

# Cmea The Employers Association Inc

Executive Director / CEO

EIN 990671125

MA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bradford Campbell, Executive Director / CEO** (\$19,700) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Bradford Campbell — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S41).

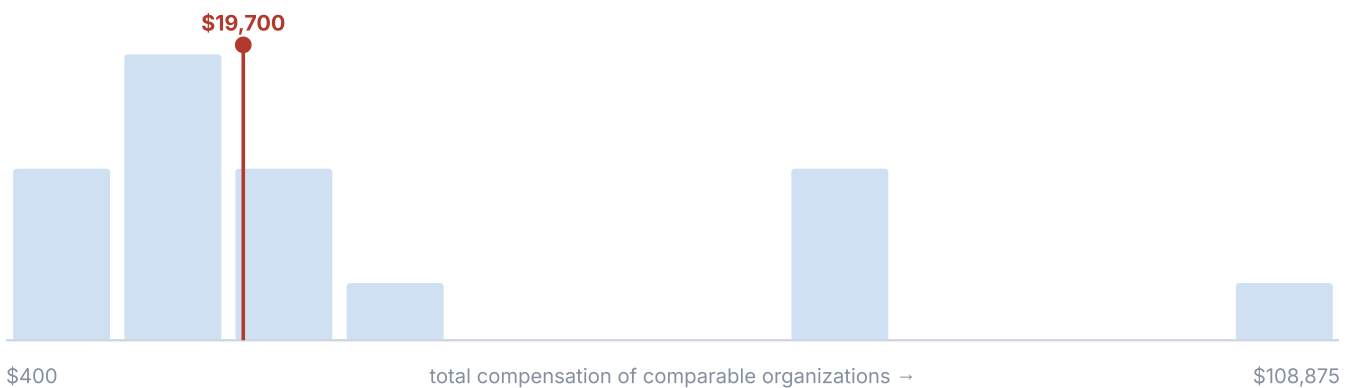
**BUDGET** Total revenue between \$25,349 and \$56,752 — 0.67x to 1.50x the subject's \$37,835 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

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

→ **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,281	\$14,797	\$19,448	\$41,617	\$67,642	\$19,700
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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 MA 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="#">Building Inspectors Association</a>	WI	\$37,519	President/website Mgr	\$599	<b>\$717</b>	2023
<a href="#">Austin Commission On Sports</a>	TX	\$36,215	President & Ceo-ac&vb	\$60,495	<b>\$67,341</b>	2024
<a href="#">Columbian Volunteer Fire Department Of Dorranceton</a>	PA	\$40,076	President	\$350	<b>\$400</b>	2023
<a href="#">1934 Coalition</a>	OH	\$40,934	Executive Director	\$10,969	<b>\$12,929</b>	2024
<a href="#">Orleans County Chamber Of Commerce Inc</a>	NY	\$33,475	Executive Dir.	\$16,530	<b>\$16,622</b>	2024
<a href="#">Us Kimberley Process Authority Institute</a>	NY	\$43,150	Executive Director	\$24,996	<b>\$25,135</b>	2024
<a href="#">Brewster Chamber Of Commerce</a>	NY	\$44,893	Executive Di	\$18,360	<b>\$18,462</b>	2024
<a href="#">Crab Boat Owners Association</a>	CA	\$45,091	Treasurer	\$4,000	<b>\$3,844</b>	2024
<a href="#">Plaza Central Development Group Inc</a>	NC	\$30,525	Board Member	\$13,410	<b>\$15,419</b>	2024
<a href="#">Springerville Eagar Regional Chamber Of Commerce</a>	AZ	\$46,277	Executive Director	\$19,597	<b>\$20,433</b>	2025
<a href="#">San Diego Region Small Business</a>	CA	\$26,032	Chief Financial Officer	\$67,112	<b>\$64,490</b>	2024
<a href="#">Virginia Society Of Professional</a>	VA	\$52,347	Cfo	\$16,500	<b>\$17,729</b>	2024
<a href="#">Greater Haines Chamber Of Commerce</a>	AK	\$54,003	Executive Director	\$29,812	<b>\$33,993</b>	2022
<a href="#">International Heavy Haul</a>	VA	\$54,091	Ceo	\$23,550	<b>\$25,304</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Ismaili Chamber Of Commerc</a>	TX	\$54,118	Assistant Di	\$95,000	<b>\$108,875</b>	2023
<a href="#">Ste Genevieve Chamber Of Commerce</a>	MO	\$56,211	Exec Directo	\$59,169	<b>\$67,942</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	16 organizations. Compensation range \$400–\$108,875; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$37,835); for reference, expenses \$42,444 and assets \$407,221.
ROLE MATCH	Bradford Campbell, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>

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All sources (D + E + F), adjusted

44<sup>th</sup>

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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

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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 (Bradford Campbell) 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 16 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,700 is reasonable (approximately the 50<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.