

Us Blood Donors Org

Executive Director / CEO

EIN 820555220

CA · NTEE E60

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Tavish Macgregor, Executive Director / CEO** (\$9,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tavish Macgregor — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E60).

BUDGET Total revenue between \$19,986 and \$44,745 — 0.67x to 1.50x the subject's \$29,830 (the band tightens as size grows).

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

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,982	\$19,307	\$28,243	\$69,039	\$154,817	\$9,000
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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 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
Outreach Therapy	PA	\$30,000	Director	\$54,410	\$62,837	2024
Wesley At Home Inc	NY	\$30,000	Ceo	\$17,200	\$17,999	2024
Uab Medical West Contingent Liability	AL	\$30,003	Ceo	\$100,604	\$122,623	2025
Building Health Inc	KS	\$30,317	Chief Executive Officer	\$22,198	\$27,772	2024
Adipsy	VA	\$29,291	Ceo & Founde	\$65,140	\$72,838	2024
Astria Sunnyside Foundation	WA	\$29,190	Ceo	\$57,034	\$60,882	2023
Seattle-king County Dental	WA	\$30,591	Executive Di	\$2,405	\$2,494	2024
Washington State Pharmacy Foundation	WA	\$28,936	Executive Director	\$185,504	\$192,337	2024
Ultimate Gift Of Life Foundation	TX	\$28,572	Executive Di	\$22,420	\$25,972	2024
Pediatric Research Of Los Angeles	CA	\$28,432	Secretary	\$3,500	\$3,500	2024
Operation Walk Of Virginia Inc	VA	\$27,823	Treasurer	\$12,000	\$13,418	2024
Community Medical Center Foundation	NE	\$32,304	Director	\$57,178	\$71,220	2024
Hshs Wisconsin Medical Group Inc	IL	\$32,821	Ceo Med Group (Until 8/1/22)	\$21,051	\$24,675	2023
Community Health Partners Inc	NC	\$32,954	Executive Dir.	\$30,000	\$35,898	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Makenna Foundation Inc	KY	\$33,818	Executive Director	\$17,668	\$22,632	2023
Piedmont Virginia Dental Health Foundation	VA	\$34,007	Sec/treasurer	\$19,155	\$21,419	2024
Health And Wellness Foundation Inc	IL	\$34,127	Director Of The Board	\$30,500	\$33,830	2025
Promedica Physicians At Home Inc	OH	\$34,196	Ceo And President	\$5,857	\$7,396	2023
Center For Nursing And Rehabilitation	NY	\$25,000	President/ceo	\$47,155	\$50,804	2023
Assabet Valley Ipa Inc	MA	\$24,911	President/treasurer/clerk	\$4,950	\$5,303	2023
Flury Place Inc	MD	\$34,836	President	\$20,272	\$22,597	2023
Anvk Inc	WI	\$24,792	Interim Ceo	\$28,094	\$33,978	2024
Marillac Qalicb Inc	CO	\$24,471	President	\$31,323	\$34,783	2024
Northland Foundation Inc	WI	\$24,262	Ceo	\$23,333	\$28,220	2024
Mission Hospital Foundation	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	\$23,575	2023

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.

■ Sample, role match & sensitivity

PEER COUNT 67 organizations. Compensation range \$44–\$433,209; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$29,830); for reference, expenses \$21,558 and assets \$341,446.
ROLE MATCH	Tavish Macgregor, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 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	13 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	10 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 (Tavish Macgregor) 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 67 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,000 is reasonable (approximately the 13th 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.