

# Trial Attorneys Of New Jersey

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Virginia W Berkner, Executive Director / CEO** (\$49,265) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Virginia W Berkner — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S41).

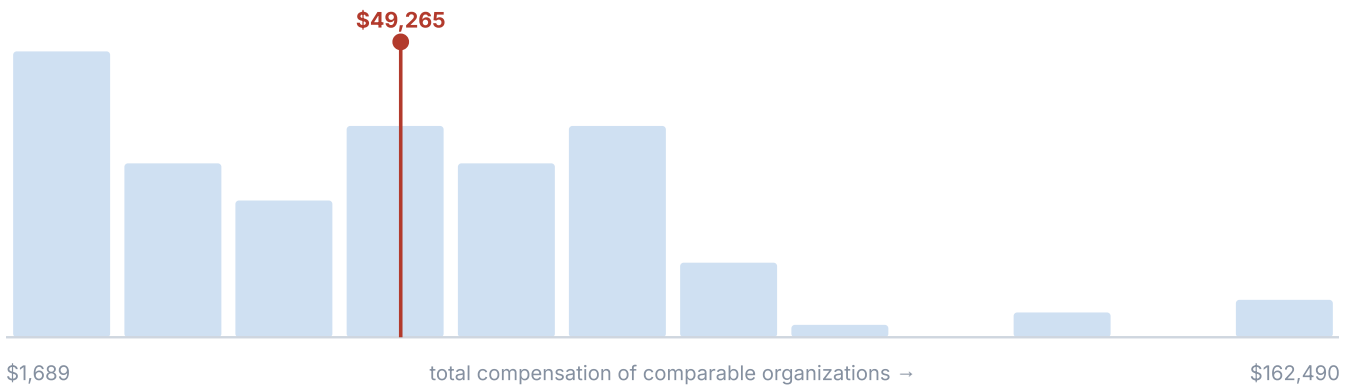
**BUDGET** Total revenue between \$76,732 and \$171,789 — 0.67x to 1.50x the subject's \$114,526 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**108** organizations qualified on sector, size, and geography

→ **108** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,807	\$17,744	\$47,183	\$69,701	\$83,720	\$49,265
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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 NJ 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="#">International Federation Of</a>	NY	\$112,599	Treasurer	\$11,000	<b>\$11,931</b>	2022
<a href="#">Kentucky Pest Management Association</a>	KY	\$117,563	Adminstrator	\$20,000	<b>\$24,066</b>	2024
<a href="#">East Valley Hispanic Chamber Of Commerce</a>	AZ	\$119,513	Exec Director	\$25,000	<b>\$27,724</b>	2023
<a href="#">Lonmark International</a>	CA	\$108,950	Executive Director	\$19,800	<b>\$18,656</b>	2025
<a href="#">Defense Alliance Of North Carolina</a>	NC	\$120,168	Executive Director	\$79,022	<b>\$94,152</b>	2023
<a href="#">Petaluma Gap Winegrowers Alliance</a>	CA	\$108,361	Executive Di	\$53,050	<b>\$51,307</b>	2024
<a href="#">Upshur County Convention And Visitors Bureau Corp</a>	WV	\$108,227	Executive Director	\$31,917	<b>\$37,708</b>	2025
<a href="#">Chattanooga Manufacturers Association</a>	TN	\$121,004	Operation Consultant Thru 9/2023	\$6,559	<b>\$7,722</b>	2024
<a href="#">Home Builders Assoc Of Central</a>	VA	\$107,659	Executive Di	\$57,924	<b>\$62,641</b>	2024
<a href="#">Mid Atlantic Construction Safety Co</a>	PA	\$107,614	Executive Di	\$60,503	<b>\$67,577</b>	2024
<a href="#">Idaho Association Of Nurse Anesthetists</a>	ID	\$121,677	Executive Dir.	\$32,500	<b>\$38,723</b>	2024
<a href="#">Group Of 50 Foundation Inc</a>	DC	\$107,129	Executive Director Until September 2024	\$91,819	<b>\$90,244</b>	2024
<a href="#">Tehachapi Area Association Of Realtors</a>	CA	\$106,909	Ceo	\$13,875	<b>\$13,419</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jamestown S'klallam Tribal Capital</a>	WA	\$122,619	Loan Portfolio Administrative Assistant	\$75,000	<b>\$75,207</b>	2024
<a href="#">Greater Gary Chamber Of Commerce</a>	IN	\$123,822	Ceo	\$66,769	<b>\$78,863</b>	2024
<a href="#">Stone Harbor Chamber Of Commerce</a>	NJ	\$126,055	Treasurer	\$16,658	<b>\$16,658</b>	2024
<a href="#">Caseville Chamber Of Commerce</a>	MI	\$126,310	President	\$11,100	<b>\$12,832</b>	2024
<a href="#">Minnesota Business Aviation</a>	MN	\$126,704	Executive Di	\$15,500	<b>\$17,154</b>	2024
<a href="#">The Chamber Of Manitowoc County</a>	WI	\$126,770	President	\$8,910	<b>\$10,422</b>	2024
<a href="#">Greater Seminole Area Chamber Of</a>	FL	\$128,163	Executive Di	\$72,600	<b>\$76,388</b>	2024
<a href="#">Governmental Purchasing Association</a>	NJ	\$100,656	Executive Dir.	\$4,500	<b>\$4,633</b>	2023
<a href="#">Commonwealth Business Travel Group Inc</a>	TX	\$128,868	Executive Director	\$40,788	<b>\$47,048</b>	2023
<a href="#">Oak Harbor Area Chamber Of Commerce</a>	OH	\$99,270	Exec Director	\$9,833	<b>\$11,665</b>	2024
<a href="#">The Production Music Association Inc</a>	CA	\$129,901	Executive Dir.	\$157,663	<b>\$152,482</b>	2024
<a href="#">Florida Association Of Children's Hospitals Inc</a>	FL	\$130,318	Executive Director	\$50,000	<b>\$54,163</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	108 organizations. Compensation range \$1,689–\$162,490; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$114,526); for reference, expenses \$112,141 and assets \$41,387.
ROLE MATCH	Virginia W Berkner, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	46 <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 (Virginia W Berkner) 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 108 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,265 is reasonable (approximately the 53<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.