

Okemo Valley Tv Corp

Executive Director / CEO

EIN 030370616

VT · NTEE A32

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Cody, Executive Director / CEO** (\$67,717) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Patrick Cody — reported title “Director”, 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 (A32).

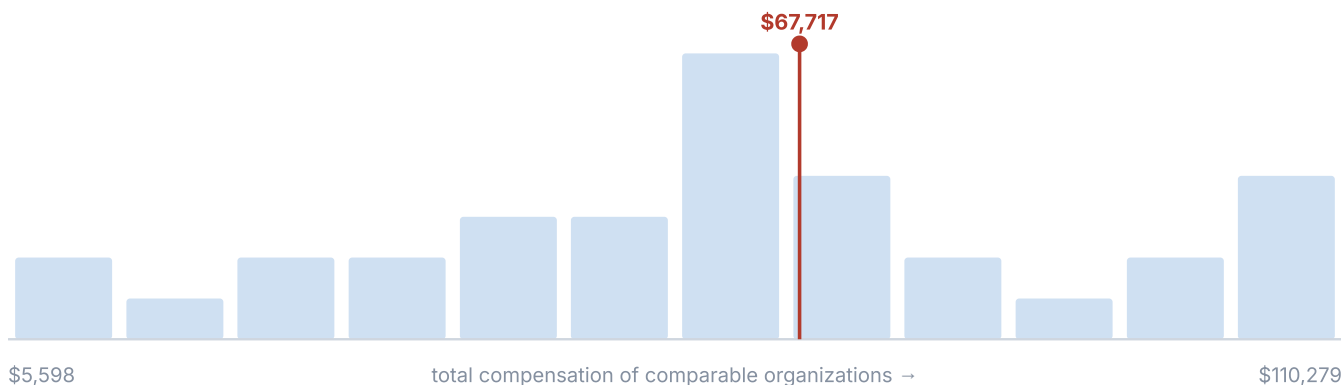
BUDGET Total revenue between \$179,600 and \$402,090 — 0.67x to 1.50x the subject's \$268,060 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A32), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,338

\$44,611

\$60,556

\$77,627

\$101,312

\$67,717



● 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 VT 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
Inside Out Media	CA	\$266,598	Executive Direc	\$52,000	\$44,611	2024
Puget Sound Accesscarco Theater	WA	\$270,706	Executive Director	\$59,211	\$54,224	2023
Springfield Area Public Access	VT	\$262,650	Former Exec Dir	\$46,565	\$46,565	2024
The Defiance Community Cultural	OH	\$259,524	Executive Di	\$32,692	\$35,418	2023
Hamilton Wenham Community Access & Media Inc	MA	\$277,593	Key Employee	\$58,173	\$51,936	2024
Nevada County Digital Media Center	CA	\$277,660	President	\$27,635	\$23,097	2025
Amesbury Community Television Inc	MA	\$250,491	Exec. Dir.	\$42,148	\$38,741	2023
Community Media Of The Foothills	CA	\$246,617	Executive Dir.	\$66,620	\$58,842	2023
Billings Community Cable Corp	MT	\$293,831	Executive Director	\$88,448	\$94,724	2024
Salisbury Community Tv & Media Center Inc	MA	\$298,299	Executive Director	\$78,832	\$70,381	2024
Community Television Network Inc	IL	\$237,584	Executive Dir.	\$41,832	\$40,859	2024
Summit Public Radio And Tv Inc	CO	\$298,564	Board Member	\$6,131	\$5,841	2024
Christian Education Enterprises Inc	IN	\$227,489	President	\$20,700	\$21,688	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Castle Community Television Inc	NY	\$310,078	Executive Di	\$122,837	\$110,279	2024
Chelsea Community Cable Television Inc	MA	\$219,326	Executive Director	\$101,780	\$88,526	2025
Talking Eyes Media Inc	NJ	\$218,402	Executive Director	\$85,000	\$77,627	2023
Hartford Public Access Television Inc	CT	\$216,000	Executive Director	\$73,846	\$68,790	2024
Pleasantville Community Television Inc	NY	\$211,864	Station Manager	\$114,138	\$102,470	2024
Saco River Community Television	ME	\$210,663	Executive Di	\$60,802	\$60,489	2024
Millis Community Media Inc	MA	\$205,615	Board Treasurer	\$5,850	\$5,598	2022
Behold The Lamb Ministries	IL	\$331,541	President	\$30,000	\$29,302	2024
Duluth Superior Public Access Community Television	MN	\$204,500	Co-executive Director	\$58,431	\$57,362	2024
Thurston Community Television	WA	\$204,206	Ceo	\$72,850	\$64,800	2024
Wayland Community Access And Media Inc	MA	\$335,416	Highly Compensated Employee	\$115,877	\$106,510	2023
Greater Newburyport Community Media Hub Inc	MA	\$337,898	Executive Director	\$105,181	\$96,679	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 33 organizations. Compensation range \$5,598–\$110,279; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$268,060); for reference, expenses \$275,928 and assets \$339,467.

ROLE MATCH Patrick Cody, reported title "*Director*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	61 st

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 (Patrick Cody) 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 33 similarly situated organizations (Same NTEE sector (A32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,717 is reasonable (approximately the 61st 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.