

Louisiana Rural Electric

Executive Director / CEO

EIN 721471114

LA · NTEE S41

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Soileau, Executive Director / CEO** (\$2,700) against **every comparable organization** that fit the selection criteria — **556** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Gary Soileau — 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 (S41).

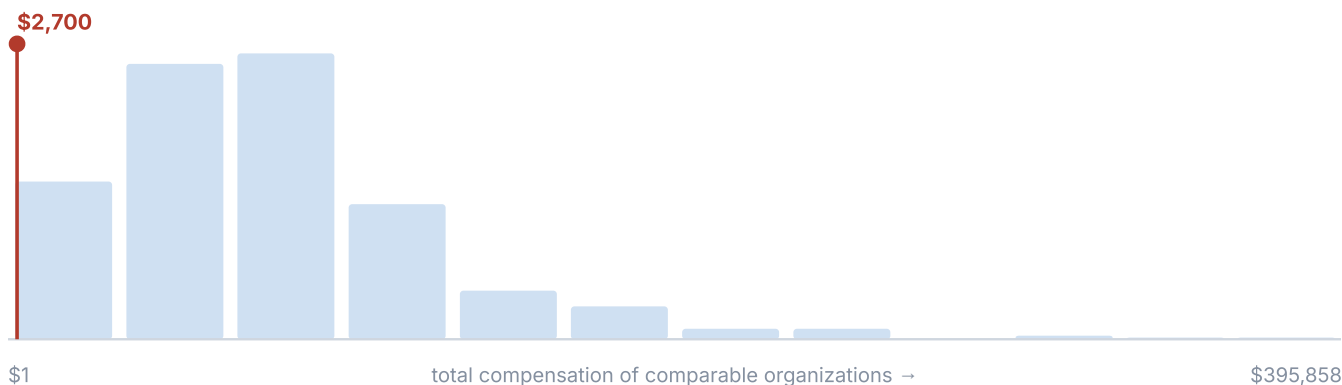
BUDGET Total revenue between \$211,728 and \$474,018 — 0.67x to 1.50x the subject's \$316,012 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

556 organizations qualified on sector, size, and geography

→ **556** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,876

\$45,094

\$69,834

\$99,588

\$139,522

\$2,700



■ 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 LA 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
The Chamber Of Commerce Of The Two	WV	\$316,708	President & Ceo	\$98,532	\$99,450	2024
Greater Prince George's Business Roundtable Inc	MD	\$316,953	Pres, Ceo	\$75,010	\$65,372	2024
Gathering Of Hlth Care Simulation Tech Specialists	NV	\$317,356	Executive Director	\$65,131	\$60,858	2024
Ri Small Business Coalitioin	RI	\$314,505	Managing Director	\$59,500	\$53,184	2024
American Car Rental Association	MD	\$317,535	Executive Director	\$112,500	\$100,940	2023
Bullitt County Chamber Of Commerce	KY	\$317,661	Ceo	\$80,030	\$82,518	2023
Wayne Area Economic Development Inc	NE	\$317,784	Executive Di	\$65,967	\$68,093	2023
Citizens Trade Campaign	DC	\$317,891	Executive Director	\$91,270	\$76,866	2023
Kingdom Chamber Of Commerce Inc	NJ	\$318,476	President	\$26,592	\$22,133	2024
Burnsville Convention And Visitors	MN	\$318,925	Executive Di	\$93,500	\$86,123	2024
Texas Association Of Community Schools	TX	\$319,020	Executive Director	\$157,650	\$143,215	2025
Hermantown Chamber Of Commerce Inc	MN	\$312,918	President/ce	\$76,000	\$70,004	2024
Tma Bluetech	CA	\$312,904	Executive Director	\$116,000	\$93,373	2024
Taan Worldwide Inc	VA	\$319,194	President	\$140,583	\$130,271	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rhode Island Trucking Association	RI	\$312,746	President/ce	\$116,603	\$107,304	2023
Tennessee Licensed Professional Counselors Association	TN	\$319,635	Executive Director	\$12,000	\$11,759	2024
Hawaii Harbors Users Group	HI	\$312,100	Executive Director	\$83,770	\$69,913	2024
Buffalo Niagara Manufacturing Alliance	NY	\$320,173	Executive Director	\$105,000	\$91,059	2023
Arizona Farm And Ranch Group	AZ	\$320,324	Ceo	\$45,750	\$41,015	2024
Electrical League Of Northern Ohio	OH	\$311,615	Executive Director Secretary	\$69,500	\$68,619	2024
Aia Charlotte A Section Of The Nc	NC	\$320,443	Executive Director	\$113,131	\$112,185	2023
Kansas Tech Council Inc	KS	\$311,360	Executive Director	\$54,808	\$56,826	2023
Independence Business Alliance	PA	\$321,169	Chief Executive Officer	\$99,492	\$95,220	2023
North Carolina Dermatology Association	NC	\$321,213	Executive Director	\$17,375	\$16,736	2024
Hudson County Chamber Of Commerce	NJ	\$310,558	President & Ceo	\$136,830	\$113,882	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA cost of living and 2025 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 LA 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	556 organizations. Compensation range \$1–\$395,858; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$316,012); for reference, expenses \$256,513 and assets \$934,297.
ROLE MATCH	Gary Soileau, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	16 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 (Gary Soileau) 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 556 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,700 is reasonable (approximately the 3rd 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.