

United Brotherhood Of Carpenters

Executive Director / CEO

EIN 630420008

AL · NTEE J40

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Matthew O'laire, Executive Director / CEO** (\$748) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

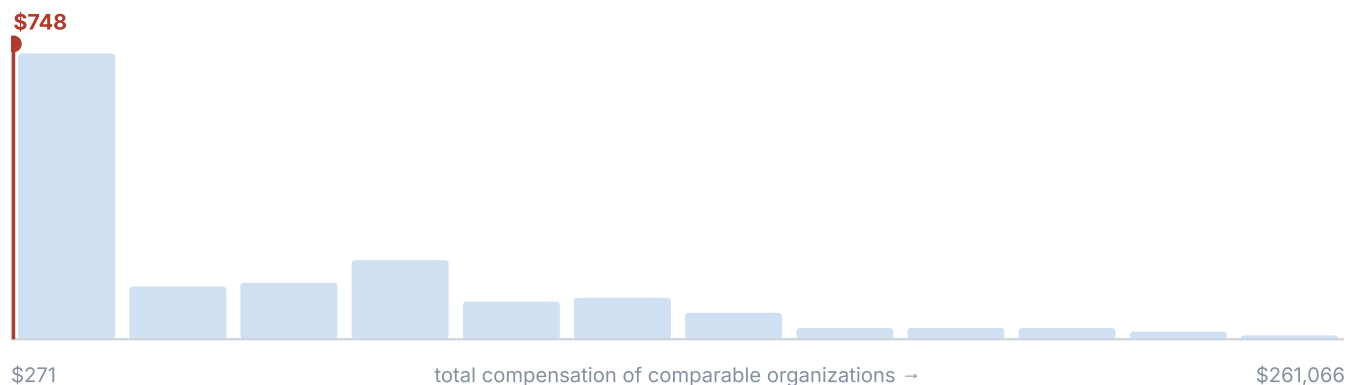
Benchmarked executive: Matthew O'laire — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J40).
BUDGET	Total revenue between \$307,497 and \$688,428 — 0.67x to 1.50x the subject's \$458,952 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J40), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$271

total compensation of comparable organizations →

\$261,066

\$2,306

\$8,255

\$25,887

\$84,713

\$141,519

\$748

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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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 AL 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
International Federation Of Professional	NJ	\$457,558	President	\$22,355	\$19,021	2023
American Federation Of Local Government	AL	\$456,182	President	\$20,400	\$20,400	2024
American Federation Of Govt Employees Local 933	MI	\$451,682	President	\$8,725	\$8,582	2023
Building And Construction Trades Council	NV	\$446,827	President	\$300	\$271	2025
International Union Uaw Local 2406	TN	\$471,254	F.s./treas.	\$11,477	\$11,167	2024
Salt Lake Police Association	UT	\$445,852	President	\$18,600	\$17,621	2024
American Federation Of Teachers	NY	\$444,984	Co-president	\$5,590	\$4,676	2024
Port Authority Field Supervisors	NJ	\$442,527	President	\$3,250	\$2,686	2024
Niagara County Electrical Construction	NY	\$477,138	Secretary	\$61,912	\$51,785	2024
Local 37 Iron Workers Jac Fund	RI	\$481,058	Union Trustee	\$111,319	\$101,722	2023
United Union Of Roofers Waterproofers	NJ	\$481,334	President	\$5,649	\$4,669	2024
Operating Engineers Local 324	MI	\$434,382	Trustee	\$75,632	\$72,260	2024
Abatement Workers Local #207 Joint Training Fund	MI	\$484,778	Training Director	\$43,004	\$41,087	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Brotherhood Of Carpenters	OH	\$486,457	President	\$3,809	\$3,638	2025
Glaziers Architectural Metal & Glass	CA	\$431,271	Warden	\$8,900	\$7,114	2024
Joint Apprentice Training Committee	PA	\$428,826	Union Trustee	\$129,404	\$122,978	2023
Committee For Fair And Equal Representation	IL	\$427,049	President	\$92,616	\$84,281	2024
Federal Contract Guards Of America	NY	\$491,873	President	\$57,750	\$48,304	2024
Ironworkers Local 292 Gen Bldg Cont Assned Fd	IN	\$423,778	Apprenticeship Coordinator	\$63,871	\$62,347	2024
Lawrence & Memorial Hospital Registered	CT	\$423,768	President	\$25,859	\$23,106	2023
Colorado Jobs With Justice Inc	CO	\$423,736	Executive Director	\$88,000	\$80,413	2023
Ironworkers Local Union No 12 And	NY	\$495,263	Trustee	\$75,954	\$63,530	2024
Ua Local 524 Education Fund	PA	\$495,314	Fund Director	\$213,393	\$202,796	2023
Roofers Local Union 34	MD	\$422,016	Business Rep	\$15,600	\$13,899	2023
Elevator Constructors Building	MA	\$420,795	President	\$74,951	\$62,344	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	166 organizations. Compensation range \$271–\$261,066; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$458,952); for reference, expenses \$405,908 and assets \$1,495,728.
ROLE MATCH	Matthew O'laire, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	2 nd

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 (Matthew O'laire) 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 10, 2026, comparing compensation against 166 similarly situated organizations (Same NTEE sector (J40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$748 is reasonable (approximately the 2nd 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 10, 2026.