

# Tehachapi Area Association Of Realtors

Executive Director / CEO

EIN 770168504  
 CA · NTEE S41  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Carmen Curiel, Executive Director / CEO** (\$13,875) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

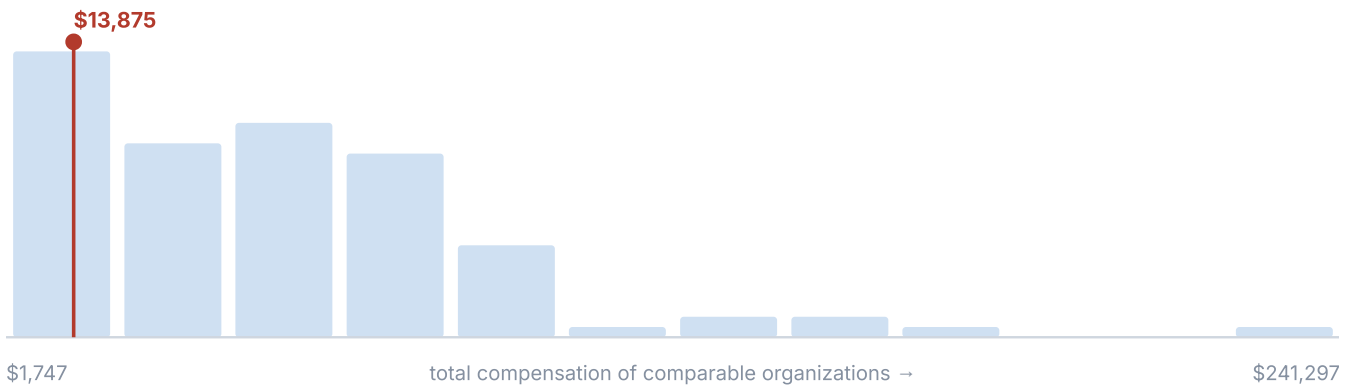
**Benchmarked executive:** Carmen Curiel — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$71,629 and \$160,363 — 0.67x to 1.50x the subject's \$106,909 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,266	\$19,196	\$46,853	\$71,567	\$91,531	<b>\$13,875</b>
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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 CA 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="#">Group Of 50 Foundation Inc</a>	DC	\$107,129	Executive Director Until September 2024	\$91,819	<b>\$93,311</b>	2024
<a href="#">Mid Atlantic Construction Safety Co</a>	PA	\$107,614	Executive Di	\$60,503	<b>\$69,873</b>	2024
<a href="#">Home Builders Assoc Of Central</a>	VA	\$107,659	Executive Di	\$57,924	<b>\$64,769</b>	2024
<a href="#">Upshur County Convention And Visitors Bureau Corp</a>	WV	\$108,227	Executive Director	\$31,917	<b>\$38,989</b>	2025
<a href="#">Petaluma Gap Winegrowers Alliance</a>	CA	\$108,361	Executive Di	\$53,050	<b>\$53,050</b>	2024
<a href="#">Lonmark International</a>	CA	\$108,950	Executive Director	\$19,800	<b>\$19,290</b>	2025
<a href="#">International Federation Of</a>	NY	\$112,599	Treasurer	\$11,000	<b>\$12,337</b>	2022
<a href="#">Governmental Purchasing Association</a>	NJ	\$100,656	Executive Dir.	\$4,500	<b>\$4,790</b>	2023
<a href="#">Trial Attorneys Of New Jersey</a>	NJ	\$114,526	Executive Director	\$49,265	<b>\$50,939</b>	2024
<a href="#">Oak Harbor Area Chamber Of Commerce</a>	OH	\$99,270	Exec Director	\$9,833	<b>\$12,061</b>	2024
<a href="#">Medical Board Of Nyp Bmh Corp</a>	NY	\$98,715	Pres	\$52,000	<b>\$56,024</b>	2023
<a href="#">Fruitland Chamber Of Commerce Inc</a>	ID	\$98,710	Executive Dir.	\$44,368	<b>\$56,274</b>	2023
<a href="#">Tri State Stone Operators Association Inc</a>	WV	\$97,750	Secretary & Trainer	\$36,000	<b>\$46,473</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Professional Advocacy Association Of</a>	TX	\$97,675	Sec/exec Director	\$23,500	<b>\$28,027</b>	2023
<a href="#">Mid-atlantic Nato Inc</a>	MD	\$97,513	Executive Director	\$71,874	<b>\$75,811</b>	2025
<a href="#">Quad City Painting Industry</a>	IA	\$97,442	Executive Director	\$4,500	<b>\$5,875</b>	2023
<a href="#">Black Wall Street Chamber Of Commerce</a>	OK	\$96,670	President/ceo	\$55,666	<b>\$82,170</b>	2021
<a href="#">Kentucky Pest Management Association</a>	KY	\$117,563	Adminstrator	\$20,000	<b>\$24,884</b>	2024
<a href="#">Davis Chamber Of Commerce</a>	OK	\$94,341	Director	\$37,040	<b>\$47,233</b>	2024
<a href="#">East Valley Hispanic Chamber Of Commerce</a>	AZ	\$119,513	Exec Director	\$25,000	<b>\$28,666</b>	2023
<a href="#">Defense Alliance Of North Carolina</a>	NC	\$120,168	Executive Director	\$79,022	<b>\$97,351</b>	2023
<a href="#">Chattanooga Manufacturers Association</a>	TN	\$121,004	Operation Consultant Thru 9/2023	\$6,559	<b>\$7,984</b>	2024
<a href="#">Escambia County Medical Society</a>	FL	\$92,289	Executive Director	\$66,000	<b>\$71,803</b>	2024
<a href="#">Idaho Association Of Nurse Anesthetists</a>	ID	\$121,677	Executive Dir.	\$32,500	<b>\$40,038</b>	2024
<a href="#">Washington Contract Firefighters Association</a>	WA	\$92,115	President / Instructor	\$9,870	<b>\$10,536</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	102 organizations. Compensation range \$1,747–\$241,297; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$106,909); for reference, expenses \$89,318 and assets \$369,213.
ROLE MATCH	Carmen Curiel, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Carmen Curiel) 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 102 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$13,875 is reasonable (approximately the 18<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.