

# Auto Repair Transformation

Executive Director / CEO

EIN 920890374

WA · NTEE J22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eli Allison, Executive Director / CEO** (\$50,834) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

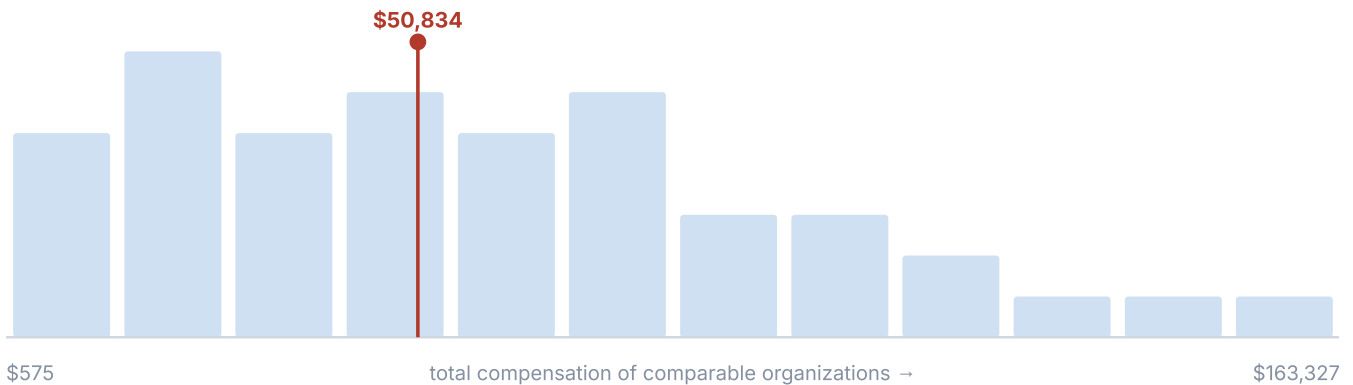
**Benchmarked executive:** Eli Allison — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J22).
BUDGET	Total revenue between \$149,501 and \$334,705 — 0.67x to 1.50x the subject's \$223,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J22), nationwide + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,072	\$25,790	\$52,386	\$77,246	\$107,903	\$50,834
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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 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
<a href="#">Ri Hospitality Education Foundation</a>	RI	\$219,579	President/ceo	\$21,536	<b>\$23,746</b>	2023
<a href="#">Evvaylois Foundation</a>	TX	\$219,359	Ceo	\$24,605	<b>\$28,303</b>	2023
<a href="#">International Association Of Heat &amp; 53 A</a>	LA	\$227,422	Training Director	\$82,417	<b>\$101,365</b>	2024
<a href="#">Fmha Empowerment Institute Llc</a>	NC	\$217,699	Secretary	\$9,469	<b>\$10,928</b>	2024
<a href="#">Eldreds Nursery Foundation</a>	TX	\$230,855	Board Member	\$500	<b>\$575</b>	2023
<a href="#">Ibew Local 17 Joint 6-17-b Training</a>	MI	\$213,549	Trustee	\$60,174	<b>\$71,421</b>	2023
<a href="#">Automotive Industry Apprenticeship Trust</a>	CA	\$232,917	Administrator	\$113,057	<b>\$112,261</b>	2023
<a href="#">Baltimore Green Justice Workers</a>	MD	\$236,775	President	\$67,608	<b>\$70,598</b>	2024
<a href="#">Milestone Of Tn</a>	TN	\$208,853	President	\$64,000	<b>\$75,139</b>	2024
<a href="#">Daytona Beach Electrical Joint Apprenticeship</a>	FL	\$208,382	Training Director / Ex. Direct	\$43,618	<b>\$47,119</b>	2023
<a href="#">Insulators Local 37 Joint Apprenticeship</a>	IN	\$238,754	Director/administrator	\$79,709	<b>\$96,660</b>	2023
<a href="#">Woodwork Career Alliance Of North America</a>	VA	\$206,820	Scott Nelson President	\$48,575	<b>\$52,386</b>	2024
<a href="#">Anders &amp; Anders Foundation</a>	CA	\$204,545	Executive Director	\$37,175	<b>\$34,930</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">West Central Ohio Manufacturing</a>	OH	\$244,260	Managing Director	\$56,700	<b>\$67,076</b>	2024
<a href="#">Jobs For Americas Graduates Of Pennsylvania</a>	PA	\$200,009	Director	\$89,038	<b>\$96,618</b>	2025
<a href="#">Friends Of The Gallatin National Forest</a>	MT	\$249,311	Treasurer	\$9,913	<b>\$11,935</b>	2024
<a href="#">Bridge Of Tiftarea Inc</a>	GA	\$250,868	Director	\$34,327	<b>\$38,551</b>	2024
<a href="#">Seattle Area Roofers</a>	WA	\$256,089	Trustee	\$24,032	<b>\$24,032</b>	2024
<a href="#">Edu-tech Enterprises Inc</a>	GA	\$185,700	Director/program	\$73,900	<b>\$85,446</b>	2023
<a href="#">Plasterers &amp; Cement Masons</a>	OH	\$262,365	Instructor	\$55,037	<b>\$67,033</b>	2023
<a href="#">Internat'l Union Of Operating Engineers</a>	NY	\$264,242	Administrator	\$134,575	<b>\$139,838</b>	2023
<a href="#">Montgomery Electrical Joint</a>	AL	\$179,875	Training Director	\$12,246	<b>\$14,777</b>	2024
<a href="#">Tools &amp; Tiaras Inc</a>	NY	\$266,644	President	\$47,200	<b>\$49,046</b>	2023
<a href="#">Jt Mitchell Pre-apprentice Academy</a>	CA	\$268,185	Director	\$23,600	<b>\$22,762</b>	2024
<a href="#">Apprentice Educational Fund</a>	NY	\$270,621	Union Trustee/training Dir	\$50,624	<b>\$51,094</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	45 organizations. Compensation range \$575–\$163,327; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$223,137); for reference, expenses \$275,104 and assets \$141,911.
ROLE MATCH	Eli Allison, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	33 <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 (Eli Allison) 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 45 similarly situated organizations (Same NTEE sector (J22), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$50,834 is reasonable (approximately the 47<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.