

# United Brotherhood Of Carpenters

Executive Director / CEO

EIN 316046405  
OH · NTEE J40Z  
FY ending 2025-06-30  
June 10, 2026

This analysis benchmarks the total compensation of **Richard Gunther, Executive Director / CEO** (\$3,809) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

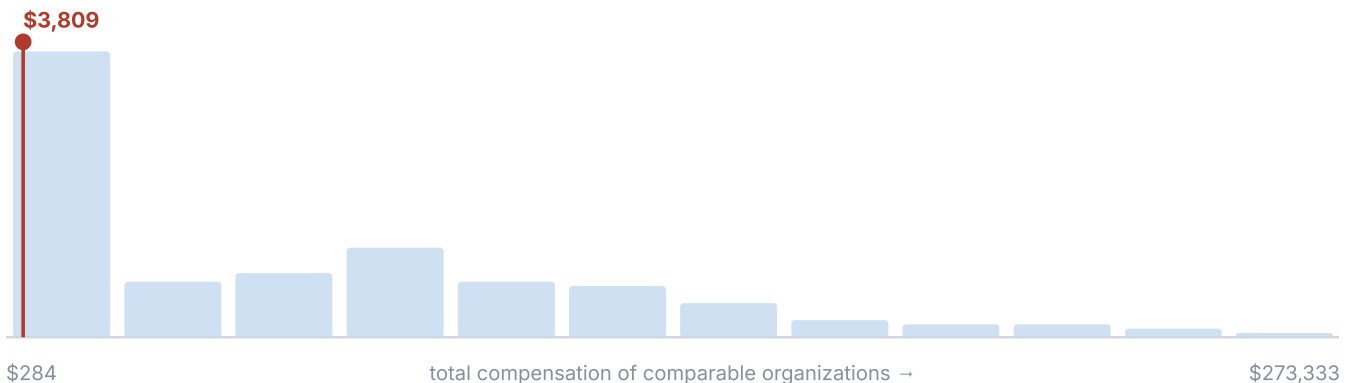
**Benchmarked executive:** Richard Gunther — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40Z).
BUDGET	Total revenue between \$325,926 and \$729,685 — 0.67x to 1.50x the subject's \$486,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

**162** organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,850	\$8,904	\$49,528	\$101,187	\$150,041	<b>\$3,809</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 OH 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="#">Abatement Workers Local #207 Joint Training Fund</a>	MI	\$484,778	Training Director	\$43,004	<b>\$43,017</b>	2024
<a href="#">United Union Of Roofers Waterproofers</a>	NJ	\$481,334	President	\$5,649	<b>\$4,888</b>	2024
<a href="#">Local 37 Iron Workers Jac Fund</a>	RI	\$481,058	Union Trustee	\$111,319	<b>\$106,502</b>	2023
<a href="#">Federal Contract Guards Of America</a>	NY	\$491,873	President	\$57,750	<b>\$50,574</b>	2024
<a href="#">Ironworkers Local Union No 12 And</a>	NY	\$495,263	Trustee	\$75,954	<b>\$66,516</b>	2024
<a href="#">Ua Local 524 Education Fund</a>	PA	\$495,314	Fund Director	\$213,393	<b>\$212,325</b>	2023
<a href="#">Niagara County Electrical Construction</a>	NY	\$477,138	Secretary	\$61,912	<b>\$54,218</b>	2024
<a href="#">Int'l Union Of Elevator Constructor</a>	AL	\$499,918	Business Rep	\$128,772	<b>\$134,823</b>	2024
<a href="#">League Of International Federated</a>	NY	\$500,135	President	\$48,921	<b>\$42,841</b>	2024
<a href="#">International Union Uaw Local 2406</a>	TN	\$471,254	F.s./treas.	\$11,477	<b>\$11,692</b>	2024
<a href="#">East St Louis Federation Of Teache</a>	IL	\$502,276	President	\$28,800	<b>\$26,732</b>	2025
<a href="#">Weac Region 5</a>	WI	\$505,393	President	\$1,098	<b>\$1,111</b>	2024
<a href="#">Lakeland Federation Of Teachers</a>	NY	\$505,613	President	\$12,362	<b>\$10,826</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">National Institute For Labor</a>	VA	\$506,319	Senior Research Associate	\$132,809	<b>\$124,275</b>	2024
<a href="#">Arlington Professional Firefighters &amp; Paramedics Assn Inc</a>	VA	\$507,829	President	\$15,002	<b>\$14,453</b>	2023
<a href="#">Local Union 355 Ua Plumbing And</a>	CA	\$508,325	Exam Bd/organizer - Term 10/22	\$81,817	<b>\$70,490</b>	2023
<a href="#">Alaska Bering Sea Crabbers</a>	WA	\$508,423	Executive Director	\$241,506	<b>\$209,547</b>	2024
<a href="#">Boilermakers Local 27 Supplemental</a>	MO	\$512,755	Trustee & Sec	\$121,189	<b>\$124,395</b>	2024
<a href="#">United Brotherhood Of Carpenters</a>	AL	\$458,952	President	\$748	<b>\$783</b>	2024
<a href="#">International Federation Of Professional</a>	NJ	\$457,558	President	\$22,355	<b>\$19,914</b>	2023
<a href="#">American Federation Of Local Government</a>	AL	\$456,182	President	\$20,400	<b>\$21,359</b>	2024
<a href="#">Charleston Joint Apprenticeship Com</a>	WV	\$518,486	Director Of	\$134,550	<b>\$137,547</b>	2025
<a href="#">United Workers Of America</a>	NY	\$519,211	Pres	\$285,303	<b>\$249,850</b>	2024
<a href="#">American Federation Of Govt Employees Local 933</a>	MI	\$451,682	President	\$8,725	<b>\$8,985</b>	2023
<a href="#">Cwa District 9 Apprenticeship And</a>	CA	\$523,264	Secretary/treas	\$49,483	<b>\$41,409</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	162 organizations. Compensation range \$284–\$273,333; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$486,457); for reference, expenses \$554,140 and assets \$610,761.
ROLE MATCH	Richard Gunther, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 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	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	12 <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 (Richard Gunther) 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 10, 2026, comparing compensation against 162 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,809 is reasonable (approximately the 13<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 10, 2026.