PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Seattle Latino Metropolitan Chamber Of Commerce

Executive Director / CEO

EIN **821455917**
WA · NTEE S41
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Marcos Wanless, Executive Director / CEO** ($72,606) against **every comparable organization** that fit the selection criteria — **247** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

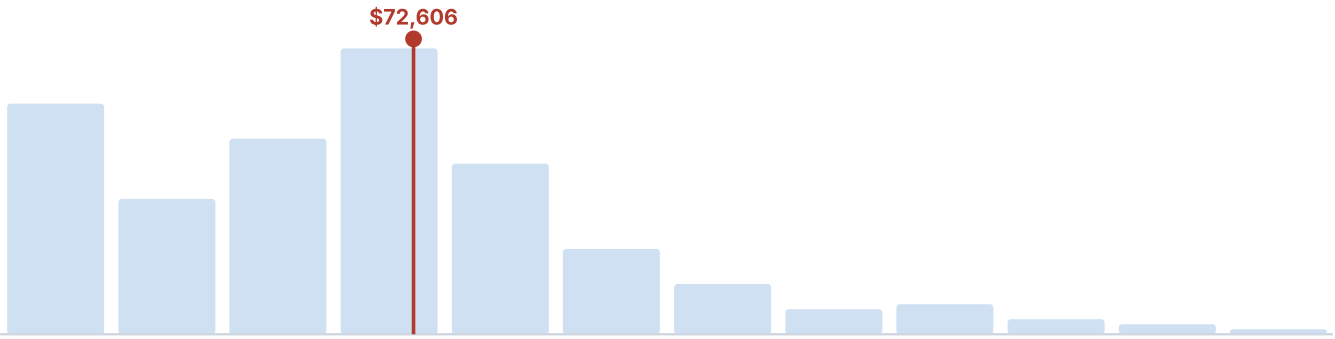
> **Benchmarked executive:** Marcos Wanless — reported title “president”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between $106,788 and $239,079 — 0.67× to 1.50× the subject's $159,386 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue.

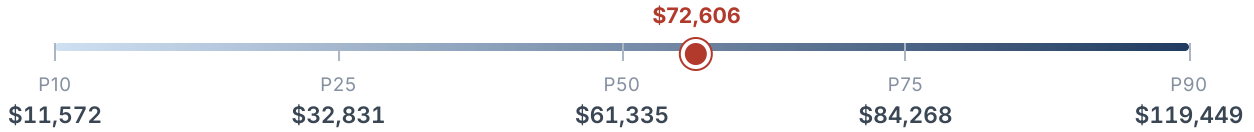
247 organizations qualified on sector, size, and geography → **247** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1 total compensation of comparable organizations → $234,202

$11,572	$32,831	$61,335	$84,268	$119,449	$72,606
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 61ST



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 WA 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
Toledo Bar Association Foundation	OH	$159,344	Executive Director	$19,180	**$22,690**	2023
Lewisville Clemmons Chamber Of Commerce Inc	NC	$159,746	Executive Director	$60,895	**$68,262**	2024
Conferencia Latino Americana De Companias Express Inc	FL	$159,996	Exacutive Director	$124,992	**$131,151**	2023
Lower Rio Grande Valley Chapter Of	TX	$160,611	Executive Di	$65,114	**$72,751**	2023
Southeast Dairy Farmers Association Inc	VA	$157,907	Executive Director	$145,944	**$157,393**	2023
The Colony Chamber Of Commerce Inc	TX	$160,967	Executive Director	$26,890	**$29,182**	2024
Ellinger Chamber Of Commerce	TX	$161,046	Director	$3,600	**$3,907**	2024
La Mesa Chamber Of Commerce Inc	CA	$157,627	President	$90,000	**$82,140**	2025
Polish American Chamber Of Commerce	IL	$157,457	Executive Director	$47,809	**$50,991**	2024
Hawaii Association Of Broadcasters	HI	$157,349	Exec Directo	$57,599	**$55,946**	2024
Wadena Chamber Of Commerce	MN	$157,268	Executive Dir.	$73,850	**$79,167**	2024
International Association Of Venue	TX	$157,024	President & Ceo	$28,854	**$31,313**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeastern Ohio Education Association	OH	$156,982	Executive Director	$15,625	**$17,954**	2024
Greater East Dallas Chamber Of Commerce	TX	$162,675	Executive Staff	$39,900	**$44,580**	2023
Metals Affordability Initiative	IN	$156,000	Sec/treas/di	$10,200	**$12,014**	2023
Texas Alternative Investments Association Inc	TX	$163,149	Secretary	$10,661	**$11,569**	2024
Ofs Holdings Inc	WI	$164,415	Executive Director (Thru 04/24)	$22,790	**$25,821**	2024
Springfield Realtors	OR	$154,310	Association Executive	$39,252	**$40,714**	2023
Chamber Of Commerce Of Kearney	MO	$153,676	Executive Director	$51,200	**$60,570**	2023
Mill Creek Chamber Of Commerce	WA	$153,520	Treasurer	$4,860	**$4,721**	2024
Louisa County Chamber Of Commerce	VA	$165,743	Executive Director	$53,003	**$57,161**	2023
Bensalem Economic Development	PA	$152,640	Board Of Director	$78,766	**$85,216**	2024
Texas Organization Of Residential Care Homes	TX	$167,246	Secretary	$61,962	**$67,243**	2024
Committee For The Advancement Of	NJ	$167,579	President	$9,542	**$9,516**	2023
Clarinda Economic Development Corp	IA	$151,058	Executive Director	$80,504	**$93,165**	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	**247** organizations. Compensation range $1–$234,202; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($159,386); for reference, expenses $217,045 and assets $50,398.
ROLE MATCH	Marcos Wanless, reported title *"president"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	**61st**
Total compensation (D + F), as reported (no adjustments)	**68th**
Reportable pay only (column D), adjusted	**62nd**
All sources (D + E + F), adjusted	**57th**

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 (Marcos Wanless) 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 247 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of $72,606 is reasonable (approximately the 61st 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.