

# Ability Inc

Executive Director / CEO

EIN 432102490

NM · NTEE J11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Phillip Roybal, Executive Director / CEO** (\$411) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Phillip Roybal — 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 (J11).

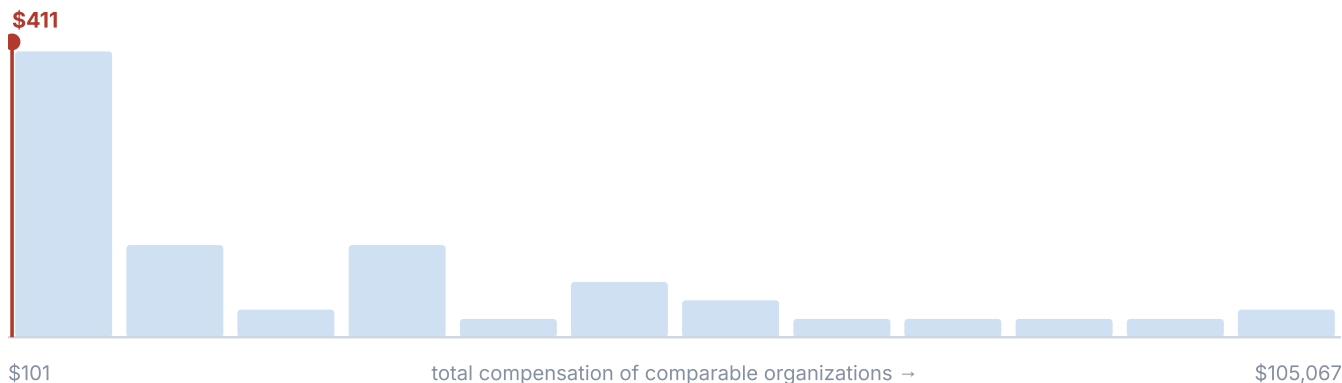
**BUDGET** Total revenue between \$68,140 and \$152,553 — 0.67x to 1.50x the subject's \$101,702 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

**77** organizations qualified on sector, size, and geography

→ **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,610

\$5,307

\$15,680

\$46,396

\$76,447

**\$411**



## ■ 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 NM 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="#">Dyersville Progress Inc</a>	IA	\$101,258	Director	\$8,796	<b>\$8,473</b>	2025
<a href="#">Dallas Christian Women's Job Corps</a>	TX	\$98,664	Executive Di	\$10,800	<b>\$9,756</b>	2024
<a href="#">Old Pueblo Firefighters Association</a>	AZ	\$98,494	President	\$9,000	<b>\$7,817</b>	2024
<a href="#">Local Union 1713 Umwa</a>	WV	\$98,049	President	\$4,800	<b>\$4,693</b>	2024
<a href="#">Laborer's Local 754 Labor Management</a>	NY	\$97,748	Trustee	\$55,224	<b>\$46,396</b>	2023
<a href="#">Manchester Police Officers Associat</a>	CT	\$97,655	President	\$5,000	<b>\$4,124</b>	2025
<a href="#">Polk Training Center Inc</a>	FL	\$96,750	Director	\$40,000	<b>\$33,060</b>	2025
<a href="#">International Association Of Machinists &amp; Aerospace Workers</a>	CA	\$95,749	Trustee	\$4,250	<b>\$3,412</b>	2023
<a href="#">United Construction Trade</a>	NY	\$107,799	President	\$40,000	<b>\$33,606</b>	2023
<a href="#">Imsa Educational Foundation</a>	NH	\$94,686	Secretary/treasurer	\$126,000	<b>\$105,067</b>	2024
<a href="#">Probability Management Inc</a>	CA	\$93,319	Executive Director	\$12,750	<b>\$9,942</b>	2024
<a href="#">Occupational Development Center</a>	PA	\$91,544	Secretary	\$4,036	<b>\$3,742</b>	2023
<a href="#">Northern Kentucky Chamber Of Commerce</a>	KY	\$112,182	Chamber President	\$19,288	<b>\$18,714</b>	2024
<a href="#">Wayne Westland Education</a>	MI	\$90,142	Exec Director	\$10,000	<b>\$9,321</b>	2024
<a href="#">B3 Coffee</a>	NC	\$89,992	Executive Dir.	\$15,750	<b>\$15,131</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Union Of Roofers Local 106 Jatc</a>	IN	\$113,717	Steward/trustee	\$13,667	<b>\$13,400</b>	2023
<a href="#">International Association Of Firefighters Local 475</a>	IN	\$89,663	President	\$1,540	<b>\$1,467</b>	2024
<a href="#">Massachusetts Afl-cio Building</a>	MA	\$113,996	President	\$79,037	<b>\$64,140</b>	2024
<a href="#">Avixa Foundation Inc</a>	VA	\$88,891	Executive Director	\$14,158	<b>\$12,710</b>	2023
<a href="#">Institute For Sustainable Diversity</a>	WA	\$114,556	President	\$20,000	<b>\$16,170</b>	2024
<a href="#">Apscme Local 151</a>	MN	\$88,804	President	\$2,162	<b>\$1,986</b>	2023
<a href="#">Fair Trade Store-souderton</a>	PA	\$114,647	Store Manage	\$29,400	<b>\$27,259</b>	2023
<a href="#">North Castle Police Benevolent Assoc Inc</a>	NY	\$117,223	President	\$4,800	<b>\$4,534</b>	2021
<a href="#">Philadelphia Area Jobs With Justice</a>	PA	\$118,137	Treasurer	\$20,809	<b>\$18,740</b>	2024
<a href="#">Solon Education Association</a>	OH	\$85,198	President	\$4,700	<b>\$4,495</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM cost of living and 2023 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 NM 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** 77 organizations. Compensation range \$101–\$105,067; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$101,702); for reference, expenses \$15,587 and assets \$527,932. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Phillip Roybal, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 17 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Phillip Roybal) 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 77 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$411 is reasonable (approximately the 1<sup>st</sup> 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.