

Dress For Success Boise Inc

Executive Director / CEO

EIN 820511943

ID · NTEE J200

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Fichel, Executive Director / CEO** (\$62,100) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

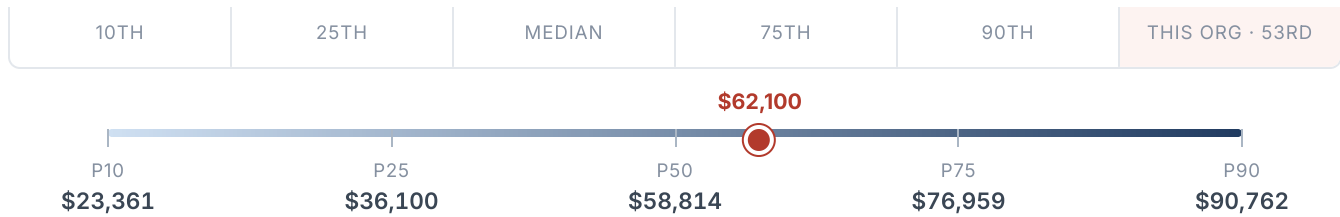
SECTOR	Organizations sharing the subject's NTEE classification (J200).
BUDGET	Total revenue between \$145,699 and \$326,193 — 0.67x to 1.50x the subject's \$217,462 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,361	\$36,100	\$58,814	\$76,959	\$90,762	\$62,100
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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
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$81,124	2023
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$55,908	2023
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$70,429	2024
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$68,067	2023
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$83,594	2023
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$64,416	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$65,744	2024
Tle Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$21,976	2024
Dress For Success River Cities Inc	WV	\$205,064	Executive Director	\$42,461	\$41,978	2024
Southeast Asian Refugee Community Home	MN	\$204,321	Executive Director	\$89,960	\$83,560	2023
Crossroads Jobs Inc	VA	\$204,276	Executive Director	\$33,105	\$29,185	2024
Workfaith Birmingham	AL	\$204,207	Executive Director	\$99,534	\$101,082	2023
The Exeter Group Ltd	IL	\$204,072	President	\$60,745	\$56,138	2023
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$44,688	2024
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$62,528	2024
Steadfast Foundation	LA	\$234,472	Executive Director	\$76,096	\$74,536	2025
The Journey Forward	IL	\$235,172	Executive Director	\$90,366	\$81,117	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Youth Development Through Law	CA	\$236,575	Executive Dir.	\$68,172	\$53,749	2024
Georgia Job Tips Inc	GA	\$195,653	Ceo	\$43,839	\$40,247	2024
Sacramento Valley Manufacturing Alliance	CA	\$195,345	Executive Dir.	\$93,600	\$73,798	2024
Instruction Construction	OR	\$240,283	Executive Director	\$90,000	\$78,567	2023
Employment Service Consultants Inc	CA	\$241,439	President & Ceo	\$70,470	\$57,202	2023
Oregon Acte Inc	OR	\$242,007	Executive Director	\$40,500	\$35,355	2023
Tompkins County Workers Center Inc	NY	\$192,855	Coordinator	\$51,729	\$43,941	2023
Utah Job Opportunities Foundation	UT	\$191,026	President &	\$48,163	\$46,338	2023

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	58 organizations. Compensation range \$2,548–\$509,456; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,462); for reference, expenses \$155,538 and assets \$407,991.
ROLE MATCH	Rachel Fichel, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	53 rd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	48 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 (Rachel Fichel) 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 58 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,100 is reasonable (approximately the 53rd 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.