

Training Mission Aviation Inc

Executive Director / CEO

EIN 820694398

PA · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eric Engen, Executive Director / CEO** (\$2,983) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Eric Engen — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99).

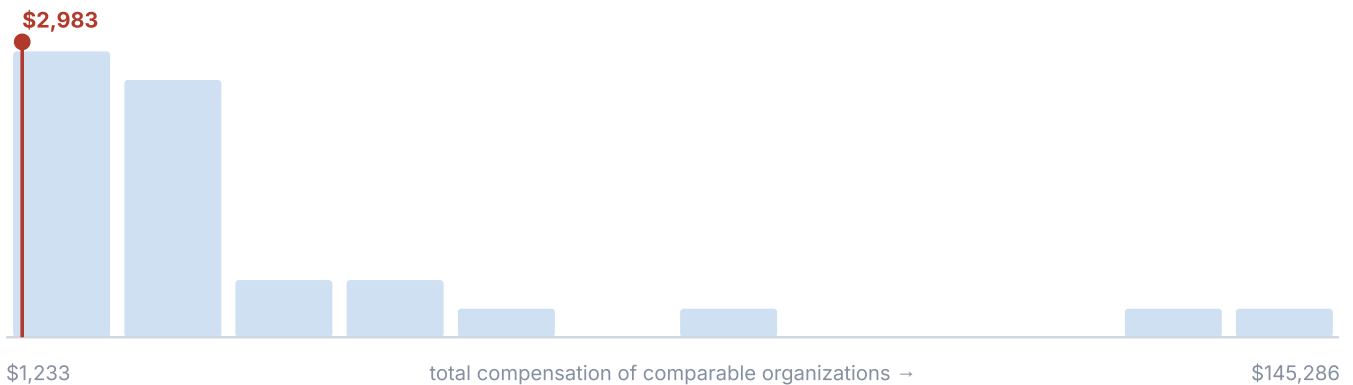
BUDGET Total revenue between \$32,960 and \$73,792 — 0.67x to 1.50x the subject's \$49,195 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,492

\$11,458

\$15,496

\$31,677

\$63,954

\$2,983



■ 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 PA 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
Mecklenburg Co Bus Edpartnershipinc	VA	\$48,241	Director	\$16,000	\$15,492	2023
Colorado Municipal Judges	CO	\$51,168	Exec Director	\$18,920	\$17,670	2024
Kauffman Fasttrac Inc	MO	\$52,110	Board Member/treasurer	\$76,422	\$78,838	2024
Forever International Inc	NC	\$45,550	President	\$5,100	\$5,284	2023
Citizens For Road Safety Texas	TX	\$53,170	President	\$7,500	\$7,307	2024
Philomath Foundation	CA	\$45,076	President	\$29,040	\$25,146	2023
Cfi Robotics Nfp	IL	\$42,634	Executive Director	\$15,754	\$15,085	2024
Healing In America	CA	\$42,520	Executive Dir.	\$24,000	\$20,185	2024
Peace Tax Foundation Inc	DC	\$57,245	Executie Director	\$17,610	\$15,496	2023
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$10,874	2023
Agc Oregon Columbia Chapter Foundation	OR	\$58,668	Executive Dir.	\$21,018	\$19,011	2024
ipc Education Foundation	IL	\$39,047	President	\$129,837	\$124,327	2024
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$17,761	2023
Mayor's Scholarship Fund Inc	ID	\$60,237	Executive Di	\$12,032	\$12,146	2025
Albany Fund For Education Inc	NY	\$60,712	Executive Director	\$32,340	\$29,304	2023
Milk And Honey Outreach Ministries Inc	FL	\$61,407	Director	\$42,600	\$40,130	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Roland-northern Bridge Company	MD	\$36,312	Director	\$154,972	\$145,286	2023
Shine Your Light	CA	\$63,350	President/ceo	\$14,317	\$12,041	2024
The Westbrook Education Foundation	MN	\$63,748	Director	\$2,390	\$2,300	2024
Maryland School For Jewish Education	MD	\$65,942	President & Secretary	\$1,390	\$1,233	2025
Center For American Indian Research &	SD	\$69,050	President	\$13,800	\$14,834	2024
Democracy Unlimited	CA	\$70,349	Director/independent Contractor	\$39,323	\$34,050	2023
Minnesota News Media Institute Inc	MN	\$71,376	Executive Director	\$12,816	\$12,334	2024
Cohort Sistas Inc	DE	\$72,436	Executive Director	\$10,000	\$9,291	2025
The Minority Scholars Program	MD	\$72,635	President	\$3,628	\$3,304	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	27 organizations. Compensation range \$1,233–\$145,286; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$49,195); for reference, expenses \$49,935 and assets \$520,251.
ROLE MATCH	Eric Engen, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board

should confirm this is a comparable role.

RELATED-ORG PAY	6 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	7 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 (Eric Engen) 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 27 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,983 is reasonable (approximately the 7th 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.