

Local 25 Permanent Building Corp

Executive Director / CEO

EIN 270769968

DC · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paul Schwalb, Executive Director / CEO** (\$64,308) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

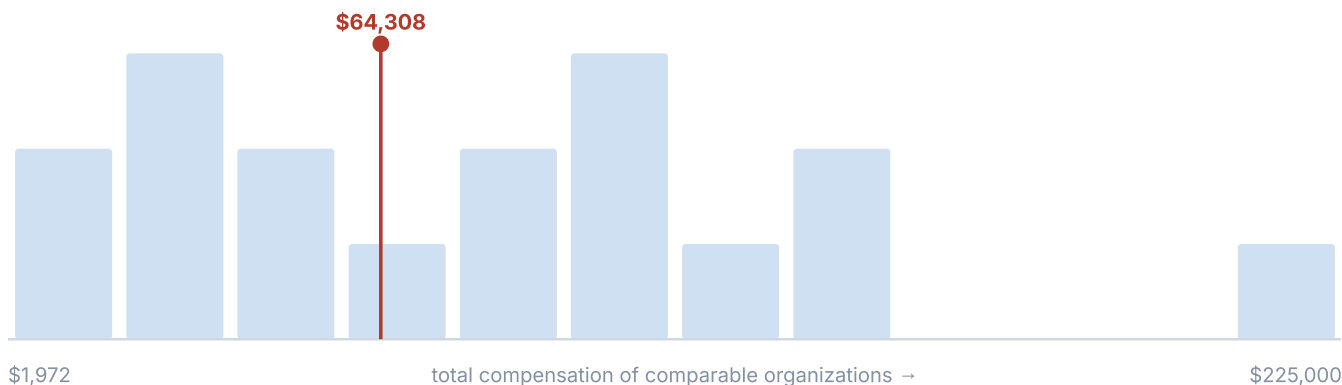
Benchmarked executive: Paul Schwalb — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$279,307 and \$625,315 — 0.67x to 1.50x the subject's \$416,877 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + DC + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,426	\$28,106	\$76,875	\$109,000	\$146,952	\$64,308
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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 DC 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
I Have The Right To Org Inc	DC	\$421,454	Executive Director	\$148,597	\$148,597	2024
Kossuth Foundation Of The Hungarian Reformed Federation Of America	DC	\$400,873	Director	\$8,000	\$8,000	2024
Universities Allied For Essential	DC	\$366,661	Executive Dir.	\$94,550	\$94,550	2024
Institute For Asian Pacific American	DC	\$474,636	Executive Director	\$1,972	\$1,972	2024
American Purpose Llc	DC	\$342,453	President	\$57,000	\$58,684	2023
Education For Peace & Understanding	DC	\$510,746	President	\$98,077	\$98,077	2024
City Gate Inc	DC	\$513,518	Executive Director	\$51,178	\$51,178	2024
Fraternity And Sorority Action Fund	DC	\$314,954	Assistant Treasurer	\$28,106	\$28,106	2024
House Of Prosperity Everlasting Inc	DC	\$300,000	President	\$44,800	\$46,123	2023
Tenleytown Group	DC	\$293,261	Executive Director	\$76,875	\$76,875	2024
Freedom Now Inc	DC	\$540,505	Executive Director	\$225,000	\$225,000	2024
Dupont Circle Village	DC	\$290,350	Executive Director	\$109,000	\$109,000	2024
Cba Fund	DC	\$546,285	Executive Di	\$22,043	\$22,043	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United States - Philippines Society Inc	DC	\$547,117	Executive Director	\$95,002	\$97,808	2023
Reach Education Inc	DC	\$561,096	Executive Director	\$141,671	\$145,856	2023
Access To Racial And Cultural Health Institute Inc	DC	\$584,494	Executive Director	\$128,128	\$128,128	2024
Dc Dreamcenter	DC	\$619,689	Executive Director	\$22,450	\$22,450	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	17 organizations. Compensation range \$1,972–\$225,000; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$416,877); for reference, expenses \$1,056,086 and assets \$4,278,530. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Paul Schwalb, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 th

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 (Paul Schwalb) 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 17 similarly situated organizations (Same NTEE sector (P20) + DC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,308 is reasonable (approximately the 47th 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.