

Air Refueling Systems Advisory Group International

Executive Director / CEO

EIN 201437901
TX · NTEE S40
FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **John B Sams Jr, Executive Director / CEO** (\$66,539) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

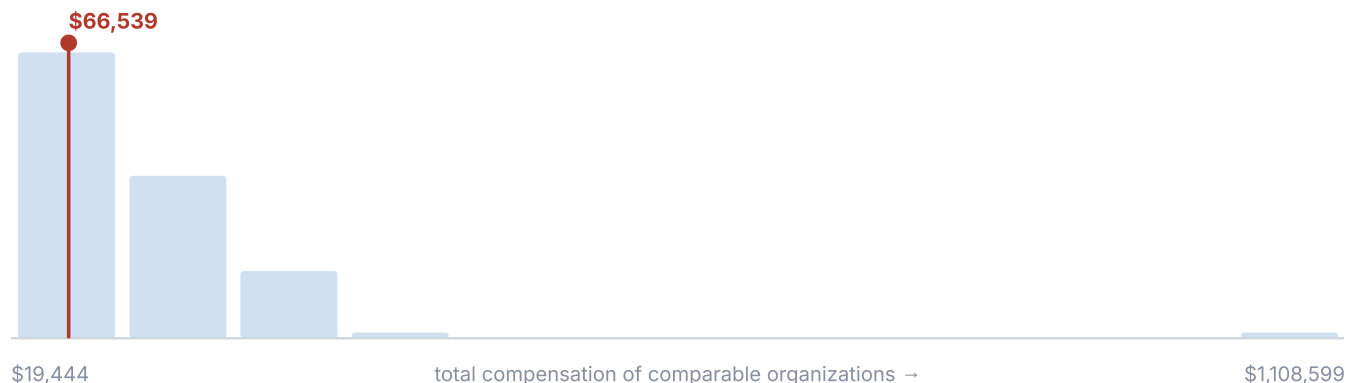
Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: John B Sams Jr — reported title “Chairman”, 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 (S40).
BUDGET	Total revenue between \$313,934 and \$702,838 — 0.67x to 1.50x the subject's \$468,559 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.
94	organizations qualified on sector, size, and geography
→ 94	within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,861 10TH	\$67,537 25TH	\$100,874 MEDIAN	\$164,439 75TH	\$225,569 90TH	\$66,539 THIS ORG · 24TH
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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 TX 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
Int'l Ind Showmen's Foundation Inc	FL	\$469,399	Director	\$38,295	\$35,964	2023
United Steelworkers Local 11-13214	WY	\$470,965	President	\$37,637	\$39,134	2024
Volta Foundation Inc	CA	\$460,846	Executive Director	\$70,000	\$60,426	2023
Utah Ready Mixed Concrete Association	UT	\$476,463	Executive Director	\$212,082	\$210,767	2024
Us Coalition On Sustainability	CT	\$477,294	Executive Director	\$160,000	\$149,971	2023
Walworth County Economic Development	WI	\$478,791	Executive Director	\$113,777	\$115,380	2024
Rhode Island Assisted Living Association	RI	\$481,607	Executive Director	\$83,673	\$77,906	2024
Oregon Veterinary Medical Association	OR	\$454,880	Ex Dir/treasure	\$89,977	\$83,532	2023
P20 Inc	GA	\$487,479	President	\$194,400	\$189,799	2024
New Hampshire Life Sciences Inc	NH	\$488,138	President &	\$98,500	\$88,314	2024
Pennsylvania Outdoor Recreation	PA	\$490,884	Executive Director	\$64,910	\$61,234	2025
Darlen Mcintosh County Chamber	GA	\$491,626	Executive Director	\$50,000	\$48,817	2024
Business Leadership Council	IL	\$445,387	Executive Director	\$94,792	\$93,163	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Commuter Rail Coalition	VA	\$443,067	Ceo	\$200,000	\$200,964	2022
Society Of Product Licensors Committed To Excellence	NY	\$495,782	Chief Executive	\$199,061	\$179,821	2023
Wyoming Capital Access	WY	\$440,118	President	\$66,375	\$69,015	2024
German American Business Council Inc	DC	\$438,038	President/ceo	\$354,000	\$310,549	2023
Greater Leimert Park Village & Crenshaw	CA	\$437,333	Executive Dir.	\$60,000	\$51,794	2023
Routt County Economic Development	CO	\$436,373	Executive Dir.	\$99,225	\$92,386	2024
Indo Am Chamber Of Commerce Of Greater Dallas	TX	\$434,330	Executive Director	\$115,000	\$111,701	2024
Tech Serve International Inc	AR	\$428,555	President	\$92,928	\$101,427	2024
Battle Creek Area Assoc Of Realtors	MI	\$427,595	Ceo	\$76,351	\$78,783	2023
Business Network Of Emergency Resources	NY	\$427,009	President / Ceo	\$90,000	\$78,969	2024
Shelby County Tourism & Visitors'	IN	\$422,361	Executive Di	\$62,875	\$64,383	2024
R Street Sacramento Partnership	CA	\$420,086	Administrator	\$52,920	\$44,372	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	94 organizations. Compensation range \$19,444–\$1,108,599; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$468,559); for reference, expenses \$427,900 and assets \$189,492.
ROLE MATCH	John B Sams Jr, reported title " <i>Chairman</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers 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	24 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	19 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 B Sams Jr) 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 10, 2026, comparing compensation against 94 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$66,539 is reasonable (approximately the 24th 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 10, 2026.