

Giant Thinking

Executive Director / CEO

EIN 134143216

NY · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Hassan Yasin- Bradley, Executive Director / CEO** (\$3,300) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

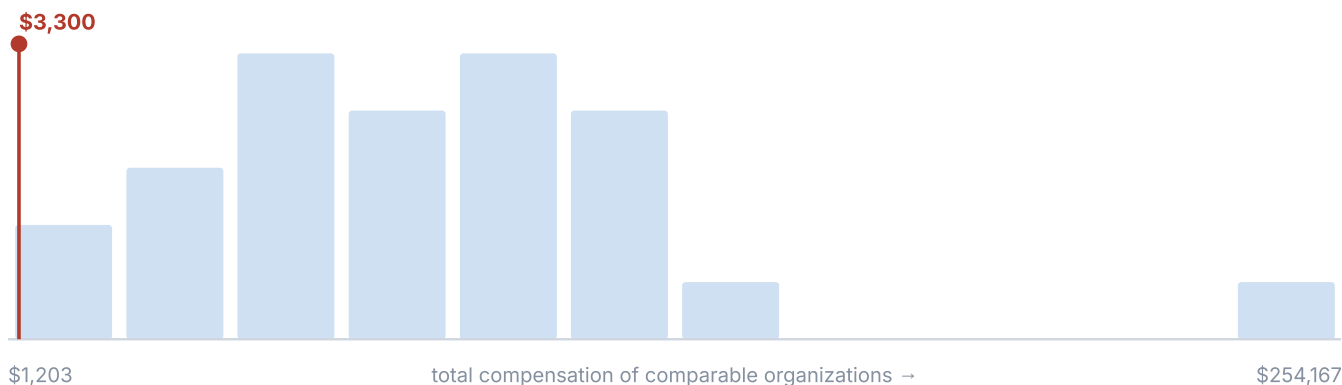
Benchmarked executive: Hassan Yasin- Bradley — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

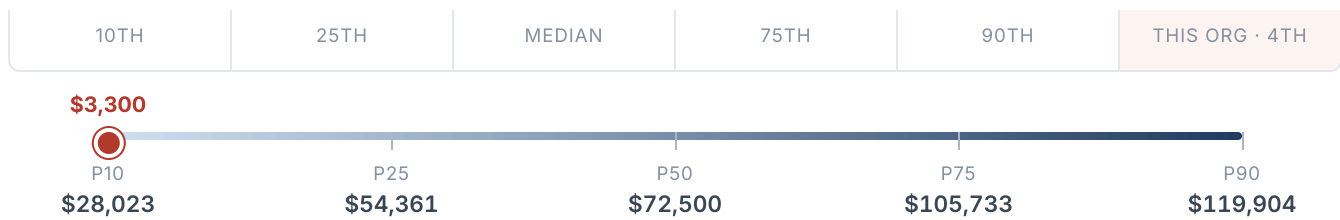
SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$253,142 and \$566,736 — 0.67x to 1.50x the subject's \$377,824 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + NY + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,023	\$54,361	\$72,500	\$105,733	\$119,904	\$3,300
----------	----------	----------	-----------	-----------	---------



■ 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 NY 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
Roots Connected Inc	NY	\$379,637	Executive Director	\$122,545	\$119,386	2025
Suny College Of Esf	NY	\$373,599	Former President	\$1,203	\$1,203	2024
Teach2learn Inc	NY	\$373,524	Executive Director	\$61,722	\$63,545	2023
Digital Girl Incorporated	NY	\$338,555	Executive Director	\$100,880	\$108,118	2022
A Place For Kids	NY	\$338,491	Executive Director	\$60,000	\$61,772	2023
Math-m-addicts New York Inc	NY	\$417,867	Program Director	\$109,920	\$113,167	2023
Stem Teachers Of New York City Inc	NY	\$430,363	Executive Dir.	\$52,801	\$54,361	2023
Kura Labs Inc	NY	\$321,500	Founder & Ce	\$254,167	\$254,167	2024
Even Ground Inc	NY	\$308,042	Executive Director	\$16,750	\$16,750	2024
Women In Innovation Inc	NY	\$299,293	Ceo	\$105,600	\$105,600	2024
New York City Tourism Foundation Inc	NY	\$461,770	President	\$102,700	\$105,733	2023
Summer On The Hill Inc	NY	\$464,509	Executive Dir.	\$86,848	\$89,413	2023
Divas For Social Justice Inc	NY	\$469,867	Founder And Executive Director	\$79,075	\$77,037	2025
Amhe Incorporated	NY	\$471,143	Executive Director	\$34,440	\$34,440	2024
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$138,943	2024
Tech Valley Center Of Gravity Inc	NY	\$478,374	Facilities D	\$63,150	\$65,015	2023
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$98,664	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The City Tutors Inc	NY	\$259,859	Executive Director	\$63,237	\$63,237	2024
First Hand Learning Inc	NY	\$259,550	President/ceo	\$37,548	\$38,657	2023
Teaching Beyond The Square Inc	NY	\$257,880	Secretary/sr Educational D	\$65,882	\$65,882	2024
Malverne Afterschool Center Inc	NY	\$505,650	Executive Dir.	\$48,000	\$49,418	2023
Hudson-mohawk Area Health Education	NY	\$521,779	Executive Director	\$89,164	\$89,164	2024
Ecostudio Foundation	NY	\$526,946	Executive Director	\$23,745	\$23,745	2024
Uptown Stories Inc	NY	\$559,812	Executive Director	\$72,500	\$72,500	2024
Musical Mentors Collaborative Inc	NY	\$563,802	Executive Director	\$120,250	\$120,250	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	25 organizations. Compensation range \$1,203–\$254,167; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$377,824); for reference, expenses \$377,824 and assets \$0.
ROLE MATCH	Hassan Yasin- Bradley, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (Hassan Yasin- Bradley) 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 25 similarly situated organizations (Same NTEE sector (B90) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,300 is reasonable (approximately the 4th 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.