

Primecare Belmont Cragin Holding

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lynn Hopkins, Executive Director / CEO** (\$9,740) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

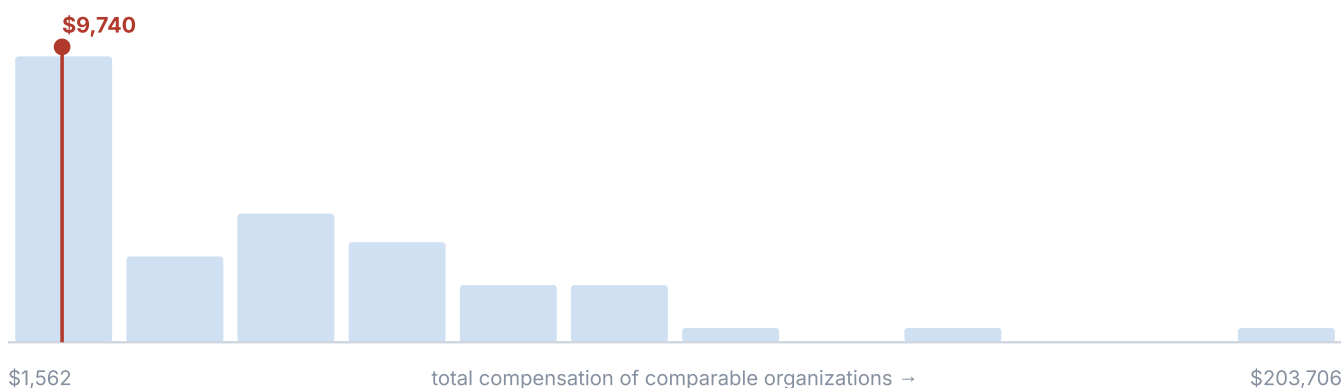
Benchmarked executive: Lynn Hopkins — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (S47).
- BUDGET** Total revenue between \$115,273 and \$258,075 — 0.67x to 1.50x the subject's \$172,050 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,763	\$12,836	\$36,331	\$61,957	\$92,667	\$9,740
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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 IL 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
Gifford Workforce li Llc	MA	\$173,448	President	\$11,821	\$10,805	2023
Ebec Holdings	RI	\$168,000	Executive Di	\$7,923	\$7,506	2024
Pac Development Inc	MO	\$176,953	President	\$57,598	\$60,273	2024
Bucknell Real Estate Inc	PA	\$177,000	Vp Fin And Adm	\$81,722	\$82,895	2023
Broad Street Holdings Inc	IN	\$177,653	President/secretary	\$20,168	\$21,634	2023
Cahec Building Corporation	NC	\$166,344	Assistant Secretary	\$59,714	\$60,960	2024
Children's Choice Property Two	NJ	\$178,332	President/c.e.o	\$19,805	\$17,471	2024
Pac Holding Inc	MO	\$165,000	President	\$62,199	\$67,010	2023
Elevator Constructors Local 9 Building	MN	\$179,728	President/treasurer	\$89,356	\$87,233	2024
Gifford Workforce Llc	MA	\$164,221	President	\$11,821	\$10,805	2023
Mount Sinai Med Office Buildii Inc	FL	\$163,279	President/ceo	\$77,682	\$72,100	2024
Valley Board Of Realtors Inc	AK	\$181,274	Executive As	\$49,250	\$46,520	2024
Cement Masons' Local 780 Holding	NY	\$181,869	President	\$6,000	\$5,515	2023
Sharing Center Properties Inc	FL	\$183,333	President & Ceo	\$20,495	\$19,022	2024
The Labor Temple Association	MN	\$159,147	President	\$1,600	\$1,562	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teamsters Local 682 Real Estate Company	MO	\$158,364	President/principal Office	\$93,107	\$97,431	2024
Sheet Metal Workers Local 58	NY	\$156,493	Director	\$56,945	\$50,839	2024
Kentco Holdings Corporation	RI	\$188,431	President	\$16,653	\$16,242	2023
The 117 Electrical Workers	IL	\$189,579	President	\$87,445	\$84,936	2024
Institute Of Real Estate Management	MI	\$154,061	Executive Di	\$60,756	\$61,957	2024
Laborers District Council Of Mn & Nd	MN	\$151,260	President/business Manager	\$114,694	\$111,969	2024
Dpcr Holding Corporation	OH	\$150,000	Secretary	\$10,739	\$11,570	2023
Crocker Masonic Hall Association	CA	\$146,766	Cfo	\$11,000	\$9,662	2023
Puerto Rican Association For Human	NJ	\$146,634	Executive Director/ceo	\$8,688	\$7,664	2024
Nwgm Title Holding Company Llc	NH	\$198,968	President	\$19,521	\$17,349	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **53** organizations. Compensation range \$1,562–\$203,706; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$172,050); for reference, expenses \$697,531 and assets \$5,557,534. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lynn Hopkins, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	43 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	17 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	77 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 (Lynn Hopkins) 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 53 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$9,740 is reasonable (approximately the 17th 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.