

# Teamsters Local 120 Building Holding Company

Executive Director / CEO

EIN 261159512  
 MN · NTEE S47  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Tom Erickson, Executive Director / CEO** (\$62,448) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

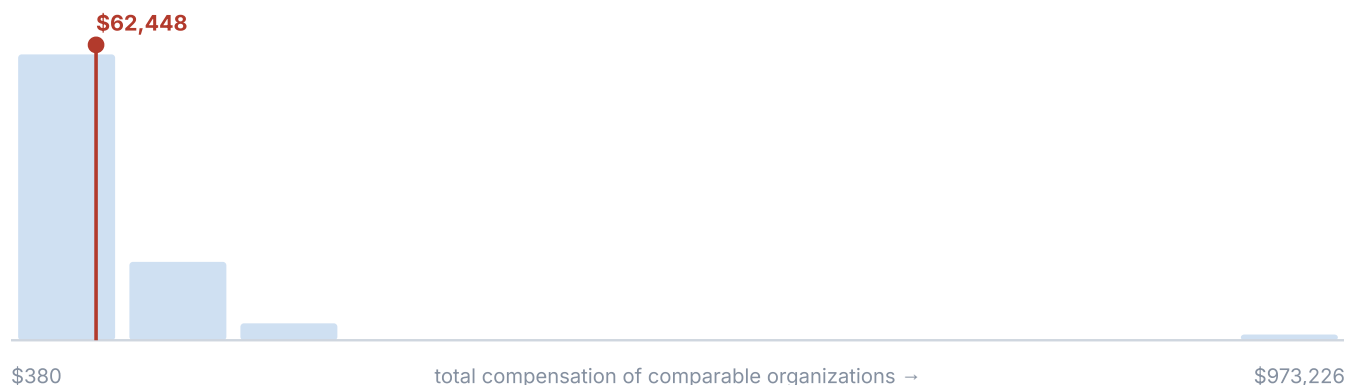
**Benchmarked executive:** Tom Erickson — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S47).
BUDGET	Total revenue between \$279,475 and \$625,690 — 0.67x to 1.50x the subject's \$417,127 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$7,967</b> 10TH	<b>\$24,788</b> 25TH	<b>\$49,670</b> MEDIAN	<b>\$82,607</b> 75TH	<b>\$120,897</b> 90TH	<b>\$62,448</b> THIS ORG · 64TH
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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 MN 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="#">Institute Of Real Estate Management</a>	MA	\$414,104	Executive Director	\$156,975	<b>\$142,757</b>	2023
<a href="#">Local Union 488 Ibew Building</a>	CT	\$410,560	Business Manager/fin Sec	\$70,615	<b>\$67,006</b>	2023
<a href="#">Camelot Community Care Property</a>	FL	\$407,194	President/ Ceo	\$400	<b>\$380</b>	2023
<a href="#">Local 5 Holdings Inc</a>	HI	\$406,996	Chair	\$28,166	<b>\$24,788</b>	2024
<a href="#">Broadway Housing Sugar Hill Lessee Inc</a>	NY	\$429,087	Chief Executive Officer	\$31,386	<b>\$27,879</b>	2024
<a href="#">Service Employees International</a>	MN	\$396,068	President	\$66,844	<b>\$64,926</b>	2024
<a href="#">Bais Malka Hasc Llc</a>	NY	\$390,581	Ceo	\$22,612	<b>\$19,568</b>	2025
<a href="#">Cair California Title Holding Corp</a>	CA	\$390,162	Ceo	\$9,284	<b>\$7,881</b>	2024
<a href="#">Ufoa Realty Holdings Inc</a>	NY	\$388,998	President	\$9,606	<b>\$8,532</b>	2024
<a href="#">Illinois Land Title Association</a>	IL	\$387,379	2nd Vice President	\$1,500	<b>\$1,450</b>	2024
<a href="#">Tac East Holdings Company No 1</a>	TX	\$450,415	President	\$19,813	<b>\$20,058</b>	2023
<a href="#">Operating Engineers Local 4 Building</a>	MA	\$381,168	Director	\$96,800	<b>\$83,303</b>	2025
<a href="#">Burnham Brook Community Center Title</a>	MI	\$454,892	President/ceo - Partial Year	\$7,908	<b>\$7,817</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Public Facilities Group</a>	WA	\$372,854	President	\$234,000	<b>\$212,022</b>	2023
<a href="#">700 Hill Street Inc</a>	LA	\$370,634	President	\$17,281	<b>\$19,258</b>	2023
<a href="#">Cifc 120 Main Holding Corp</a>	CT	\$370,177	Asst. Secretary	\$12,667	<b>\$12,020</b>	2023
<a href="#">Richmond Members Corp</a>	NY	\$368,453	President	\$44,154	<b>\$39,220</b>	2024
<a href="#">Logosworks Properties</a>	PA	\$365,873	Ceo	\$106,648	<b>\$107,632</b>	2023
<a href="#">Ua 168 Building Corporation</a>	OH	\$468,917	Financial Secretary/treasu	\$92,850	<b>\$94,178</b>	2025
<a href="#">Local 338 Real Estate Holding Corp</a>	NY	\$469,750	President	\$72,825	<b>\$64,688</b>	2024
<a href="#">U A Local 773 Glens Falls Building</a>	NY	\$470,773	Director	\$114,100	<b>\$101,350</b>	2024
<a href="#">Spurwink Properties Inc</a>	RI	\$362,979	Executive Director/cfo	\$29,221	<b>\$28,356</b>	2023
<a href="#">Stacy Foundation Building Inc</a>	FL	\$362,318	Director	\$29,501	<b>\$27,243</b>	2024
<a href="#">Cls Holding Company Inc</a>	MI	\$479,109	Ceo	\$33,282	<b>\$33,768</b>	2024
<a href="#">Union Building Fund</a>	IL	\$479,140	Director	\$85,479	<b>\$82,607</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **69** organizations. Compensation range \$380–\$973,226; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$417,127); for reference, expenses \$413,011 and assets \$4,958,276.
ROLE MATCH	Tom Erickson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	54 <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 (Tom Erickson) 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 69 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,448 is reasonable (approximately the 64<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.