

Potential Re-entry Opportunities In

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jakob Pommerening, Executive Director / CEO** (\$53,820) against **every comparable organization** that fit the selection criteria — **387** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Jakob Pommerening — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J23Z).
BUDGET	Total revenue between \$178,348 and \$399,288 — 0.67x to 1.50x the subject's \$266,192 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

387 organizations qualified on sector, size, and geography → **387** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,777	\$12,874	\$43,513	\$77,043	\$103,762	\$53,820
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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 PA 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
Launchkn Inc	NC	\$266,380	Chief Engagement Officer	\$90,750	\$99,368	2023
Inter-city Services Inc	CA	\$266,608	Executive Director	\$30,382	\$27,004	2024
Tools & Tiaras Inc	NY	\$266,644	President	\$47,200	\$45,198	2023
The Diversity Pledge Institute	OH	\$265,693	Executive Director	\$102,385	\$111,619	2024
Siskiyou County Jobs Council	CA	\$266,910	Executive Dir.	\$26,689	\$24,422	2023
Iron Workers Local 60 Education	NY	\$265,020	Business Manager	\$94,233	\$90,236	2023
Christian Womens Job Corps Of Mclennan	TX	\$264,639	Executive Director	\$64,260	\$68,119	2023
Cleveland Learning Connection	OH	\$267,813	Director	\$43,500	\$47,423	2024
Bridge And Tunnel Officers Benevolent	NY	\$264,549	President	\$18,192	\$16,920	2024
Internat'I Union Of Operating Engineers	NY	\$264,242	Administrator	\$134,575	\$128,867	2023
Jt Mitchell Pre-apprentice Academy	CA	\$268,185	Director	\$23,600	\$20,975	2024
Plasterers & Cement Masons	OH	\$262,365	Instructor	\$55,037	\$61,773	2023
International Association Of Sheet Metal Air Rail & Transportation	NY	\$262,067	Local Chairman	\$108,021	\$103,439	2023
Colorado Professionals In	CO	\$270,522	Executive Director	\$23,850	\$24,235	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Apprentice Educational Fund	NY	\$270,621	Union Trustee/training Dir	\$50,624	\$47,085	2024
Michigan Assessing Coalition Inc	MI	\$261,634	Executive Director	\$21,177	\$22,498	2024
Proof Programs	TN	\$272,200	President	\$23,750	\$25,696	2024
United Steelworkers Local Union 00420	NY	\$272,738	President	\$68,474	\$63,689	2024
Ccyp Inc	MA	\$273,215	Ceo	\$92,060	\$87,666	2023
Montana Operating Engineers &	MT	\$273,249	Director	\$58,094	\$64,457	2024
Dress For Success Des Moines	IA	\$258,798	Executive Director	\$42,692	\$48,115	2024
Pickett-donnely Lodge No 77 Brotherhood Of Railroad Signalmen	VA	\$274,214	President	\$1,801	\$1,790	2024
Northeast Wisconsin Building And	WI	\$274,339	Bus Represen	\$136,690	\$151,278	2023
Executive Alliance Inc	MD	\$257,280	Exec. Director	\$95,000	\$91,419	2024
Experience Now Inc	VA	\$256,444	President & Ceo	\$36,924	\$37,780	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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 **387** organizations. Compensation range \$18–\$574,313; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$266,192); for reference, expenses \$258,302 and assets \$76,843.
ROLE MATCH	Jakob Pommerening, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	59 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	53 rd

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 (Jakob Pommerening) 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 387 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,820 is reasonable (approximately the 59th 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.