

# Oxford Visitors And Convention

Executive Director / CEO

EIN 651235135

OH · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kim Daggy, Executive Director / CEO** (\$60,085) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

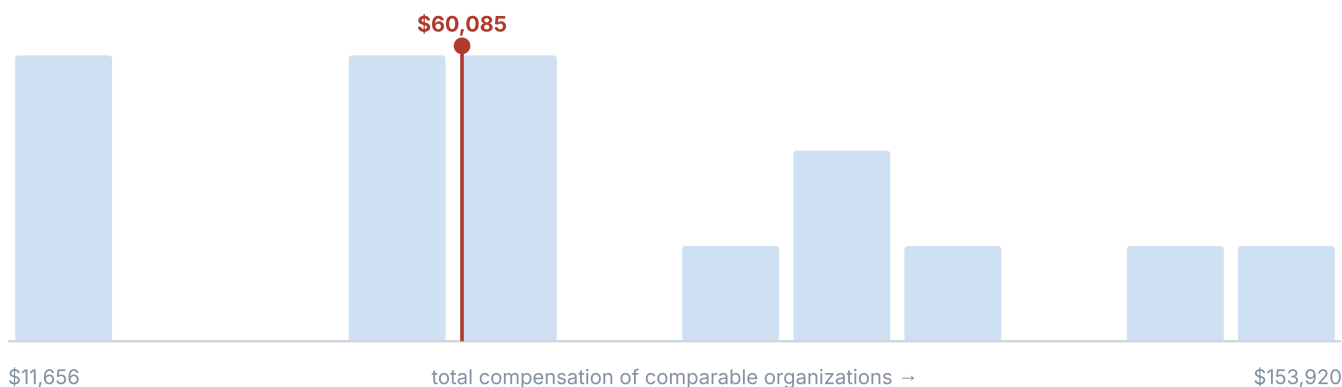
**Benchmarked executive:** Kim Daggy — reported title “EXEC. DIRECT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$262,793 and \$588,343 — 0.67x to 1.50x the subject's \$392,229 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + OH + budget 0.67-1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,293	\$51,171	\$64,545	\$98,891	\$125,165	\$60,085
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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 OH 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="#">Forging Industry Educational And</a>	OH	\$396,575	Ceo	\$53,762	<b>\$52,220</b>	2024
<a href="#">Stark Trumbull Area Realtors Inc</a>	OH	\$399,578	Executivefinancial Adminstra	\$63,970	<b>\$63,970</b>	2023
<a href="#">International Thriller Writers Inc</a>	OH	\$416,901	Exec Directo	\$103,615	<b>\$100,642</b>	2024
<a href="#">The Circuit</a>	OH	\$424,129	Exectuive Director	\$50,521	<b>\$50,521</b>	2023
<a href="#">Professional Land Surveyors Of Ohio</a>	OH	\$433,153	Exec Directo	\$85,500	<b>\$85,500</b>	2023
<a href="#">European-american Chamber Of Commerce</a>	OH	\$444,419	Executive Director - Start 06/23	\$64,545	<b>\$64,545</b>	2023
<a href="#">Public Relations Global Network Inc</a>	OH	\$339,589	Executive Di	\$53,352	<b>\$51,821</b>	2024
<a href="#">Ohio Housing Council</a>	OH	\$334,424	Executive Director	\$158,466	<b>\$153,920</b>	2024
<a href="#">Transportation Marketing &amp; Sales Associa</a>	OH	\$451,754	Executive Dir.	\$100,008	<b>\$97,139</b>	2024
<a href="#">Electrical League Of Northern Ohio</a>	OH	\$311,615	Executive Director Secretary	\$69,500	<b>\$67,506</b>	2024
<a href="#">Motion Palpatation Institute Inc</a>	OH	\$287,259	President	\$15,000	<b>\$14,570</b>	2024
<a href="#">Fulton County Economic Development</a>	OH	\$276,024	Executive Di	\$17,308	<b>\$16,378</b>	2025
<a href="#">Athens Farmers Market</a>	OH	\$267,020	Manager	\$12,000	<b>\$11,656</b>	2024
<a href="#">Ohiox Inc</a>	OH	\$543,741	Director & P	\$135,925	<b>\$132,025</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Financial Alliance For</a>	OH	\$551,670	Executive Di	\$118,269	<b>\$114,876</b>	2024

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 15 organizations. Compensation range \$11,656–\$153,920; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$392,229); for reference, expenses \$354,371 and assets \$390,324.

**ROLE MATCH** Kim Daggy, reported title "*EXEC. DIRECT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	33 <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

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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 (Kim Daggy) 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 15 similarly situated organizations (Same NTEE sector (S41) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,085 is reasonable (approximately the 40<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.