

# The Biotechnology Association Of Alabama

Executive Director / CEO

EIN 631192160

AL · NTEE U03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeremy D Blanks, Executive Director / CEO** (\$120,148) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeremy D Blanks — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (U03).

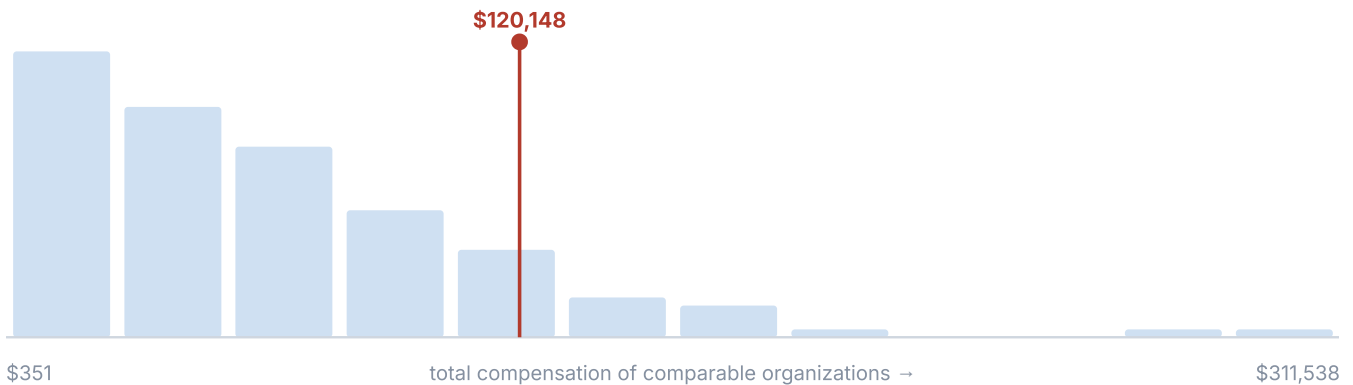
**BUDGET** Total revenue between \$238,438 and \$533,818 — 0.67x to 1.50x the subject's \$355,879 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

**128** organizations qualified on sector, size, and geography

→ **128** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,891	\$23,532	\$51,171	\$90,415	\$124,880	\$120,148
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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
<a href="#">Biomedical Excellence For Safer Transfusion Collaborative</a>	CA	\$354,603	Executive Director	\$150,000	<b>\$119,893</b>	2024
<a href="#">Partnership To Advance Responsible Techn</a>	PA	\$354,501	Executive Director	\$146,846	<b>\$139,554</b>	2023
<a href="#">National Motorists Association Inc</a>	WI	\$358,873	Executive Director Of Oper	\$92,302	<b>\$89,229</b>	2024
<a href="#">Iowa Turfgrass Institute</a>	IA	\$352,407	Executive Director	\$73,900	<b>\$74,899</b>	2024
<a href="#">Cyber Collective Incorporated</a>	NY	\$360,658	Executive Director And Board Chair	\$39,990	<b>\$34,437</b>	2023
<a href="#">Satoshi Action Education</a>	OR	\$360,666	President	\$26,667	<b>\$23,600</b>	2023
<a href="#">Marine Life Studies</a>	CA	\$349,930	Operational Manager	\$45,971	<b>\$36,744</b>	2024
<a href="#">Indianafirst Inc</a>	IN	\$342,326	Executive Dir.	\$67,450	<b>\$67,785</b>	2023
<a href="#">Climate Access Inc</a>	CA	\$369,568	Executive Director	\$140,004	<b>\$115,209</b>	2023
<a href="#">Clean Oceans International</a>	CA	\$341,442	Executive Dir.	\$48,282	<b>\$37,596</b>	2025
<a href="#">Virginia Academy Of Science</a>	VA	\$372,146	Executive Officer	\$15,343	<b>\$14,118</b>	2023
<a href="#">Solving For Science</a>	CA	\$338,901	Highest Compensated Employee	\$121,841	<b>\$97,386</b>	2024
<a href="#">Nantucket Shellfish Association Inc</a>	MA	\$372,864	Executive Director	\$110,000	<b>\$94,200</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alliance For Working Together Foundation</a>	OH	\$337,514	Executive Director	\$104,380	<b>\$102,333</b>	2024
<a href="#">Society Of American Military Engineers F</a>	VA	\$334,012	Executive Director (Thru 8/15/23)	\$7,116	<b>\$6,548</b>	2023
<a href="#">Rnd4impact Inc</a>	CA	\$333,249	President	\$120,000	<b>\$95,915</b>	2024
<a href="#">Institute For Responsible Technology</a>	IA	\$378,791	President	\$114,577	<b>\$119,555</b>	2023
<a href="#">leom Society International</a>	MI	\$379,303	Executive Di	\$22,000	<b>\$21,019</b>	2024
<a href="#">International Society For</a>	CA	\$332,093	Cfo/secretary	\$127,000	<b>\$101,510</b>	2024
<a href="#">Research Theory Inc</a>	TX	\$330,000	President	\$8,333	<b>\$7,944</b>	2023
<a href="#">Youth Code Jam San Antonio</a>	TX	\$381,787	Executive Di	\$73,378	<b>\$69,949</b>	2023
<a href="#">Fungal Diversity Survey Inc</a>	CA	\$328,447	Executive Di	\$34,200	<b>\$28,143</b>	2023
<a href="#">Decatur Makers Inc</a>	GA	\$384,484	Executive Director	\$83,550	<b>\$75,756</b>	2025
<a href="#">Open Environmental Data Inc</a>	DE	\$325,667	President	\$151,928	<b>\$137,699</b>	2024
<a href="#">Asian Technology Information Program</a>	DC	\$325,103	President/ceo/secretary/tr	\$93,825	<b>\$76,212</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	128 organizations. Compensation range \$351–\$311,538; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$355,879); for reference, expenses \$483,569 and assets \$408,088.
ROLE MATCH	Jeremy D Blanks, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Jeremy D Blanks) 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 128 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,148 is reasonable (approximately the 89<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.