

Uab-svhs Inc

Executive Director / CEO

EIN 862364708

AL · NTEE E02

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Ray L Watts Md, Executive Director / CEO** (\$212,341) against **every comparable organization** that fit the selection criteria — **916** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Ray L Watts Md — reported title "DIRECTOR/CHAIR", 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 (E02).
BUDGET	Total revenue between \$145,370 and \$325,456 — 0.67x to 1.50x the subject's \$216,971 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

916 organizations qualified on sector, size, and geography → **916** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,484	\$26,614	\$45,933	\$70,386	\$105,871	\$212,341
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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 AL 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
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$24,828	2023
Erle And Emma White Hospice Endowment Trust	TX	\$217,002	Trustee	\$6,228	\$5,937	2023
Upmc Pinnacle Lancaster	PA	\$216,898	President & Coo	\$124,650	\$118,460	2023
Medical Society Of The County Of	NY	\$216,881	Executive Di	\$76,950	\$64,363	2024
Little Smiles (Pa) Inc	PA	\$217,077	Exec. Director & Co-founder	\$45,600	\$42,092	2024
Patient Care Foundation Of	CA	\$217,183	Chief Executive Officer	\$35,329	\$29,073	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$12,174	2024
Mi Promotor De Salud Inc	TX	\$216,723	Secretary To 11/12/24	\$52,300	\$48,426	2024
Vermont End Of Life Choices Inc	VT	\$216,671	Executive Director	\$4,103	\$3,823	2024
Association For The Advancement Of	VT	\$217,327	Exec. Dir./pres	\$30,000	\$27,950	2024
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$39,733	2023
Ashe Crisis Pregnancy Center	NC	\$217,402	Executive Director	\$20,600	\$19,702	2024
Vaad Ltzorhay Refuah	NY	\$217,480	Ceo	\$50,415	\$42,169	2024
Project Life	NC	\$216,392	Executive Dir.	\$86,544	\$85,218	2023
Harrisburg Family Health Care Inc	GA	\$216,257	Staff	\$115,000	\$107,032	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Community Brokerages	OR	\$217,743	Executive Director	\$114,852	\$96,182	2025
Pro-life Doc Inc	FL	\$216,119	President	\$21,538	\$19,282	2023
Death With Dignity Political Fund	OR	\$218,061	Managing Director	\$17,338	\$14,904	2024
Learn To Live	LA	\$215,809	Executive Director	\$34,750	\$35,419	2024
Allpaths Family Building Inc	MA	\$218,148	Executive Director	\$74,700	\$63,970	2023
Children's Health Foundation Inc	OR	\$215,780	Executive Director	\$7,586	\$6,352	2025
American Board Of Facial Cosmetic	IL	\$218,169	Exec Director	\$49,940	\$45,446	2024
Marketing Research Association Institute Inc	VT	\$218,193	Executie Director	\$100,000	\$93,168	2024
Association For Size Diversity & Health	AZ	\$215,746	Vision & Strategy Leader	\$45,159	\$41,388	2023
Hiram Licensed Home Care Company	NY	\$215,745	Executive Director	\$45,013	\$38,763	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 916 organizations. Compensation range \$56–\$912,500; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$216,971); for reference, expenses \$12,013 and assets \$327,088. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Ray L Watts Md, reported title " <i>DIRECTOR/CHAIR</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	198 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	49 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
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 (Ray L Watts Md) 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 916 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$212,341 is reasonable (approximately the 98th 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.