

# Chemical Alliance Zone Inc

Executive Director / CEO

EIN 550775503

WV · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Digregorio, Executive Director / CEO** (\$178,250) against **every comparable organization** that fit the selection criteria — **391** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

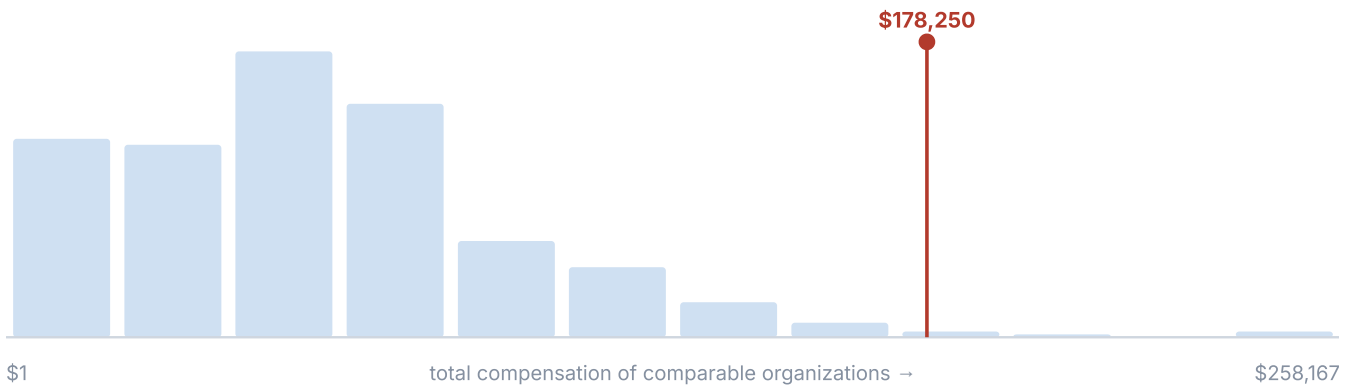
**Benchmarked executive:** Kevin Digregorio — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (S41).  |
| BUDGET    | Total revenue between \$134,633 and \$301,417 — 0.67x to 1.50x the subject's \$200,945 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.  |

**391** organizations qualified on sector, size, and geography → **391** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |           |                  |
|----------|----------|----------|----------|-----------|------------------|
| \$10,397 | \$33,556 | \$57,053 | \$78,835 | \$112,183 | <b>\$178,250</b> |
|----------|----------|----------|----------|-----------|------------------|



## ● 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   |
|--|-------|-----------|---------------------------------------|-----------------|------------------|------|
| <a href="#">Association Of Health Care</a>               | MO    | \$200,730 | Executive Director                    | \$5,416         | <b>\$5,455</b>   | 2023 |
| <a href="#">Wisconsin Badger Chapter Club Management</a> | WI    | \$201,353 | Managing Director                     | \$58,940        | <b>\$56,851</b>  | 2024 |
| <a href="#">Massachusetts Association Of</a>             | MA    | \$201,599 | Executive Di                          | \$137,500       | <b>\$114,117</b> | 2024 |
| <a href="#">North Coast Fishermens Cable Committee</a>   | CA    | \$201,795 | President                             | \$4,319         | <b>\$3,444</b>   | 2024 |
| <a href="#">Tennessee Infrastructure Alliance</a>        | TN    | \$200,000 | Executive Director                    | \$90,000        | <b>\$87,373</b>  | 2024 |
| <a href="#">Digital Energy Council</a>                   | DC    | \$200,000 | Board Member,exec Dir,president       | \$25,000        | <b>\$20,860</b>  | 2023 |
| <a href="#">Independent Electrical Contractors</a>       | CO    | \$201,942 | Executive Director                    | \$124,001       | <b>\$109,815</b> | 2024 |
| <a href="#">Association Of Extremity Nerve Surgeons</a>  | TX    | \$202,068 | Director                              | \$53,722        | <b>\$51,098</b>  | 2023 |
| <a href="#">Virginia Association Of Independent</a>      | VA    | \$202,244 | Executive Dir.                        | \$108,934       | <b>\$97,143</b>  | 2024 |
| <a href="#">Central New York Defense Alliance Ltd</a>    | NY    | \$199,533 | Secretary And Exec. Director Emeritus | \$11,325        | <b>\$9,452</b>   | 2024 |
| <a href="#">Pennsylvania State Assn Of County</a>        | PA    | \$199,332 | Secretary/tr                          | \$20,125        | <b>\$18,536</b>  | 2024 |
| <a href="#">The Village At Sherman Oaks Inc</a>          | CA    | \$198,810 | Executive Director                    | \$12,000        | <b>\$9,852</b>   | 2023 |
| <a href="#">Certified Pest Control Operators Of Geor</a> | GA    | \$203,348 | Executive Director                    | \$37,048        | <b>\$34,404</b>  | 2024 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE      | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|--------------------|-----------------|------------------|------|
| <a href="#">Southern Berkshire Chamber Of</a>                      | MA    | \$203,391 | Executive Dir.     | \$66,000        | <b>\$56,394</b>  | 2023 |
| <a href="#">Swedish Medical Center Medical</a>                     | CO    | \$198,392 | President          | \$17,500        | <b>\$15,498</b>  | 2024 |
| <a href="#">Bloomington-normal Plumbing &amp; Heating</a>          | IL    | \$203,522 | Executive Direc    | \$33,146        | <b>\$30,096</b>  | 2024 |
| <a href="#">American Institute Of Architecture Eastern Oklahom</a> | OK    | \$203,816 | Executive Director | \$82,409        | <b>\$86,284</b>  | 2023 |
| <a href="#">Alliance For Gray Market &amp; Counterfeit</a>         | DC    | \$203,863 | Executive Director | \$130,494       | <b>\$108,885</b> | 2023 |
| <a href="#">American Subcontractors Association Of O</a>           | OK    | \$197,551 | Executive Director | \$64,174        | <b>\$67,192</b>  | 2023 |
| <a href="#">American Society For Surgery Of The Hand</a>           | IL    | \$204,576 | Ceo/executive Vp   | \$96,961        | <b>\$88,039</b>  | 2024 |
| <a href="#">Des Moines Downtown Chamber Of Commerce</a>            | IA    | \$204,780 | Executive Director | \$28,700        | <b>\$29,881</b>  | 2023 |
| <a href="#">Wall &amp; Ceiling Industry Advancement Fund</a>       | MO    | \$205,355 | Executive Director | \$36,684        | <b>\$36,945</b>  | 2023 |
| <a href="#">Trussville Chamber Of Commerce</a>                     | AL    | \$196,388 | Interim Director   | \$46,789        | <b>\$48,064</b>  | 2023 |
| <a href="#">Americans For Food And Beverage Choice</a>             | DC    | \$205,591 | Principal Officer  | \$158,319       | <b>\$128,313</b> | 2024 |
| <a href="#">The Greater Okc Asian Chamber Of Commerce</a>          | OK    | \$196,154 | Executive Director | \$25,927        | <b>\$25,688</b>  | 2025 |

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

### ● Sample, role match & sensitivity

|                 |   |
|-----------------|---|
| PEER COUNT      | 391 organizations. Compensation range \$1–\$258,167; filing years 2021–2025.  |
| SIZE BASIS      | Matched on total revenue (\$200,945); for reference, expenses \$193,557 and assets \$361,261.   |
| ROLE MATCH      | Kevin Digregorio, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.   |
| RELATED-ORG PAY | 19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 10 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 | 99 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 98 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 99 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 97 <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 (Kevin Digregorio) 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 391 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$178,250 is reasonable (approximately the 99<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.