

# Cougar Property Holdings

Executive Director / CEO

EIN 912031421

WA · NTEE B114

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michael Connell, Executive Director / CEO** (\$55,667) against **every comparable organization** that fit the selection criteria — **5** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Michael Connell — reported title “Secretary and Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

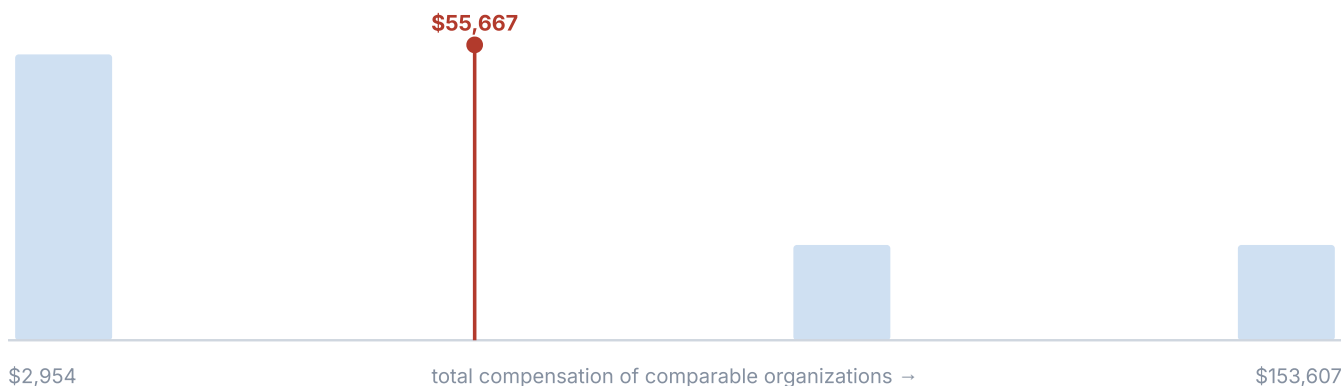
**SECTOR** Organizations sharing the subject's NTEE classification (B114).

**BUDGET** Total revenue between \$411 and \$1,646 — 0.50x to 2.00x the subject's \$823 (the band tightens as size grows).

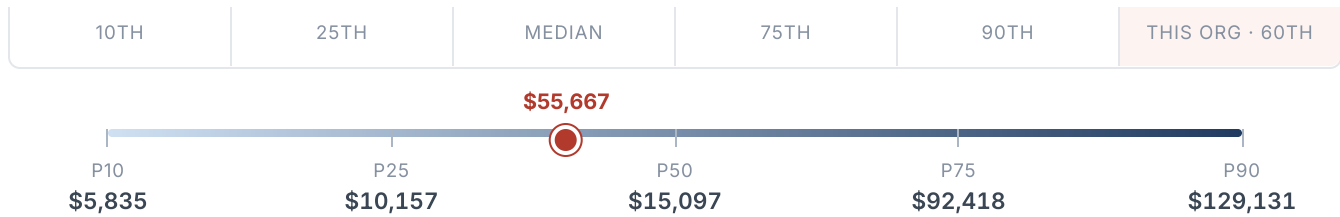
**GEOGRAPHY** Same NTEE major group (B), nationwide + budget 0.5–2x revenue.

**5** organizations qualified on sector, size, and geography → **5** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,835	\$10,157	\$15,097	\$92,418	\$129,131	\$55,667
---------	----------	----------	----------	-----------	----------



## ■ 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 WA 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="#">1846 Enterprises Inc</a>	IN	\$790	Chair	\$78,462	<b>\$92,418</b>	2024
<a href="#">White Earth Tribal &amp; Community College</a>	MN	\$1,064	College President	\$13,679	<b>\$15,097</b>	2024
<a href="#">Island Street Foundation Inc</a>	NY	\$500	Director	\$10,063	<b>\$10,157</b>	2024
<a href="#">Os Complex Inc</a>	FL	\$1,525	President	\$146,393	<b>\$153,607</b>	2024
<a href="#">Digilearn Digital Learning Institute</a>	NC	\$1,574	Executive Director	\$2,560	<b>\$2,954</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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** 5 organizations — **below 15; treat the percentiles as indicative, not precise.** Compensation range \$2,954–\$153,607; filing years 2024.

**SIZE BASIS** Matched on total revenue (\$823); for reference, expenses \$43,991 and assets \$321,728. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

**weigh the expense-based view.**

**ROLE MATCH** Michael Connell, reported title "*Secretary and Treasurer*", 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** 4 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	60 <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 (Michael Connell) 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 5 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.5–2× revenue).
3. The authorized body determined that total compensation of \$55,667 is reasonable (approximately the 60<sup>th</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.