

Truth Wins Out Inc

Executive Director / CEO

EIN 205125079
 FL · NTEE R26
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Wayne Besen, Executive Director / CEO** (\$40,615) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Wayne Besen — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

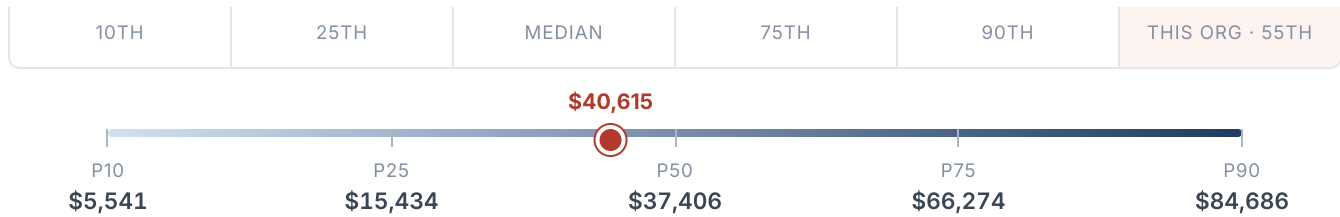
SECTOR	Organizations sharing the subject's NTEE classification (R26).
BUDGET	Total revenue between \$32,298 and \$72,310 — 0.67x to 1.50x the subject's \$48,207 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,541	\$15,434	\$37,406	\$66,274	\$84,686	\$40,615
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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 FL 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
Gare Global Alliance For The Rights	CA	\$48,692	Executive Director	\$42,000	\$37,498	2024
Maine Civic Action	ME	\$47,054	Executive Di	\$38,163	\$40,678	2023
La Voice Action	CA	\$49,567	Executive Director	\$71,717	\$65,921	2023
Be Ready Inc	NJ	\$51,681	Executive Director	\$35,889	\$33,130	2024
Arizonans Concerned About Smoking Inc	AZ	\$44,255	Executive Director	\$37,525	\$37,313	2024
Stronger Together Movement Inc	OK	\$52,184	Executive Director	\$67,380	\$78,979	2023
Comite Pro 1	CA	\$44,030	Owner	\$1,890	\$1,688	2024
Commonwealth Long Term Care Foundation	VA	\$53,038	President	\$25,925	\$26,646	2023
Human Coalition Action	TX	\$42,792	Executive Director	\$13,918	\$14,820	2023
Essential Workers For Democracy	WA	\$42,786	Executive Director	\$90,050	\$81,210	2025
Real Property Alliance	IL	\$53,737	Ceo/secretary	\$549,419	\$558,477	2024
Library Freedom Inc	PA	\$40,981	Executive Director	\$112,477	\$115,973	2024
Black Lives Matter Grassroots Inc	CA	\$55,514	President	\$40,000	\$35,712	2024
Gold Anti-trust Action Committee Inc	CT	\$40,029	Chairman	\$50,000	\$48,472	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Free Buryatia Foundation	VA	\$34,549	President	\$13,000	\$13,361	2023
Campaign Legal Center Action	DC	\$62,705	President	\$45,477	\$42,481	2023
Justice For Wyandotte	KS	\$33,597	Chief Executive Officer	\$14,000	\$15,638	2024
Farmworker Enterprise Foundati	CA	\$33,306	Board	\$2,500	\$2,232	2024
Black Socialists Of America	NY	\$63,862	Executive Director	\$70,000	\$67,333	2023
Maxcen-maxmath Women Society Inc Oklahoma Branch	OK	\$65,539	Ceo	\$5,190	\$5,909	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	20 organizations. Compensation range \$1,688–\$558,477; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$48,207); for reference, expenses \$75,364 and assets \$12,150. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Wayne Besen, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	40 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 (Wayne Besen) 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 20 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,615 is reasonable (approximately the 55th 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.