

American Embryo Transfer Association

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Dr Daniela Demetrio, Executive Director / CEO** (\$600) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Dr Daniela Demetrio — 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 (K26).
BUDGET	Total revenue between \$301,761 and \$675,585 — 0.67x to 1.50x the subject's \$450,390 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

420 organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,655	\$34,967	\$55,805	\$77,418	\$102,960	\$600
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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 IL 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
Uproot Colorado	CO	\$450,552	Executive Dir.	\$64,725	\$63,129	2024
The Dalles Meals On Wheels Inc	OR	\$450,702	Manager And	\$61,748	\$58,327	2024
Gods Gym Inc	OK	\$450,710	President	\$20,800	\$23,297	2024
Above Par Academy Inc	TX	\$450,000	Director	\$4,800	\$4,884	2024
Parceleras Afrocaribenas Por La Transform Barrial	PR	\$451,215	Director	\$27,695	\$27,695	2024
Alabama Cattlemen's Foundation	AL	\$453,141	Executive Vice President	\$9,846	\$10,820	2024
Dwelling House Of Hope Inc	MA	\$446,937	Executive Director	\$79,040	\$74,381	2023
Pawnee Seed Preservation Society	OK	\$446,909	Executive Director	\$61,952	\$69,389	2024
Hamilton County Harvest Food Bank Inc	IN	\$454,143	Exec Director	\$40,000	\$42,907	2024
Dimitri House Inc	NY	\$454,829	Executive Dir.	\$70,000	\$64,340	2024
Huerta Del Valle	CA	\$455,615	Ceo	\$66,473	\$56,881	2025
Its Going To Be Ok Inc	TX	\$456,742	Ceo	\$14,700	\$15,399	2023
Organiceye Inc	WI	\$457,331	Executive Director	\$142,806	\$151,703	2024
Franklin Area Community Services Inc	OH	\$443,173	Executive Director	\$25,667	\$27,652	2024
Acfb Support Organization Inc	GA	\$442,406	President/ceo	\$36,826	\$36,693	2025
Murrysville Christian Concern	PA	\$458,493	Key Employee/board Member	\$65,000	\$65,933	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Trinity County Food Assistance	CA	\$458,531	Executive Dir.	\$44,000	\$38,647	2024
Topss	OH	\$459,037	Executive Director	\$51,931	\$55,947	2024
Sharefest Will County	IL	\$460,087	President Director	\$5,333	\$5,333	2024
Mission Marshall Inc	TX	\$440,355	Executive Dir.	\$47,115	\$49,355	2023
The Rice Foundation	VA	\$460,703	President/ Ceo Thru 12/15/23	\$52,730	\$51,787	2024
Berkeley Student Food Collective	CA	\$460,899	Secretary	\$58,101	\$52,539	2023
Fish & Loaves	MI	\$461,198	Executive Director	\$75,000	\$81,068	2023
Adams County Emergency Food Bank	CO	\$461,512	Executive Director	\$76,014	\$76,330	2023
Food 4 Farmers Inc	VT	\$461,633	Executive Director	\$81,606	\$83,549	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 420 organizations. Compensation range \$12–\$471,420; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$450,390); for reference, expenses \$526,793 and assets \$756,601.

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

RELATED-ORG PAY 23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	1 st
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	1 st

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 (Dr Daniela Demetrio) 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 13, 2026, comparing compensation against 420 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$600 is reasonable (approximately the 1st 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 13, 2026.