

Clarksburg Electrical Joint Apprenticesh

Executive Director / CEO

EIN 550483602

WV · NTEE B30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Young, Executive Director / CEO** (\$53,545) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

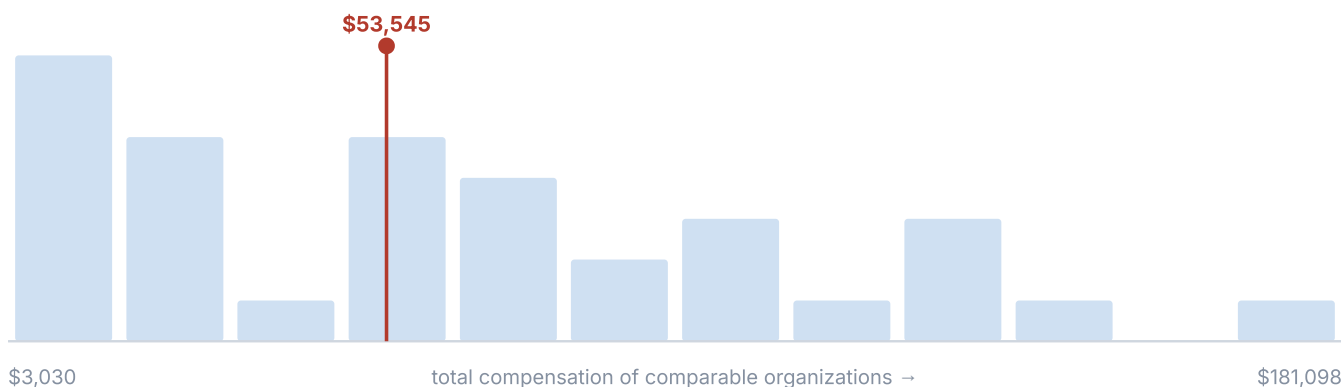
Benchmarked executive: John Young — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B30).
BUDGET	Total revenue between \$125,888 and \$281,841 — 0.67x to 1.50x the subject's \$187,894 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B30), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,033	\$21,460	\$53,122	\$94,116	\$126,901	\$53,545
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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 WV 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
Medical Training Academy	OR	\$179,933	President	\$19,617	\$16,342	2024
Local Union #143 Operative Plasterer's	IL	\$178,306	Chairman	\$76,205	\$67,208	2024
Tfg Heartwood Inc	MA	\$175,507	Executive Director	\$113,400	\$94,116	2023
Madison Automotive Apprentices Inc	VA	\$174,610	Executive Director	\$56,883	\$49,271	2024
Valley Academy For The Arts Inc	WI	\$174,214	Executive Di	\$12,000	\$11,575	2023
The Columbia School Linguistic	NJ	\$203,734	President	\$10,000	\$7,803	2025
Landmark Training Development Company	TN	\$163,464	President & Executive Director	\$3,213	\$3,030	2024
United Union Of Roofers Local 119	IN	\$219,578	President	\$91,697	\$86,748	2024
Heat & Frost Insulators & Allied	IL	\$220,334	Training Coordinator	\$118,492	\$104,502	2024
Incremental Development Alliance	AR	\$220,700	Executive Director	\$126,192	\$131,006	2023
The Trade School At Sbe Inc	CA	\$223,824	President	\$64,227	\$51,222	2023
Destinyworks	IN	\$226,555	Executive Director	\$150,000	\$141,904	2024
Legacy Aviation Learning Center	MI	\$148,776	Ceo	\$62,500	\$56,380	2025
Workforce Technician Education Center	CA	\$227,920	Chief Community Officer	\$31,800	\$24,634	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nj Guard Training Academy Inc	NJ	\$228,420	Amaral	\$37,500	\$30,923	2023
Latino Learning Center Inc	TX	\$231,223	President &	\$57,500	\$53,122	2023
Simply Circus Corp	MA	\$231,254	General Manager	\$60,275	\$48,590	2024
The Daruby School	MO	\$235,114	Executive Director	\$21,000	\$19,954	2024
Hastings Foundation For	MS	\$240,000	President	\$62,000	\$63,775	2023
Puget Sound Boilermakers App & Trn Trust	WA	\$245,030	Trust Coordinator	\$137,813	\$113,956	2023
New Horizons Foundation - A Sheet	VA	\$250,660	Director	\$97,707	\$84,631	2024
Cocal Gracias	AZ	\$253,446	President And Director	\$46,548	\$40,160	2024
Rebound A Building Trades Organization	WA	\$259,519	Executive Dir.	\$154,773	\$127,980	2023
Ed3 Galaxy	NY	\$266,626	Vice President	\$30,006	\$25,042	2023
Colorado Bioscience Institute	CO	\$266,856	President	\$9,942	\$8,552	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 **33** organizations. Compensation range \$3,030–\$181,098; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$187,894); for reference, expenses \$288,539 and assets \$688,925. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH John Young, reported title "*Secretary*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 nd
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	48 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 (John Young) 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 33 similarly situated organizations (Same NTEE sector (B30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,545 is reasonable (approximately the 52nd 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.