

This analysis benchmarks the total compensation of **Omar Sultan, Executive Director / CEO** (\$114,357) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

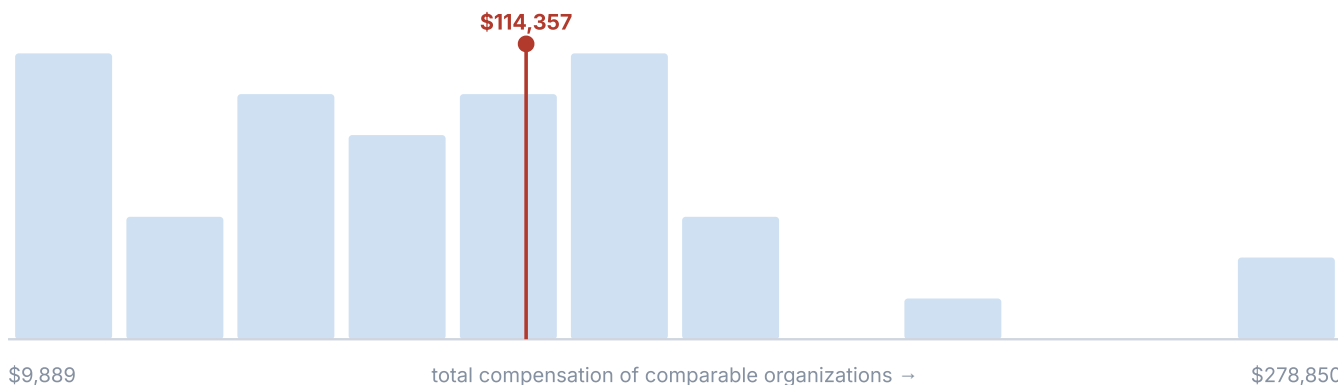
**Benchmarked executive:** Omar Sultan — reported title “PRESIDENT/EXEC DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$304,590 and \$681,919 — 0.67x to 1.50x the subject's \$454,613 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,745	\$52,264	\$91,968	\$133,030	\$156,370	<b>\$114,357</b>
----------	----------	----------	-----------	-----------	------------------



## ● 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
<a href="#">Boomin University</a>	TN	\$455,664	Board Member	\$36,538	<b>\$40,593</b>	2025
<a href="#">Sync Space Entrepreneur Center</a>	TN	\$456,808	President, Ed	\$124,800	<b>\$138,650</b>	2025
<a href="#">Marietta Welcome Center Inc</a>	GA	\$458,815	Executive Director	\$64,453	<b>\$72,385</b>	2023
<a href="#">Startup Hutch Inc</a>	KS	\$448,635	Program Director	\$86,659	<b>\$101,569</b>	2024
<a href="#">Piedmont Business Capital</a>	NC	\$446,116	Executive Director Ceo	\$132,440	<b>\$148,462</b>	2024
<a href="#">Mnsbir Inc</a>	MN	\$464,536	President And Ceo	\$148,382	<b>\$159,065</b>	2024
<a href="#">Macomb County Community Dispute</a>	MI	\$466,668	Manager	\$108,963	<b>\$122,016</b>	2024
<a href="#">Kukolu</a>	HI	\$435,911	Executive Dir.	\$125,462	<b>\$121,863</b>	2024
<a href="#">Alabama Capital Network Inc</a>	AL	\$430,100	Executive Officer	\$114,000	<b>\$137,560</b>	2023
<a href="#">Pollylabs Foundation</a>	NY	\$489,188	President & Executive Director	\$71,604	<b>\$70,196</b>	2024
<a href="#">Beta Group</a>	MN	\$489,970	Executive Director	\$105,664	<b>\$113,272</b>	2024
<a href="#">Latin American Economic Development</a>	NJ	\$494,539	President & Ceo	\$117,378	<b>\$113,696</b>	2024
<a href="#">Ab Community Inc</a>	NC	\$406,875	Executive Director	\$86,875	<b>\$100,262</b>	2023
<a href="#">Eastern American Economic</a>	NJ	\$406,656	President	\$98,670	<b>\$95,575</b>	2024
<a href="#">South Dakota Development Corporation</a>	SD	\$505,928	Executive Director	\$105,938	<b>\$126,843</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Union Uaw Local 1284</a>	MI	\$393,983	President	\$8,831	<b>\$9,889</b>	2024
<a href="#">Anti Entropy</a>	TX	\$393,476	President	\$65,000	<b>\$75,601</b>	2022
<a href="#">The Biotechnology Incubator At Nymc Inc</a>	NY	\$389,283	President, Ceo & Trustee	\$268,885	<b>\$271,384</b>	2023
<a href="#">Adventist Health Policy Association</a>	FL	\$381,710	President	\$16,962	<b>\$17,798</b>	2023
<a href="#">Madison Village For Advanced</a>	GA	\$380,784	Executive Dir.	\$29,167	<b>\$31,816</b>	2024
<a href="#">Black Wall Street Business Center</a>	OK	\$379,211	President & Ceo	\$19,500	<b>\$23,295</b>	2024
<a href="#">The Warehouse Business Accelerator</a>	CO	\$370,791	Executive Dir.	\$80,032	<b>\$85,715</b>	2023
<a href="#">New Orleans Startup Fund Inc</a>	LA	\$538,725	President/ceo	\$226,726	<b>\$278,850</b>	2023
<a href="#">Iowa Center Loan Fund</a>	IA	\$369,185	President	\$9,756	<b>\$11,290</b>	2025
<a href="#">Growco Columbia Inc</a>	SC	\$367,881	Executive Director	\$101,778	<b>\$115,193</b>	2024

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 40 organizations. Compensation range \$9,889–\$278,850; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$454,613); for reference, expenses \$388,676 and assets \$117,799.

<b>ROLE MATCH</b>	Omar Sultan, reported title " <i>PRESIDENT/EXEC DIR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	53 <sup>rd</sup>

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 (Omar Sultan) 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 40 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,357 is reasonable (approximately the 63<sup>rd</sup> 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.