

North Andover Community Access

Executive Director / CEO

EIN 200628638

MA · NTEE A32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Fraser, Executive Director / CEO** (\$99,709) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

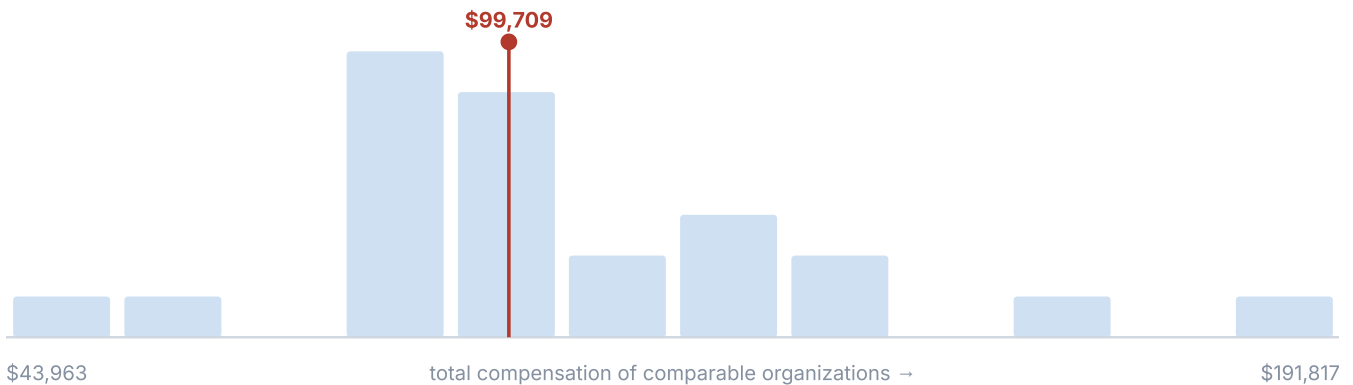
Benchmarked executive: Brian Fraser — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A32).
BUDGET	Total revenue between \$329,152 and \$736,909 — 0.67x to 1.50x the subject's \$491,273 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A32) + MA + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$81,088	\$89,452	\$98,067	\$118,715	\$134,848	\$99,709
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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
Revere Community Media Center Inc	MA	\$488,966	Executive Director	\$91,608	\$94,314	2023
Westford Community Access	MA	\$502,016	Executive Di	\$89,494	\$89,494	2024
Foxboro Cable Access Inc	MA	\$505,779	Executive Di	\$133,852	\$133,852	2024
Belmont Community Media Center Inc	MA	\$521,986	Executive Dir.	\$91,688	\$91,688	2024
Whitman Hanson Community Access	MA	\$522,062	Executive Di	\$86,764	\$89,327	2023
Sandwich Area Community Access	MA	\$459,024	Executive Di	\$94,238	\$97,022	2023
Northampton Community Television Inc	MA	\$530,691	Executive Director	\$101,656	\$101,656	2024
Andover Community Access & Media	MA	\$429,757	Executive Di	\$138,854	\$135,275	2025
Acton Community Access	MA	\$578,569	Executive Di	\$99,112	\$99,112	2024
Marblehead Community Access & Media	MA	\$581,715	Executive Director	\$89,818	\$89,818	2024
Wilmington Community Television Inc	MA	\$594,155	Executive Director	\$78,924	\$81,255	2023
Old Rochester Community Television	MA	\$377,761	Executive Di	\$89,007	\$89,007	2024
Norwood Public Access Television Inc	MA	\$609,702	Executive Director	\$61,400	\$61,400	2024
Stoneham Community Access Inc	MA	\$611,859	Exec. Director	\$121,106	\$124,683	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Burlington Cable Access Television Inc	MA	\$612,639	Executive Director	\$118,520	\$118,520	2024
Mansfield Cable Access Corporation	MA	\$626,480	Executive Director	\$191,817	\$191,817	2024
Dracut Access Television Inc	MA	\$639,025	Executive Di	\$96,624	\$94,133	2025
Greater Newburyport Community Media Hub Inc	MA	\$337,898	Executive Director	\$105,181	\$108,288	2023
Wayland Community Access And Media Inc	MA	\$335,416	Highly Compensated Employee	\$115,877	\$119,300	2023
Lynn Community Television Inc	MA	\$655,064	Executive Director	\$81,016	\$81,016	2024
Woburn Public Media Center Inc	MA	\$670,887	Exec. Director	\$106,349	\$106,349	2024
Attleboro Access Cable System Inc	MA	\$677,702	Operations Mgr	\$163,823	\$163,823	2024
Lowell Telecommunications	MA	\$690,254	Executive Di	\$43,963	\$43,963	2024
Lower Cape Community Access	MA	\$734,065	Executive Di	\$103,452	\$103,452	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 **24** organizations. Compensation range \$43,963–\$191,817; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$491,273); for reference, expenses \$572,953 and assets \$2,198,375.
ROLE MATCH	Brian Fraser, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	54 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 (Brian Fraser) 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 24 similarly situated organizations (Same NTEE sector (A32) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,709 is reasonable (approximately the 54th 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.