

Greenforce Training Inc

Executive Director / CEO

EIN 882931854

NY · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey M Conrad, Executive Director / CEO** (\$115,131) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jeffrey M Conrad — 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 (J20).

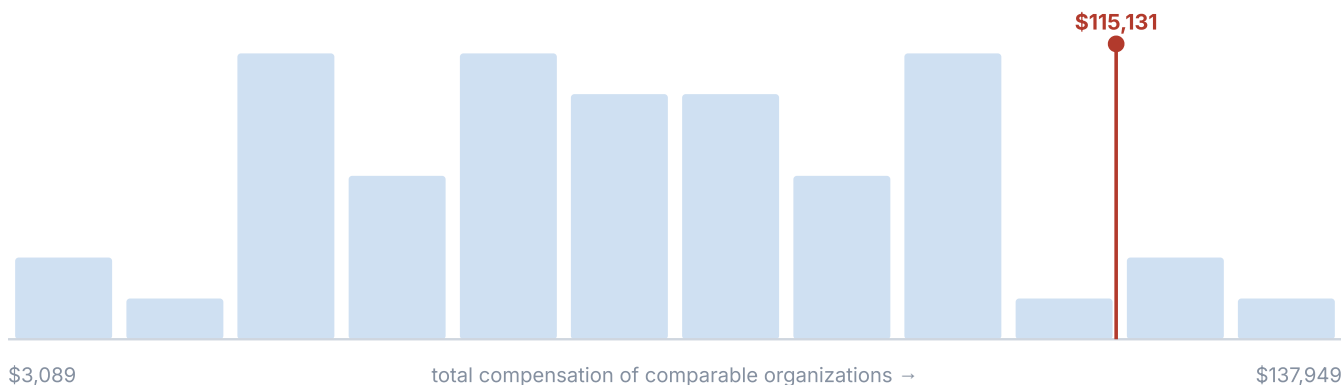
BUDGET Total revenue between \$124,895 and \$279,616 — 0.67x to 1.50x the subject's \$186,411 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,313

\$42,376

\$67,262

\$89,668

\$101,288

\$115,131



■ 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 NY 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
Texas Municipal Police	TX	\$188,769	Executive Director	\$26,952	\$29,836	2024
Dress For Success Greater Chicago	IL	\$189,646	Executive Dir.	\$37,639	\$40,950	2024
Utah Job Opportunities Foundation	UT	\$191,026	President &	\$48,163	\$56,163	2023
Central Community Development Corp	DC	\$180,869	Vice Chair And Executive Director	\$32,083	\$31,156	2024
Tompkins County Workers Center Inc	NY	\$192,855	Coordinator	\$51,729	\$53,257	2023
Dominico American Society Of Queens Inc	NY	\$177,807	Executive Director	\$3,000	\$3,089	2023
Sacramento Valley Manufacturing Alliance	CA	\$195,345	Executive Dir.	\$93,600	\$89,444	2024
Georgia Job Tips Inc	GA	\$195,653	Ceo	\$43,839	\$48,781	2024
The Exeter Group Ltd	IL	\$204,072	President	\$60,745	\$68,040	2023
Workfaith Birmingham	AL	\$204,207	Executive Director	\$99,534	\$122,513	2023
Crossroads Jobs Inc	VA	\$204,276	Executive Director	\$33,105	\$35,373	2024
Southeast Asian Refugee Community Home	MN	\$204,321	Executive Director	\$89,960	\$101,276	2023
Dress For Success River Cities Inc	WV	\$205,064	Executive Director	\$42,461	\$50,878	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$79,682	2024
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$78,073	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeastern Efforts Developing	NC	\$160,545	Chair	\$54,750	\$62,605	2024
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$101,317	2023
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$85,361	2024
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$67,761	2023
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$98,323	2023
Dress For Success Boise Inc	ID	\$217,462	Executive Director	\$62,100	\$75,266	2023
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$82,499	2023
Maxwell Foundation Inc	FL	\$148,466	President	\$10,400	\$10,812	2024
Tie Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$26,634	2024
Cwi Labs Inc	MD	\$145,000	President & Ceo	\$45,102	\$46,663	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 48 organizations. Compensation range \$3,089–\$137,949; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$186,411); for reference, expenses \$271,742 and assets \$4,339. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Jeffrey M Conrad, reported title "*President*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	85 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 (Jeffrey M Conrad) 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 48 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$115,131 is reasonable (approximately the 94th 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.