

Old Rochester Community Television

Executive Director / CEO

EIN 010842491

MA · NTEE A32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Chiarito, Executive Director / CEO** (\$89,007) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

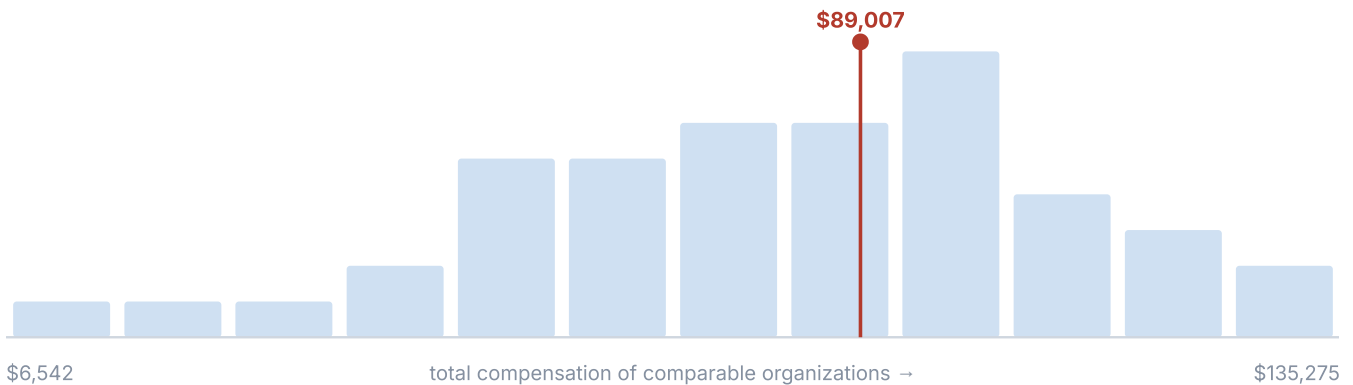
Benchmarked executive: Robert Chiarito — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A32).
BUDGET	Total revenue between \$253,099 and \$566,641 — 0.67x to 1.50x the subject's \$377,761 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A32), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$43,018	\$64,084	\$84,017	\$101,051	\$115,631	\$89,007
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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
Pacifica Community Television Inc	CA	\$379,493	Executive Dir.	\$122,400	\$117,617	2024
New Orleans Access Television Inc	LA	\$389,938	Director Of Operations	\$60,918	\$76,851	2023
Pac 14 Inc	MD	\$394,672	Executive Director	\$65,756	\$66,648	2025
Los Gatos Public Media Inc	CA	\$409,242	Executive Dir.	\$106,704	\$102,534	2024
Whitewater Community	IN	\$341,443	Executive Director	\$63,018	\$72,048	2025
Wpkn Incorporated	CT	\$414,288	Technical Director	\$51,500	\$53,735	2024
Concord Community Tv	NH	\$339,601	Executive Di	\$64,116	\$67,828	2023
Greater Newburyport Community Media Hub Inc	MA	\$337,898	Executive Director	\$105,181	\$108,288	2023
Wayland Community Access And Media Inc	MA	\$335,416	Highly Compensated Employee	\$115,877	\$119,300	2023
Behold The Lamb Ministries	IL	\$331,541	President	\$30,000	\$32,821	2024
Grand Valley Public Radio Company	CO	\$429,153	Executive Di	\$37,523	\$40,039	2024
Andover Community Access & Media	MA	\$429,757	Executive Di	\$138,854	\$135,275	2025
Vail Community Television Corporation	CO	\$431,998	Executive Director	\$103,705	\$110,660	2024
Orion Neighborhood Television Corporation	MI	\$432,108	Executive Director	\$85,880	\$98,643	2024
New Castle Community Television Inc	NY	\$310,078	Executive Di	\$122,837	\$123,522	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Summit Public Radio And Tv Inc	CO	\$298,564	Board Member	\$6,131	\$6,542	2024
Salisbury Community Tv & Media Center Inc	MA	\$298,299	Executive Director	\$78,832	\$78,832	2024
Sandwich Area Community Access	MA	\$459,024	Executive Di	\$94,238	\$97,022	2023
Billings Community Cable Corp	MT	\$293,831	Executive Director	\$88,448	\$106,098	2024
Berks Community Television	PA	\$468,073	Executive Di	\$50,233	\$54,309	2025
Nutmeg Public Access Television Inc	CT	\$468,871	Executive Di	\$106,381	\$110,997	2024
Nevada County Digital Media Center	CA	\$277,660	President	\$27,635	\$25,871	2025
Hamilton Wenham Community Access & Media Inc	MA	\$277,593	Key Employee	\$58,173	\$58,173	2024
Davis Media Access	CA	\$483,763	Executive Director	\$82,742	\$77,459	2025
Puget Sound Accesscarco Theater	WA	\$270,706	Executive Director	\$59,211	\$60,735	2023

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.

Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$6,542–\$135,275; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$377,761); for reference, expenses \$410,467 and assets \$712,992.
ROLE MATCH	Robert Chiarito, reported title "EXECUTIVE DI", 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	52 nd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	52 nd

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 (Robert Chiarito) 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 44 similarly situated organizations (Same NTEE sector (A32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,007 is reasonable (approximately the 52nd 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.