

# Pendleton Emergency Ambulance

Executive Director / CEO

EIN 237408688

IN · NTEE E62Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **George Gasparovic, Executive Director / CEO** (\$1,200) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** George Gasparovic — reported title "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 (E62Z).

**BUDGET** Total revenue between \$7,502 and \$16,797 — 0.67x to 1.50x the subject's \$11,198 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

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

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,922

\$14,073

\$34,558

\$97,480

\$409,930

\$1,200



## ■ 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 IN 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="#">Los Angeles Free Clinic Hollywood Center</a>	CA	\$11,197	Chief Executive Officer	\$15,662	<b>\$13,204</b>	2023
<a href="#">Illinois Valley Community Hospital</a>	IL	\$10,912	Chair/president & Ceo	\$67,008	<b>\$62,469</b>	2024
<a href="#">The Harbor Lights Foundation Inc</a>	NY	\$11,487	Dir Of Ed &	\$39,173	<b>\$34,558</b>	2023
<a href="#">Sk Therapy Associates Inc</a>	TN	\$10,557	Executive Di	\$23,746	<b>\$23,669</b>	2024
<a href="#">Barber Services Systems Inc</a>	PA	\$10,500	President/ceo	\$14,164	<b>\$13,789</b>	2023
<a href="#">Connected Care Of Southeastern</a>	MA	\$12,045	President & Ceo	\$183,307	<b>\$156,201</b>	2024
<a href="#">Manor Care Of Lacey Wa Association</a>	OH	\$10,288	Ceo	\$14,012	<b>\$14,073</b>	2024
<a href="#">Loretto Hospital Foundation</a>	IL	\$10,181	President	\$84,361	<b>\$80,969</b>	2023
<a href="#">Beaumont Medical Transportation</a>	MI	\$10,071	Ceo	\$1,373,681	<b>\$1,384,229</b>	2023
<a href="#">Alabama Public Health Association Inc</a>	AL	\$9,734	Past Executive Director	\$9,176	<b>\$9,400</b>	2024
<a href="#">Hospice Care In Westchester And Putnam Inc</a>	NY	\$13,008	Ceo	\$70,612	<b>\$62,293</b>	2023
<a href="#">Plains Medical Foundation</a>	TX	\$9,267	Ceo	\$25,388	<b>\$24,082</b>	2024
<a href="#">Bering Omega Community Health Services</a>	TX	\$8,453	President/ceo	\$19,835	<b>\$19,371</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">University Medical Services Foundation</a>	KY	\$8,002	President	\$6,800	<b>\$7,133</b>	2023
<a href="#">University Physicians Group Inc</a>	KY	\$8,000	Chairman	\$803,217	<b>\$797,212</b>	2025
<a href="#">The Osluv Project</a>	MN	\$14,432	Secretary/exec Director	\$162,474	<b>\$152,237</b>	2024
<a href="#">Carilion Biomedical Institute</a>	VA	\$7,870	Director	\$167,911	<b>\$153,738</b>	2024
<a href="#">Healthspan Integrated Care</a>	OH	\$14,676	President & Ceo, Board Chair	\$40,789	<b>\$40,967</b>	2024
<a href="#">Saint Alphonsus Foundation-ontario Inc</a>	OR	\$14,718	Secretary; Regional Phil Specialist	\$14,767	<b>\$13,388</b>	2023
<a href="#">The Health Foundation Fund Inc</a>	MA	\$14,907	President/c.e.o.	\$10,308	<b>\$8,784</b>	2024
<a href="#">Trimark Physicians Group</a>	IA	\$15,273	Board Member & Market President	\$93,885	<b>\$97,480</b>	2024
<a href="#">Aldersbridge Foundation (Fka United)</a>	RI	\$15,423	Ceo	\$22,558	<b>\$20,511</b>	2024
<a href="#">St Margaret's Hospital Foundation</a>	IL	\$15,896	Smh-spring Valley Pres & Ceo	\$55,573	<b>\$53,338</b>	2023
<a href="#">Mary Rutan Health Association</a>	OH	\$16,019	President	\$576,571	<b>\$579,083</b>	2024
<a href="#">Park County Drop In Center</a>	MT	\$16,708	Executive Di	\$21,000	<b>\$21,466</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	25 organizations. Compensation range \$7,133–\$1,384,229; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$11,198); for reference, expenses \$190,357 and assets \$379,038. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	George Gasparovic, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	19 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (George Gasparovic) 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 25 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 0<sup>th</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 9, 2026.