

American Dairy Association Of Alabama

Executive Director / CEO

EIN 630418918

GA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Brown, Executive Director / CEO** (\$263) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Benjamin Brown — reported title "VICE PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

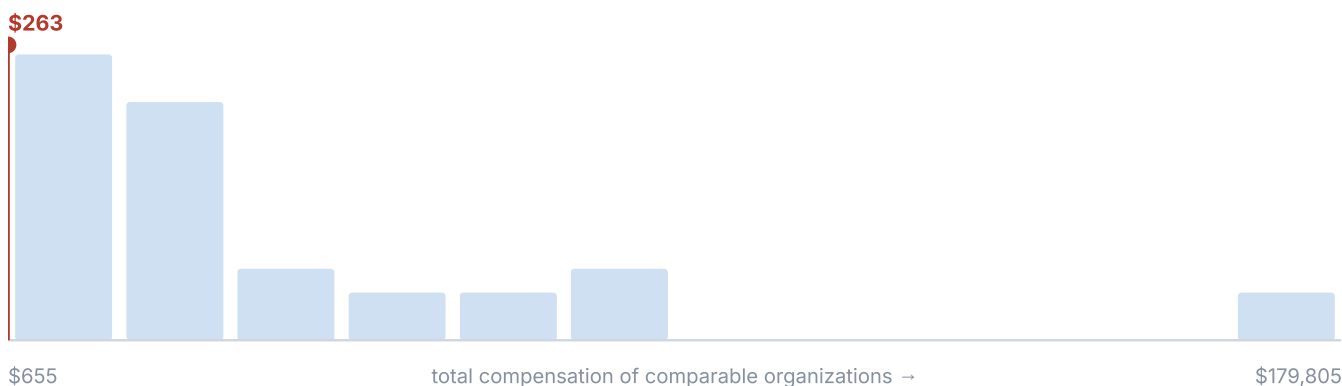
SECTOR Organizations sharing the subject's NTEE classification (S41).

BUDGET Total revenue between \$11,386 and \$25,492 — 0.67x to 1.50x the subject's \$16,995 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,620

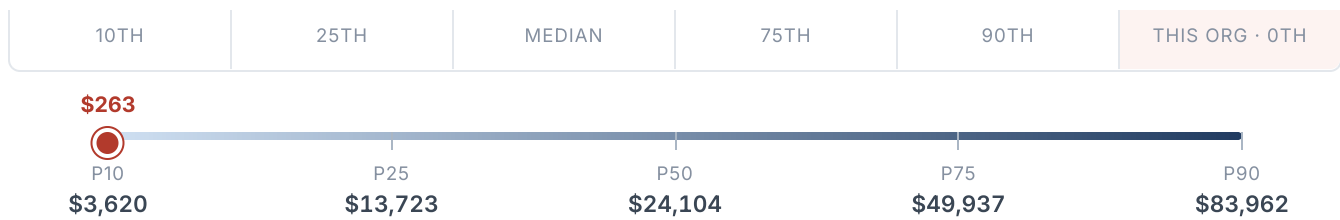
\$13,723

\$24,104

\$49,937

\$83,962

\$263



■ 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 GA 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
American Board Of Sleep Medicine	IL	\$17,021	Executive Director	\$89,450	\$87,460	2024
The Texas Society Of Acofp	TX	\$17,031	Executive Director	\$15,000	\$14,923	2024
Bbb Center For Ethics	OH	\$17,494	Secretary	\$16,565	\$17,449	2024
Cb Cares Educational Foundation	PA	\$17,759	Executive Director (Until Sept 2022)	\$10,995	\$11,227	2023
Student Dream	NY	\$18,441	President	\$10,100	\$8,843	2025
North Coast Waterfront Development	OH	\$18,496	Executive Director	\$170,167	\$179,250	2024
Williamsport Ballpark Inc	PA	\$18,692	President/ce	\$43,001	\$42,648	2024
The National Association Of Spine	IL	\$14,727	Executive Director	\$21,964	\$21,475	2024
Winchester Economic Development Corp	NH	\$14,675	Executive Director	\$15,864	\$14,999	2023
Mineral County Economic	MT	\$14,389	Director	\$24,419	\$26,952	2023
Petpals Of Southern New Jersey Inc	NJ	\$14,302	Executive Director	\$20,800	\$19,015	2023
Arlington Chamber Of Commerce	TX	\$20,048	President/ce	\$28,511	\$28,364	2024
Opportunities Ventures Inc	VT	\$13,901	President & Ceo	\$14,195	\$14,629	2023
Sapiens Management Corporation	TX	\$20,328	Head Of School - Effective	\$50,904	\$52,138	2023
Rebelawn Realty Inc	KY	\$20,350	President	\$6,119	\$6,538	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Up Business Capital	MI	\$20,354	President, B	\$17,569	\$18,035	2024
Cmh li Holding Co	MD	\$13,483	Ceo - Retired 2/23	\$187,831	\$179,805	2023
Tunkhannock Business And	PA	\$21,032	Director	\$13,532	\$13,421	2024
Nhs li Properties Llc	PA	\$12,920	President/ceo	\$55,952	\$57,132	2023
Southeast Raleigh Community	NC	\$21,505	Chair	\$27,000	\$27,746	2024
J Bennett Johnston Science Foundation	LA	\$21,594	Director	\$58,114	\$63,642	2024
John G Watson Foundation	CA	\$11,844	President	\$30,000	\$26,525	2023
Maple River Chamber Of Commerce Inc	MN	\$11,744	Coordinator	\$2,216	\$2,178	2024
Laborers Local 663 Property Inc	MO	\$22,253	President	\$62,138	\$67,388	2023
Evansville Sports Corporation	IN	\$11,593	Member-at-large	\$26,061	\$27,333	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **34** organizations. Compensation range \$655–\$179,805; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$16,995); for reference, expenses \$16,995 and assets \$15,000.

ROLE MATCH	Benjamin Brown, reported title " <i>VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	0 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 (Benjamin Brown) 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 34 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$263 is reasonable (approximately the 0th 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.