

American Veterans Service Dog

Executive Director / CEO

EIN **465397186**
 IL · NTEE W30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Eric Carlson, Executive Director / CEO** (\$28,800) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Eric Carlson — reported title “TREASURER -”, 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 (W30).
- BUDGET** Total revenue between \$135,132 and \$302,536 — 0.67x to 1.50x the subject's \$201,691 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,856	\$8,044	\$24,601	\$47,088	\$66,853	\$28,800
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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 IL 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
Lafayette War Veterans	CA	\$201,261	Center Director	\$96,658	\$84,898	2023
Pymatuning Veterans Home Assn	PA	\$202,671	President	\$10,400	\$10,247	2024
Veterans Of Foreign Wars Of The United	CA	\$199,976	Treasurer	\$42,000	\$35,831	2024
Hevin	WA	\$203,834	Vice-presden	\$25,750	\$22,777	2024
North Shore Veterans Counseling	MA	\$197,898	Executive Di	\$53,000	\$47,054	2024
American Legion Post 204 Harold N Keith	MA	\$196,764	Finance Officer	\$7,200	\$6,392	2024
American Legion Morris Snuggerud Post Membership	WI	\$207,094	3rd Vice Commandergm	\$51,688	\$53,333	2024
Dtom 220 Foundation	SD	\$207,188	Ceo, Chairman Of The Board	\$36,040	\$40,458	2023
Peoples Foundation For Connecting Community Military & Veterans	CA	\$207,511	Secretary	\$1,500	\$1,317	2023
Vietnam Veterans Of America #317	MO	\$195,555	President	\$34,182	\$34,848	2025
Walter Jones Post 2876 Veterans Of	IL	\$191,118	Jr Vice Comm	\$10,830	\$10,519	2024
Watsonstown American Legion Club Inc	PA	\$189,157	Finance Officer	\$4,050	\$3,990	2024
Pin-ups For Vets	CA	\$188,710	President	\$107,529	\$91,736	2024
Veterans Of Foreign Wars	CA	\$216,406	Commander	\$2,020	\$1,723	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Patriot Service Corporatio	UT	\$184,349	President	\$11,999	\$12,133	2024
American Legion Post 0094 Charles Pratt Post	IN	\$182,068	Bar Gaming Manager	\$38,055	\$38,627	2025
Veterans Of Foreign Wars Post 614	NM	\$221,500	Commander	\$12,301	\$12,734	2025
Veterans Of Foreign Wars 9566vfw-mass	MA	\$180,705	Past Quartermaster	\$4,410	\$3,915	2024
Whitehall Lodge No 1491 Bpoe	NY	\$180,612	Secretary	\$1,500	\$1,304	2025
Veterans Of Foreign Wars Of The United States Dept Of Florida	FL	\$179,435	Quartermaster	\$2,600	\$2,351	2025
Veterans Of Foreign Wars	MN	\$224,089	Quartermast	\$9,705	\$9,754	2023
Knott Alone--hold Fast	VA	\$225,184	Ceo	\$16,197	\$15,451	2024
Veterans Of Foreign Wars Department Of	AK	\$176,865	Quartermaster	\$5,990	\$5,825	2023
American Legion Post 13	AK	\$226,785	Manager	\$33,600	\$32,675	2023
Lutheran Military Veterans	IN	\$227,755	Executive Di	\$62,385	\$64,998	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2023 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 IL 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 **79** organizations. Compensation range \$51–\$595,314; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$201,691); for reference, expenses \$213,244 and assets \$116,692.
ROLE MATCH	Eric Carlson, reported title "TREASURER -", 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.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	54 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	51 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 (Eric Carlson) 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 79 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,800 is reasonable (approximately the 54th 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.