

Dpi Webster Inc

Executive Director / CEO

EIN 300235086

MA · NTEE L20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Pallies, Executive Director / CEO** (\$25,500) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: John Pallies — reported title “PRESIDENT/DIRECTOR”, 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 (L20).

BUDGET Total revenue between \$41,462 and \$92,826 — 0.67x to 1.50x the subject's \$61,884 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20) + MA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,684

\$8,641

\$23,255

\$29,484

\$41,914

\$25,500



■ 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 MA 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
Homes Of Care Iii Inc	MA	\$61,216	President & Ceo/director	\$24,869	\$24,869	2024
Dni 5 Inc	MA	\$61,020	Executive Director	\$9,597	\$9,597	2024
Work Housing Corporation	MA	\$62,931	President	\$28,956	\$28,956	2024
Crc Housing Corporation	MA	\$59,556	President & Ceo	\$38,739	\$39,883	2023
Bradstreet Community Housing Corporation	MA	\$57,699	Ceo	\$23,870	\$23,255	2025
Westminsterwashingtonnmtc Inc	MA	\$68,073	Board Member	\$4,648	\$4,528	2025
Gloucester Housing Inc	MA	\$53,167	Ceo	\$211,478	\$211,478	2024
Fort Hill Housing Inc	MA	\$50,158	President & Ceo	\$42,027	\$43,268	2023
Vinfen Corporation Of Forest Inc	MA	\$49,044	Former Director & Ceo	\$21,978	\$22,627	2023
The Association's Second Property Inc	MA	\$48,886	President	\$7,684	\$7,684	2024
Homes Of Care Inc	MA	\$48,798	President & Ceo/director	\$24,869	\$24,869	2024
Bridgewell Merrimac Housing Corporation	MA	\$48,482	Ceo	\$21,300	\$21,929	2023
The Association's Fourth Property Inc	MA	\$43,839	President	\$7,684	\$7,684	2024
The Association's Third Property Inc	MA	\$43,511	President	\$7,684	\$7,684	2024
35 Catherine Street Inc	MA	\$88,841	President & Ceo	\$29,151	\$30,012	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	15 organizations. Compensation range \$4,528–\$211,478; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$61,884); for reference, expenses \$99,652 and assets \$622,412. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Pallies, reported title " <i>PRESIDENT/DIRECTOR</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	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	33 rd

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 Pallies) 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 15 similarly situated organizations (Same NTEE sector (L20) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,500 is reasonable (approximately the 67th 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.