

# Alabama Capital Network Inc

Executive Director / CEO

EIN 874355000

AL · NTEE S43

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Benzamin Choi, Executive Director / CEO** (\$114,000) 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 81<sup>st</sup> percentile of comparable organizations**

within the typical range

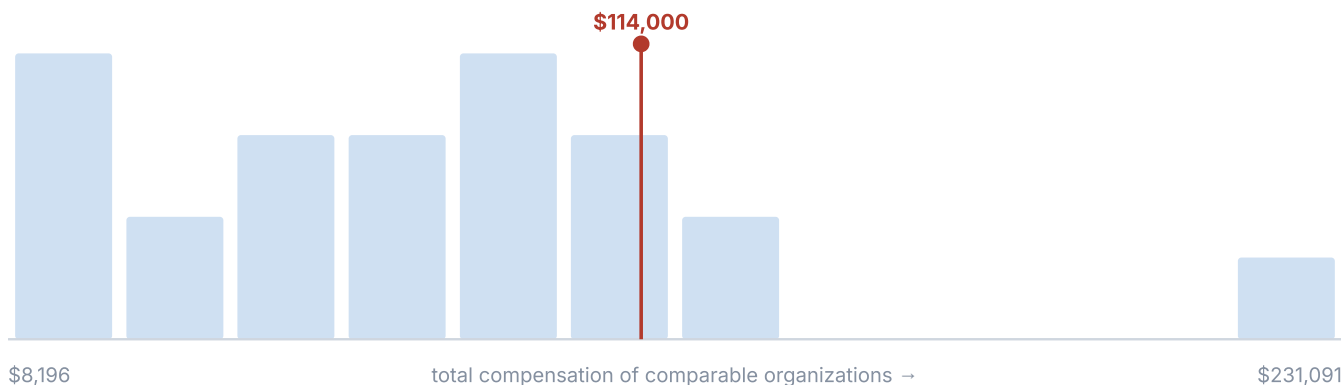
**Benchmarked executive:** Benzamin Choi — reported title “Executive Officer”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$288,167 and \$645,150 — 0.67x to 1.50x the subject's \$430,100 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), 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



\$17,484	\$33,641	\$73,226	\$101,118	\$125,557	<b>\$114,000</b>
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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
<a href="#">Kukolu</a>	HI	\$435,911	Executive Dir.	\$125,462	<b>\$100,991</b>	2024
<a href="#">Piedmont Business Capital</a>	NC	\$446,116	Executive Director Ceo	\$132,440	<b>\$123,035</b>	2024
<a href="#">Startup Hutch Inc</a>	KS	\$448,635	Program Director	\$86,659	<b>\$84,173</b>	2024
<a href="#">Ab Community Inc</a>	NC	\$406,875	Executive Director	\$86,875	<b>\$83,090</b>	2023
<a href="#">Eastern American Economic</a>	NJ	\$406,656	President	\$98,670	<b>\$79,206</b>	2024
<a href="#">Xlr8x</a>	HI	\$454,613	President/exec Dir	\$114,357	<b>\$94,771</b>	2023
<a href="#">Boomin University</a>	TN	\$455,664	Board Member	\$36,538	<b>\$33,641</b>	2025
<a href="#">Sync Space Entrepreneur Center</a>	TN	\$456,808	President, Ed	\$124,800	<b>\$114,903</b>	2025
<a href="#">Marietta Welcome Center Inc</a>	GA	\$458,815	Executive Director	\$64,453	<b>\$59,987</b>	2023
<a href="#">Mnsbir Inc</a>	MN	\$464,536	President And Ceo	\$148,382	<b>\$131,822</b>	2024
<a href="#">International Union Uaw Local 1284</a>	MI	\$393,983	President	\$8,831	<b>\$8,196</b>	2024
<a href="#">Macomb County Community Dispute</a>	MI	\$466,668	Manager	\$108,963	<b>\$101,118</b>	2024
<a href="#">Anti Entropy</a>	TX	\$393,476	President	\$65,000	<b>\$62,653</b>	2022
<a href="#">The Biotechnology Incubator At Nymc Inc</a>	NY	\$389,283	President, Ceo & Trustee	\$268,885	<b>\$224,904</b>	2023
<a href="#">Adventist Health Policy Association</a>	FL	\$381,710	President	\$16,962	<b>\$14,750</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Madison Village For Advanced</a>	GA	\$380,784	Executive Dir.	\$29,167	<b>\$26,367</b>	2024
<a href="#">Black Wall Street Business Center</a>	OK	\$379,211	President & Ceo	\$19,500	<b>\$19,306</b>	2024
<a href="#">Pollylabs Foundation</a>	NY	\$489,188	President & Executive Director	\$71,604	<b>\$58,174</b>	2024
<a href="#">The Warehouse Business Accelerator</a>	CO	\$370,791	Executive Dir.	\$80,032	<b>\$71,034</b>	2023
<a href="#">Beta Group</a>	MN	\$489,970	Executive Director	\$105,664	<b>\$93,872</b>	2024
<a href="#">Iowa Center Loan Fund</a>	IA	\$369,185	President	\$9,756	<b>\$9,357</b>	2025
<a href="#">Growco Columbia Inc</a>	SC	\$367,881	Executive Director	\$101,778	<b>\$95,464</b>	2024
<a href="#">Womens Venture Fund Inc</a>	NY	\$366,243	President & Ceo	\$159,200	<b>\$129,340</b>	2024
<a href="#">Latin American Economic Development</a>	NJ	\$494,539	President & Ceo	\$117,378	<b>\$94,223</b>	2024
<a href="#">Nonprofit Solutions</a>	CA	\$361,828	Executive Director	\$89,238	<b>\$71,327</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 37 organizations. Compensation range \$8,196–\$231,091; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$430,100); for reference, expenses \$345,242 and assets \$148,625.

ROLE MATCH	Benzamin Choi, reported title <i>"Executive Officer"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	70 <sup>th</sup>

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 (Benzamin Choi) 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 sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,000 is reasonable (approximately the 81<sup>st</sup> 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.