

American Salvage Association Inc

Executive Director / CEO

EIN 753044083

VA · NTEE W01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lee Hill, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

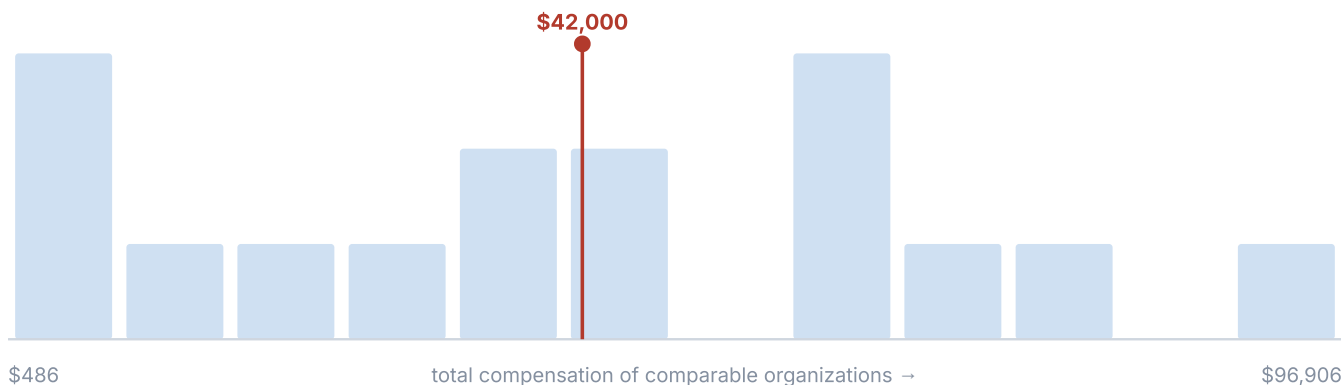
Benchmarked executive: Lee Hill — reported title “INTERIM EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

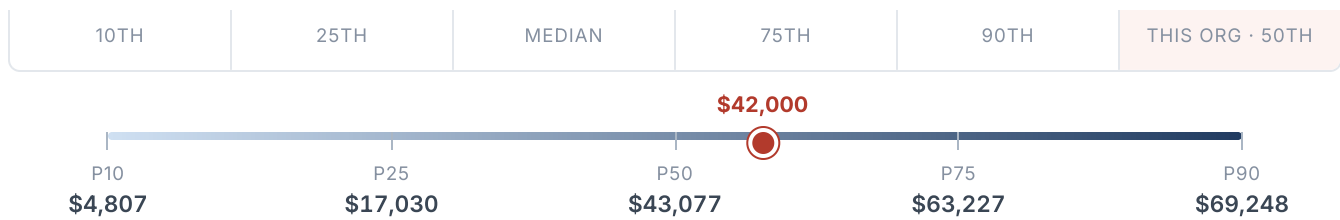
SECTOR	Organizations sharing the subject's NTEE classification (W01).
BUDGET	Total revenue between \$137,918 and \$308,773 — 0.67x to 1.50x the subject's \$205,849 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W01), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,807	\$17,030	\$43,077	\$63,227	\$69,248	\$42,000
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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 VA 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
Valley Neighbors Of The Flathead	MT	\$221,586	Co-chair	\$2,200	\$2,456	2023
Cmwp Foundation Inc	CT	\$222,351	President	\$500	\$486	2023
The Foundation For Drug Policy Solutions	VA	\$184,306	Executive Vice President	\$60,000	\$60,000	2023
Rising Routes Alliance	CO	\$162,008	Co-founder	\$7,420	\$7,157	2024
Build Up Downtown Inc	FL	\$250,624	Executive Director	\$75,385	\$73,346	2023
Tipey Joa Native Warriors	CA	\$253,607	President	\$55,000	\$47,776	2024
Center For Freedom And Prosperity	VA	\$257,351	Chairman & President	\$39,650	\$39,650	2023
The Windrose Project Inc	CA	\$147,341	Director/exe	\$52,000	\$46,504	2023
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$17,975	2025
Wind River Community Alliance	WY	\$269,874	Director	\$89,960	\$96,906	2024
Montana Family Foundation Inc	MT	\$141,786	President/ Ceo	\$30,291	\$33,817	2023
Gtc Group	VA	\$275,794	Secretary	\$15,000	\$14,194	2025
Out Of The Ashes 5k Inc	NC	\$283,862	Executive Dir.	\$62,000	\$62,784	2025
Center For Access To Qdros	CA	\$285,780	Executive Dir	\$75,000	\$65,149	2024
About Face Veterans Against The War	CO	\$294,278	Co-executive Director	\$66,923	\$64,554	2024
Pogo Action Inc	DC	\$300,000	President	\$30,226	\$27,471	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	16 organizations. Compensation range \$486–\$96,906; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$205,849); for reference, expenses \$202,321 and assets \$231,643.
ROLE MATCH	Lee Hill, reported title " <i>INTERIM EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	38 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 (Lee Hill) 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 16 similarly situated organizations (Same NTEE sector (W01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 50th 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.