

Forging Industry Educational And

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **James R Warren, Executive Director / CEO** (\$53,762) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: James R Warren — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S41).

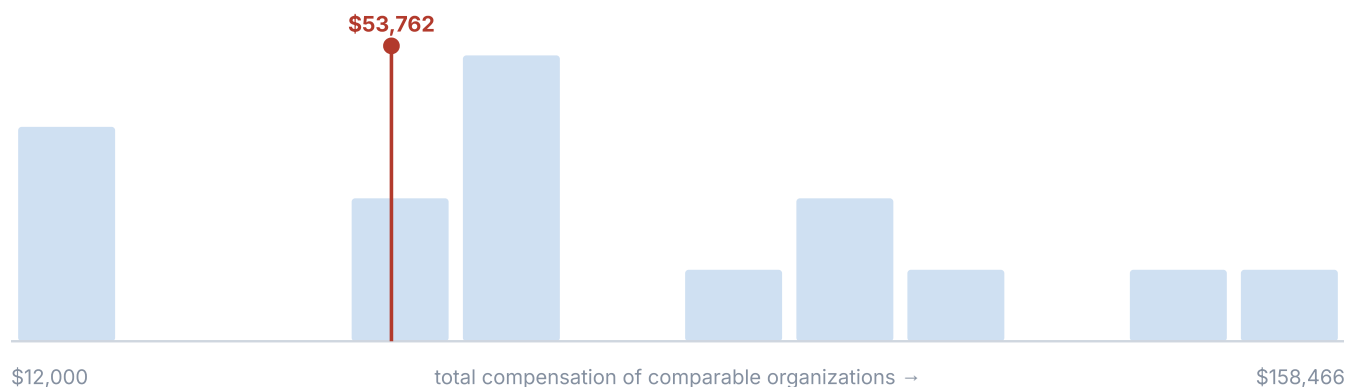
BUDGET Total revenue between \$265,705 and \$594,862 — 0.67x to 1.50x the subject's \$396,575 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41) + OH + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,745

\$52,683

\$66,451

\$101,812

\$128,863

\$53,762



■ 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
Stark Trumbull Area Realtors Inc	OH	\$399,578	Executivefinancial Adminstra	\$63,970	\$65,859	2023
Oxford Visitors And Convention	OH	\$392,229	Exec. Direct	\$60,085	\$61,860	2023
International Thriller Writers Inc	OH	\$416,901	Exec Directo	\$103,615	\$103,615	2024
The Circuit	OH	\$424,129	Exectuive Director	\$50,521	\$52,013	2023
Professional Land Surveyors Of Ohio	OH	\$433,153	Exec Directo	\$85,500	\$88,025	2023
European-american Chamber Of Commerce	OH	\$444,419	Executive Director - Start 06/23	\$64,545	\$66,451	2023
Transportation Marketing & Sales Associa	OH	\$451,754	Executive Dir.	\$100,008	\$100,008	2024
Public Relations Global Network Inc	OH	\$339,589	Executive Di	\$53,352	\$53,352	2024
Ohio Housing Council	OH	\$334,424	Executive Director	\$158,466	\$158,466	2024
Electrical League Of Northern Ohio	OH	\$311,615	Executive Director Secretary	\$69,500	\$69,500	2024
Motion Palpation Institute Inc	OH	\$287,259	President	\$15,000	\$15,000	2024
Fulton County Economic Development	OH	\$276,024	Executive Di	\$17,308	\$16,862	2025
Athens Farmers Market	OH	\$267,020	Manager	\$12,000	\$12,000	2024
Ohiox Inc	OH	\$543,741	Director & P	\$135,925	\$135,925	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Financial Alliance For	OH	\$551,670	Executive Di	\$118,269	\$118,269	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT 15 organizations. Compensation range \$12,000–\$158,466; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$396,575); for reference, expenses \$344,627 and assets \$3,564,471.

ROLE MATCH James R Warren, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	33rd
Total compensation (D + F), as reported (no adjustments)	33rd
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	100th

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 (James R Warren) 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 15 similarly situated organizations (Same NTEE sector (S41) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,762 is reasonable (approximately the 33rd 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.