

Worker Justice Wisconsin

Executive Director / CEO

EIN 412227413

WI · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Meier-rao, Executive Director / CEO** (\$70,200) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

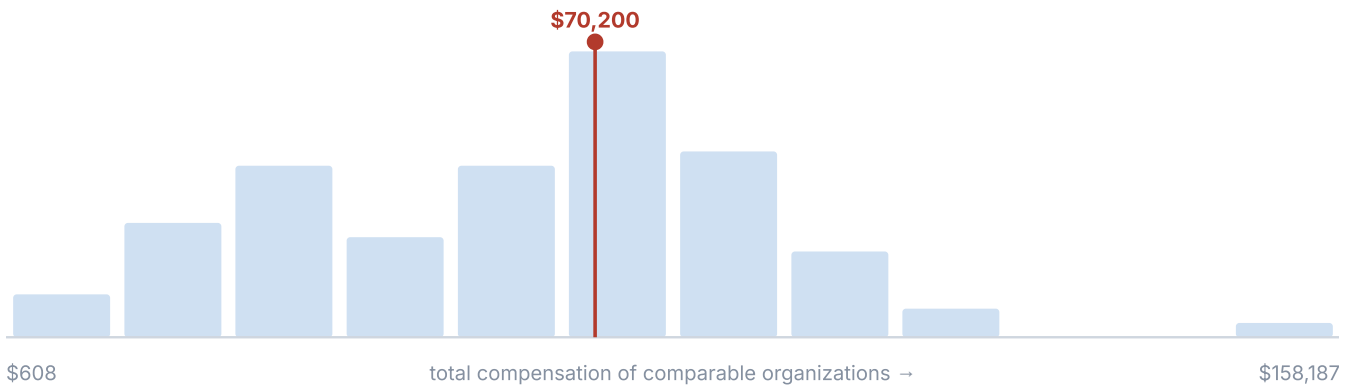
Benchmarked executive: Rebecca Meier-rao — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$318,830 and \$713,799 — 0.67x to 1.50x the subject's \$475,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,084	\$39,014	\$65,942	\$79,460	\$91,745	\$70,200
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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 WI 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
Racine Education Uniserv Council Inc	WI	\$479,535	Rea President	\$111,944	\$111,944	2024
Disabledperson Inc	CA	\$482,638	President	\$78,600	\$64,988	2024
Burlington West Burlington Area	IA	\$486,600	Secretary	\$4,627	\$4,851	2024
Specialized Employment Services Inc	MI	\$492,044	Vice President	\$81,160	\$82,581	2023
Links To Success	FL	\$492,551	Executive Director	\$82,961	\$74,625	2024
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$59,381	2023
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$68,007	2024
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$72,001	2023
Members Assistance Program Inc	NY	\$494,087	Vice President	\$100,000	\$86,524	2024
Brighter Boston Inc	MA	\$495,437	Executive Director	\$80,250	\$69,051	2024
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$70,850	2022
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$70,450	2023
Superior Business Center Inc	WI	\$502,603	Executive Di	\$30,000	\$30,886	2023
Logosworks	PA	\$448,075	Ceo	\$106,648	\$104,843	2023
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$71,896	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$22,767	2024
Brandons House Counseling Center	IN	\$509,251	Ceo	\$87,284	\$88,136	2024
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$158,187	2023
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$68,013	2024
Visions Vocational Training Program	CA	\$514,752	Captain	\$46,100	\$38,116	2024
Restoration Of Hope Project	MO	\$515,400	Executive Director	\$48,846	\$49,538	2024
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$66,564	2024
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$78,526	2024
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$56,142	2023
Pawsability Dog Club Inc	NY	\$528,933	Executive Dir.	\$58,500	\$52,112	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **84** organizations. Compensation range \$608–\$158,187; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$475,866); for reference, expenses \$463,037 and assets \$138,827.

ROLE MATCH	Rebecca Meier-rao, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	57 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	49 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 (Rebecca Meier-rao) 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 84 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,200 is reasonable (approximately the 57th 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.