

# Hallwalls Inc

Executive Director / CEO

EIN 161104232

NY · NTEE A650

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Edmund J Cardoni, Executive Director / CEO** (\$50,500) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Edmund J Cardoni — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

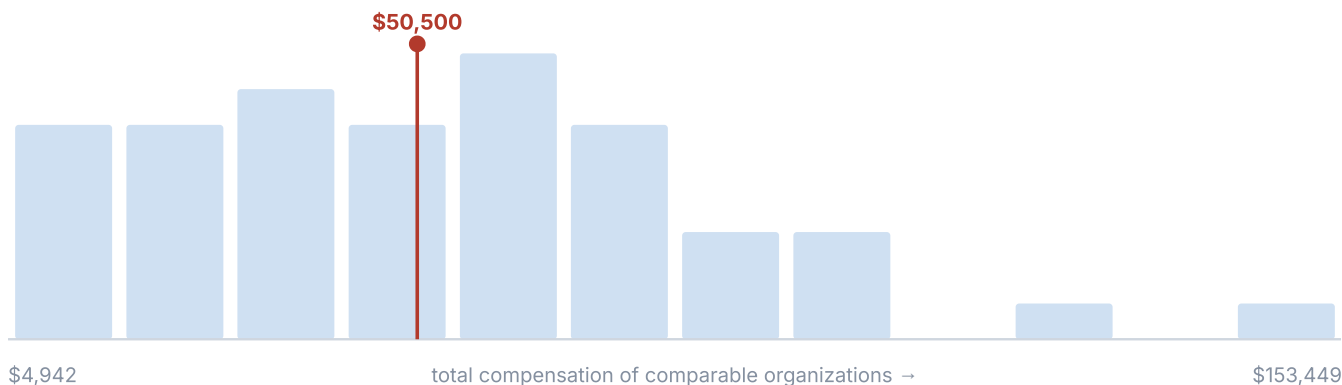
**SECTOR** Organizations sharing the subject's NTEE classification (A650).

**BUDGET** Total revenue between \$304,607 and \$681,957 — 0.67x to 1.50x the subject's \$454,638 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65) + NY + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,199

\$30,166

\$53,083

\$70,383

\$90,383

**\$50,500**



## ● 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 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
<a href="#">Gingold Theatrical Group</a>	NY	\$452,801	Artistic Dir.	\$57,200	<b>\$57,200</b>	2024
<a href="#">White Bird Productions Inc</a>	NY	\$450,835	President	\$60,000	<b>\$61,772</b>	2023
<a href="#">Theatre Of The Oppressed Nyc Inc</a>	NY	\$447,079	Executive Director	\$80,641	<b>\$80,641</b>	2024
<a href="#">New Federal Theatre Inc</a>	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	<b>\$70,015</b>	2024
<a href="#">Sweet Jane Productions Inc</a>	NY	\$465,782	President & Chairman	\$57,077	<b>\$58,763</b>	2023
<a href="#">Fiasco Theater Ltd</a>	NY	\$442,801	President/co-artistic Director	\$36,465	<b>\$36,465</b>	2024
<a href="#">The Inheritance Project Ltd</a>	NY	\$466,527	Executive Dir.	\$74,750	<b>\$74,750</b>	2024
<a href="#">The Theatre Of The Emerging American</a>	NY	\$429,983	Producing Director	\$44,645	<b>\$45,964</b>	2023
<a href="#">Krymov Lab Inc</a>	NY	\$480,680	Managing Director	\$26,486	<b>\$26,486</b>	2024
<a href="#">Emerging Artists Theatre Co Inc</a>	NY	\$426,009	Artistic Direct	\$26,000	<b>\$26,000</b>	2024
<a href="#">Mabou Mines Development Foundation Inc</a>	NY	\$488,018	President	\$18,120	<b>\$18,120</b>	2024
<a href="#">Time &amp; Space Limited Theatre Company Inc</a>	NY	\$419,361	Secretary/treasurer	\$40,810	<b>\$40,810</b>	2024
<a href="#">Fort Hill Performing Arts Center Inc</a>	NY	\$494,348	President	\$36,067	<b>\$36,067</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The 24 Hour Company</a>	NY	\$414,726	Artistic Dir	\$58,034	<b>\$59,748</b>	2023
<a href="#">Caborca Inc</a>	NY	\$413,336	Co-president	\$64,217	<b>\$66,114</b>	2023
<a href="#">Afterwork Theater Inc</a>	NY	\$407,873	Executive Dir.	\$71,750	<b>\$71,750</b>	2024
<a href="#">Second Generation Theatre Company</a>	NY	\$400,401	Executive Di	\$10,000	<b>\$10,000</b>	2024
<a href="#">Road Less Traveled Productions Ltd</a>	NY	\$510,205	Executive Dir.	\$53,083	<b>\$53,083</b>	2024
<a href="#">New Light Theater Project Inc</a>	NY	\$514,137	Director	\$55,000	<b>\$55,000</b>	2024
<a href="#">Pan Asian Repertory Theatre Inc</a>	NY	\$515,458	Member	\$10,310	<b>\$10,310</b>	2024
<a href="#">Saratoga Sponsor-a-scholar</a>	NY	\$391,840	Executive Director	\$35,000	<b>\$36,034</b>	2023
<a href="#">Literature To Life Inc</a>	NY	\$385,828	Exe Dir	\$32,200	<b>\$31,370</b>	2025
<a href="#">Theatre Of Youth Company Inc</a>	NY	\$527,511	Executive Director	\$55,341	<b>\$53,915</b>	2025
<a href="#">The Theatre Within Inc</a>	NY	\$379,723	President	\$34,400	<b>\$35,416</b>	2023
<a href="#">Theater Labrador Inc</a>	NY	\$532,901	Managing Director	\$91,897	<b>\$91,897</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **47** organizations. Compensation range \$4,942–\$153,449; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$454,638); for reference, expenses \$447,277 and assets \$461,136.
ROLE MATCH	Edmund J Cardoni, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	47 <sup>th</sup>

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 (Edmund J Cardoni) 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 47 similarly situated organizations (Same NTEE sector (A65) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,500 is reasonable (approximately the 47<sup>th</sup> 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.