

Ppl Investment Corporation

Executive Director / CEO

EIN 821879983

MN · NTEE L11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karla Henderson, Executive Director / CEO** (\$188,267) against **every comparable organization** that fit the selection criteria — **410** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Karla Henderson — 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 (L11).

BUDGET Total revenue between \$47,637 and \$106,651 — 0.67x to 1.50x the subject's \$71,101 (the band tightens as size grows).

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

410 organizations qualified on sector, size, and geography → **410** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,153	\$10,847	\$21,109	\$36,886	\$64,048	\$188,267
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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 MN 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
Community Services Second Housing	NY	\$71,077	Director	\$30,342	\$27,748	2024
Credo Housing Development Inc	CT	\$71,129	Executive Di	\$41,000	\$38,905	2024
Cht Vision Inc	NJ	\$71,144	Secretary/treasurer	\$10,604	\$9,582	2024
Dakota Land Trust	SD	\$70,961	Executive Di	\$2,970	\$3,317	2024
East View Villa Inc	KS	\$71,255	Ceo	\$2,885	\$3,154	2024
Oakland Estates Apartments Inc	IN	\$70,856	President & Ceo	\$52,409	\$55,933	2024
Cuyahoga Housing And Development Inc	OH	\$70,854	Secretary	\$50,669	\$54,312	2024
Schaadt Apartment Corporation	IN	\$71,350	Ex-officio & Regional Ceo	\$63,183	\$69,423	2023
Tazewell County Habitat For Humanity Inc	VA	\$70,826	Treasurer	\$7,200	\$7,036	2024
Glenmore Housing Inc	MD	\$71,530	Executive Director	\$4,329	\$4,217	2023
Thomas Housing Development Corporation	MD	\$71,681	President	\$36,154	\$34,207	2024
Abcap Housing M Inc	OH	\$71,704	Executive Director	\$41,692	\$44,689	2024
Banjo Lane Apartments Inc	MD	\$71,923	President	\$12,607	\$11,928	2024
Maxcen Housing Society Inc Illinois Branch	IL	\$71,971	Director	\$5,188	\$5,162	2024
Maxcen Housing Society New Jersey Branch Inc	NJ	\$71,995	Ceo	\$5,233	\$4,728	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Central Ms Assisted Living Home	MS	\$72,000	Director	\$15,600	\$18,103	2023
Main-ferry Housing Development Fund	NY	\$72,018	President	\$104,461	\$95,529	2024
Appletree Housing Inc	PA	\$70,173	President & Ceo	\$10,357	\$10,183	2025
Abilities At Eagle's Nest Inc	FL	\$72,042	President/ceo	\$38,173	\$37,364	2023
Independent Living Horizons Twelve Inc	GA	\$72,061	President/ceo	\$21,151	\$22,159	2023
Alternatives Homes 2004 Inc	NJ	\$70,125	Chairperson, Trustee	\$22,000	\$19,879	2024
Good Shepherd Village Housing	MO	\$70,107	Pfh Ceo	\$270,117	\$298,090	2023
Prairie Inn Corporation	ND	\$70,068	Executive Director	\$8,865	\$10,137	2023
Shalom Apartments Of Federation	PA	\$69,837	Executive Director	\$23,138	\$23,352	2024
Maxcen Housing Society Inc Kentucky Branch	KY	\$69,790	Ceo	\$5,188	\$5,641	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **410** organizations. Compensation range \$83–\$298,090; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$71,101); for reference, expenses \$13,943 and assets \$296,537. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Karla Henderson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	334 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	47 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 (Karla Henderson) 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 410 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$188,267 is reasonable (approximately the 99th 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.