

Signature Health Re Holdings Inc

Executive Director / CEO

EIN 851495841

OH · NTEE S47

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Lee, Executive Director / CEO** (\$38,800) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

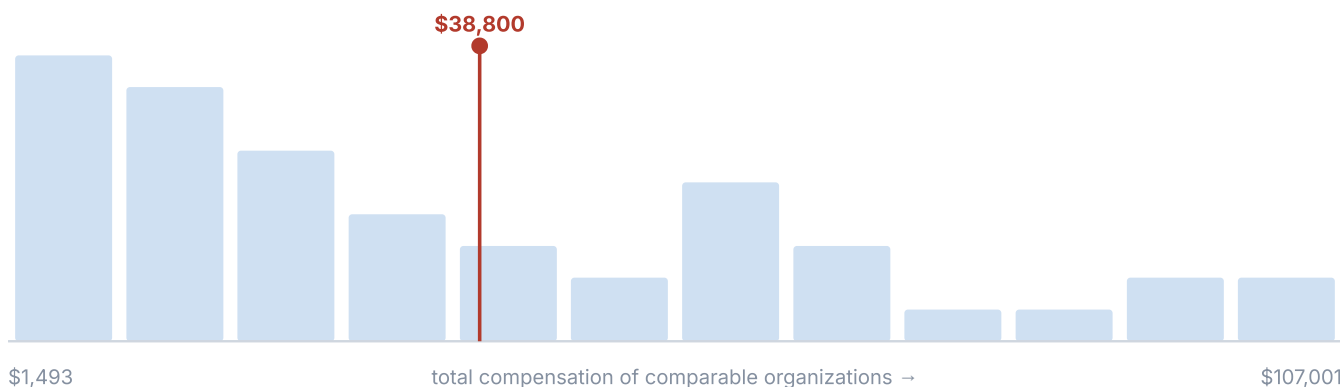
Benchmarked executive: Jonathan Lee — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$82,045 and \$183,684 — 0.67x to 1.50x the subject's \$122,456 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,249	\$11,359	\$27,134	\$58,090	\$81,290	\$38,800
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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 OH 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
Gada Title Holding Company	GA	\$124,440	Former Officer	\$56,871	\$52,598	2025
Muscatine Board Of Realtors Inc	IA	\$130,025	Executive Of	\$34,820	\$35,996	2024
Scottish Rite Temple Of Bellingham	WA	\$130,303	Secretary	\$4,950	\$4,308	2023
Local 500 Building Corp	MD	\$113,998	President	\$25,618	\$22,613	2024
Nwgm Title Holding Company Iii Inc	NH	\$132,850	President	\$19,521	\$16,580	2025
Philadelphia Real Estate Council	PA	\$112,046	Chairman And Founder	\$95,437	\$92,512	2023
Turning Lives Around	MN	\$109,125	Chief Executive Officer	\$41,868	\$38,053	2025
145 Hudson Realty Corp	CA	\$108,000	Executive Dir.	\$33,861	\$28,421	2023
Ua Local No 62 Building Corporation	CA	\$107,262	Treasurer/business Manager	\$125,808	\$102,568	2024
Mwh Holdings Inc	CT	\$105,060	President	\$63,653	\$56,349	2024
Sip Inc	IL	\$104,870	Chief Executive Officer	\$27,845	\$25,846	2024
Littlemore Properties Corporation	NE	\$104,407	President	\$8,298	\$8,427	2024
St Elizabeth Development Corporation	RI	\$102,156	President & Ceo	\$25,026	\$22,657	2024
Nnhsc Title Holding Corp	IL	\$102,000	Chief Executive Officer	\$24,636	\$22,867	2024
Airconditioning And Refrigeration	CA	\$143,589	Administrator	\$73,014	\$59,527	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dcfof Realty Investment Inc	TX	\$144,421	Executive Dir.	\$12,988	\$12,266	2024
Cara Holdings Inc	CT	\$100,000	President & Secretary	\$16,942	\$14,998	2024
Lca Investments Inc	IN	\$98,360	President	\$37,684	\$38,629	2023
Puerto Rican Association For Human	NJ	\$146,634	Executive Director/ceo	\$8,688	\$7,324	2024
Crocker Masonic Hall Association	CA	\$146,766	Cfo	\$11,000	\$9,233	2023
Dpcr Holding Corporation	OH	\$150,000	Secretary	\$10,739	\$11,056	2023
Warc Properties Inc	NY	\$94,672	Executive Director/ceo	\$78,895	\$67,310	2024
Resource Development Center	CA	\$94,200	Board Member	\$28,932	\$24,285	2023
Laborers District Council Of Mn & Nd	MN	\$151,260	President/business Manager	\$114,694	\$107,001	2024
Institute Of Real Estate Management	MI	\$154,061	Executive Di	\$60,756	\$59,208	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 46 organizations. Compensation range \$1,493–\$107,001; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$122,456); for reference, expenses \$388,620 and assets \$6,312,281. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Jonathan Lee, reported title "*PRESIDENT & CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 rd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Jonathan Lee) 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 46 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,800 is reasonable (approximately the 63rd 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.