

Indiana Exchange Carrier Associationinc

Executive Director / CEO

EIN 900244591
 IN · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alan Terrell, Executive Director / CEO** (\$125,600) against **every comparable organization** that fit the selection criteria — **469** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

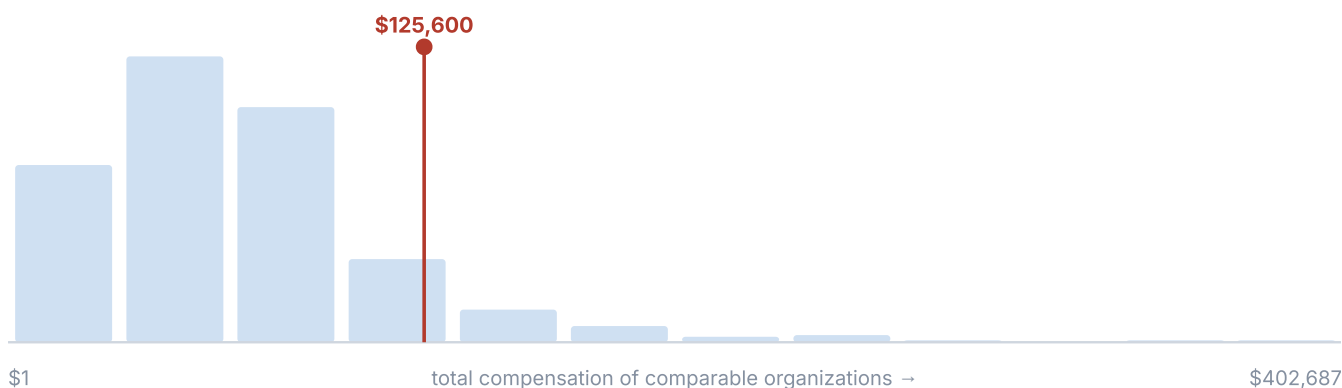
Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$160,746 and \$359,880 — 0.67x to 1.50x the subject's \$239,920 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

469 organizations qualified on sector, size, and geography → **469** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,654 10TH	\$38,973 25TH	\$64,005 MEDIAN	\$88,410 75TH	\$126,049 90TH	\$125,600 THIS ORG · 90TH
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■ **Comparable organizations**

P50
P75
P90

\$13,654
\$38,973
\$64,005
\$88,410
\$126,049

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 IN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Professional Engineers Of North Carolina	NC	\$239,713	\$65,287	990
Washington Economic Development	IA	\$240,258	\$106,053	990
Onemine Inc	CO	\$240,687	\$38,892	990
Lake Forest Chamber Of Commerce Inc	CA	\$240,795	\$51,083	990
Association Of Club Executives Inc	OH	\$238,577	\$180,784	990
Asc Inc	TX	\$241,661	\$98,116	990
Association Of College & University Printers Inc	MI	\$237,893	\$40,280	990
Richmond Chamber Of Commerce Inc	KY	\$242,131	\$76,695	990
Society Of Industrial And Office	FL	\$242,179	\$29,843	990
Professional Racers Owners	IN	\$237,637	\$82,500	990
Brunswick Area Respite Program	ME	\$242,691	\$88,410	990
Helping Our Music Evolve Inc	TN	\$242,784	\$13,646	990
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	\$70,788	990
National Hemp Association Inc	DC	\$242,896	\$59,913	990
Foundation For Strategic Sourcing Inc	VA	\$236,820	\$43,991	990
Federal It Security Institute	VA	\$243,057	\$27,468	990
Flaming Gorge Area Chamber Of Comme	UT	\$243,148	\$46,332	990
Asian American Chamber	VA	\$243,269	\$68,669	990
Upper Perkiomen Valley Chamber Of	PA	\$243,363	\$42,198	990
Medquarter Inc	IA	\$243,371	\$14,403	990
North American Transit Alliance Inc	MD	\$236,250	\$49,658	990
Asian Pacific American Chamber	MI	\$243,820	\$97,877	990
Bpca Nys Inc	NY	\$243,862	\$39,823	990
Boulder Area Rental Housing Associa	CO	\$235,863	\$126,249	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Birch Run Area Convention And	MI	\$244,111	\$35,236	990

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 IN 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	469 organizations. Compensation range \$1–\$402,687; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$239,920); for reference, expenses \$232,439 and assets \$88,450.
ROLE MATCH	Alan Terrell, reported title " <i>PRESIDENT</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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	90th
Total compensation (D + F), as reported (no adjustments)	87th
Reportable pay only (column D), adjusted	91st
All sources (D + E + F), adjusted	87th

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 (Alan Terrell) 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 469 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,600 is reasonable (approximately the 90th 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). 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.