

Advanced Energy Economy Texas

Executive Director / CEO

EIN 455250336

TX · NTEE S46

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Drew Sheberle, Executive Director / CEO** (\$69,250) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

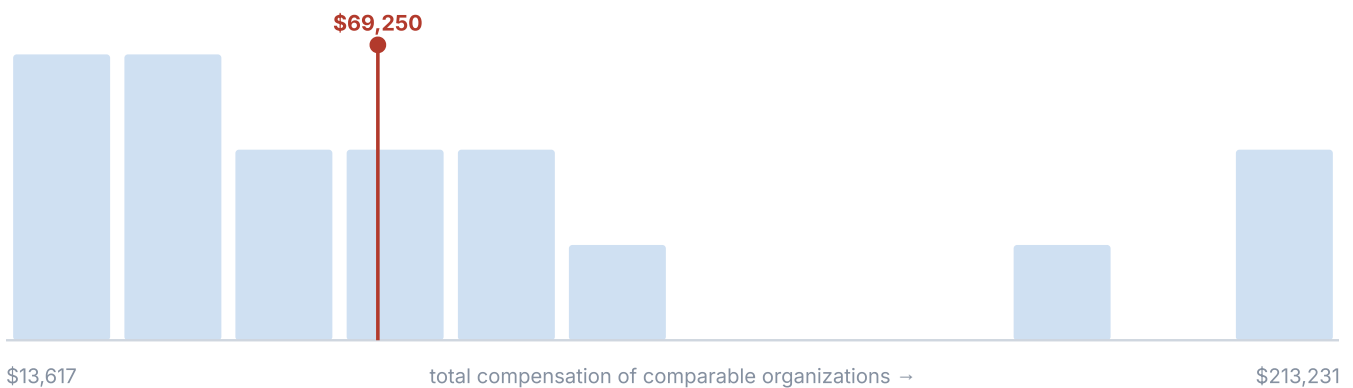
Benchmarked executive: Drew Sheberle — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S46).
BUDGET	Total revenue between \$136,044 and \$304,576 — 0.67x to 1.50x the subject's \$203,051 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S46), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,640	\$41,077	\$59,602	\$90,176	\$189,157	\$69,250
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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 TX 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
Bakery Confectionery Tobacco	TN	\$192,600	President	\$12,587	\$13,617	2023
Supplier Compliance Audit Network	AR	\$221,225	Executive Di	\$58,500	\$65,736	2024
Great Lakes Sports Commission	MI	\$221,743	Executive Director	\$206,650	\$213,231	2024
Georgia Automotive Manufacturers	GA	\$223,224	President & Ceo	\$84,000	\$84,434	2024
American Dairy Coalition Inc	WI	\$181,256	Executive Di	\$51,213	\$53,468	2024
Lapine Chamber Of Commerce Inc	OR	\$226,939	Executive Director	\$33,833	\$30,600	2025
Texas E-health Alliance	TX	\$244,542	Ceo	\$200,000	\$205,907	2023
American Council Of Engineering	ME	\$157,043	Executive Director	\$46,530	\$45,378	2025
Association Of Mail & Business Centers	OH	\$155,286	Operations Exec	\$42,093	\$44,569	2024
Ciecdciw Safety Institute	CA	\$254,555	Director	\$193,992	\$172,407	2023
Manitowoc County Board Of Realtors Inc	WI	\$139,712	Association Executive	\$48,300	\$50,427	2024
Midtown Raleigh Alliance Inc	NC	\$137,805	Executive Director	\$77,557	\$80,112	2024
Queen Creek Chamber Of Commerce	AZ	\$282,411	President	\$85,000	\$84,135	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Petroleum Industry Data Exchange	TX	\$288,350	President & Director Post 12/20/24	\$18,000	\$18,000	2024
Project First Rate	IL	\$295,209	Executive Director	\$112,170	\$107,401	2025
Society For Pediatric Interventional	CO	\$295,763	Executive Director	\$24,286	\$23,280	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	16 organizations. Compensation range \$13,617–\$213,231; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$203,051); for reference, expenses \$158,361 and assets \$107,211.
ROLE MATCH	Drew Sheberle, reported title <i>"BOARD MEMBER"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
OUTLIERS	3 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	56 th

All sources (D + E + F), adjusted

56th

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 (Drew Sheberle) 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 16 similarly situated organizations (Same NTEE sector (S46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,250 is reasonable (approximately the 56th 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.