

Hands On Employment Services Inc

Executive Director / CEO

EIN 200422975

FL · NTEE J30

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **John Ficca, Executive Director / CEO** (\$39,538) 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 5th percentile of comparable organizations

below the typical range for comparable organizations

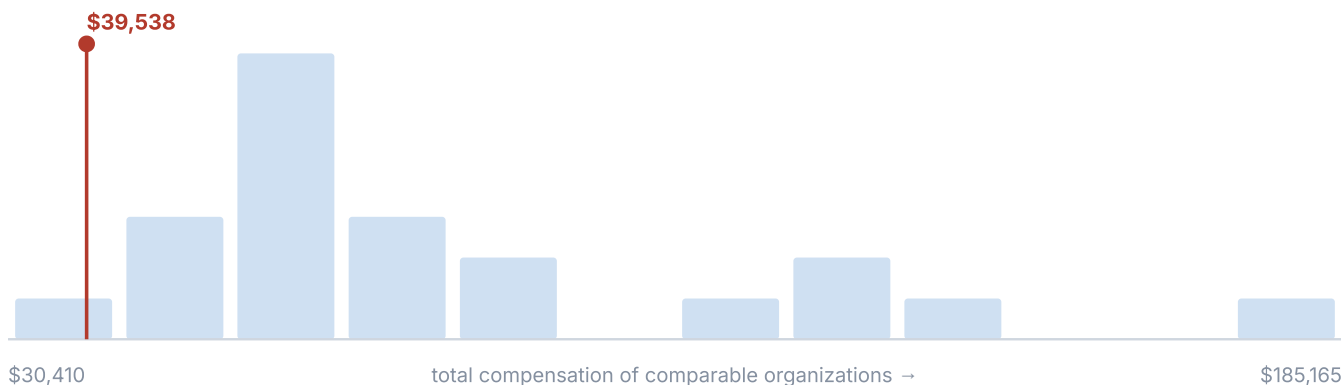
Benchmarked executive: John Ficca — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J30).
BUDGET	Total revenue between \$237,725 and \$532,221 — 0.67x to 1.50x the subject's \$354,814 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J30), 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



\$49,044	\$61,688	\$66,975	\$93,237	\$125,400	\$39,538
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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 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
Capital City Career Opportunities I	CA	\$357,126	Executive Director	\$67,550	\$62,091	2024
North Carolina Business Leadership Network Inc	NC	\$327,502	Executive Director	\$107,000	\$117,689	2024
Restore Hope Resources Inc	FL	\$393,153	President	\$133,588	\$133,588	2024
Springforward Ventures Inc	MD	\$395,037	Executive Director	\$31,366	\$30,410	2025
Sound Employment Services	WA	\$395,680	Executive Director	\$63,012	\$61,826	2023
Cornucopia Inc	OH	\$300,090	President / Ceo	\$41,046	\$46,277	2024
Mission Accomplished Transition Services Inc	NY	\$411,016	Chief Coach And Founder	\$70,000	\$69,322	2023
Yes She Can Incorporated	NY	\$418,492	Executive Director	\$85,000	\$84,176	2023
Mud Girls Studios A Nj Non Profit	NJ	\$421,278	Executive Dir.	\$65,000	\$61,777	2024
Farm For Hope Inc	AL	\$432,899	Executive Director	\$60,000	\$71,038	2023
Life After Incarceration Transition	MI	\$276,132	President	\$84,859	\$93,237	2024
South Lane Maintenance Corporation	OR	\$436,150	Executive Di	\$72,669	\$71,836	2024
Cleveland Learning Connection	OH	\$267,813	Director	\$43,500	\$49,044	2024
Ace Monster Toys Inc	CA	\$256,395	Executive Dir.	\$62,400	\$59,051	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pathways To Independence Of Central Ohio	OH	\$459,742	President & Ceo	\$108,033	\$125,400	2023
Employment Technology Inc	PA	\$479,406	Executive Director	\$46,318	\$50,621	2023
Joyeux Foundation Us	NY	\$490,562	Ceo (As Of 2/24)	\$192,500	\$185,165	2024
Mays Mission For The Handicapped Inc	AR	\$491,694	President/executive Direct	\$57,455	\$66,975	2025
Restoration Project Inc	MA	\$496,711	President	\$65,212	\$62,379	2024
Accutran Inc	KY	\$505,151	Executive Director/secretaria	\$53,940	\$61,688	2024
Jordan Valley Day Care & Training Center	UT	\$510,138	Executive Director	\$115,848	\$122,960	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	21 organizations. Compensation range \$30,410–\$185,165; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$354,814); for reference, expenses \$302,906 and assets \$145,872.
ROLE MATCH	John Ficca, 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.

OUTLIERS 1 peer 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	0 th

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 (John Ficca) 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 13, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (J30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,538 is reasonable (approximately the 5th 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 13, 2026.