PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Southeast Holdings Inc

Executive Director / CEO

EIN **832153632**
AZ · NTEE E02
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Clinton Kuntz, Executive Director / CEO** ($57,526) against **every comparable organization** that fit the selection criteria — **277** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

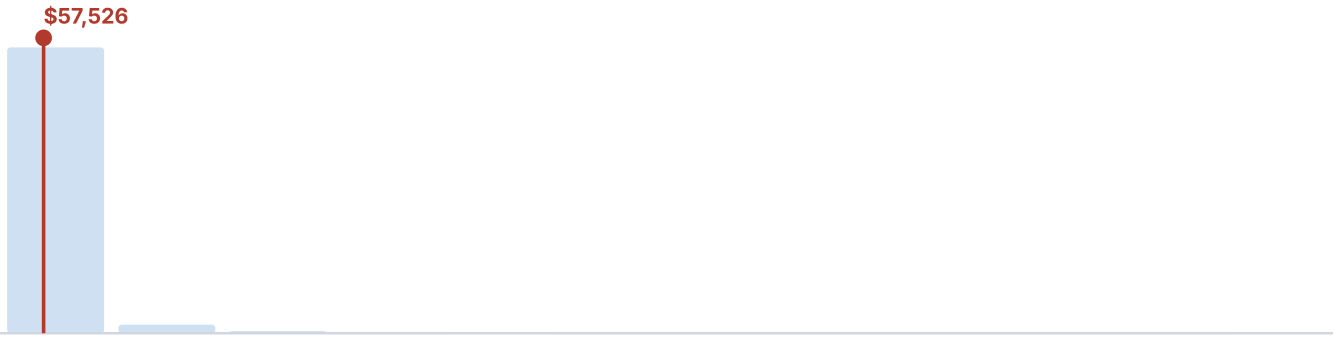
> **Benchmarked executive:** Clinton Kuntz — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E02).
BUDGET	Total revenue between $70,350 and $157,500 — 0.67× to 1.50× the subject's $105,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue.

277 organizations qualified on sector, size, and geography → **277** within the band form the benchmarked peer set.

Distribution of comparable compensation



$464 total compensation of comparable organizations → $1,745,209

$7,317	$18,801	$36,384	$62,048	$102,622	$57,526

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 AZ 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
Panhandle Breast Health	TX	$105,376	Executive Di	$57,792	**$60,111**	2024
Power To Save A Life Inc	MN	$105,552	President	$46,252	**$47,521**	2024
Legacy Home And Respite Care Foundation Inc	WI	$105,680	Executive Director	$26,323	**$29,430**	2023
Rushford Foundation Inc	CT	$106,059	Director	$64,726	**$63,103**	2024
Promedica Monroe Cardiology	OH	$106,175	Trustee/ceo	$14,012	**$15,432**	2024
Beth Israel Deaconess Department Of	MA	$103,817	Director (Ex-officio) (Hmfp Ceo)	$109,829	**$102,622**	2024
Chime Education Foundation	MI	$106,226	President & Ceo	$94,461	**$101,380**	2024
Mt Hope Ems Inc	KS	$103,327	Service Dire	$1,200	**$1,387**	2023
Nmc Services Inc	TN	$102,968	Chief Wind-down Officer	$12,638	**$13,813**	2024
John P Murray Community Care Clinic Inc	NC	$107,048	Executive Director	$159,302	**$171,152**	2024
Lifeguard	CO	$102,866	Executive Director	$36,632	**$36,524**	2024
Idaho Alliance Of Leaders In Nursinginc	ID	$102,855	Executive Dir.	$14,375	**$15,901**	2024
Och Holdings	TX	$107,867	Director & President	$234,201	**$243,598**	2024
Well-help Inc	OH	$107,883	Office Coordinator	$12,439	**$13,699**	2024
Healthstar Network Inc	NY	$107,918	Chair	$621,943	**$584,372**	2024
Chc Holdings Inc	MA	$102,000	Chief Executive Officer	$36,474	**$34,081**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hudson Headwaters Supporting Corp	NY	$108,166	Director	$86,967	**$81,713**	2024
Dentmed Inc	MD	$108,200	Business Manager	$5,000	**$4,861**	2024
Nassau-suffolk Hospital Shared Services	NY	$108,442	President/chief Executive Officer	$36,392	**$34,194**	2024
Shands Jacksonville Properties Inc	FL	$101,539	Chairman / Ceo Of Sjmc	$19,903	**$20,016**	2023
Saint Alphonsus Foundation-baker City	OR	$108,490	Secretary; Regional Phil Specialist	$14,767	**$14,680**	2023
Upmc Northwest Auxillary	PA	$101,445	Board Member	$12,346	**$12,802**	2024
One Patient - Global Health	IL	$108,630	Vice President	$71,500	**$75,249**	2023
Pittsburgh Emergency Medicine Foundation	PA	$101,342	Executive Director	$26,208	**$27,978**	2023
International Federation Of Musculoskeletal Research Societies	DC	$101,324	Ceo	$105,767	**$96,508**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	**277** organizations. Compensation range $464–$1,745,209; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($105,000); for reference, expenses $403,905 and assets $10,551,438. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Clinton Kuntz, reported title *"CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	122 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	**71st**
Total compensation (D + F), as reported (no adjustments)	**71st**
Reportable pay only (column D), adjusted	**0th**
All sources (D + E + F), adjusted	**86th**

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 (Clinton Kuntz) 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 277 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $57,526 is reasonable (approximately the 71st 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.