

# Workers' Dignity Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Rj Robles, Executive Director / CEO** (\$41,025) against **every comparable organization** that fit the selection criteria — **309** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rj Robles — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

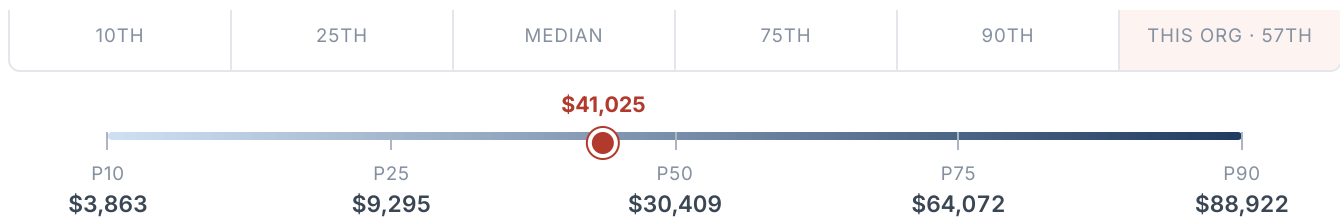
SECTOR	Organizations sharing the subject's NTEE classification (J02).
BUDGET	Total revenue between \$146,403 and \$327,768 — 0.67x to 1.50x the subject's \$218,512 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

**309** organizations qualified on sector, size, and geography → **309** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,863	\$9,295	\$30,409	\$64,072	\$88,922	\$41,025
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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 TN 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="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	NE	\$218,104	President	\$10,757	<b>\$11,332</b>	2023
<a href="#">New Growth Project</a>	MI	\$219,075	Secretary	\$48,000	<b>\$48,526</b>	2023
<a href="#">The Labor Temple Association Inc</a>	MN	\$217,728	President	\$10,400	<b>\$9,776</b>	2024
<a href="#">Fmha Empowerment Institute Llc</a>	NC	\$217,699	Secretary	\$9,469	<b>\$9,308</b>	2024
<a href="#">Evvaylois Foundation</a>	TX	\$219,359	Ceo	\$24,605	<b>\$24,107</b>	2023
<a href="#">Dress For Success Boise Inc</a>	ID	\$217,462	Executive Director	\$62,100	<b>\$64,703</b>	2023
<a href="#">Ri Hospitality Education Foundation</a>	RI	\$219,579	President/ceo	\$21,536	<b>\$20,226</b>	2023
<a href="#">Hacienda La Puente Teachers Assoc</a>	CA	\$217,068	President	\$2,300	<b>\$1,889</b>	2024
<a href="#">Celebrate Edu</a>	CO	\$216,976	Officer - Ceo	\$90,000	<b>\$84,525</b>	2023
<a href="#">Dress For Success Reno-</a>	NV	\$216,901	Executive Di	\$59,333	<b>\$58,252</b>	2023
<a href="#">Harford County Deputy Sheriff 1989</a>	MD	\$216,810	President	\$13,491	<b>\$11,999</b>	2024
<a href="#">21st Century Workforce Development</a>	LA	\$216,599	Executive Director/treasurer	\$70,050	<b>\$73,382</b>	2024
<a href="#">Onondaga County Deputy Sheriff</a>	NY	\$220,670	President	\$12,527	<b>\$11,087</b>	2023
<a href="#">Sheet Metal Workers Local 441 Ap Trust</a>	AL	\$215,868	Training Coordinator	\$68,891	<b>\$70,805</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Association Of</a>	ND	\$221,290	President	\$55	<b>\$57</b>	2024
<a href="#">American Federation Of State County &amp;</a>	NY	\$215,654	President	\$19,600	<b>\$16,849</b>	2024
<a href="#">Winona Education Association</a>	MN	\$221,862	Co President	\$6,000	<b>\$5,640</b>	2024
<a href="#">Northeast Pennsylvania Manufacturers And</a>	PA	\$221,987	Exec Director	\$72,610	<b>\$70,921</b>	2023
<a href="#">Local Union No 349 Of The United Brotherhood Of Carpenters And Join</a>	ME	\$222,099	Warden	\$499	<b>\$463</b>	2025
<a href="#">Westerly Teachers' Association</a>	RI	\$214,652	President	\$10,350	<b>\$9,198</b>	2025
<a href="#">luoe Local 25 Training Fund</a>	NJ	\$214,458	Trustee	\$56,788	<b>\$46,992</b>	2025
<a href="#">American Federation Of Government Employees Local 777</a>	IL	\$214,127	President	\$6,490	<b>\$6,250</b>	2023
<a href="#">Carpinteria Association United School</a>	CA	\$223,099	President	\$43,103	<b>\$34,496</b>	2025
<a href="#">Auto Repair Transformation</a>	WA	\$223,137	Executive Dir.	\$50,834	<b>\$43,298</b>	2024
<a href="#">Job Seekers Network</a>	TX	\$213,726	Board Member And Exec Director	\$137,701	<b>\$134,913</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	309 organizations. Compensation range \$17–\$530,816; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$218,512); for reference, expenses \$333,450 and assets \$143,889. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rj Robles, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Rj Robles) 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 309 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$41,025 is reasonable (approximately the 57<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.