

# California Labor Building Holding Llc

Executive Director / CEO

EIN 871786431

CA · NTEE S47

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lorena Gonzalez Fletcher, Executive Director / CEO** (\$92,518) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lorena Gonzalez Fletcher — 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 (S47).

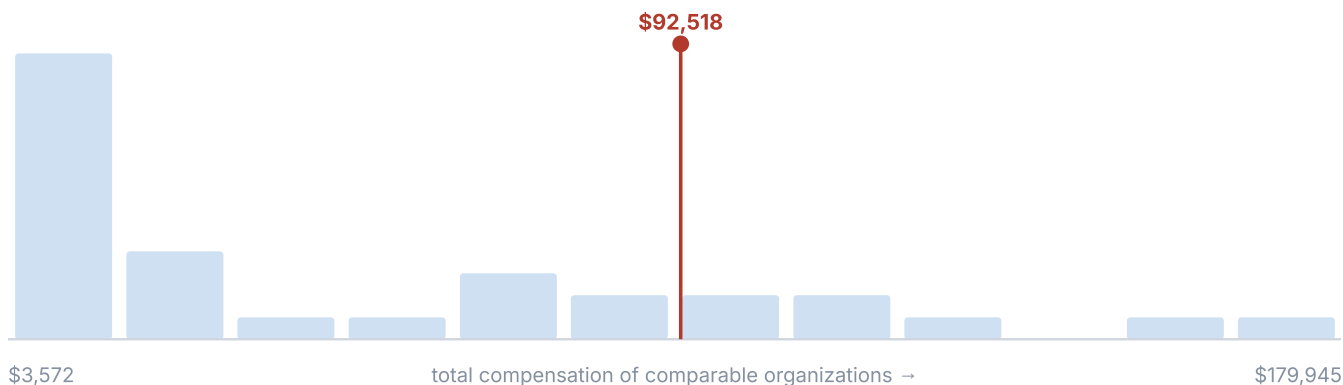
**BUDGET** Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S47), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,928

\$11,265

\$29,992

\$83,265

\$115,212

**\$92,518**



## ■ 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="#">Tech Park Non-profit Holdings Inc</a>	WV	\$0	President/ceo	\$40,358	<b>\$49,153</b>	2024
<a href="#">Dni 4 Inc</a>	MA	\$0	Executive Director	\$9,597	<b>\$9,701</b>	2024
<a href="#">Transformation Holdings Inc</a>	OK	\$0	Chairman	\$6,600	<b>\$8,175</b>	2024
<a href="#">Erf Real Estate Inc</a>	TX	\$0	President	\$13,815	<b>\$15,545</b>	2024
<a href="#">Wlam Property Association</a>	WA	\$0	Executive Di	\$10,016	<b>\$10,087</b>	2024
<a href="#">Erf Real Estate Group</a>	TX	\$0	President	\$13,815	<b>\$15,545</b>	2024
<a href="#">20 First Street Properties</a>	CO	\$0	Chief Executive Officer	\$16,532	<b>\$17,832</b>	2024
<a href="#">Mchc Holdings Inc</a>	HI	\$0	Interim Ceo	\$12,355	<b>\$12,443</b>	2024
<a href="#">Gcm Facilities Corporation</a>	FL	\$0	Chief Executive Officer	\$12,908	<b>\$13,640</b>	2024
<a href="#">Ibew Local Union 15 Building Corporation</a>	IL	\$0	Pres/bus Mgr/fin Sec	\$7,169	<b>\$7,928</b>	2024
<a href="#">Resource Center Title Holding</a>	TX	\$0	President	\$114,613	<b>\$128,963</b>	2024
<a href="#">Wasie Properties Inc</a>	MN	\$0	President/ceo	\$161,897	<b>\$179,945</b>	2024
<a href="#">Cifc Ysf Holding Corp</a>	CT	\$0	President & Ceo	\$3,387	<b>\$3,572</b>	2024
<a href="#">Seiu Local 1991 Holding Corporation</a>	FL	\$0	Executive Di	\$76,563	<b>\$80,904</b>	2024
<a href="#">Day Nursery Building Corp</a>	CO	\$0	Ceo	\$27,807	<b>\$29,992</b>	2024
<a href="#">Msm Realty Inc</a>	MA	\$0	President	\$109,643	<b>\$107,971</b>	2025
<a href="#">Msc Realty Inc</a>	RI	\$0	President	\$109,643	<b>\$115,212</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Citizens Advice Bureau Property</a>	NY	\$0	Chief Executive Director	\$68,192	<b>\$71,361</b>	2023
<a href="#">Hope Shines Bright Holding Company</a>	NV	\$0	Ceo	\$5,375	<b>\$6,239</b>	2023
<a href="#">Local 18a Realty Corp</a>	NY	\$0	Business Manager	\$152,617	<b>\$159,709</b>	2023
<a href="#">Xuprop Co-norwood</a>	OH	\$0	President (Start 09/22)	\$53,071	<b>\$65,096</b>	2023
<a href="#">Saint Clare Homes Property li Inc</a>	NJ	\$0	Ceo/president	\$27,757	<b>\$28,700</b>	2023
<a href="#">St Mary's Dominican Property Holding Co</a>	LA	\$0	President	\$17,281	<b>\$22,037</b>	2023
<a href="#">551 Main Street Holding Corporation</a>	MA	\$0	President	\$30,149	<b>\$31,375</b>	2023
<a href="#">Imh Realty Inc</a>	IN	\$0	Grand Secretary	\$33,086	<b>\$40,407</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 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 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** 31 organizations. Compensation range \$3,572–\$179,945; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$0); for reference, expenses \$364,048 and assets \$5,742,084. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Lorena Gonzalez Fletcher, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED- 31 peers report related-organization compensation (column E), which the D + F benchmark  
ORG PAY does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	48 <sup>th</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 (Lorena Gonzalez Fletcher) 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 31 similarly situated organizations (Same NTEE sector (S47), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,518 is reasonable (approximately the 77<sup>th</sup> 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.