

# Alkylphenols & Ethoxylates Research Council

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Losey, Executive Director / CEO** (\$192,338) against **every comparable organization** that fit the selection criteria — **630** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

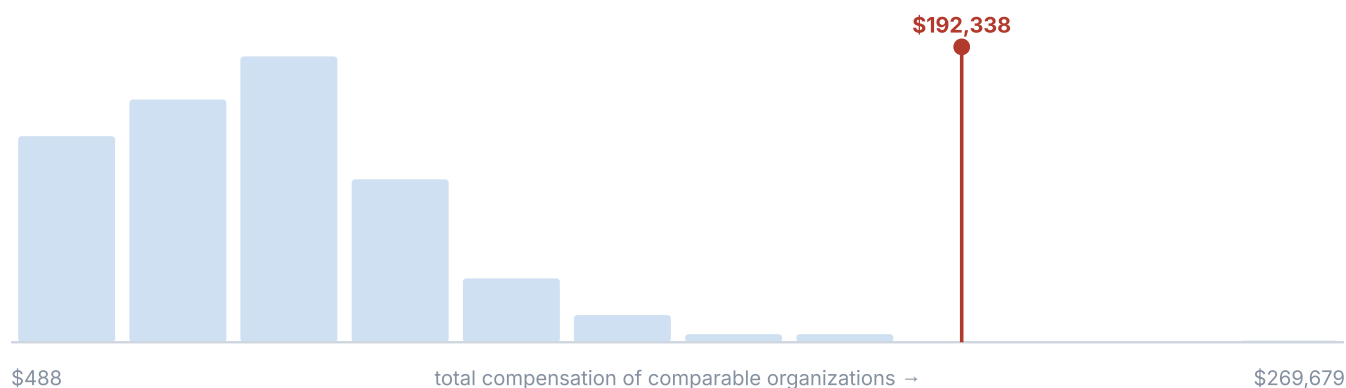
**Benchmarked executive:** Barbara Losey — reported title “EXE DIRCH ACCT OFFICER BLCS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D052).
BUDGET	Total revenue between \$262,142 and \$586,887 — 0.67x to 1.50x the subject's \$391,258 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

**630** organizations qualified on sector, size, and geography → **630** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,427	\$27,070	\$49,903	\$70,282	\$92,207	\$192,338
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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 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
<a href="#">Wee Companions</a>	CA	\$391,299	President	\$71,438	<b>\$68,279</b>	2024
<a href="#">Charlie's Angels Saving Animals Inc</a>	TN	\$390,924	President	\$26,850	<b>\$31,240</b>	2024
<a href="#">Crash's Landing</a>	MI	\$391,648	1721 Graham Ct Nw Grand Rapids, Mi 49504	\$42,000	<b>\$47,984</b>	2024
<a href="#">Pearl's Place</a>	TX	\$390,772	Director	\$42,050	<b>\$46,559</b>	2024
<a href="#">Colorado Springs All Breed Rescue</a>	CO	\$390,375	Executive Di	\$28,500	<b>\$30,248</b>	2024
<a href="#">Species Unite 23 Inc</a>	NY	\$389,469	President	\$125,000	<b>\$128,717</b>	2023
<a href="#">Loudoun Wildlife Conservancy</a>	VA	\$393,437	Executive Director (From 06/24)	\$47,874	<b>\$51,165</b>	2024
<a href="#">Wild At Heart Horse Rescue</a>	CA	\$393,791	President	\$78,168	<b>\$74,711</b>	2024
<a href="#">No More Chasin Tails</a>	VA	\$388,364	President	\$45,708	<b>\$48,850</b>	2024
<a href="#">The Therapet Animal Assisted</a>	TX	\$388,287	Executive Dir.	\$69,996	<b>\$77,501</b>	2024
<a href="#">Etowah Valley Humane Society Inc</a>	GA	\$394,728	Executive Director	\$72,010	<b>\$80,143</b>	2024
<a href="#">Rory To The Rescue Inc</a>	CA	\$387,425	Ceo	\$60,751	<b>\$58,065</b>	2024
<a href="#">Calvert Animal Welfare League Inc</a>	MD	\$387,321	Director	\$5,400	<b>\$5,588</b>	2024
<a href="#">Watching Over Whiskers</a>	MO	\$395,235	President And Ceo	\$80,000	<b>\$93,788</b>	2024
<a href="#">Midwest Animal Resq</a>	MO	\$395,358	President	\$95,000	<b>\$111,372</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Humane Society Of Rowan County</a>	NC	\$395,854	Vice Preside	\$1,800	<b>\$2,119</b>	2023
<a href="#">Angel Paws</a>	UT	\$386,459	President	\$44,500	<b>\$50,412</b>	2024
<a href="#">Lifeline Of Galveston County</a>	TX	\$396,066	Executive Director & Board President	\$32,664	<b>\$36,166</b>	2024
<a href="#">Kitty Cottage Adoption Center Inc</a>	PA	\$386,385	Director	\$3,770	<b>\$4,162</b>	2024
<a href="#">Miami Animal Rescue Inc</a>	FL	\$386,286	President	\$12,000	<b>\$12,846</b>	2023
<a href="#">Green Lake Area Animal Shelter Ltd</a>	WI	\$396,338	Board Member	\$53,778	<b>\$62,166</b>	2024
<a href="#">Humane Society Of Noble County Inc</a>	IN	\$386,131	Shelter Director	\$46,918	<b>\$54,765</b>	2024
<a href="#">Kitten Rescue Of Mason County</a>	WA	\$396,894	Executive Director	\$23,847	<b>\$23,632</b>	2024
<a href="#">The Heart Of The Horse Therapy Ranch</a>	CA	\$397,147	Vice President	\$41,798	<b>\$39,950</b>	2024
<a href="#">Foxy And The Hounds</a>	CA	\$384,779	President	\$102,500	<b>\$97,967</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **630** organizations. Compensation range \$488–\$269,679; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$391,258); for reference, expenses \$432,276 and assets \$218,812.

ROLE MATCH	Barbara Losey, reported title "EXE DIRCH ACCT OFFICER BLCS", 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	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	98 <sup>th</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 (Barbara Losey) 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 630 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$192,338 is reasonable (approximately the 100<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.