

The Akron Zoological Foundation Inc

Executive Director / CEO

EIN 272982961
OH · NTEE D11
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Doug Piekarz, Executive Director / CEO** (\$71,282) against **every comparable organization** that fit the selection criteria — **587** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

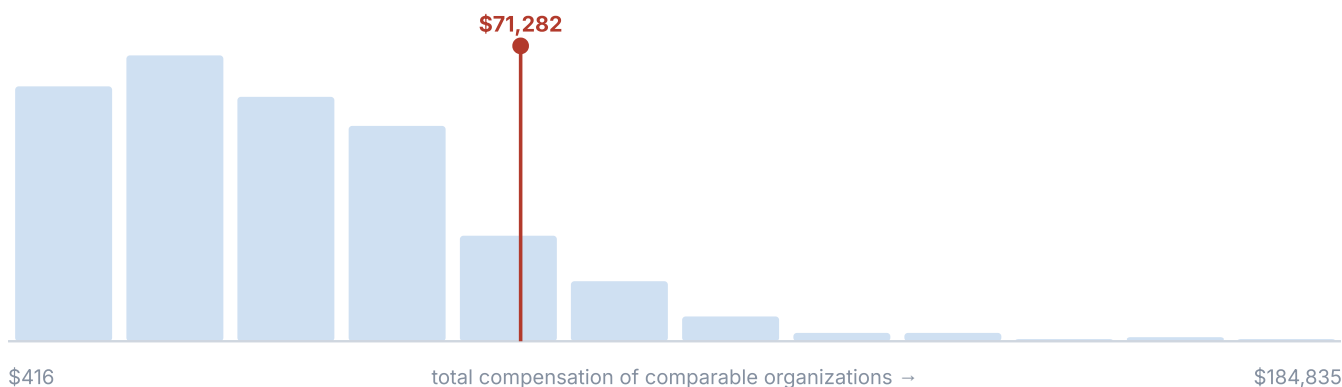
Benchmarked executive: Doug Piekarz — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (D11). |
| BUDGET | Total revenue between \$194,598 and \$435,667 — 0.67x to 1.50x the subject's \$290,445 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue. |

587 organizations qualified on sector, size, and geography → **587** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|-----------------|
| \$8,433 | \$18,994 | \$35,066 | \$54,466 | \$75,781 | \$71,282 |
|---------|----------|----------|----------|----------|-----------------|



● 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 OH 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 |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Veteran Companion Animal Services | OH | \$290,351 | President & Ceo | \$70,000 | \$72,068 | 2023 |
| Lois E Womer Foundation | NJ | \$290,730 | Co-trustee | \$6,893 | \$5,811 | 2024 |
| Second Chance Ranch | WA | \$291,056 | President | \$8,585 | \$7,257 | 2024 |
| Valley Animal Haven & Adoption Center | CA | \$289,619 | Mgr Kennel Opts | \$34,837 | \$29,241 | 2023 |
| Stop Animal Exploitation Now | OH | \$291,300 | Executive Director | \$35,506 | \$36,555 | 2023 |
| New Zoological Society Inc | WI | \$291,425 | Administrato | \$41,183 | \$40,608 | 2024 |
| Kitty Angel Rescue Inc | GA | \$291,735 | Director | \$55,000 | \$53,756 | 2023 |
| Petmatchmaker Rescue South | TN | \$291,760 | Director | \$19,210 | \$19,065 | 2024 |
| Tamarack Wildlife Center | PA | \$289,018 | Executive Director | \$51,284 | \$49,712 | 2023 |
| Kitkat Playroom Inc | NJ | \$291,928 | Executive Director | \$11,000 | \$9,273 | 2024 |
| Patriot Service Dogs Inc | FL | \$292,037 | Ceo | \$52,320 | \$47,776 | 2023 |
| Laramie Peak Humane Society | WY | \$288,502 | Executive Director | \$52,539 | \$51,749 | 2025 |
| Mesabi Humane Society | MN | \$292,449 | Executive Director | \$24,700 | \$23,043 | 2024 |
| East Coast Canine Rescue Inc | CT | \$288,106 | President | \$18,000 | \$16,405 | 2023 |
| Tried By Fire Inc | NC | \$292,938 | Executive Director | \$21,735 | \$21,830 | 2023 |
| Michigan Doodle Rescue Connect | MI | \$287,327 | President | \$11,100 | \$11,137 | 2023 |
| Woof Gang Rescue Inc | WI | \$287,325 | Exec Dir/pre | \$35,000 | \$34,511 | 2024 |
| Sequatchie Valley Low Cost Spay & Neuter | TN | \$286,911 | Founder Director | \$14,500 | \$14,815 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|------------------------|-----------------|-----------------|------|
| Twin Cities Pet Rescue | MN | \$286,893 | Executive Director | \$32,000 | \$29,854 | 2024 |
| Vermont Companion Animal Neutering Inc | VT | \$286,892 | President | \$70,000 | \$68,487 | 2023 |
| Marshall County Humane Society Inc | IN | \$294,054 | Executive Director | \$56,788 | \$58,211 | 2023 |
| Bird Ally X | CA | \$294,077 | Director | \$10,000 | \$8,393 | 2023 |
| 4 Paws On Deck Inc | CT | \$286,699 | President | \$52,258 | \$47,628 | 2023 |
| Animal Education And Rescue Nfp | IL | \$286,406 | President | \$53,879 | \$50,011 | 2024 |
| Second Chance SPCA | TX | \$286,402 | Director Of Operations | \$43,400 | \$42,200 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 | 587 organizations. Compensation range \$416–\$184,835; filing years 2022–2025. |
| SIZE BASIS | Matched on total revenue (\$290,445); for reference, expenses \$68,583 and assets \$6,982,276. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view. |
| ROLE MATCH | Doug Piekarz, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

OUTLIERS 12 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 | 88 th |
| Total compensation (D + F), as reported (no adjustments) | 85 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 100 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 (Doug Piekarz) 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 587 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,282 is reasonable (approximately the 88th 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.