

Mlt Holdings Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **William Haase, Executive Director / CEO** (\$8,503) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: William Haase — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (C11).

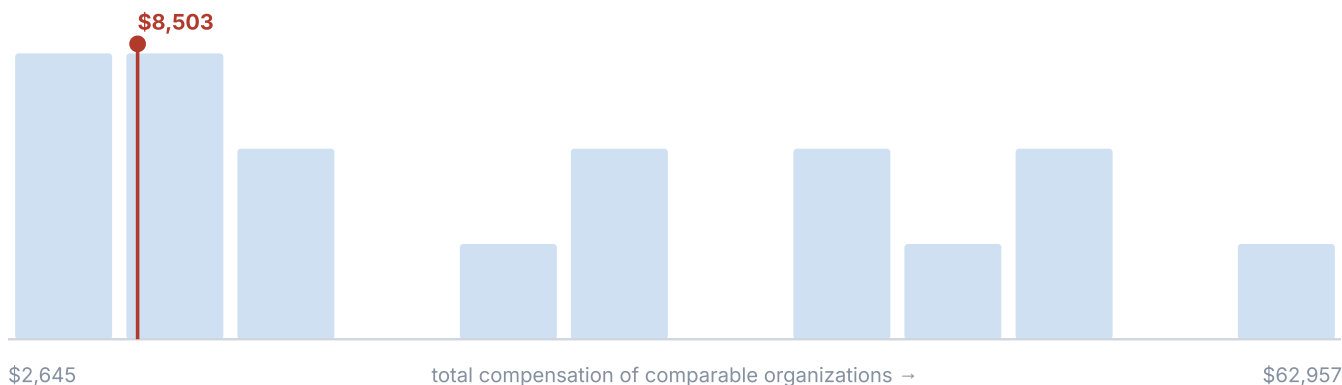
BUDGET Total revenue between \$15,405 and \$34,491 — 0.67x to 1.50x the subject's \$22,994 (the band tightens as size grows).

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

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,708	\$9,415	\$25,134	\$42,154	\$49,887	\$8,503
---------	---------	----------	----------	----------	---------



■ 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 HI 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
Black Rock Forest Preserve Inc	NY	\$21,992	Secretary	\$31,901	\$31,274	2024
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$9,415	2024
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$42,154	2024
Msc Foundation	PA	\$20,230	President	\$36,531	\$40,690	2023
Joshua Tree National Park Council For The Arts	CA	\$20,152	Exec Director	\$8,400	\$7,869	2024
Aleli Environmental	PR	\$20,076	Presidente	\$2,645	\$2,645	2023
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$25,134	2023
Center For Sustainable Agricultural	FL	\$19,529	President	\$60,000	\$62,957	2023
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$49,159	2023
Ftf Foundation	AK	\$29,654	Executive Di	\$10,914	\$11,654	2023
Waterstart Channels For Innovation	NV	\$16,250	Secretary & Treasurer	\$45,535	\$50,980	2023
Save Cape Lookout Foundation Inc	NC	\$32,842	Director	\$12,000	\$13,849	2023
Indian Creek Nature Center Charitable	IA	\$34,071	Executive Director	\$5,723	\$6,799	2024
One For Nature Inc	PA	\$34,147	Director	\$15,000	\$16,708	2023
Energy Services Coalition Corp	VA	\$34,236	Exec Director	\$42,738	\$44,769	2024
Save Honolua Coalition	HI	\$34,393	Vice Preside	\$4,191	\$4,071	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mead Spl Site Custodial Trust	WA	\$34,466	Trustee	\$27,826	\$27,826	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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 17 organizations. Compensation range \$2,645–\$62,957; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$22,994); for reference, expenses \$118,934 and assets \$6,456,207. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH William Haase, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	71 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 (William Haase) 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 17 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,503 is reasonable (approximately the 24th 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.