

# Clean Slate E3 Inc

Executive Director / CEO

EIN **264311368**  
 PA · NTEE B82  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Caster Binion, Executive Director / CEO** (\$45,261) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Caster Binion — 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 (B82).

**BUDGET** Total revenue between \$31,023 and \$69,456 — 0.67x to 1.50x the subject's \$46,304 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

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

→ **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,673	\$5,417	\$14,222	\$41,391	\$61,223	<b>\$45,261</b>
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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
<a href="#">Cahp Foundation Trust</a>	CA	\$46,539	Trustee	\$41,152	<b>\$35,633</b>	2024
<a href="#">Printing Industry Assoc Of Ga</a>	GA	\$45,988	Ex-officio	\$6,933	<b>\$7,197</b>	2023
<a href="#">Ibew Local 8 Scholarship Fund</a>	OH	\$46,880	Trustee	\$55,355	<b>\$60,529</b>	2023
<a href="#">Illinois Retail Merchants Association</a>	IL	\$47,132	Treasurer	\$43,138	<b>\$42,527</b>	2024
<a href="#">Pine Cone Foundation</a>	CA	\$45,312	President/cfo	\$50,000	<b>\$43,295</b>	2024
<a href="#">Annie J Maccoll Charitable Trust</a>	FL	\$47,878	Trustee	\$22,519	<b>\$21,840</b>	2023
<a href="#">Harrison County Educational Foundat</a>	KY	\$48,958	Secretary/tr	\$6,000	<b>\$6,464</b>	2024
<a href="#">The John R Mott Scholarship</a>	VA	\$49,049	Director	\$2,000	<b>\$1,936</b>	2024
<a href="#">Project Zawadi Inc</a>	MN	\$49,152	Executive Direc	\$5,417	<b>\$5,367</b>	2024
<a href="#">California Association Of Winegrape</a>	CA	\$43,379	Executive Di	\$18,609	<b>\$16,113</b>	2024
<a href="#">Kll Memorial Scholarship Foundation</a>	KS	\$49,336	Treasurer	\$1,025	<b>\$1,110</b>	2024
<a href="#">Wisconsin State Telecommunications</a>	WI	\$43,175	Treasurer, S	\$20,190	<b>\$21,768</b>	2023
<a href="#">Nbs Classical Music Institute Inc</a>	PA	\$49,539	Consultant	\$5,500	<b>\$5,662</b>	2023
<a href="#">C J Francis Iii Foundation</a>	OH	\$49,811	Director; Treasurer	\$1,950	<b>\$2,071</b>	2024
<a href="#">The John Tramontano Jr Educational</a>	PA	\$42,298	President/tr	\$14,222	<b>\$14,222</b>	2024
<a href="#">Iipa Scholarships Forever Inc</a>	IA	\$50,432	Executive Di	\$5,764	<b>\$6,515</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Airmen Memorial Foundation Inc</a>	MD	\$51,291	Treasurer	\$8,743	<b>\$8,197</b>	2024
<a href="#">Yau High School Sciences Awards</a>	MA	\$51,477	Treasurer/director	\$9,416	<b>\$8,735</b>	2023
<a href="#">Ohio Contractors Association Advancement</a>	OH	\$51,788	Treasurer/secretary	\$49,422	<b>\$52,491</b>	2024
<a href="#">Otho Davis Scholarship Foundat</a>	NJ	\$52,243	Exec Director	\$20,000	<b>\$17,906</b>	2024
<a href="#">Hepburn Bootstrap Foundation Inc</a>	WI	\$52,463	Assistant Secretary	\$57,748	<b>\$62,264</b>	2023
<a href="#">Fsa Scholarship Foundation</a>	TX	\$53,115	Executive Director	\$17,400	<b>\$17,969</b>	2023
<a href="#">Vicki Romero Foundation</a>	AZ	\$39,354	President	\$19,350	<b>\$18,661</b>	2024
<a href="#">Wireless Infrastructure Association</a>	VA	\$53,833	President	\$42,749	<b>\$41,391</b>	2024
<a href="#">Kathryn Long Scholarship Fund</a>	WI	\$38,095	Co-trustee	\$3,818	<b>\$3,896</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 37 organizations. Compensation range \$1,110–\$201,446; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$46,304); for reference, expenses \$262,200 and assets \$2,154,052. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Caster Binion, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	15 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Caster Binion) 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 37 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,261 is reasonable (approximately the 81<sup>st</sup> 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.