

Human-animal Alliance Inc

Executive Director / CEO

EIN 874553259

FL · NTEE D99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alexis Pullium, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

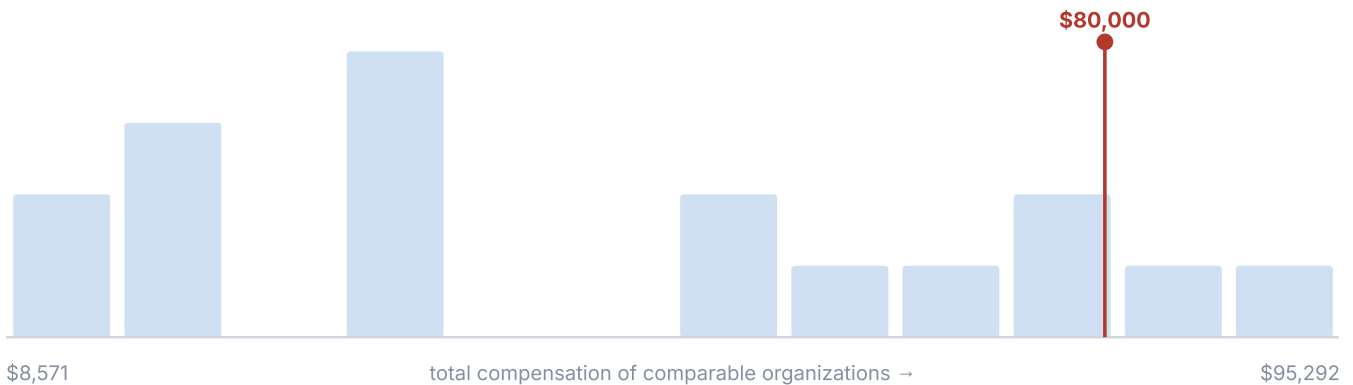
Benchmarked executive: Alexis Pullium — reported title “EXEC DIRECTOR; TREASURER & SECRETARY”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D99).
BUDGET	Total revenue between \$145,811 and \$326,443 — 0.67x to 1.50x the subject's \$217,629 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D99), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,777	\$20,878	\$33,953	\$68,027	\$79,546	\$80,000
----------	----------	----------	----------	----------	----------



● 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 FL 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
Nevada Wildlife Federation	NV	\$221,756	Executive Dir.	\$84,480	\$85,298	2025
Humane Society Of Eastern Oregon	OR	\$223,612	Executive Di	\$60,000	\$57,611	2024
The Bunny Museum	CA	\$223,633	President	\$9,600	\$8,571	2024
Hickory Nut Gap Farm Education Project Inc	NC	\$240,127	Executive Director	\$15,000	\$16,498	2023
Pawfect Life Rescue Inc	MA	\$252,378	Vice Preside	\$33,114	\$30,767	2024
Mary Ann Morris Animal Society	SC	\$255,671	President	\$58,615	\$61,596	2025
Vegan Hacktivists Inc	MD	\$256,459	Treasurer/consultant	\$17,505	\$17,421	2023
Palomacy Pigeon And Dove Adoptions	CA	\$264,011	Executive Director	\$64,480	\$57,568	2024
Pets On Wheels Inc	MD	\$162,752	Executive Director	\$70,375	\$68,027	2024
Fifty Shades Of Furr Inc	MD	\$285,695	President	\$35,125	\$33,953	2024
Michigan Doodle Rescue Connect	MI	\$287,327	President	\$11,100	\$12,196	2023
Valley Animal Haven & Adoption Center	CA	\$289,619	Mgr Kennel Opts	\$34,837	\$32,022	2023
Petmatchmaker Rescue South	TN	\$291,760	Director	\$19,210	\$20,878	2024
Connecticut For Animals Education Fund	CT	\$300,593	Ceo	\$78,098	\$75,711	2024
Norcal Bully Breed Rescue	CA	\$309,542	President	\$103,670	\$95,292	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Animalluvr's Dream Rescue Inc	FL	\$313,312	President	\$30,000	\$31,230	2022
Wagging Tails Rescue	NV	\$324,734	Executive Di	\$72,230	\$74,859	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 17 organizations. Compensation range \$8,571–\$95,292; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$217,629); for reference, expenses \$226,942 and assets \$436,794.

ROLE MATCH Alexis Pullium, reported title *"EXEC DIRECTOR; TREASURER & SECRETARY"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	88th
Total compensation (D + F), as reported (no adjustments)	88th
Reportable pay only (column D), adjusted	88th
All sources (D + E + F), adjusted	88th

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 (Alexis Pullium) 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 17 similarly situated organizations (Same NTEE sector (D99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 88th 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.