

Spec Labs Inc

Executive Director / CEO

EIN 474785295

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Weissbrod, Executive Director / CEO** (\$75,275) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Jason Weissbrod — 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 (P20).

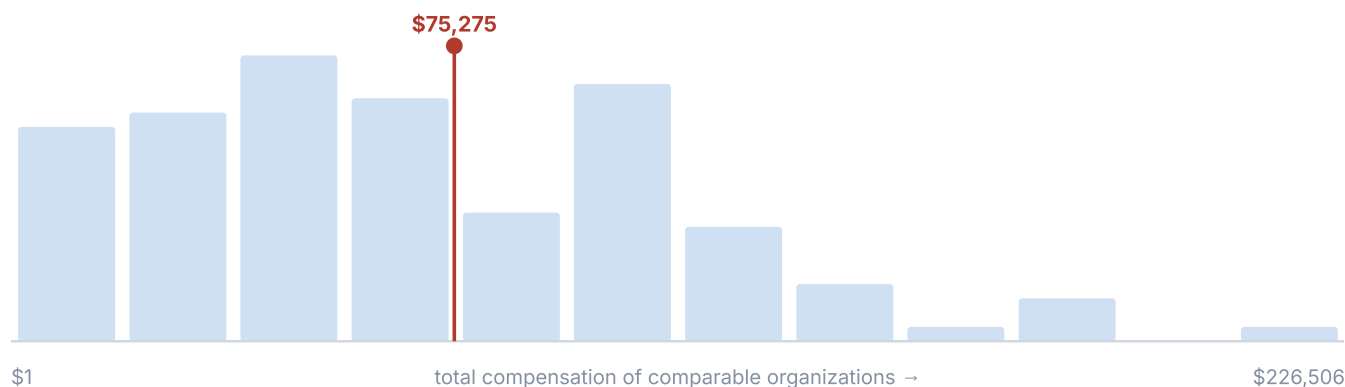
BUDGET Total revenue between \$296,385 and \$663,549 — 0.67x to 1.50x the subject's \$442,366 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

112 organizations qualified on sector, size, and geography

→ **112** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,059

\$35,513

\$63,686

\$100,716

\$124,745

\$75,275



● 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 CA 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
Instituto De Avance Integral Latino Cdc	CA	\$441,139	Executive Director	\$100,000	\$100,000	2024
Imago Dei Ministries	CA	\$444,143	Executive Director	\$41,998	\$43,239	2023
All My Usos	CA	\$438,238	Executive Director	\$5,542	\$5,542	2024
Olinga Learning	CA	\$436,788	Executive & Engineering Di	\$111,380	\$111,380	2024
Silver Streak	CA	\$436,590	Director	\$21,000	\$21,620	2023
Seeds Of Love	CA	\$449,576	President	\$36,159	\$37,227	2023
Recovery Cafe Santa Cruz	CA	\$450,603	Exec Dir/pre	\$17,920	\$18,449	2023
Trusting Connections	CA	\$433,862	Ceo	\$122,413	\$122,413	2024
Ben Lim Ministries	CA	\$450,871	President & Pastor	\$37,300	\$38,402	2023
Warfighter Made	CA	\$451,431	Executive Dir.	\$62,100	\$63,934	2023
United Through Education	CA	\$432,009	Vice President, Director	\$58,229	\$58,229	2024
Above The Rest Academy	CA	\$428,548	President	\$76,500	\$76,500	2024
Community Working Group	CA	\$457,355	Chief Real Estate Officer	\$28,315	\$29,151	2023
All Positives Possible	CA	\$426,122	Executive Director	\$111,455	\$114,747	2023
Catalyst San Gabriel Valley Incorporated	CA	\$459,052	Ceo	\$50,909	\$52,413	2023
Broom Homestead Inc	CA	\$460,183	President & Ceo	\$98,000	\$98,000	2024
World Voices Media	CA	\$423,900	Executive Di	\$172,685	\$172,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mothers-in-action Inc	CA	\$422,398	Board President & Ceo	\$81,000	\$93,763	2021
Catholic Worker Hospitality House	CA	\$465,519	Director, Board Member	\$52,530	\$52,530	2024
Kulungu For Congo	CA	\$466,394	Executive Director	\$50,000	\$48,711	2025
Assuaged Foundation Inc	CA	\$411,679	Vice President	\$3,150	\$3,150	2024
Neurotalent Works Inc	CA	\$473,288	Executive Director	\$109,341	\$112,571	2023
The Bay Area Mural Program Inc	CA	\$411,111	Executive Di	\$137,705	\$141,772	2023
Lamorinda Village Inc	CA	\$408,442	Executive Director	\$87,800	\$87,800	2024
South Central United	CA	\$404,074	Director	\$96,000	\$98,836	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	112 organizations. Compensation range \$1–\$226,506; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$442,366); for reference, expenses \$385,199 and assets \$137,112.
ROLE MATCH	Jason Weissbrod, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	59 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 (Jason Weissbrod) 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 112 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,275 is reasonable (approximately the 61st 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.