

Savage River Farms Inc

Executive Director / CEO

EIN 881771857

MD · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nikki Evans, Executive Director / CEO** (\$63,983) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Nikki Evans — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

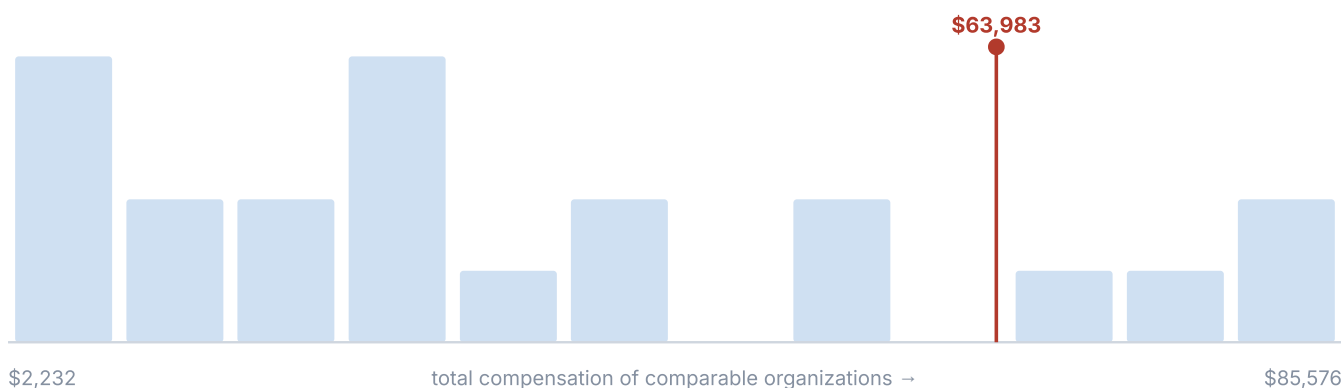
SECTOR Organizations sharing the subject's NTEE classification (D20).

BUDGET Total revenue between \$28,342 and \$63,453 — 0.67x to 1.50x the subject's \$42,302 (the band tightens as size grows).

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

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,966	\$14,729	\$27,709	\$51,924	\$75,400	\$63,983
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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 MD 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
The Puppy Up Foundation	TN	\$42,122	President/director	\$3,221	\$3,621	2024
Panda Paws Rescue	WA	\$41,319	Director	\$75,000	\$69,972	2025
New York State Veterinary Medical	NY	\$43,402	Executive Director	\$13,411	\$12,962	2024
Pawsitive Action Foundation Inc	SC	\$44,304	Treasurer	\$2,000	\$2,232	2024
Unexpected Wildlife Refuge Inc	NJ	\$45,473	Manager	\$23,400	\$22,347	2024
Minnesota Federated Humane Societies	MN	\$38,543	Executive Director	\$78,000	\$84,874	2023
Michigan Animal Health Foundation	MI	\$37,794	Executive Director (Ended 3/24)	\$13,341	\$14,729	2024
Friends Of Sunny Florida Animals Inc	FL	\$47,346	P,sec,tr	\$25,000	\$25,121	2024
Fringe Benefits Thrift Store Inc	WI	\$36,594	President	\$25,000	\$27,927	2024
Hearts Speak Inc	NY	\$48,082	Executive Dir.	\$28,000	\$27,063	2024
Lake Superior Steelhead Association	MN	\$48,274	Secretary/gambling Mgr	\$83,110	\$85,576	2025
San Joaquin Zoological Society	CA	\$35,894	Executive Director	\$45,372	\$40,826	2025
Paws Of Franklin County Texas	TX	\$48,783	Acting Executive Director	\$31,250	\$33,436	2024
Jackson County Conservation League	MN	\$49,235	Gambling Manager	\$7,000	\$7,398	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mayport Cats Inc	FL	\$29,730	Director	\$4,800	\$4,966	2023
Hairy Houdini Siberian Husky Rescue	MI	\$55,030	President	\$18,692	\$21,246	2023
Fort Bragg Groundfish Conservation Trust	CA	\$55,638	Cfo	\$30,000	\$27,709	2024
Scottsdale Equestrian Academy Inc	AZ	\$56,905	President	\$35,000	\$37,068	2023
Siamese Cat Rescue Center	VA	\$57,172	Exec Directo	\$54,085	\$54,418	2025
The Wild Neighbors Database Project	CA	\$57,281	Treasurer	\$79,293	\$75,400	2023
Humane Society Of Richland Wilkin Co	ND	\$60,587	Vice President	\$42,966	\$51,924	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	21 organizations. Compensation range \$2,232–\$85,576; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$42,302); for reference, expenses \$147,867 and assets \$245,794. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nikki Evans, reported title " <i>DIRECTOR</i> ", 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.

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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	71 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 (Nikki Evans) 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 21 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,983 is reasonable (approximately the 81st 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.