

Unexpected Wildlife Refuge Inc

Executive Director / CEO

EIN 237025010

NJ · NTEE D340

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shane R Admans, Executive Director / CEO** (\$23,400) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Shane R Admans — reported title “MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

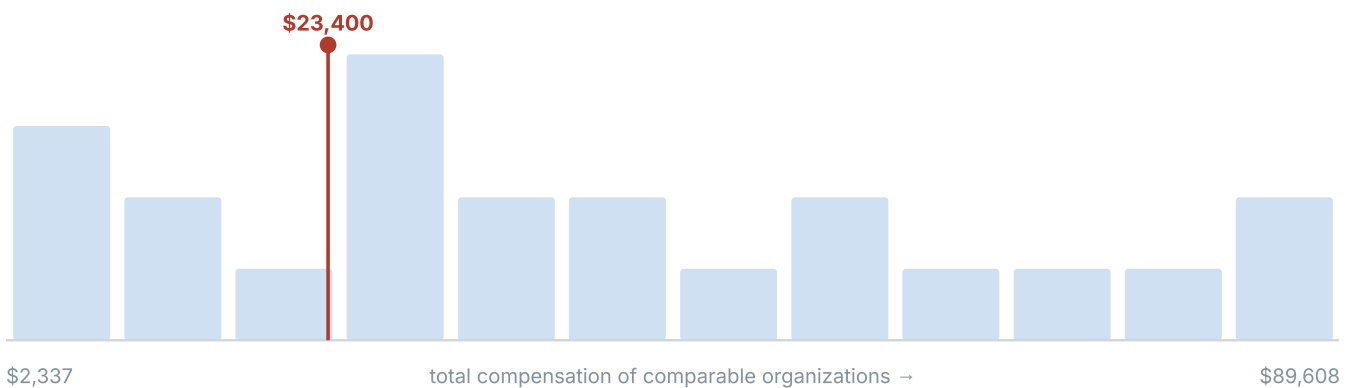
SECTOR Organizations sharing the subject's NTEE classification (D340).

BUDGET Total revenue between \$30,466 and \$68,209 — 0.67x to 1.50x the subject's \$45,473 (the band tightens as size grows).

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

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,330	\$23,261	\$33,921	\$56,329	\$78,385	\$23,400
---------	----------	----------	----------	----------	----------



■ 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 NJ 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
Pawsitive Action Foundation Inc	SC	\$44,304	Treasurer	\$2,000	\$2,337	2024
Friends Of Sunny Florida Animals Inc	FL	\$47,346	P,sec,tr	\$25,000	\$26,304	2024
New York State Veterinary Medical	NY	\$43,402	Executive Director	\$13,411	\$13,573	2024
Hearts Speak Inc	NY	\$48,082	Executive Dir.	\$28,000	\$28,338	2024
Lake Superior Steelhead Association	MN	\$48,274	Secretary/gambling Mgr	\$83,110	\$89,608	2025
Savage River Farms Inc	MD	\$42,302	Director	\$63,983	\$66,998	2024
Paws Of Franklin County Texas	TX	\$48,783	Acting Executive Director	\$31,250	\$35,012	2024
The Puppy Up Foundation	TN	\$42,122	President/director	\$3,221	\$3,792	2024
Jackson County Conservation League	MN	\$49,235	Gambling Manager	\$7,000	\$7,747	2024
Panda Paws Rescue	WA	\$41,319	Director	\$75,000	\$73,269	2025
Minnesota Federated Humane Societies	MN	\$38,543	Executive Director	\$78,000	\$88,873	2023
Michigan Animal Health Foundation	MI	\$37,794	Executive Director (Ended 3/24)	\$13,341	\$15,423	2024
Fringe Benefits Thrift Store Inc	WI	\$36,594	President	\$25,000	\$29,243	2024
Hairy Houdini Siberian Husky Rescue	MI	\$55,030	President	\$18,692	\$22,247	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Joaquin Zoological Society	CA	\$35,894	Executive Director	\$45,372	\$42,750	2025
Fort Bragg Groundfish Conservation Trust	CA	\$55,638	Cfo	\$30,000	\$29,014	2024
Scottsdale Equestrian Academy Inc	AZ	\$56,905	President	\$35,000	\$38,814	2023
Siamese Cat Rescue Center	VA	\$57,172	Exec Directo	\$54,085	\$56,982	2025
The Wild Neighbors Database Project	CA	\$57,281	Treasurer	\$79,293	\$78,953	2023
Humane Society Of Richland Wilkin Co	ND	\$60,587	Vice President	\$42,966	\$54,370	2023
Pulaski County Humane Society	MO	\$65,959	Shelter Manager	\$26,880	\$32,829	2023
Friends Of Ridgefield National	WA	\$67,067	Executive Director	\$51,626	\$51,769	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 22 organizations. Compensation range \$2,337–\$89,608; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$45,473); for reference, expenses \$61,345 and assets \$1,762,909.

ROLE MATCH Shane R Admans, reported title "*MANAGER*", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	18 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 (Shane R Admans) 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 22 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,400 is reasonable (approximately the 27th 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.