

Tmt Observatory Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joelle Zavzavadjian, Executive Director / CEO** (\$209,085) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joelle Zavzavadjian — reported title “MANAGER OF AWARDS AND BUDGETS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

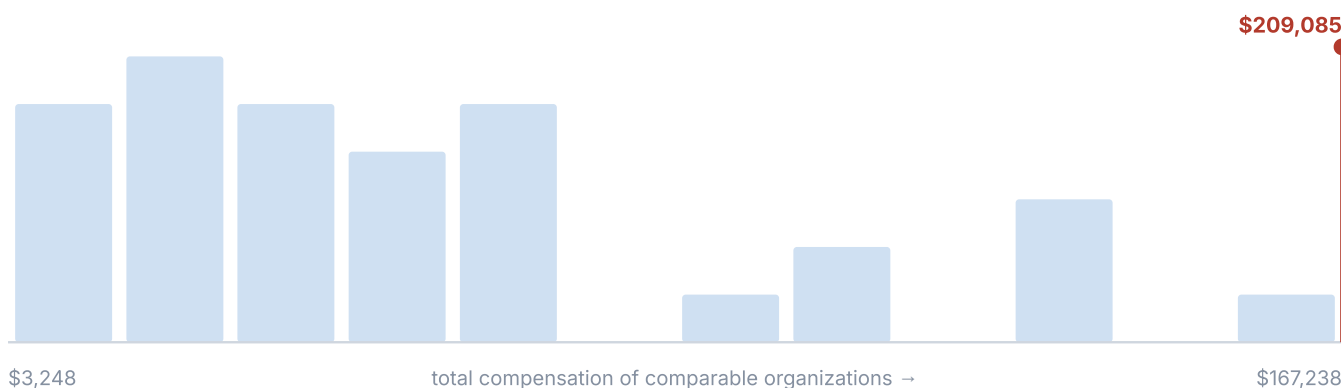
SECTOR Organizations sharing the subject's NTEE classification (U31).

BUDGET Total revenue between \$88,517 and \$198,172 — 0.67x to 1.50x the subject's \$132,115 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,218	\$25,035	\$43,342	\$69,404	\$128,603	\$209,085
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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 CA 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
Haskell-org Inc	DE	\$136,256	Executive Director	\$115,236	\$130,670	2024
Oklahoma Bioscience Institute	OK	\$127,423	Imci Managing Director/president	\$25,697	\$32,769	2024
Institute For Population Health Sciences	IL	\$136,832	Director	\$7,000	\$7,970	2024
404 Dao Inc	GA	\$126,200	Secretary & Chief Operatio	\$40,879	\$47,601	2024
Third Place Technologies	WA	\$138,157	Gallery Manager	\$19,594	\$20,916	2023
Aerospace States Association Inc	VA	\$139,216	Executive Director	\$55,000	\$61,500	2024
Qualia Research Institute	CA	\$140,681	President & Executive Director	\$64,164	\$64,164	2024
Space Frontier Foundation Inc	DC	\$123,469	Director	\$41,500	\$42,174	2024
Girl Develop It	VT	\$141,110	Executive Dir.	\$57,711	\$69,257	2023
Engineering Biology Research Consortium	CA	\$143,080	President	\$32,367	\$33,323	2023
The Geological Engineering Foundation	CA	\$118,651	Director	\$6,500	\$6,692	2023
Science Journal For Kids	TX	\$117,776	Officer/director	\$23,400	\$27,107	2024
Cyberauto Challenge	MD	\$117,581	Treasurer	\$3,000	\$3,248	2024
Technology Management Instituteinc	VA	\$148,460	Executive Di	\$122,100	\$136,529	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Florida International University	FL	\$149,034	Director	\$60,783	\$68,080	2023
Lepidopterists Society	CA	\$149,918	Secretary	\$7,500	\$7,722	2023
Cyberhawaii	HI	\$112,792	President &	\$129,000	\$133,751	2024
Interacademy Partnership Inc	DC	\$112,355	Executive Director	\$159,844	\$167,238	2023
Biological Stain Commission Inc	NY	\$152,160	90 Eagle Chase, Woodbury, Ny 11797	\$19,476	\$20,381	2024
Epigenix Foundation	CA	\$108,281	President / Ceo / Board Chairman	\$29,750	\$30,629	2023
Aci Center Of Excellence For	MI	\$156,667	Treasurer	\$37,236	\$44,509	2024
5 Lakes Institute	WI	\$158,500	Executive Di	\$87,400	\$102,981	2025
Punxsutawney Weather Center Inc	PA	\$158,655	Center Direc	\$22,867	\$26,408	2024
Airfuel Alliance	OR	\$160,830	President	\$48,000	\$51,622	2024
T1d Exchange Supporting Foundation Inc	MA	\$97,545	Chief Executive Officer	\$16,218	\$17,376	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 32 organizations. Compensation range \$3,248–\$167,238; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$132,115); for reference, expenses \$61,221 and assets \$3,269,644. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joelle Zavzavadjian, reported title " <i>MANAGER OF AWARDS AND BUDGETS</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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	81st

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 (Joelle Zavzavadjian) 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 32 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$209,085 is reasonable (approximately the 100th 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.