

Hardin Medical & Dental Staff Inc

Executive Director / CEO

EIN 871201727

KY · NTEE E03

FY ending 2021-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Allison Cardin Md, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Allison Cardin Md — reported title "CHIEF DIRECT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E03).

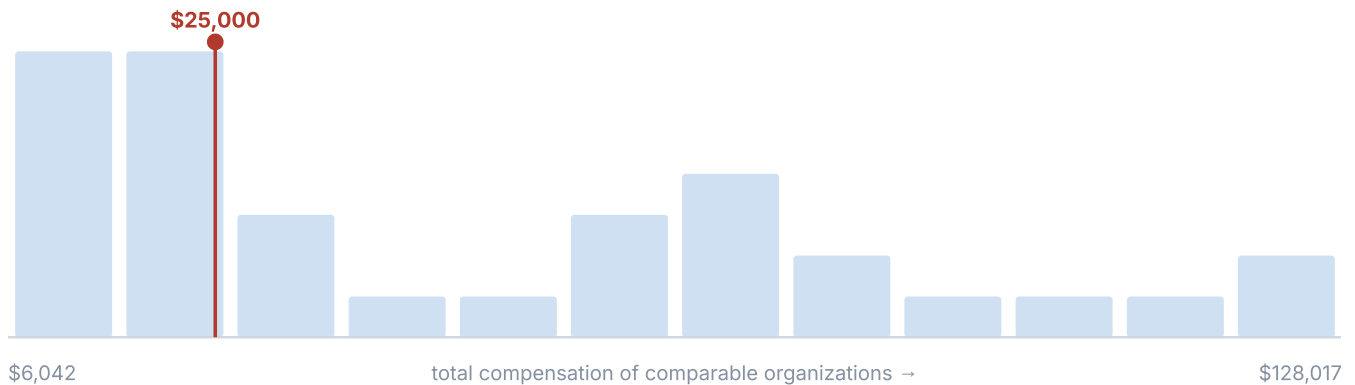
BUDGET Total revenue between \$200,964 and \$449,920 — 0.67x to 1.50x the subject's \$299,947 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,385	\$18,658	\$34,858	\$74,528	\$96,713	\$25,000
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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 KY 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
Hca Florida Kendall Medical Staff Inc	FL	\$303,200	President	\$30,000	\$22,661	2024
Somali Medical Association Of America	MN	\$311,236	Executive Director	\$32,436	\$25,771	2024
United States Lactation Consultant	DC	\$277,539	Executive Di	\$26,442	\$18,658	2024
Nalanda Institute For Contemplative Science	NY	\$324,440	Chairperson	\$9,590	\$6,788	2025
Va - Chw Association	VA	\$327,707	Exe Director	\$129,676	\$98,082	2025
Medical Staff Of Hollywood	CA	\$337,111	President	\$30,000	\$20,829	2024
Mercy Hospital Medical Staff Charity Inc	FL	\$259,365	President	\$18,600	\$14,465	2023
Northwest Wi Area Health Education	WI	\$258,931	Executive Director	\$85,486	\$71,788	2024
Foundation For Optimal Health Inc	NJ	\$250,000	Treasurer	\$40,000	\$28,717	2024
The Gout Hyperuricemia And Crystal-assoc	WA	\$249,999	Steering Commitee Member	\$15,709	\$11,309	2024
Moral Injury Of Health Care Inc	PA	\$244,288	President	\$80,000	\$66,044	2023
Free Clinic Association Of Pennsylvania	PA	\$241,059	Executive Director	\$159,650	\$128,017	2024
Arkansas Community Health Worker Associa	AR	\$359,300	Executive Dir.	\$100,947	\$91,239	2024
Rapid Science Inc	NY	\$236,153	Board Direct	\$25,000	\$18,165	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lone Star Assoc Charitable Clinics	TX	\$235,001	Ceo	\$90,000	\$74,528	2023
Women Chiropractors	MI	\$229,575	Executive Di	\$57,369	\$49,020	2023
Foundation For Physician Advancement	MS	\$375,823	Executive Director	\$82,500	\$76,065	2023
Northeastern Gnathological Society	NJ	\$223,415	Exec. Director	\$12,000	\$8,870	2023
World Association For Sexual Health	MN	\$223,171	Executive Directress	\$36,653	\$29,122	2024
Colorado Association Of Charter School Authorizers	CO	\$221,798	Executive Director	\$147,793	\$117,317	2023
West Virginia Chapter Of American	WV	\$221,421	Exec Director	\$70,505	\$63,196	2023
American Board Of Facial Cosmetic	IL	\$218,169	Exec Director	\$49,940	\$39,478	2024
Association For The Advancement Of	VT	\$217,327	Exec. Dir./pres	\$30,000	\$24,279	2024
Disart	MI	\$214,758	Co-exec-dire	\$68,913	\$57,195	2024
The Medical Staff Of St John Hospital	MI	\$386,042	President	\$42,000	\$34,858	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2021 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 KY 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	33 organizations. Compensation range \$6,042–\$128,017; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$299,947); for reference, expenses \$66,588 and assets \$233,359. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Allison Cardin Md, reported title "CHIEF DIRECT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	39 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	36 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 (Allison Cardin 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 10, 2026, comparing compensation against 33 similarly situated organizations (Same NTEE sector (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 39th 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 10, 2026.