

Biohouston Inc

Executive Director / CEO

EIN 760683142
 TX · NTEE H19
 FY ending 2024-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Ann K Tanabe, Executive Director / CEO** (\$224,653) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

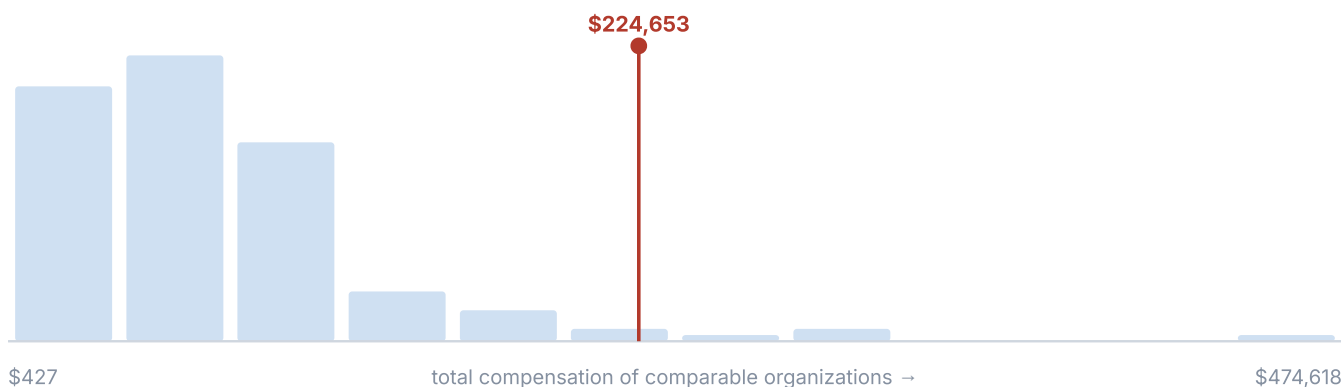
Benchmarked executive: Ann K Tanabe — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H19).
BUDGET	Total revenue between \$239,504 and \$536,205 — 0.67x to 1.50x the subject's \$357,470 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,545	\$36,429	\$61,317	\$96,227	\$132,692	\$224,653
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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 TX 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
Sierra Veterans Research And Education Foundation	NV	\$359,581	Executive Director	\$63,786	\$65,805	2023
Federation Of Associations In Behavioral	DC	\$360,706	Exec Dir/ex-officio	\$200,916	\$181,461	2023
Neurotech Institute Inc	OH	\$352,623	Vp Development	\$267,482	\$283,216	2024
Research Advocacy Network Inc	TX	\$352,090	President	\$66,000	\$67,949	2023
Doctor Marnie Rose Foundation Inc	TX	\$363,289	Executive Director To 8/23	\$47,098	\$48,489	2023
Apbd Research Foundation	NY	\$363,824	Exec Director	\$120,000	\$108,401	2024
Tissue Bank Asbestos Research Charitable	MD	\$350,375	Trustee	\$52,431	\$49,003	2024
Brain Center Of Green Bay Inc	WI	\$349,668	Executive Director	\$117,700	\$126,513	2023
Championship Hearts Foundation	TX	\$349,433	Executive Director	\$55,000	\$55,000	2024
Pierone Research Institute- A Wfhc	FL	\$347,247	Vice Chair/d	\$31,220	\$28,564	2025
John Paul Ii Medical Research Institute	IA	\$347,088	President	\$69,392	\$78,200	2023
Team Bright Side Inc	IL	\$368,815	Vice President	\$27,000	\$27,320	2023
Emily Whitehead Foundation	PA	\$369,089	President	\$12,000	\$12,316	2023
Autism Discovery And Treatment Foundation Inc	AZ	\$344,947	Employee	\$31,260	\$30,054	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Connecticut United For Research	CT	\$344,203	President &	\$302,557	\$283,592	2024
Accreditation For Cardiovascular Excellence Inc	VA	\$339,930	Chief Medical Officer	\$20,259	\$20,132	2023
Clinical Research Foundation	KY	\$375,042	Executive Dir.	\$60,391	\$64,862	2024
Mircore	MI	\$376,476	President And Director	\$27,200	\$28,895	2023
North Texas Alzheimers Program Inc	TX	\$376,694	Secretary	\$38,000	\$38,000	2024
Alaska Cardiovascular Research	AK	\$336,332	Executive Director	\$53,862	\$52,999	2023
Northwest Association For Biomedical	WA	\$379,697	Executive Director	\$17,063	\$15,272	2024
Aspen Lung Conference	CO	\$334,239	Administrator	\$40,000	\$38,343	2024
Salisbury Foundation For Research And Education Inc	NC	\$380,895	Executive Director	\$47,394	\$48,955	2024
International Society For Therapeutic Ultrasound Inc	WA	\$381,153	Executive Director	\$47,500	\$43,770	2023
Solving Kids' Cancer Inc	NY	\$333,401	Former Exec	\$157,018	\$141,842	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 138 organizations. Compensation range \$427–\$474,618; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$357,470); for reference, expenses \$413,958 and assets \$623,074.
ROLE MATCH	Ann K Tanabe, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	91 st

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 (Ann K Tanabe) 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 13, 2026, comparing compensation against 138 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$224,653 is reasonable (approximately the 96th 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 13, 2026.