PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Massachusetts Association Of

Executive Director / CEO

EIN **043020337**
MA · NTEE S41
FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Jeannette Orsino, Executive Director / CEO** ($137,500) against **every comparable organization** that fit the selection criteria — **393** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

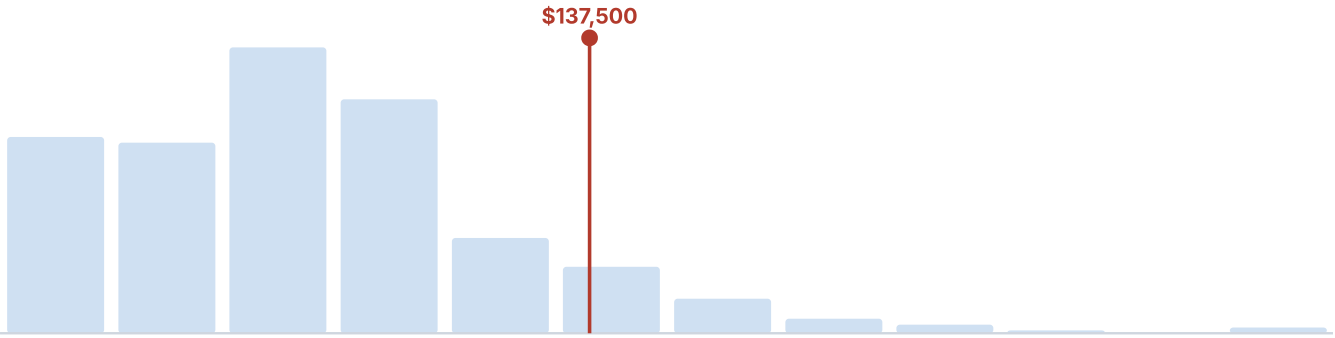
> **Benchmarked executive:** Jeannette Orsino — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between $135,071 and $302,398 — 0.67× to 1.50× the subject's $201,599 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue.

393 organizations qualified on sector, size, and geography → **393** within the band form the benchmarked peer set.

Distribution of comparable compensation



$1 total compensation of comparable organizations → $311,066

$12,606	$40,636	$68,743	$95,563	$135,042	$137,500

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
North Coast Fishermens Cable Committee	CA	$201,795	President	$4,319	**$4,150**	2024
Wisconsin Badger Chapter Club Management	WI	$201,353	Managing Director	$58,940	**$68,500**	2024
Independent Electrical Contractors	CO	$201,942	Executive Director	$124,001	**$132,317**	2024
Association Of Extremity Nerve Surgeons	TX	$202,068	Director	$53,722	**$61,568**	2023
Virginia Association Of Independent	VA	$202,244	Executive Dir.	$108,934	**$117,047**	2024
Chemical Alliance Zone Inc	WV	$200,945	Executive Director	$178,250	**$214,773**	2024
Association Of Health Care	MO	$200,730	Executive Director	$5,416	**$6,572**	2023
Tennessee Infrastructure Alliance	TN	$200,000	Executive Director	$90,000	**$105,276**	2024
Digital Energy Council	DC	$200,000	Board Member,exec Dir,president	$25,000	**$25,134**	2023
Certified Pest Control Operators Of Geor	GA	$203,348	Executive Director	$37,048	**$41,454**	2024
Southern Berkshire Chamber Of	MA	$203,391	Executive Dir.	$66,000	**$67,949**	2023
Bloomington-normal Plumbing & Heating	IL	$203,522	Executive Direc	$33,146	**$36,263**	2024
Central New York Defense Alliance Ltd	NY	$199,533	Secretary And Exec. Director Emeritus	$11,325	**$11,388**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Institute Of Architecture Eastern Oklahom	OK	$203,816	Executive Director	$82,409	**$103,964**	2023
Alliance For Gray Market & Counterfeit	DC	$203,863	Executive Director	$130,494	**$131,195**	2023
Pennsylvania State Assn Of County	PA	$199,332	Secretary/tr	$20,125	**$22,334**	2024
The Village At Sherman Oaks Inc	CA	$198,810	Executive Director	$12,000	**$11,871**	2023
American Society For Surgery Of The Hand	IL	$204,576	Ceo/executive Vp	$96,961	**$106,079**	2024
Des Moines Downtown Chamber Of Commerce	IA	$204,780	Executive Director	$28,700	**$36,003**	2023
Swedish Medical Center Medical	CO	$198,392	President	$17,500	**$18,674**	2024
Wall & Ceiling Industry Advancement Fund	MO	$205,355	Executive Director	$36,684	**$44,515**	2023
Americans For Food And Beverage Choice	DC	$205,591	Principal Officer	$158,319	**$154,604**	2024
American Subcontractors Association Of O	OK	$197,551	Executive Director	$64,174	**$80,960**	2023
Medical Staff Of Research	MO	$205,781	President	$20,000	**$24,270**	2023
Oakland Vietnamese Chamber Of Commerce	CA	$206,602	Executive Director	$75,000	**$72,069**	2024

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	**393** organizations. Compensation range $1–$311,066; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($201,599); for reference, expenses $207,525 and assets $113,264.
ROLE MATCH	Jeannette Orsino, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 peers 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	**91st**
Total compensation (D + F), as reported (no adjustments)	**93rd**
Reportable pay only (column D), adjusted	**92nd**
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 (Jeannette Orsino) 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 393 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of $137,500 is reasonable (approximately the 91st 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.