

Zygot Press Inc

Executive Director / CEO

EIN 341830215

OH · NTEE A90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jackie Feldman, Executive Director / CEO** (\$81,080) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

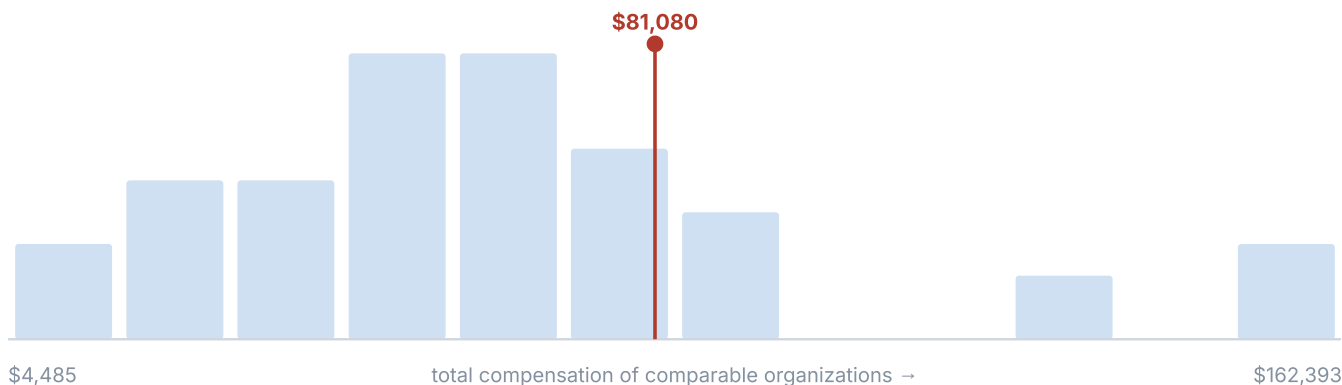
Benchmarked executive: Jackie Feldman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

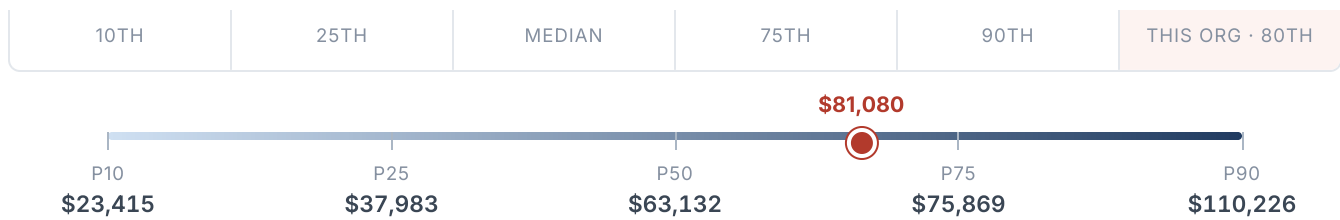
SECTOR	Organizations sharing the subject's NTEE classification (A90).
BUDGET	Total revenue between \$312,431 and \$699,472 — 0.67x to 1.50x the subject's \$466,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A90), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,415	\$37,983	\$63,132	\$75,869	\$110,226	\$81,080
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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 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
Colorado West Performing Arts	CO	\$465,186	Executive Di	\$9,843	\$8,911	2024
San Jose Multicultural Artists Guild Inc	CA	\$464,731	Executive Dir.	\$35,900	\$30,133	2023
The Episcopal Actors' Guild	NY	\$462,407	Executive Di	\$194,093	\$161,324	2025
River Oaks Square Arts & Craft Center	LA	\$458,843	Executive Dir.	\$61,445	\$65,767	2023
Society For History And Racial	MI	\$477,508	Executive Di	\$72,488	\$72,728	2023
Chicago Artists Coalition	IL	\$451,588	Executive Director	\$50,329	\$48,096	2023
Jamestowne Society Inc	VA	\$491,201	Executive Director	\$62,275	\$56,771	2024
Augusta Ferry Authority Inc	KY	\$492,569	President	\$23,492	\$23,829	2024
Arts & Business Council Of Miami Inc	FL	\$438,365	Executive Director	\$99,000	\$85,545	2025
Common Wealth Mural Collaborative	MA	\$496,966	President	\$84,423	\$71,627	2024
Latitude Inc Nfp	IL	\$499,033	Executive Director	\$75,000	\$67,822	2025
Workshop 13 Inc	MA	\$428,532	Executive Di	\$59,780	\$50,719	2024
Chatfield Center For The Arts Inc	MN	\$427,659	Part Year Ex	\$65,865	\$61,447	2024
Studio By The Tracks Inc	AL	\$506,184	Executive Director	\$63,545	\$64,816	2024
Community Artists Collective	TX	\$508,383	Exec Dir	\$40,000	\$37,778	2024
Arte Y Mana Inc	PR	\$419,663	Executive Director	\$85,230	\$85,230	2024
Holly Springs Center	SC	\$419,104	Executive Di	\$35,316	\$35,813	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Interurban Arthouse	KS	\$514,711	Chief Executive Officer	\$71,655	\$75,246	2023
Lawyers For The Creative Arts	IL	\$516,381	Executive Dir.	\$135,400	\$125,680	2024
Georgia Lawyers For The Arts Inc	GA	\$517,427	Executive Director	\$162,500	\$158,823	2023
Springtime Tallahassee Festival Inc	FL	\$413,087	Executive Director	\$52,929	\$48,332	2023
Noblesville Creates	IN	\$520,481	Executive Director	\$74,450	\$76,316	2023
Ogden First Inc	UT	\$520,800	Executive Director	\$69,390	\$67,053	2024
The Writers Room	NY	\$522,020	Director	\$154,643	\$135,832	2023
Hero Workshop	CA	\$523,629	Chief Executive Officer	\$43,846	\$35,747	2024

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	46 organizations. Compensation range \$4,485–\$162,393; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$466,315); for reference, expenses \$403,245 and assets \$340,391.
ROLE MATCH	Jackie Feldman, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	80 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	80 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 (Jackie Feldman) 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 46 similarly situated organizations (Same NTEE sector (A90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,080 is reasonable (approximately the 80th 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.