

Hawaii Asphalt Paving Industry

Executive Director / CEO

EIN 990273912
 HI · NTEE S46
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Jon M Young, Executive Director / CEO** (\$204,718) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

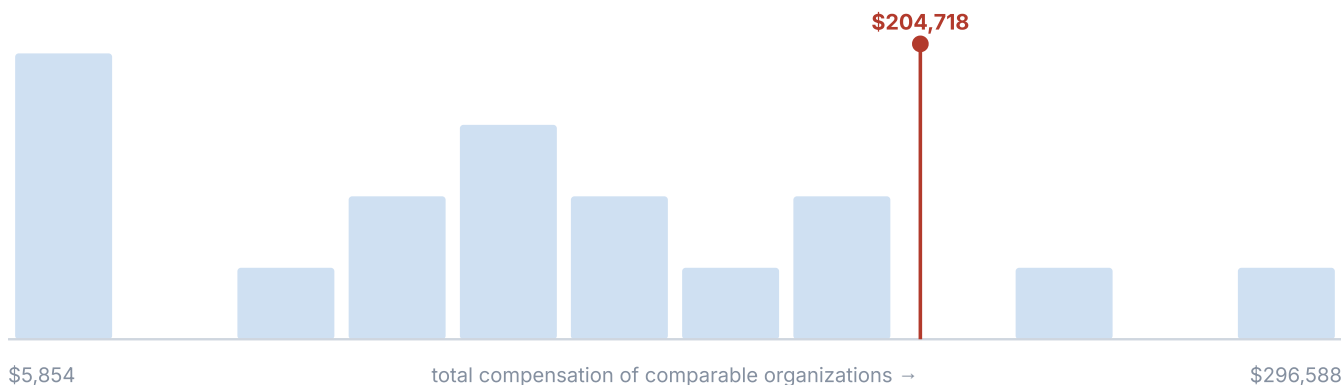
Benchmarked executive: Jon M Young — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S46).
BUDGET	Total revenue between \$245,156 and \$548,857 — 0.67x to 1.50x the subject's \$365,905 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S46), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,202	\$76,909	\$126,653	\$156,209	\$211,160	\$204,718
----------	----------	-----------	-----------	-----------	------------------



● 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 HI 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
Home Builder's Association Of St Joseph	IN	\$382,462	Executive Director	\$69,900	\$87,008	2023
New York Gaming Association Inc	NY	\$345,000	Executive Dir.	\$168,465	\$179,685	2023
Industry Council For Emergency Response	DC	\$402,605	Executive Director	\$223,321	\$231,315	2023
Energy Trading Institute	DC	\$423,863	Secretary	\$294,796	\$296,588	2024
Ohio Association Of Physician Assistants	OH	\$305,495	Executive Director	\$104,300	\$126,653	2024
Medical Staff Of Good Samaritan Hospital	CA	\$427,380	Past Chief Of Staff	\$14,688	\$14,541	2024
Montana Petroleum Association	MT	\$427,492	Prev Exec. Dir.	\$62,231	\$76,909	2024
Society For Pediatric Interventional	CO	\$295,763	Executive Director	\$24,286	\$26,699	2024
Project First Rate	IL	\$295,209	Executive Director	\$112,170	\$123,172	2025
Petroleum Industry Data Exchange	TX	\$288,350	President & Director Post 12/20/24	\$18,000	\$20,643	2024
Queen Creek Chamber Of Commerce	AZ	\$282,411	President	\$85,000	\$96,490	2023
Bctgm Local Union 167g	ND	\$462,735	President	\$106,704	\$134,251	2024
West Virginia Association Of	WV	\$476,677	Executive Director	\$102,078	\$126,715	2024
Ciecddiw Safety Institute	CA	\$254,555	Director	\$193,992	\$197,723	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dakota Territory Gun Collectors	SD	\$505,617	President	\$4,494	\$5,854	2023
Park City Area Home Builders Association	UT	\$506,845	Executive Officer	\$133,125	\$156,209	2024
Alaska Native Village Corporation Association	AK	\$512,574	Executive Director	\$135,000	\$147,974	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI cost of living and 2025 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 HI 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	17 organizations. Compensation range \$5,854–\$296,588; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$365,905); for reference, expenses \$350,453 and assets \$347,856.
ROLE MATCH	Jon M Young, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	82 nd

All sources (D + E + F), adjusted

88th

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 (Jon M Young) 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 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (S46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$204,718 is reasonable (approximately the 88th 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 10, 2026.