

# Pennsylvania Public Radio Associates Inc

Executive Director / CEO

EIN 222439829  
 PA · NTEE A34Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **John Diliberto, Executive Director / CEO** (\$95,040) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

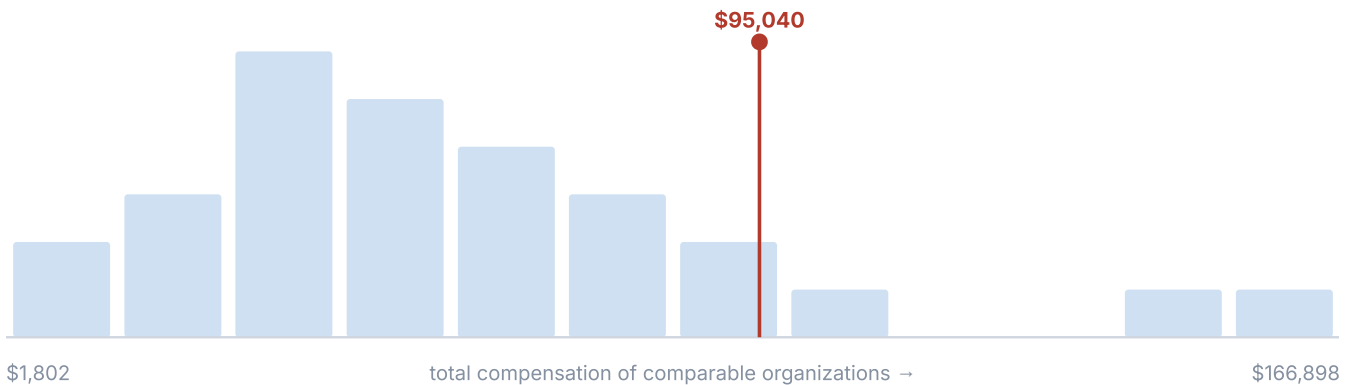
**Benchmarked executive:** John Diliberto — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A34Z).
BUDGET	Total revenue between \$158,902 and \$355,752 — 0.67x to 1.50x the subject's \$237,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A34), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,567	\$34,872	\$52,969	\$76,037	\$97,461	\$95,040
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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 PA 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="#">Rochester Public Radio</a>	MN	\$237,136	President	\$44,788	<b>\$44,378</b>	2024
<a href="#">American Coalition For Public Radio</a>	DC	\$232,882	Director And President	\$30,048	<b>\$26,441</b>	2024
<a href="#">Friends Of Community Radio</a>	NC	\$243,221	Executive Director	\$60,000	<b>\$62,168</b>	2024
<a href="#">Tri-cities Broadcasting Foundation</a>	MI	\$231,020	President	\$93,220	<b>\$96,486</b>	2024
<a href="#">Chicago Independent Radio Project</a>	IL	\$227,292	Executive Dir.	\$84,131	<b>\$82,940</b>	2024
<a href="#">Kfug Community Radio Inc</a>	CA	\$250,385	Board Member	\$40,640	<b>\$35,190</b>	2024
<a href="#">Spencer Cable Access Corporation</a>	MA	\$219,617	Treasurer	\$2,000	<b>\$1,802</b>	2024
<a href="#">Southern Communication Volunteers Inc</a>	TN	\$215,690	Station Manager	\$38,242	<b>\$40,309</b>	2024
<a href="#">Radio Salvacion Inc</a>	PA	\$212,434	Former Board Member	\$34,848	<b>\$35,877</b>	2023
<a href="#">Wayword Inc</a>	CA	\$263,967	Ceo/officer	\$54,436	<b>\$47,136</b>	2024
<a href="#">Mje Broadcasting Inc</a>	TN	\$264,501	President	\$142,986	<b>\$150,715</b>	2024
<a href="#">Terminal Radio Inc</a>	AK	\$208,046	Director Of	\$60,500	<b>\$58,001</b>	2024
<a href="#">Radio For The Blind &amp; Print Handicapped</a>	LA	\$271,454	Executive Dir.	\$47,500	<b>\$52,449</b>	2024
<a href="#">Open Source Media Inc</a>	MA	\$197,246	President & Director	\$73,462	<b>\$66,197</b>	2024
<a href="#">Rise Up</a>	CO	\$196,473	Founding Director	\$168,594	<b>\$166,898</b>	2023
<a href="#">Radio Eye Inc</a>	KY	\$181,296	Exec. Director	\$66,478	<b>\$73,736</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">J C Maxwell Broadcasting Corporatio</a>	MS	\$294,860	General Manager	\$33,251	<b>\$38,233</b>	2023
<a href="#">Christian Media Inc</a>	NE	\$300,084	General Director	\$49,044	<b>\$54,459</b>	2023
<a href="#">Driftless Community Radio Inc</a>	WI	\$164,962	Treasurer	\$14,560	<b>\$15,248</b>	2024
<a href="#">Poor People's Radio Inc</a>	CA	\$162,314	Treasurer	\$60,000	<b>\$53,488</b>	2023
<a href="#">Harvest Broadcasting Company Inc</a>	CA	\$312,976	Member At Large	\$37,389	<b>\$32,375</b>	2024
<a href="#">Womens Civic Improvement League</a>	OR	\$160,411	Executive Director	\$24,327	<b>\$22,654</b>	2024
<a href="#">Kekahu Foundation Inc Dbk Kkcr</a>	HI	\$320,448	General Manager	\$37,778	<b>\$33,917</b>	2024
<a href="#">International Media Project</a>	CA	\$325,761	Executive Director	\$101,554	<b>\$87,935</b>	2024
<a href="#">Sunrise Communications Inc</a>	NE	\$332,983	General Mana	\$57,348	<b>\$61,852</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	28 organizations. Compensation range \$1,802–\$166,898; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$237,168); for reference, expenses \$277,194 and assets \$26,568.
ROLE MATCH	John Diliberto, reported title " <i>PRESIDENT</i> ", 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**      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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (John Diliberto) 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 28 similarly situated organizations (Same NTEE sector (A34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,040 is reasonable (approximately the 86<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.