

Eastern States Exposition

Executive Director / CEO

EIN 043567679

MA · NTEE K12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eugene J Cassidy, Executive Director / CEO** (\$143,482) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

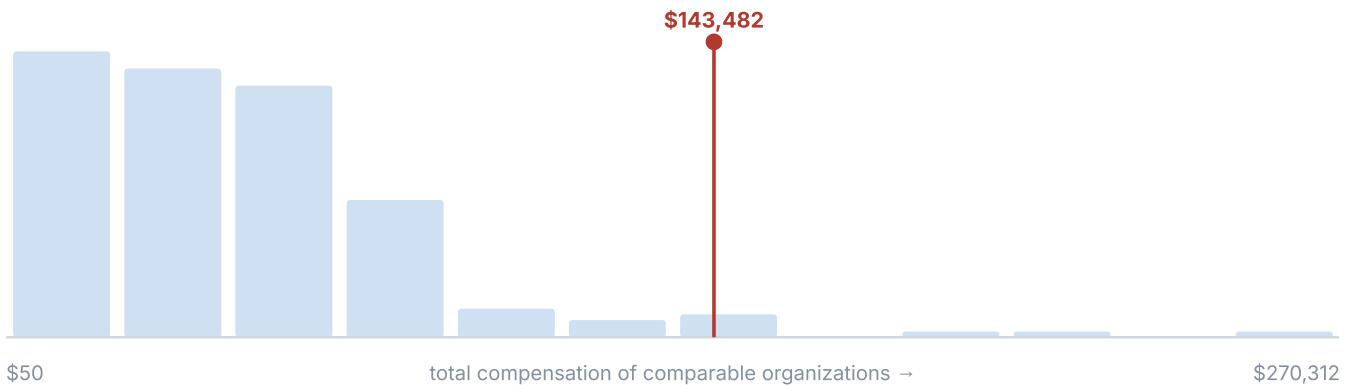
Benchmarked executive: Eugene J Cassidy — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K12).
BUDGET	Total revenue between \$104,260 and \$233,419 — 0.67x to 1.50x the subject's \$155,613 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,722	\$19,642	\$41,325	\$59,852	\$86,289	\$143,482
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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
Jefferson Growers Artisans And Prod	WV	\$154,971	Executive Director	\$15,514	\$18,693	2024
Richmond Food Shelf And Thrift Store Inc	VT	\$154,160	Executive Director	\$42,482	\$47,583	2024
Forsyth Backpack Program	NC	\$153,389	Executive Director	\$18,343	\$20,548	2025
Utah Charities	UT	\$158,774	President	\$10,400	\$11,845	2024
Patrons Of Husbandry Maine State Grange	ME	\$151,737	Master	\$16,500	\$18,386	2024
Why Not Ministries	TN	\$159,692	President	\$10,271	\$12,369	2023
Iowa Farm Bureau Federation	IA	\$151,484	President	\$100	\$122	2024
Texas Farmers Union Inc	TX	\$149,966	President	\$35,807	\$41,037	2023
Community Food Bank	IN	\$149,069	Manager	\$12,000	\$14,082	2024
Healthy Kids Katering Service Of Paterson Inc	NJ	\$162,422	Director	\$12,064	\$12,340	2023
Dulles South Soup Kitchen Inc	VA	\$162,569	Director	\$36,000	\$38,681	2024
Gumdrops Nfp	IL	\$148,370	President	\$31,200	\$34,134	2024
Harvest Rural Feeding Services Inc	AR	\$163,316	Officer	\$8,550	\$10,420	2025
Junction City Local Aid	OR	\$147,846	Pantry Coordinator	\$28,444	\$30,263	2023
American Jersey Cattle Club	OH	\$146,119	Executive Secretary	\$16,840	\$20,434	2023
Snack In A Backpack Inc	GA	\$165,273	Director	\$31,763	\$35,540	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Obrien County Livestock Show	IA	\$165,697	Secretary	\$2,160	\$2,632	2024
Center For Agricultural Resilience	GA	\$145,280	Executive Di	\$55,000	\$63,359	2023
Ranchland Trust Of Kansas Inc	KS	\$166,077	Executive Director	\$80,500	\$99,638	2023
Taunton Area Community Table Inc	MA	\$144,909	Director	\$39,000	\$40,152	2023
Bloomer Area Food Pantry Inc	WI	\$166,536	Director	\$20,920	\$24,313	2024
Meals On Wheels Of Somerset County	PA	\$144,531	Employee	\$32,847	\$36,452	2024
International Milling Education	KS	\$143,734	Board Secretary	\$43,304	\$52,061	2024
Moose & Me Baking Company	IL	\$167,543	Executive Director	\$3,177	\$3,579	2023
Mar-del Watermelon Association Inc	MD	\$143,609	Secretary/tr	\$14,400	\$15,424	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	180 organizations. Compensation range \$50–\$270,312; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$155,613); for reference, expenses \$11,175 and assets \$1,259,012. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Eugene J Cassidy, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	97 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 th

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 (Eugene J Cassidy) 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 180 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,482 is reasonable (approximately the 97th 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.