

# Tahoe Sierra Board Of Realtors

Executive Director / CEO

EIN 680394492

CA · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sue Ruane, Executive Director / CEO** (\$176,415) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

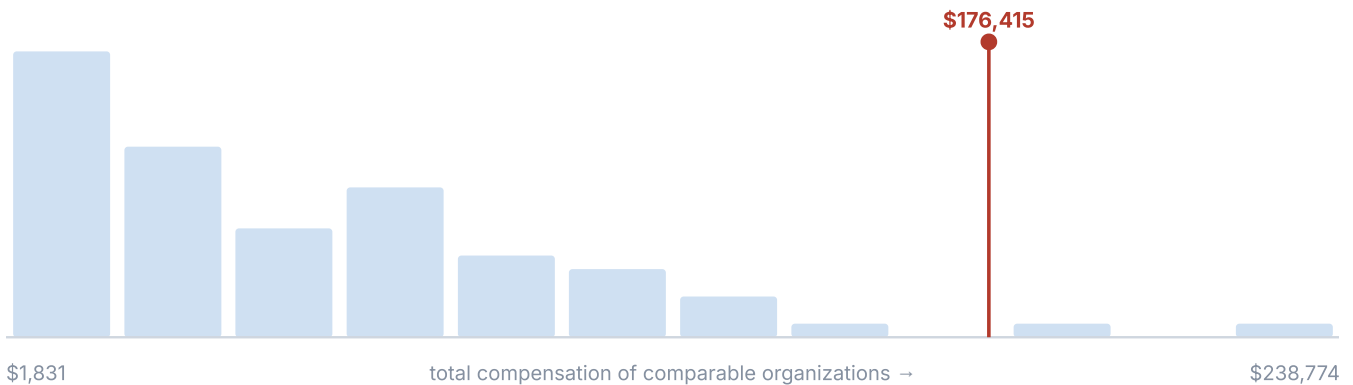
**Benchmarked executive:** Sue Ruane — reported title “EXECUTIVE VICE PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (S47).  |
| BUDGET    | Total revenue between \$155,580 and \$348,315 — 0.67x to 1.50x the subject's \$232,210 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.  |

**71** organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |           |                  |
|---------|----------|----------|----------|-----------|------------------|
| \$7,709 | \$19,688 | \$42,230 | \$78,747 | \$114,401 | <b>\$176,415</b> |
|---------|----------|----------|----------|-----------|------------------|



## ● 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 CA 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="#">Jonnycake Center Realty Corporation</a>                                  | RI    | \$228,717 | Executive Director                 | \$26,527        | <b>\$30,328</b>  | 2023 |
| <a href="#">Minnesota Association Of Professional Employees Building Corporation</a> | MN    | \$235,833 | Mape Chief Of Staff                | \$37,653        | <b>\$44,359</b>  | 2023 |
| <a href="#">Hawaii Ccim Chapter</a>  | HI    | \$226,975 | Executive Director                 | \$39,894        | <b>\$42,585</b>  | 2023 |
| <a href="#">Raphael Realty Inc</a>   | IN    | \$239,400 | President                          | \$16,721        | <b>\$20,421</b>  | 2024 |
| <a href="#">Actl P1 Inc</a>  | AK    | \$218,736 | Ceo                                | \$15,159        | <b>\$16,784</b>  | 2024 |
| <a href="#">Int'l Assoc Of Bridge Structural &amp;</a>                               | OH    | \$217,700 | President                          | \$5,825         | <b>\$7,145</b>   | 2024 |
| <a href="#">Ttla Holdings Inc</a>  | TX    | \$216,005 | President                          | \$50,895        | <b>\$58,959</b>  | 2024 |
| <a href="#">Womens Center Properties Inc</a>   | FL    | \$215,668 | Executive Director                 | \$7,086         | <b>\$7,709</b>   | 2024 |
| <a href="#">2618 Commercial Dr Investment Group Llc</a>                              | AK    | \$250,992 | Jusdi Warner, Officer Of M         | \$25,620        | <b>\$28,366</b>  | 2024 |
| <a href="#">Astor Place Holding Corporation</a>                                      | NY    | \$213,154 | President                          | \$221,625       | <b>\$238,774</b> | 2023 |
| <a href="#">Ibew Building Corporation</a>  | VA    | \$211,790 | President                          | \$2,310         | <b>\$2,583</b>   | 2024 |
| <a href="#">Palace Renaissance Inc</a>   | NY    | \$211,453 | Vice President                     | \$61,207        | <b>\$65,943</b>  | 2023 |
| <a href="#">Woods Hole Fhc Llc</a>   | MA    | \$211,252 | President                          | \$11,821        | <b>\$12,665</b>  | 2023 |
| <a href="#">Masonic Temple Corporation Of Norfolk</a>                                | VA    | \$210,721 | —                                  | \$19,623        | <b>\$21,942</b>  | 2024 |
| <a href="#">Smw 71 Inc</a>   | NY    | \$210,569 | Bus. Mgr/fin-sec-treas To -11/2023 | \$81,152        | <b>\$87,431</b>  | 2023 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE                 | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|-----------|-------------------------------|-----------------|------------------|------|
| <a href="#">West Denver Preparatory Charter School Building Corporation</a> | CO    | \$255,172 | President People And Business | \$30,957        | <b>\$34,376</b>  | 2024 |
| <a href="#">Maurice 53 Inc</a>  | NY    | \$204,043 | President                     | \$106,419       | <b>\$114,653</b> | 2023 |
| <a href="#">Santa Barbara Electrical Workers'</a>                           | CA    | \$202,089 | Business Manager/fin Sec'y    | \$49,428        | <b>\$49,428</b>  | 2024 |
| <a href="#">Livingston County Association</a>                               | MI    | \$262,664 | Executive Vi                  | \$57,748        | <b>\$69,028</b>  | 2024 |
| <a href="#">Smart Growth Greater Madison Inc</a>                            | WI    | \$200,943 | Executive Director            | \$91,126        | <b>\$110,213</b> | 2024 |
| <a href="#">Utd Building Corporation</a>                                    | FL    | \$200,000 | President                     | \$42,450        | <b>\$47,547</b>  | 2023 |
| <a href="#">Nwgm Title Holding Company Llc</a>                              | NH    | \$198,968 | President                     | \$19,521        | <b>\$20,336</b>  | 2025 |
| <a href="#">Highlands-cashiers Board Of</a>                                 | NC    | \$269,221 | Association Executive         | \$103,782       | <b>\$124,185</b> | 2024 |
| <a href="#">Alkasw Inc Co</a>   | NY    | \$270,000 | Cfo                           | \$23,381        | <b>\$23,836</b>  | 2025 |
| <a href="#">Neurodiverse Community Holdings Inc</a>                         | TX    | \$270,201 | President                     | \$14,299        | <b>\$16,564</b>  | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 71 organizations. Compensation range \$1,831–\$238,774; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$232,210); for reference, expenses \$238,641 and assets \$813,680.

|                 |  |
|-----------------|--|
| ROLE MATCH      | Sue Ruane, reported title "EXECUTIVE VICE PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.   |
| RELATED-ORG PAY | 57 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 | 97 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 99 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 99 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 39 <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 (Sue Ruane) 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 71 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$176,415 is reasonable (approximately the 97<sup>th</sup> 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.