

Econ Job Market Inc

Executive Director / CEO

EIN 260674706
 CA · NTEE B025
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Martin Osborne, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

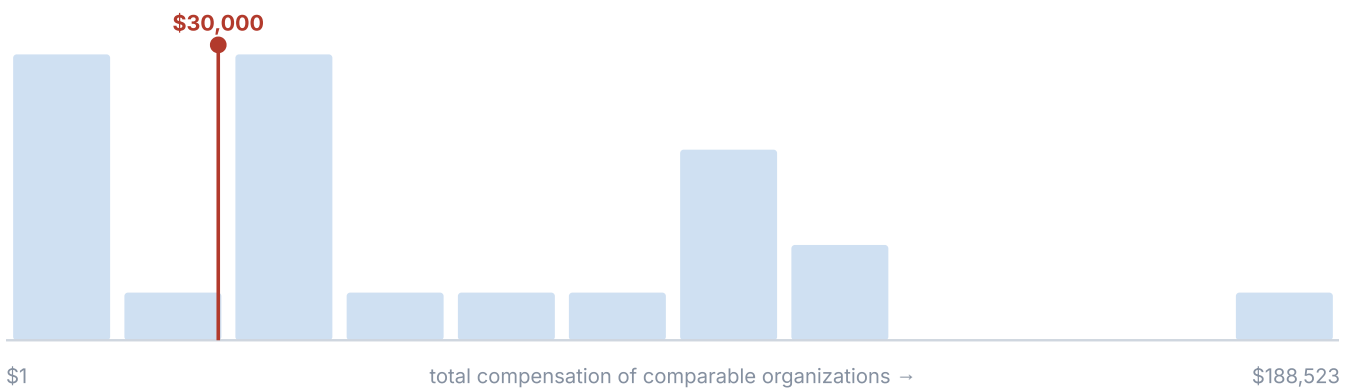
Benchmarked executive: Martin Osborne — reported title “Secretary & CIO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B025).
- BUDGET** Total revenue between \$150,203 and \$336,277 — 0.67x to 1.50x the subject's \$224,185 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B02), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,131	\$16,267	\$38,737	\$98,890	\$110,371	\$30,000
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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
Lead Wichita Inc	KS	\$222,374	Secretary	\$31,500	\$41,647	2023
Springboard Child Care Inc	CO	\$226,628	President	\$30,000	\$34,195	2024
Qed Foundation Inc	NH	\$229,294	Executive Di	\$91,003	\$102,837	2023
Salinan Heritage Preservation	CA	\$240,271	President	\$4,500	\$4,619	2024
Alliance For Public Waldorf Education	CA	\$207,492	Executive Dir.	\$93,750	\$96,230	2024
Us Ort Operations Inc	NY	\$200,429	Board Member	\$1	\$1	2023
Oakmont Academic Knowledge	OH	\$198,229	Co-executive Director	\$43,523	\$56,415	2023
Southeastern Association Of Law Schools	NC	\$194,902	Executive Director	\$28,000	\$34,391	2024
American Simmental - Simbrah Foundation	MT	\$190,040	Secretary	\$30,231	\$38,737	2024
The Commission On Massage Therapy	VA	\$261,134	Executive Director	\$107,200	\$119,868	2025
Oregon Masonic Charitable	OR	\$186,924	Grand Secretary	\$6,501	\$7,177	2024
Maestromeetings Inc	PA	\$268,549	Officer	\$18,786	\$22,269	2024
Family Agriculture Resource Management Services	NC	\$178,882	Executive Director	\$83,122	\$105,110	2023
The Quest Institute For Quality Educ	CA	\$270,067	Ceo	\$33,246	\$35,134	2023
Concepts For Adaptive Learning	CT	\$275,924	Executive Director	\$65,000	\$72,446	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arkansas Rural Ed Association	AR	\$282,532	Executive Director	\$76,000	\$101,550	2024
Iccnm Foundation	NM	\$284,606	President	\$2,375	\$3,037	2024
The Global Majority Consortium	WA	\$159,607	Co Ceo	\$9,586	\$10,202	2024
Village Mke Inc	WI	\$291,000	Ceo	\$147,500	\$188,523	2023
Middle College High School National	NJ	\$294,291	Director	\$33,280	\$35,322	2024
The Center For Bioethics And Culture	CA	\$307,398	Executive Director	\$88,200	\$88,200	2025
Good2know Partners	CA	\$327,327	Ceo	\$10,000	\$10,265	2024
Arc Upper Valley Inc	ND	\$333,086	Executive Director	\$83,159	\$111,686	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 2025 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	23 organizations. Compensation range \$1–\$188,523; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$224,185); for reference, expenses \$224,216 and assets \$464,695.
ROLE MATCH	Martin Osborne, reported title " <i>Secretary & CIO</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	4 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	30 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	22 nd

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 (Martin Osborne) 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 23 similarly situated organizations (Same NTEE sector (B02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 30th 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.