

Technical Training & Safety

Executive Director / CEO

EIN 456042229

ND · NTEE J22Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kyla Bratz, Executive Director / CEO** (\$85,696) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Kyla Bratz — reported title “EXEC DIRECTO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J22Z).

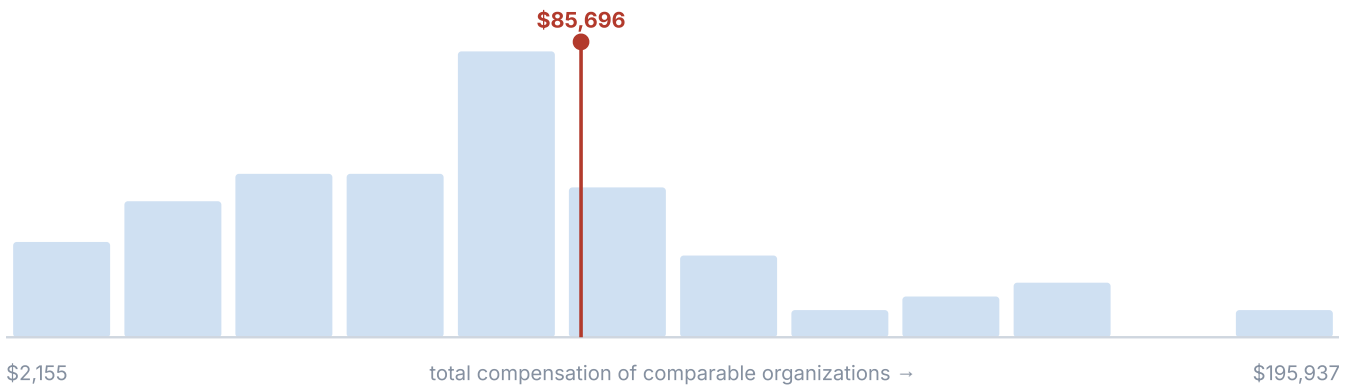
BUDGET Total revenue between \$296,520 and \$663,852 — 0.67x to 1.50x the subject's \$442,568 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J22), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,863	\$46,549	\$69,602	\$87,006	\$129,170	\$85,696
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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 ND 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
New Century Foundation	VA	\$443,191	President	\$81,424	\$75,708	2023
Southwest Alabama Workforce	AL	\$441,919	Executive Di	\$199,033	\$195,937	2025
Lafayette Electrical Joint Apprenticeship & Training Committee	IN	\$444,967	Training Coordinator	\$70,005	\$69,051	2024
Jobs Of Hope Inc	CO	\$446,303	Executive Director	\$65,849	\$60,804	2023
United Plant & Production Workers	NY	\$448,179	Fund Admin	\$92,072	\$80,119	2023
Plumbers & Pipefitters Apprenticeship	WY	\$450,707	Training Director	\$195,160	\$195,470	2024
Homeaid Austin Inc	TX	\$454,432	Executive Director	\$90,017	\$84,224	2024
Puzzle Piece Pastries	GA	\$422,873	Director	\$49,831	\$46,865	2024
Uaw Center For Manufacturing A Green	CA	\$422,693	Executive Dir.	\$59,707	\$48,224	2024
We Are Hope Inc	WI	\$466,247	Executive Director	\$67,173	\$65,617	2024
Embodywise	CA	\$469,938	President	\$22,000	\$18,294	2023
United Methodist College	VA	\$412,993	Dean And Exec Director	\$105,060	\$92,436	2025
Hampton Roads Electrical Joint Apprent	VA	\$473,472	Director	\$119,460	\$107,887	2024
Valley Contractors Workforce Foundation	CA	\$474,500	Executive Dir.	\$78,974	\$63,786	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth Design Center Inc	NY	\$475,323	Executive Director	\$126,955	\$107,303	2024
The Rocky Mountain Mining Institute	CO	\$475,435	Executive Director	\$152,652	\$136,911	2024
The Workfirst Foundation	NY	\$479,200	Former Chairman	\$36,848	\$31,144	2024
Torch 180	MI	\$405,826	President	\$63,250	\$61,063	2024
Ironworkers 549 Joint Apprentice Training Fund	WV	\$405,210	President	\$64,084	\$64,901	2024
Conexion Inc	MA	\$404,349	Executive Director	\$137,960	\$115,958	2024
Matco Industries Inc	OH	\$483,019	Ceo	\$112,724	\$114,972	2023
Attleboro Area School To Career	MA	\$401,358	Executive Direc	\$25,568	\$20,936	2025
Operating Engineers Local 953 Journeyman	NM	\$484,913	Executive Director	\$74,942	\$75,393	2024
The Reciprocity Collective	CO	\$486,440	Executive Director	\$100,420	\$90,065	2024
Seesaw Communities Inc	CA	\$486,919	Secretary	\$59,298	\$49,308	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 **90** organizations. Compensation range \$2,155–\$195,937; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$442,568); for reference, expenses \$713,056 and assets \$211,801. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kyla Bratz, reported title "EXEC DIRECTO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	72 nd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	61 st

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 (Kyla Bratz) 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 90 similarly situated organizations (Same NTEE sector (J22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,696 is reasonable (approximately the 72nd 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.