

3d Nature Technologies Inc

Executive Director / CEO

EIN 873669178

TX · NTEE C50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Page, Executive Director / CEO** (\$91,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Susan Page — reported title “VICE PRESIDENT AND 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 (C50).

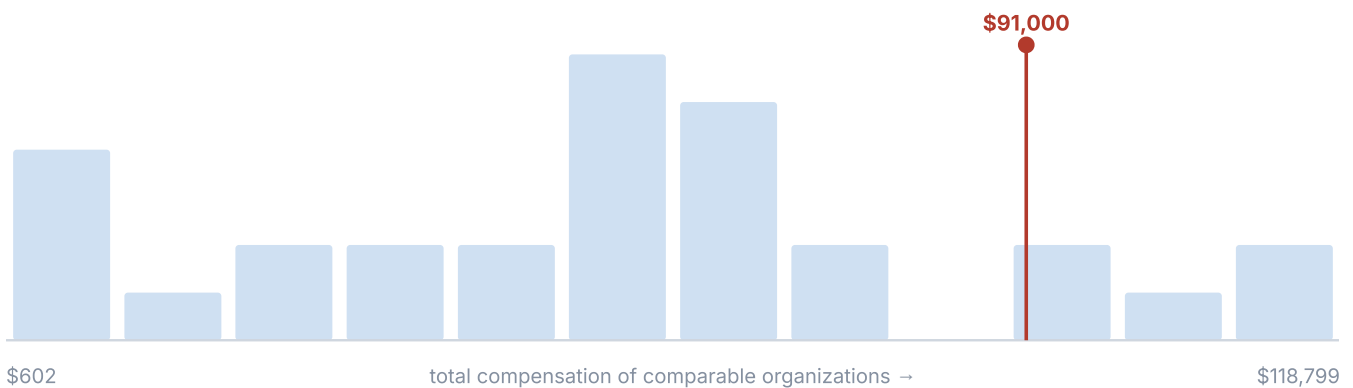
BUDGET Total revenue between \$134,000 and \$300,000 — 0.67x to 1.50x the subject's \$200,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C50), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,977	\$32,641	\$56,593	\$66,327	\$98,391	\$91,000
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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 TX 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
Warrick Parks & Trails Foundation Inc	IN	\$200,387	Executive Director	\$49,292	\$51,965	2023
Keep Rockland Beautiful Inc	NY	\$202,946	Executive Director	\$61,506	\$53,967	2024
Uptown Lexington Inc	NC	\$195,095	President	\$600	\$602	2024
Clean Valley Council Inc	VA	\$194,336	Executive Director	\$65,589	\$59,908	2025
Dixie Fire Canopy Project	CA	\$209,783	Executive Dir.	\$12,750	\$10,690	2024
Narrow Ridge Center	TN	\$189,012	Director	\$31,981	\$32,641	2024
Memory Trees Corporation	FL	\$187,856	Executive Director	\$11,000	\$10,330	2023
Bucks Beautiful Inc	PA	\$212,217	Executive Di	\$40,083	\$38,813	2024
Rail-trail Council Of Northeastern	PA	\$212,660	Executive Director	\$26,088	\$25,262	2024
Keep Polk County Beautiful Inc	FL	\$184,054	Executive Director	\$66,619	\$59,203	2025
The Treeline Conservancy	MI	\$217,730	Executive Di	\$115,131	\$118,798	2023
Delaware Greenways Inc	DE	\$174,120	Executive Director	\$67,742	\$64,407	2024
Keep Colorado Springs Beautiful Inc	CO	\$173,551	Executive Director	\$62,875	\$57,033	2025
Keep Etowah Beautiful Inc	AL	\$227,535	Executive Di	\$44,500	\$45,478	2025
Keep The Midlands Beautiful	SC	\$233,516	Executive Di	\$55,867	\$56,593	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chandler Park Conservancy	MI	\$235,449	Ceo	\$118,533	\$118,799	2024
Keep Jackson Beautiful	MS	\$238,983	Executive Dir	\$3,200	\$3,563	2023
Uc Green Inc	PA	\$160,945	Executive Di	\$70,309	\$66,327	2025
Scenic Pittsburgh	PA	\$240,966	Executive Director	\$71,500	\$71,280	2023
Wyoming Pathways	WY	\$241,814	Executive Director	\$90,000	\$96,344	2023
Keep Evansville Beautiful Inc	IN	\$242,493	Past Executive Director	\$62,047	\$63,535	2024
Friends Of Pumpkinvine Nature Trail Inc	IN	\$154,111	Board Member, Administrative Manager	\$24,000	\$24,575	2024
Keep Virginia Beautiful	VA	\$245,919	Executive Director	\$80,000	\$75,004	2024
Keep Alabama Beautiful	AL	\$256,170	Executive Director	\$41,000	\$43,010	2024
Citizens Caring For Clearlake	CA	\$268,914	President & Ceo	\$4,050	\$3,396	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 29 organizations. Compensation range \$602–\$118,799; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$200,000); for reference, expenses \$96,616 and assets \$195,799. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Susan Page, reported title *"VICE PRESIDENT AND SECRETARY"*, 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.**

OUTLIERS 2 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	83 rd
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Susan Page) 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 29 similarly situated organizations (Same NTEE sector (C50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,000 is reasonable (approximately the 83rd 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.