

Oregon Hockey Officials Association Inc

Executive Director / CEO

EIN **464103610**
 OR · NTEE N80
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **John Tallmon, Executive Director / CEO** (\$28,297) against **every comparable organization** that fit the selection criteria — **1336** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

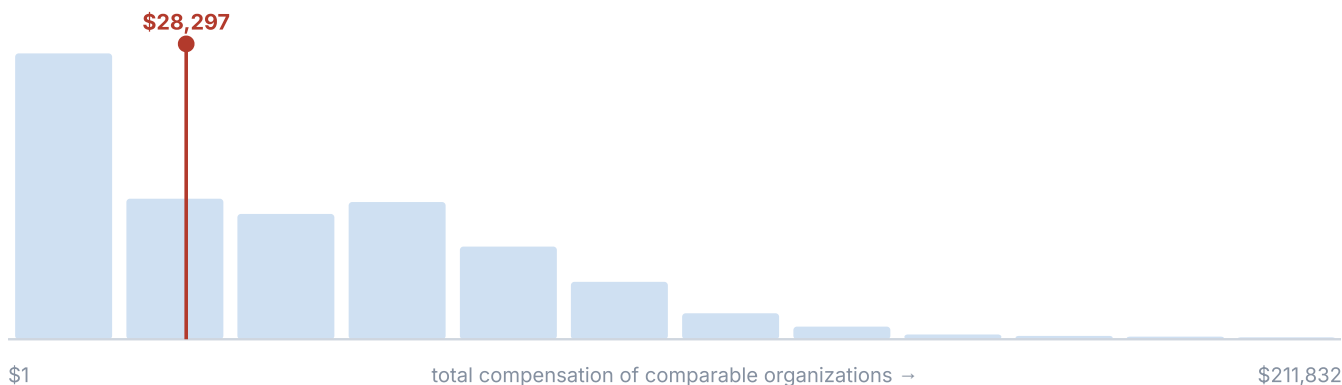
Benchmarked executive: John Tallmon — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N80).
BUDGET	Total revenue between \$228,484 and \$511,533 — 0.67x to 1.50x the subject's \$341,022 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,336 organizations qualified on sector, size, and geography → **1,336** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,027	\$11,930	\$38,964	\$68,127	\$92,364	\$28,297
---------	----------	----------	----------	----------	-----------------



■ 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 OR 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
The Fairfield County Interscholasti	CT	\$341,040	President	\$1,125	\$1,136	2024
The Miracle League Of The Lehigh Valley	PA	\$341,094	Executive Director	\$71,497	\$79,045	2023
Austin High School Boys Lacrosse	TX	\$341,177	Director/hc	\$89,839	\$94,276	2025
Bristol Polish American Citizens	CT	\$340,759	Treasurer	\$22,880	\$23,101	2024
Wichita Futbol Club	KS	\$341,350	President	\$8,308	\$9,665	2024
Camp Eeshay Of Nj Inc	NJ	\$341,460	Trustee	\$5,000	\$4,807	2024
Albany Area Gymnastics Association	MN	\$341,559	Executive Di	\$36,000	\$38,305	2024
Girls On The Run Of Greater Richmond	VA	\$341,616	Executive Director	\$75,110	\$80,401	2023
Harinam Festivals Inc	NC	\$340,348	Treasurer	\$7,200	\$8,011	2024
American Sokol Organization	TX	\$340,314	Director	\$25,039	\$26,971	2024
Skate Journeys	WA	\$340,176	Executive Director	\$67,516	\$65,091	2024
United States Bowling Congress Inc	MT	\$340,076	Association Manager	\$12,000	\$13,570	2025
Pioneer Valley Interscholastic	MA	\$342,125	Treasurer	\$32,783	\$32,659	2023
Supporters Of Olympia Community Sailing	WA	\$342,129	Executive Director	\$70,392	\$67,864	2024
Abilene Clay Sports	TX	\$342,223	Club Manager	\$36,601	\$39,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Piedmont Gymnastics Organization Inc	NC	\$339,710	President	\$473	\$513	2025
Spirit Youth Sports Inc	CA	\$342,505	Executive Director	\$109,401	\$101,725	2024
Pacific Northwest Parkour Association	OR	\$342,633	Executive Director	\$40,873	\$40,873	2024
Phoenix After School Sports Inc	AZ	\$339,366	Executive Director	\$42,000	\$43,496	2024
Women Of Colors	MI	\$339,290	President	\$67,226	\$76,927	2023
Worcester County Crush Inc	MA	\$339,181	Director	\$5,500	\$5,322	2024
St Clair Shores Figure Skating	MI	\$339,108	Treasurer	\$4,793	\$5,327	2024
Atlanta Memorial Park Conservancy Inc	GA	\$338,856	Executive Director	\$97,608	\$108,805	2023
Central Alabama Sports Commission Inc	AL	\$343,245	Executive Director	\$58,500	\$68,055	2024
Aberdeen Youth Soccer Association	SD	\$343,471	Executive Director	\$56,624	\$67,293	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 1336 organizations. Compensation range \$1–\$211,832; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$341,022); for reference, expenses \$333,700 and assets \$34,912.

ROLE MATCH	John Tallmon, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	42 nd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	40 th

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 (John Tallmon) 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 1336 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,297 is reasonable (approximately the 42nd 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.