

Laboratory Theater Of Florida Inc

Executive Director / CEO

EIN 270526903

FL · NTEE A65

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Annette Trossbach, Executive Director / CEO** (\$17,472) against **every comparable organization** that fit the selection criteria — **284** 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

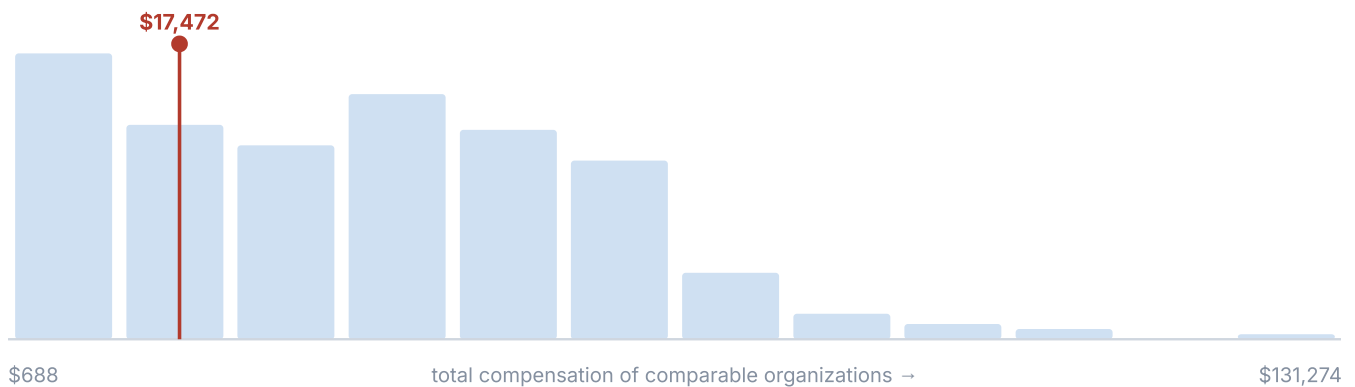
Benchmarked executive: Annette Trossbach — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$177,377 and \$397,114 — 0.67x to 1.50x the subject's \$264,743 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

284 organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,134	\$15,478	\$35,077	\$52,186	\$63,938	\$17,472
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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
Interact Story Theatre Education	MD	\$264,476	Executive/artis	\$41,908	\$38,915	2024
Barrier-free Inc	MD	\$265,191	Executive Director	\$55,730	\$51,749	2024
Spokane Childrens Theatre Inc	WA	\$263,896	Director	\$68,449	\$59,299	2025
The Williams Project	WA	\$265,923	President	\$41,350	\$37,857	2023
Music Theatre West	UT	\$266,101	Managing Director	\$9,000	\$8,913	2025
Downriver Youth Performing Arts Center	MI	\$266,493	Director/programming	\$11,649	\$11,942	2024
Pandora Productions Inc	KY	\$262,918	Artistic Direct	\$23,208	\$24,126	2025
Chinese Theatre Works Inc	NY	\$262,698	Exec Director	\$32,650	\$29,303	2024
Franklin Stock Company	NY	\$266,791	Ex-officio/ad	\$50,000	\$46,201	2023
Green Bay Community Theater Inc	WI	\$266,954	President	\$800	\$808	2025
Noor Theatre Inc	NY	\$262,003	Treasurer/secretary/executive Director	\$12,500	\$11,219	2024
Friends Of The Penn Inc	MI	\$267,965	Executive Director	\$33,075	\$34,909	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
4 Community Theatre	MN	\$268,606	Executive Artistic Director	\$14,200	\$13,936	2024
Outcry Theatre Inc	TX	\$268,753	Artistic Dir	\$37,440	\$37,198	2024
Elkhart Civic Theatre Inc	IN	\$260,244	Executive Di	\$49,621	\$50,634	2025
Latinus Theater Experience Company	OH	\$259,988	Executive Artistic Director/ Actress/producer	\$42,000	\$44,183	2024
Mohawk Valley Center For The Arts Inc	NY	\$269,570	Executive Director	\$48,567	\$42,466	2025
Pushpush Arts Company	GA	\$259,645	Co Director	\$5,849	\$5,841	2024
The Roots And Wings Project	CA	\$270,111	President	\$20,000	\$17,153	2024
Stevie Rays Theatre Company	MN	\$272,086	Executive Director	\$72,080	\$70,741	2024
Stageworks On The Hudson Inc	NY	\$272,369	Exec. Artist	\$32,417	\$29,953	2023
Kitchen Dog Theater	TX	\$272,394	Managing Director	\$47,500	\$48,586	2023
River West Theatre Inc	IN	\$273,633	Producing Di	\$27,692	\$29,005	2024
National Queer Theater	NY	\$273,780	Director	\$39,748	\$36,728	2023
Lower Bottom Playaz Inc	CA	\$273,901	Executive Director	\$111,275	\$98,254	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2022 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	284 organizations. Compensation range \$688–\$131,274; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$264,743); for reference, expenses \$317,856 and assets \$523,693.
ROLE MATCH	Annette Trossbach, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	27 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	26 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 (Annette Trossbach) 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 284 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,472 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.