CEO

EIN 621871117

TN · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susie Alcorn, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **390** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Susie Alcorn — 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).

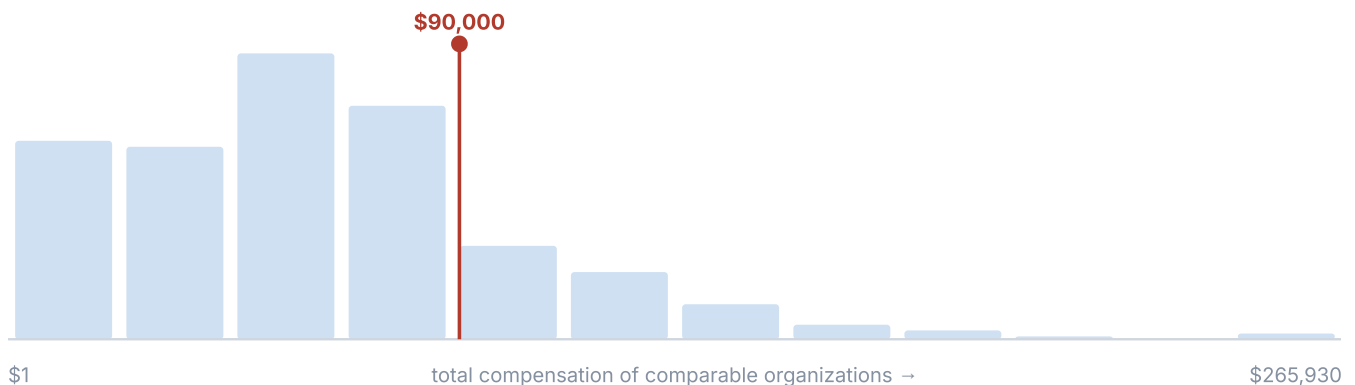
**BUDGET** Total revenue between \$134,000 and \$300,000 — 0.67x to 1.50x the subject's \$200,000 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

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

→ **390** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,692

\$34,477

\$58,664

\$80,617

\$115,616

\$90,000



## ■ 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
<a href="#">Digital Energy Council</a>	DC	\$200,000	Board Member,exec Dir,president	\$25,000	<b>\$21,487</b>	2023
<a href="#">Central New York Defense Alliance Ltd</a>	NY	\$199,533	Secretary And Exec. Director Emeritus	\$11,325	<b>\$9,736</b>	2024
<a href="#">Pennsylvania State Assn Of County</a>	PA	\$199,332	Secretary/tr	\$20,125	<b>\$19,093</b>	2024
<a href="#">Association Of Health Care</a>	MO	\$200,730	Executive Director	\$5,416	<b>\$5,619</b>	2023
<a href="#">Chemical Alliance Zone Inc</a>	WV	\$200,945	Executive Director	\$178,250	<b>\$183,609</b>	2024
<a href="#">The Village At Sherman Oaks Inc</a>	CA	\$198,810	Executive Director	\$12,000	<b>\$10,149</b>	2023
<a href="#">Wisconsin Badger Chapter Club Management</a>	WI	\$201,353	Managing Director	\$58,940	<b>\$58,560</b>	2024
<a href="#">Massachusetts Association Of</a>	MA	\$201,599	Executive Di	\$137,500	<b>\$117,549</b>	2024
<a href="#">Swedish Medical Center Medical</a>	CO	\$198,392	President	\$17,500	<b>\$15,964</b>	2024
<a href="#">North Coast Fishermens Cable Committee</a>	CA	\$201,795	President	\$4,319	<b>\$3,548</b>	2024
<a href="#">Independent Electrical Contractors</a>	CO	\$201,942	Executive Director	\$124,001	<b>\$113,117</b>	2024
<a href="#">Association Of Extremity Nerve Surgeons</a>	TX	\$202,068	Director	\$53,722	<b>\$52,635</b>	2023
<a href="#">Virginia Association Of Independent</a>	VA	\$202,244	Executive Dir.	\$108,934	<b>\$100,064</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Subcontractors Association Of O</a>	OK	\$197,551	Executive Director	\$64,174	<b>\$69,213</b>	2023
<a href="#">Certified Pest Control Operators Of Geor</a>	GA	\$203,348	Executive Director	\$37,048	<b>\$35,439</b>	2024
<a href="#">Southern Berkshire Chamber Of</a>	MA	\$203,391	Executive Dir.	\$66,000	<b>\$58,089</b>	2023
<a href="#">Bloomington-normal Plumbing &amp; Heating</a>	IL	\$203,522	Executive Direc	\$33,146	<b>\$31,001</b>	2024
<a href="#">Trussville Chamber Of Commerce</a>	AL	\$196,388	Interim Director	\$46,789	<b>\$49,509</b>	2023
<a href="#">American Institute Of Architecture Eastern Oklahom</a>	OK	\$203,816	Executive Director	\$82,409	<b>\$88,879</b>	2023
<a href="#">The Greater Okc Asian Chamber Of Commerce</a>	OK	\$196,154	Executive Director	\$25,927	<b>\$26,460</b>	2025
<a href="#">Alliance For Gray Market &amp; Counterfeit</a>	DC	\$203,863	Executive Director	\$130,494	<b>\$112,159</b>	2023
<a href="#">Excelsior Springs Area Chamber</a>	MO	\$196,002	President	\$47,525	<b>\$47,887</b>	2024
<a href="#">American Society For Surgery Of The Hand</a>	IL	\$204,576	Ceo/executive Vp	\$96,961	<b>\$90,686</b>	2024
<a href="#">Des Moines Downtown Chamber Of Commerce</a>	IA	\$204,780	Executive Director	\$28,700	<b>\$30,779</b>	2023
<a href="#">Pomerado Hospital Medical Staff</a>	CA	\$194,837	Past Chief Of Staff	\$62,000	<b>\$52,437</b>	2023

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

### ● Sample, role match & sensitivity

PEER COUNT	390 organizations. Compensation range \$1–\$265,930; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$200,000); for reference, expenses \$192,581 and assets \$56,190.
ROLE MATCH	Susie Alcorn, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	77 <sup>th</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 (Susie Alcorn) 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 390 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 81<sup>st</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.