

Association Of Occupational And

Executive Director / CEO

EIN 521553060
 DC · NTEE E50B
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Janie L Gittleman Phd Mrp, Executive Director / CEO** (\$79,185) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

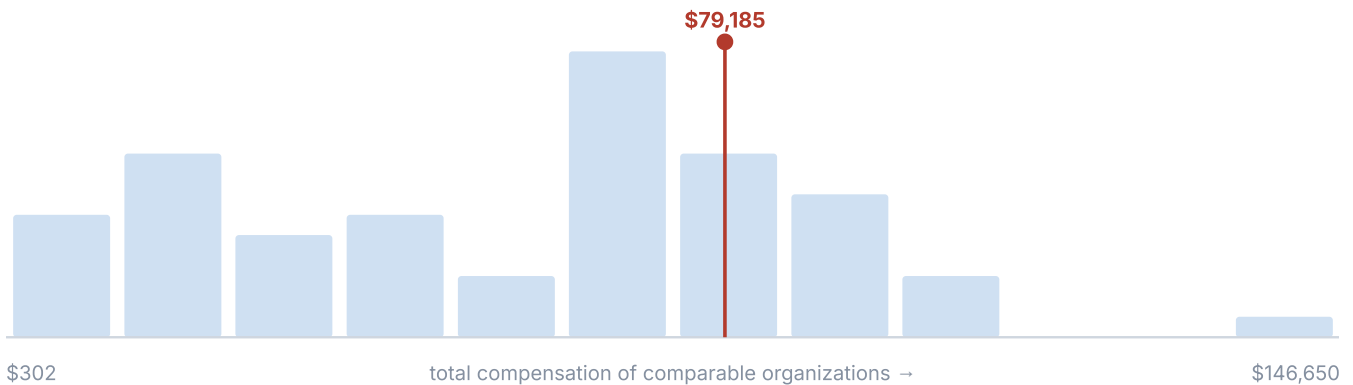
Benchmarked executive: Janie L Gittleman Phd Mrp — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E50B).
BUDGET	Total revenue between \$253,527 and \$567,598 — 0.67x to 1.50x the subject's \$378,399 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,807	\$26,025	\$65,198	\$79,392	\$91,239	\$79,185
----------	----------	----------	----------	----------	----------



● 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 DC 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
Arise At Marshall Farms Inc	NY	\$380,033	Ceo	\$18,310	\$19,412	2023
Therapy Dogs International Inc	NJ	\$380,069	President	\$140,000	\$146,650	2023
Hope To Walk Inc	VA	\$376,619	Executive Di	\$49,718	\$54,705	2024
Leaps And Sounds Pediatric Rehabilitation	OH	\$385,091	Voting Member	\$66,060	\$79,733	2024
Carrusel En La Sebastiana Corp	PR	\$369,010	Executive Director	\$41,900	\$43,138	2023
Easter Seals Southwest Florida	FL	\$361,813	President & Ceo	\$15,453	\$16,543	2024
Warrior Ranch Foundation Inc	NY	\$395,902	President	\$21,650	\$22,294	2024
Windhorse Equine Learning	MT	\$358,139	Executive Director	\$55,000	\$67,561	2024
The Arc Of Whatcom County	WA	\$357,296	Executive Director	\$63,711	\$66,922	2023
Vip Neurorehabilitation Center	CA	\$400,040	Executive Di	\$69,167	\$70,072	2023
Spurs Therapeutic Riding Center Inc	SD	\$401,581	Executive Director	\$53,000	\$68,624	2023
Horses With Hope Inc	PA	\$401,660	Executive Director	\$65,001	\$73,868	2024
Salt Lake Harm Reduction Project	UT	\$347,236	Executive Dir.	\$62,500	\$72,895	2024
Therapy And Counseling Services	PA	\$346,088	Treasurer/clinical Director	\$41,769	\$47,467	2024
Therapies For Hope Inc	CO	\$344,783	Executive Di	\$5,600	\$6,299	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Equi-kids Therapeutic Riding Program	VA	\$344,773	Executive Director	\$23,750	\$26,904	2023
Voices Of Hope For Aphasia Inc	FL	\$341,264	Executive Director	\$58,920	\$63,076	2024
Natures Edge Therapy Center Inc	WI	\$419,248	Secretary	\$10,000	\$12,252	2023
Its My Life Inc	PA	\$421,481	Ceo	\$31,384	\$35,665	2024
Gaylord Farm Rehabilitation Center Inc	CT	\$425,761	President & Ceo	\$20,785	\$22,208	2024
Hopelife Regeneration Inc	NC	\$329,601	President	\$23,088	\$27,988	2023
Ahead With Horses Inc	CA	\$327,152	Executive Dir.	\$64,480	\$63,449	2024
High & Mighty Therapeutic Riding	NY	\$432,029	Executiver Director	\$76,767	\$79,050	2024
Pure Living Recovery And Rehabilitation	IL	\$324,689	Cfo	\$10,908	\$12,220	2024
Community Supported Acupuncture	KY	\$323,981	Executive Director	\$74,150	\$90,783	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **63** organizations. Compensation range \$302–\$146,650; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$378,399); for reference, expenses \$495,162 and assets \$16,087.

ROLE MATCH Janie L Gittleman Phd Mrp, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	75 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	63 rd

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 (Janie L Gittleman Phd Mrp) 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 63 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,185 is reasonable (approximately the 75th 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.