

Naiop Research Foundation Inc

Executive Director / CEO

EIN 061583521

VA · NTEE B05

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Bisacchino, Executive Director / CEO** (\$178,389) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Thomas Bisacchino — reported title "EX-OFFICIO (THRU 6/2022)", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

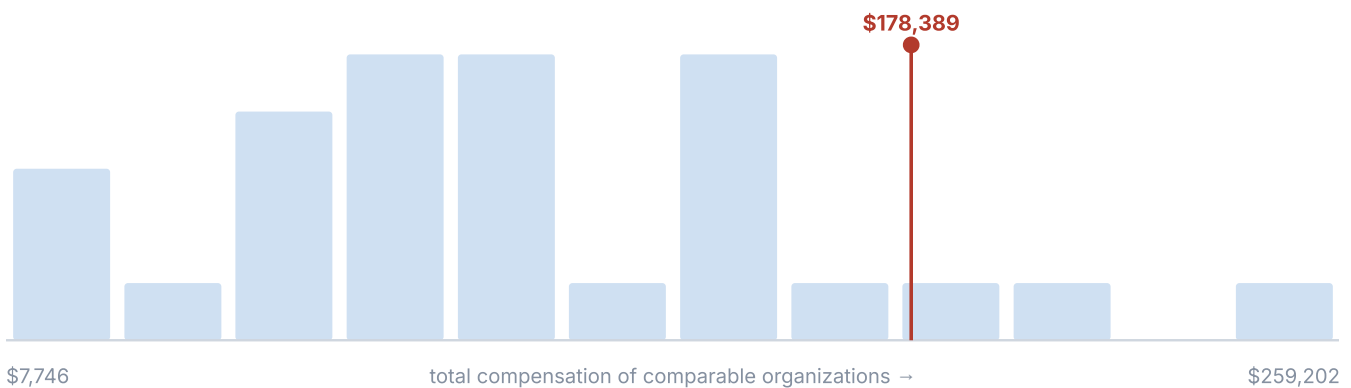
SECTOR Organizations sharing the subject's NTEE classification (B05).

BUDGET Total revenue between \$334,968 and \$749,929 — 0.67x to 1.50x the subject's \$499,953 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B05), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,190	\$67,000	\$98,294	\$136,612	\$173,359	\$178,389
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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 VA 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
Ohio Mayors Alliance Foundation	OH	\$503,432	Executive Director	\$112,318	\$119,673	2024
Farm And City	TX	\$478,727	Executive Dir.	\$73,784	\$76,441	2023
Achieve Brown County Inc	WI	\$533,948	Executive Director	\$104,546	\$109,837	2024
Coalition For Career Development Center	VA	\$460,380	Execu Director	\$210,000	\$210,000	2023
The Higher Education Partnership	AL	\$545,384	Executive Director	\$19,941	\$21,672	2024
Hildreth Institute Inc	MA	\$451,001	Managing Director	\$160,000	\$144,638	2024
Great Lakes Education Foundation	MI	\$550,100	Treasurer	\$12,250	\$13,095	2023
Wmc Litigation Center Inc	WI	\$448,596	Executive Director	\$169,546	\$178,125	2024
Rockland 21st Century Collaborative	NY	\$564,116	Executive Director	\$188,462	\$171,316	2024
Vdare Foundation	WV	\$435,608	President	\$50,833	\$55,368	2024
The Arkansas Stem Coalition	AR	\$572,294	Executive Director	\$82,831	\$96,429	2023
Objective-see Foundation Inc	HI	\$593,182	President, Director	\$145,000	\$134,452	2023
Wa Charters Action	WA	\$400,024	Co-president, External Affairs	\$71,216	\$66,035	2023
The Libertarian Institute	TX	\$605,460	Executive Director	\$84,000	\$84,528	2024
Lyra	CO	\$607,755	Ceo	\$268,713	\$259,202	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Great Lakes Center For Education	MI	\$391,230	Executive Dir.	\$76,000	\$78,914	2024
Persuasion Institute	DC	\$389,863	President	\$119,634	\$108,729	2023
Icu Llc	IL	\$612,850	Director	\$150,514	\$153,253	2023
Washington Coalition For Police	WA	\$385,521	Interim Executive Director	\$96,635	\$87,035	2024
Center For Race And Opportunity	NC	\$619,554	President	\$94,597	\$101,232	2023
Yorktown Institute	MD	\$378,691	President	\$8,000	\$7,746	2023
Energy Policy Research Foundation Inc	DC	\$626,099	Employee	\$113,460	\$100,159	2024
Plus Foundation	MN	\$372,652	Ceo, Plus	\$31,170	\$30,984	2024
Foundation For A Globally Competitive	TX	\$633,473	Executive Dir/secretary	\$64,531	\$64,937	2024
National Athletic Equipment	OH	\$362,223	Executive Director	\$73,494	\$78,306	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2023 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 VA 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 28 organizations. Compensation range \$7,746–\$259,202; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$499,953); for reference, expenses \$369,763 and assets \$3,999,968.

ROLE MATCH	Thomas Bisacchino, reported title <i>"EX-OFFICIO (THRU 6/2022)"</i> , 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.
RELATED-ORG PAY	6 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	93 rd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Thomas Bisacchino) 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 28 similarly situated organizations (Same NTEE sector (B05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$178,389 is reasonable (approximately the 93rd 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.