

Catio Cat Lounge Inc

Executive Director / CEO

EIN 844754538

TN · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kaitlin Cashion, Executive Director / CEO** (\$6,133) against **every comparable organization** that fit the selection criteria — **426** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kaitlin Cashion — reported title "SECRETARY", 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 (D20).
BUDGET	Total revenue between \$306,476 and \$686,142 — 0.67x to 1.50x the subject's \$457,428 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

426 organizations qualified on sector, size, and geography → **426** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,666	\$24,676	\$43,868	\$59,989	\$77,673	\$6,133
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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 TN 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
Progressive Animal Welfare Society	WA	\$456,867	Executive Director	\$18,250	\$16,004	2023
Humane Animal Care Coalition Inc	FL	\$458,692	President	\$11,000	\$9,831	2024
North Country Spca Inc	NY	\$455,725	Executive Dir.	\$83,572	\$71,844	2024
Carver Scott County Humane Society	MN	\$455,164	Former Executive Director	\$83,244	\$78,253	2024
Union County Humane Society	OH	\$455,085	Director	\$64,615	\$67,031	2023
Friends Of Metro Animal Services Inc	KY	\$453,895	Executive Director	\$42,294	\$43,229	2024
Alliance For Contraception In Cats & Dogs	MI	\$453,609	President	\$110,000	\$108,015	2024
Bright Promises Foundation	IL	\$461,402	Executive Director	\$109,992	\$102,874	2024
Little Guild Of St Francis	CT	\$452,636	Executive Director	\$110,000	\$98,120	2024
Pet Central Helps	IL	\$452,430	President	\$53,000	\$57,381	2021
Thompson River Animal Care Shelter	MT	\$452,210	Manager	\$39,540	\$40,548	2024
Rawley Project	OR	\$462,900	Executive Dir.	\$76,388	\$67,487	2024
Bradys K9 Fund	OH	\$451,323	President	\$49,410	\$49,787	2024
Friends For Felines Inc	NY	\$463,844	President	\$5,950	\$5,115	2024
Helping Hands Humane Society	KS	\$450,922	Trustee	\$9,523	\$10,076	2023
Merwin Memorial Free Clinic For	MA	\$450,427	Treasurer	\$36,868	\$31,518	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brownie Blondie Foundation Inc	PR	\$464,435	President	\$23,100	\$23,782	2023
Karma Rescue	CA	\$464,824	Executive Director	\$87,166	\$73,722	2023
Hawk Ridge Bird Observatory Inc	MN	\$449,715	Executive Director	\$71,744	\$67,442	2024
Alliance For The Earth	NM	\$465,141	President	\$63,824	\$65,307	2024
French Bulldog Rescue Network	MA	\$449,069	Treasurer	\$5,000	\$4,274	2024
Horse Protection Association Of	FL	\$465,948	President &	\$140,000	\$128,816	2023
Potters Angels Rescue Inc	VT	\$448,227	Executive Dir.	\$2,500	\$2,394	2024
Ric Obarrys Dolphin Project	FL	\$447,609	President	\$60,300	\$55,483	2023
Strength Of Shadow Dog Rescue Inc	CA	\$447,518	Ceo	\$10,803	\$8,875	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	426 organizations. Compensation range \$123–\$331,378; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$457,428); for reference, expenses \$452,557 and assets \$19,936.
ROLE MATCH	Kaitlin Cashion, reported title " <i>SECRETARY</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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	6 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 (Kaitlin Cashion) 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 426 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,133 is reasonable (approximately the 6th 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.