

Neon Real Estate Holding Company

Executive Director / CEO

EIN 994854546

MN · NTEE P19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Warren Mclean, Executive Director / CEO** (\$38,459) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

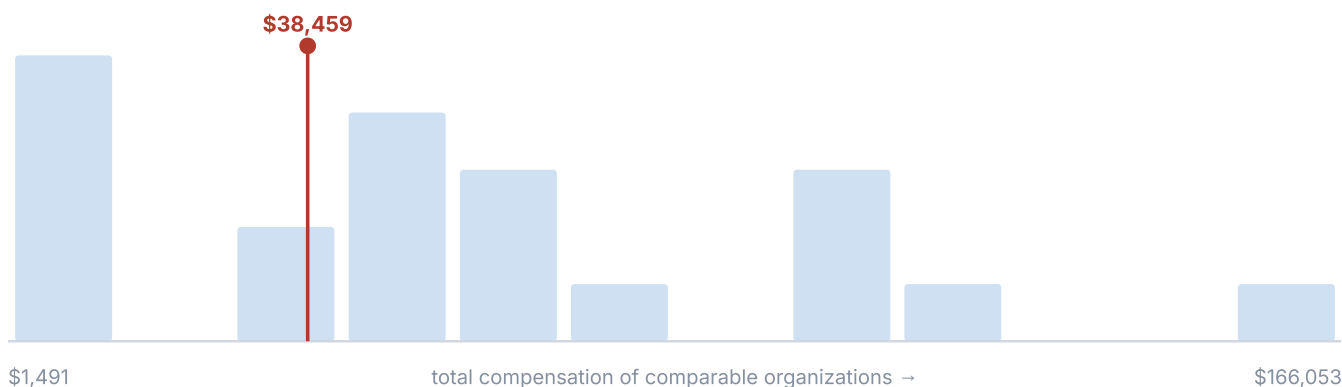
Benchmarked executive: Warren Mclean — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P19).
BUDGET	Total revenue between \$267,999 and \$599,998 — 0.67x to 1.50x the subject's \$399,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P19), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,608	\$28,108	\$52,767	\$86,011	\$110,101	\$38,459
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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 MN 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
Esarc Inc	NJ	\$408,893	President	\$35,882	\$32,422	2024
Unico National Inc	NJ	\$409,643	Auditor	\$1,650	\$1,491	2024
Christian Alliance For Orphans	VA	\$428,341	President	\$85,846	\$81,723	2025
Gesmy West Campus Center	OH	\$429,948	President	\$8,042	\$8,620	2024
Life House	TX	\$368,305	Executive Director	\$14,568	\$14,748	2024
Equal Rights Institute	NC	\$360,912	Executive Dir.	\$102,781	\$107,478	2024
Safe Alternative Foundation For	MD	\$359,980	President & Ceo	\$65,000	\$63,317	2023
Rmdc Eagle Rock Inc	MT	\$443,756	Director	\$13,504	\$15,167	2023
St Mary's Villa At Riverview Ii Inc	CO	\$353,883	Director	\$34,463	\$34,431	2023
Roots Zempower	RI	\$352,772	President	\$56,700	\$55,022	2024
Everymom Nfp	IL	\$342,510	Pres&exec. Dir	\$50,769	\$50,512	2024
Simple Needs Ga Inc	GA	\$466,614	President	\$42,000	\$44,001	2023
Sea Change Yoga	ME	\$325,842	Director	\$8,390	\$8,502	2024
The Center For Volunteer Caregiving	NC	\$483,667	Executive Director	\$106,986	\$108,991	2025
Iniciativa Guatemala	VA	\$508,728	President/executive Direct	\$68,017	\$66,463	2024
Fox Fellowship	NV	\$510,041	Director	\$60,000	\$59,297	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jewish Healing And Hospice Center	CA	\$274,725	Exec Director,ceo,director	\$109,897	\$98,875	2023
Goods Bank Neo	OH	\$557,212	Executive Di	\$43,750	\$46,895	2024
Hunters For The Hungry	LA	\$557,946	Executive Director	\$149,009	\$166,053	2024
Lutheran Volunteer Corps	DC	\$592,213	President	\$131,349	\$120,095	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	20 organizations. Compensation range \$1,491–\$166,053; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$399,999); for reference, expenses \$4,654 and assets \$11,783,556. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Warren Mclean, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	35th
Total compensation (D + F), as reported (no adjustments)	35th

Reportable pay only (column D), adjusted

0th

All sources (D + E + F), adjusted

95th

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 (Warren Mclean) 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 20 similarly situated organizations (Same NTEE sector (P19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,459 is reasonable (approximately the 35th 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.