

# Utec Hub Inc

Executive Director / CEO

EIN 473295619  
 MA · NTEE T11  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Gregg Croteau, Executive Director / CEO** (\$853) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Gregg Croteau — reported title “CLERK”, 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 (T11).
BUDGET	Total revenue between \$185,596 and \$415,513 — 0.67x to 1.50x the subject's \$277,009 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

**57** organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,740	\$15,854	\$30,516	\$47,725	\$79,855	<b>\$853</b>
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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 MA 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="#">Doug &amp; Kaisa Levine Family</a>	MI	\$276,923	Treasurer	\$26,189	<b>\$29,219</b>	2024
<a href="#">Foundation For Flint</a>	MI	\$277,197	President And Ceo	\$20,050	<b>\$23,030</b>	2023
<a href="#">Arizona School Choice Administrative</a>	AZ	\$278,354	Chairman	\$125,000	<b>\$133,778</b>	2023
<a href="#">Place Of Hope In Haiti Inc</a>	FL	\$275,225	Managing Director	\$47,000	<b>\$47,725</b>	2024
<a href="#">Lakeshore Support Organization</a>	AL	\$279,190	President	\$24,357	<b>\$28,442</b>	2024
<a href="#">United Way Of Forsyth County</a>	NC	\$273,672	President An	\$23,279	<b>\$26,767</b>	2023
<a href="#">Richcroft Foundation Inc</a>	MD	\$282,311	Ceo	\$43,604	<b>\$44,063</b>	2024
<a href="#">Northern Illinois Research Foundation</a>	IL	\$266,075	President	\$61,049	<b>\$63,201</b>	2025
<a href="#">Game Changing Men Inc</a>	GA	\$288,569	President & Ceo	\$40,626	<b>\$44,153</b>	2024
<a href="#">Etcf Support Foundation</a>	TX	\$289,181	President	\$5,992	<b>\$6,670</b>	2023
<a href="#">Hillcrest Healthcare Foundation</a>	TN	\$292,853	President	\$10,586	<b>\$12,027</b>	2024
<a href="#">Real Estate Charitable Foundation</a>	MO	\$294,355	Executive Director	\$38,697	<b>\$44,302</b>	2024
<a href="#">Franklin County Foster Closet</a>	MO	\$297,686	President	\$38,500	<b>\$44,076</b>	2024
<a href="#">Fairfield Public Library</a>	IA	\$256,196	Vice-preside	\$14,217	<b>\$16,826</b>	2024
<a href="#">Spencer Wilson Charitable Trust</a>	WY	\$300,545	Trustee	\$108,000	<b>\$125,003</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Peter And Julie Stott Foundation</a>	OR	\$251,400	Assistant Treasurer	\$75,412	<b>\$77,933</b>	2023
<a href="#">Healthy Brighton Title Holding</a>	IL	\$247,279	President	\$9,452	<b>\$10,044</b>	2024
<a href="#">Ach Landowner</a>	TX	\$308,576	Ceo	\$25,128	<b>\$27,972</b>	2023
<a href="#">Stand Together Foundation Inc</a>	WI	\$242,619	Director/senior Vp - Community Impact	\$4,819	<b>\$5,440</b>	2024
<a href="#">Marjorie M &amp; Lawrence R Bradley Endowment Fund</a>	NC	\$318,157	President & Ceo	\$40,250	<b>\$44,953</b>	2024
<a href="#">Avon Education Foundation</a>	IN	\$231,119	Executive Dir.	\$55,000	<b>\$62,693</b>	2024
<a href="#">Cape Cod Tech Foundation Inc</a>	MA	\$230,754	Clerk/execut	\$27,000	<b>\$25,549</b>	2025
<a href="#">Northcrest Foundation</a>	IA	\$228,134	Ceo	\$12,284	<b>\$14,968</b>	2023
<a href="#">Richman Family Foundation Inc</a>	MD	\$225,830	President & Public Director	\$44,135	<b>\$45,917</b>	2023
<a href="#">St John's Community Services Foundation</a>	DC	\$329,005	President & Ceo	\$87,229	<b>\$82,738</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 57 organizations. Compensation range \$4,393–\$809,395; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$277,009); for reference, expenses \$213,044 and assets \$2,229,973.

ROLE MATCH	Gregg Croteau, reported title " <i>CLERK</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Gregg Croteau) 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 57 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$853 is reasonable (approximately the 0<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.