

Graphite Health Inc

Executive Director / CEO

EIN 870933859

UT · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ryan Smith, Executive Director / CEO** (\$895,463) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Ryan Smith — reported title “INTERIM CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E60).

BUDGET Total revenue between \$11,392 and \$25,506 — 0.67x to 1.50x the subject's \$17,004 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,308	\$14,970	\$28,667	\$61,904	\$131,887	\$895,463
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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 UT 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
Mgma Center For Research Inc	CO	\$16,896	President/ceo	\$66,074	\$61,904	2024
Evangeline Partners Inc	LA	\$16,835	Vice-preside	\$12,000	\$12,578	2025
Park County Drop In Center	MT	\$16,708	Executive Di	\$21,000	\$22,118	2024
St Joseph Regional Health Partners	TX	\$17,560	Trustee	\$55,915	\$56,264	2023
Mary Rutan Health Association	OH	\$16,019	President	\$576,571	\$596,669	2024
St Margaret's Hospital Foundation	IL	\$15,896	Smh-spring Valley Pres & Ceo	\$55,573	\$54,958	2023
Butte Valley Ambulance Services Inc	CA	\$18,386	Acting Board Chair	\$1,788	\$1,470	2025
Aldersbridge Foundation (Fka United)	RI	\$15,423	Ceo	\$22,558	\$21,134	2024
Trimark Physicians Group	IA	\$15,273	Board Member & Market President	\$93,885	\$100,440	2024
Southwest Cares Foundation	TX	\$19,092	Ceo	\$6,000	\$5,864	2024
The Health Foundation Fund Inc	MA	\$14,907	President/c.e.o.	\$10,308	\$9,050	2024
Saint Alphonus Foundation-ontario Inc	OR	\$14,718	Secretary; Regional Phil Specialist	\$14,767	\$13,795	2023
Healthspan Integrated Care	OH	\$14,676	President & Ceo, Board Chair	\$40,789	\$42,211	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Osluv Project	MN	\$14,432	Secretary/exec Director	\$162,474	\$156,860	2024
Kentucky Pediatric Society Foundation	KY	\$19,997	Executive Director	\$14,261	\$14,970	2024
Amberwell Atchison Support	KS	\$20,026	Ceo	\$16,004	\$17,392	2023
Tb12 Foundation Inc	MA	\$20,220	Executive Director/clerk	\$131,250	\$115,238	2024
Hospice Care In Westchester And Putnam Inc	NY	\$13,008	Ceo	\$70,612	\$64,185	2023
Third Circle	MI	\$21,080	Medical Director	\$10,000	\$10,382	2023
Connecticut Hospital Association Trust	CT	\$21,315	Trustee	\$79,135	\$74,637	2023
Illinois Amvets Healthcare Facility	IL	\$21,372	Secretary	\$24,095	\$23,829	2023
Hancock County Medical Society	OH	\$21,375	Secretary/treasurer	\$3,600	\$3,725	2024
Rmlhp Corporation	IL	\$21,479	President/ceo	\$54,170	\$50,693	2025
Connected Care Of Southeastern	MA	\$12,045	President & Ceo	\$183,307	\$160,944	2024
Mcmillan Hospital Health Care	AL	\$22,257	Treasurer-le	\$26,204	\$27,660	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	37 organizations. Compensation range \$1,470–\$596,669; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$17,004); for reference, expenses \$13,159,429 and assets \$4,147,137. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ryan Smith, reported title " <i>INTERIM CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	81 st

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 (Ryan Smith) 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 37 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$895,463 is reasonable (approximately the 100th 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.