

Youth Employment Program Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Steve Adams, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Steve Adams — reported title "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 (J20).
BUDGET	Total revenue between \$266,951 and \$597,652 — 0.67x to 1.50x the subject's \$398,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,425	\$46,055	\$64,019	\$75,221	\$96,574	\$28,000
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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 ID 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 Narcotics	TN	\$396,252	Executive Di	\$28,975	\$28,630	2023
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$55,450	2023
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$81,473	2025
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$83,943	2024
Life Work Planning Center Board Inc	MN	\$387,897	Executive Director	\$112,724	\$99,080	2025
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$23,895	2023
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$72,934	2024
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$78,772	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$58,142	2025
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$37,822	2024
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$53,535	2023
Margate Business Association Inc	NJ	\$367,350	Executive Director	\$76,667	\$62,500	2024
Diversity Cyber Council Inc	GA	\$367,282	President	\$37,500	\$35,445	2023
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$74,880	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$63,474	2024
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$64,856	2024
Music City Construction Careers Inc	TN	\$357,097	Training Director	\$78,375	\$75,221	2024
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$150,844	2023
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$21,710	2024
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$68,558	2024
Logosworks	PA	\$448,075	Ceo	\$106,648	\$99,976	2023
Suttons Support Services Inc	FL	\$344,964	Ceo	\$85,500	\$73,338	2024
International Hartford Ltd	CT	\$344,420	Executive	\$85,000	\$72,768	2024
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$67,180	2023
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$67,560	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 77 organizations. Compensation range \$4,626–\$509,456; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$398,435); for reference, expenses \$379,076 and assets \$777,971.
ROLE MATCH	Steve Adams, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	13 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	10 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 (Steve Adams) 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 77 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 13th 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.