

# The Alliance Of Tbi & Nhtd Waiver Providers Inc

Executive Director / CEO

EIN 453027739  
 NY · NTEE S41  
 FY ending 2025-03-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Traci Allen, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

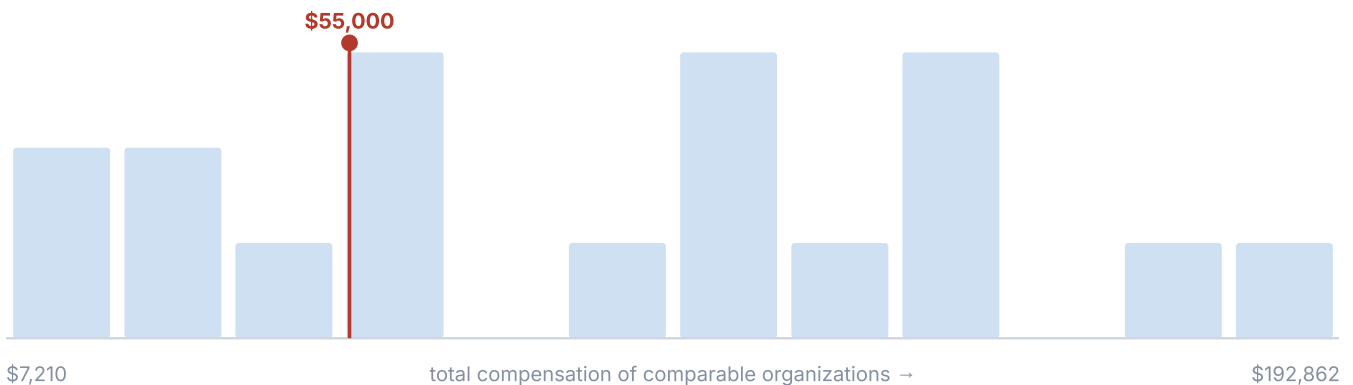
**Benchmarked executive:** Traci Allen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$174,715 and \$391,155 — 0.67x to 1.50x the subject's \$260,770 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + NY + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$25,680</b> 10TH	<b>\$49,516</b> 25TH	<b>\$93,643</b> MEDIAN	<b>\$133,915</b> 75TH	<b>\$154,475</b> 90TH	<b>\$55,000</b> THIS ORG · 33RD
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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 NY 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="#">New York Independent Contractors</a>	NY	\$266,427	Executive Dir	\$52,000	<b>\$54,952</b>	2023
<a href="#">Agencies For Children's Therapy Services</a>	NY	\$253,650	Executive Director	\$56,000	<b>\$59,180</b>	2023
<a href="#">Society Of Publication Designers Inc</a>	NY	\$272,523	Executive Director	\$100,000	<b>\$102,646</b>	2024
<a href="#">Artist Management Association Inc</a>	NY	\$245,325	Secretary	\$112,196	<b>\$115,165</b>	2024
<a href="#">Bpca Nys Inc</a>	NY	\$243,862	Executive Director	\$46,474	<b>\$47,704</b>	2024
<a href="#">Wosa Export Marketing Ltd</a>	NY	\$282,317	Manager	\$136,390	<b>\$139,999</b>	2024
<a href="#">Icti C A R E Foundation Inc</a>	NY	\$223,734	Bookkeeper	\$132,215	<b>\$135,713</b>	2024
<a href="#">The Lower Niagara River Region Chamber</a>	NY	\$222,922	Past President	\$82,458	<b>\$84,640</b>	2024
<a href="#">Buffalo Niagara Manufacturing Alliance</a>	NY	\$320,173	Executive Director	\$105,000	<b>\$110,962</b>	2023
<a href="#">Central New York Defense Alliance Ltd</a>	NY	\$199,533	Secretary And Exec. Director Emeritus	\$11,325	<b>\$11,625</b>	2024
<a href="#">Medical Staff Of Good Samaritan Hospital</a>	NY	\$327,109	President	\$30,000	<b>\$31,703</b>	2023
<a href="#">Adult Day Health Care Council Inc</a>	NY	\$183,162	Executive Director	\$7,024	<b>\$7,210</b>	2024
<a href="#">The European-american Chamber Of</a>	NY	\$339,296	Executive Director	\$165,000	<b>\$174,368</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alexandria Bay Chamber Of Commerce Inc</a>	NY	\$175,230	Executive Director	\$57,100	<b>\$58,611</b>	2024
<a href="#">Association Of Insurance &amp; Reins</a>	NY	\$357,133	Executive Di	\$182,500	<b>\$192,862</b>	2023
<a href="#">Dutchess County Association</a>	NY	\$364,602	Executive Of	\$121,616	<b>\$128,521</b>	2023
<a href="#">Naturally New York Inc</a>	NY	\$365,273	Executive Director	\$142,187	<b>\$145,949</b>	2024
<a href="#">American Alliance Conference Ltd</a>	NY	\$376,205	Director	\$37,066	<b>\$38,047</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	18 organizations. Compensation range \$7,210–\$192,862; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$260,770); for reference, expenses \$215,189 and assets \$56,878.
ROLE MATCH	Traci Allen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	<b>33<sup>rd</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	28 <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 (Traci Allen) 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 18 similarly situated organizations (Same NTEE sector (S41) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 33<sup>rd</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.