

This analysis benchmarks the total compensation of **Joliz Cedeno, Executive Director / CEO** (\$130,800) against **every comparable organization** that fit the selection criteria — **423** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Joliz Cedeno — 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 (J03).
BUDGET	Total revenue between \$219,830 and \$492,157 — 0.67x to 1.50x the subject's \$328,105 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

**423** organizations qualified on sector, size, and geography → **423** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,363	\$21,145	\$61,049	\$95,437	\$132,484	<b>\$130,800</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="#">Shirlington Employment And Education Center Inc</a>	VA	\$328,025	Executive Director	\$71,756	<b>\$80,236</b>	2024
<a href="#">Urban Solutions Training &amp; Development Corporation</a>	MI	\$327,984	Founder And Ceo	\$6,000	<b>\$7,172</b>	2024
<a href="#">Capitol Projects Inc</a>	MO	\$327,923	Executive Dir.	\$88,929	<b>\$106,267</b>	2025
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	CA	\$328,349	President	\$12,989	<b>\$12,989</b>	2024
<a href="#">Ct Against Gun Violence Education Fund Inc</a>	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	<b>\$28,816</b>	2024
<a href="#">North Carolina Business Leadership Network Inc</a>	NC	\$327,502	Executive Director	\$107,000	<b>\$128,036</b>	2024
<a href="#">International Association Of Heat &amp;</a>	NY	\$328,995	Business Manager/secretary	\$71,505	<b>\$74,828</b>	2024
<a href="#">Tech Exposure &amp; Access</a>	CA	\$326,971	President	\$62,374	<b>\$62,374</b>	2024
<a href="#">Suffolk County Probation Officers Association Inc</a>	NY	\$329,489	President	\$6,600	<b>\$6,907</b>	2024
<a href="#">Career Connectors Network</a>	AZ	\$326,527	Founder Ceo	\$60,923	<b>\$67,853</b>	2024
<a href="#">Sheet Metal Workers' Local 15 Apprentice</a>	FL	\$326,390	Former Chairman	\$43,283	<b>\$45,874</b>	2025
<a href="#">International Association Of</a>	WA	\$330,334	President	\$24,391	<b>\$25,289</b>	2024
<a href="#">Working Family Solidarity</a>	IL	\$332,018	Executive Director	\$59,167	<b>\$67,363</b>	2024
<a href="#">Kenosha Education Association</a>	WI	\$332,371	Executive Director	\$146,889	<b>\$182,903</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Midlands Mechanical Apprentice Coal</a>	SC	\$332,386	President	\$14,400	<b>\$17,397</b>	2024
<a href="#">National Association Of Transportation</a>	NJ	\$323,670	President	\$20,000	<b>\$20,680</b>	2024
<a href="#">American Postal Workers Union</a>	NC	\$323,454	President	\$24,593	<b>\$30,297</b>	2023
<a href="#">Black Cooperative Impact Fund</a>	CA	\$332,956	President	\$60,000	<b>\$61,772</b>	2023
<a href="#">International Association Of Sheet Metal Air Rail &amp; Transportation</a>	NY	\$323,228	President	\$27,009	<b>\$28,264</b>	2024
<a href="#">City Of Madison Employees Assoc</a>	WI	\$322,993	President	\$8,850	<b>\$10,704</b>	2024
<a href="#">Amalgamated Transit Union Local 22</a>	MA	\$322,399	President	\$1,282	<b>\$1,334</b>	2024
<a href="#">Orange County Managers Association</a>	CA	\$322,370	Executive Dir.	\$108,944	<b>\$108,944</b>	2024
<a href="#">International Association Of Fire</a>	AZ	\$333,991	President	\$12,000	<b>\$13,365</b>	2024
<a href="#">Portland Jobs With Justice Education</a>	OR	\$334,072	Executive Director	\$66,669	<b>\$73,817</b>	2023
<a href="#">International Association Of Firefighters - Local 732</a>	RI	\$322,084	President	\$10,276	<b>\$11,749</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	423 organizations. Compensation range \$21–\$646,161; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$328,105); for reference, expenses \$442,106 and assets \$169,964.
ROLE MATCH	Joliz Cedeno, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Joliz Cedeno) 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 423 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,800 is reasonable (approximately the 90<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.