

Wisconsin State Telecommunications

Executive Director / CEO

EIN 391045477
 WI · NTEE B82Z
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **William Esbeck, Executive Director / CEO** (\$20,190) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: William Esbeck — reported title “TREASURER, S”, 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 (B82Z).

BUDGET Total revenue between \$28,927 and \$64,762 — 0.67x to 1.50x the subject's \$43,175 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography

→ **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,386	\$5,014	\$11,588	\$39,621	\$56,944	\$20,190
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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 WI 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
California Association Of Winegrape	CA	\$43,379	Executive Di	\$18,609	\$14,945	2024
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$13,191	2024
Pine Cone Foundation	CA	\$45,312	President/cfo	\$50,000	\$40,155	2024
Printing Industry Assoc Of Ga	GA	\$45,988	Ex-officio	\$6,933	\$6,675	2023
Clean Slate E3 Inc	PA	\$46,304	President	\$45,261	\$41,978	2024
Cahp Foundation Trust	CA	\$46,539	Trustee	\$41,152	\$33,049	2024
Ibew Local 8 Scholarship Fund	OH	\$46,880	Trustee	\$55,355	\$56,139	2023
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$17,308	2024
Illinois Retail Merchants Association	IL	\$47,132	Treasurer	\$43,138	\$39,443	2024
Annie J Maccoll Charitable Trust	FL	\$47,878	Trustee	\$22,519	\$20,256	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$3,613	2025
Harrison County Educational Foundat	KY	\$48,958	Secretary/tr	\$6,000	\$5,995	2024
The John R Mott Scholarship	VA	\$49,049	Director	\$2,000	\$1,796	2024
Project Zawadi Inc	MN	\$49,152	Executive Direc	\$5,417	\$4,979	2024
Kll Memorial Scholarship Foundation	KS	\$49,336	Treasurer	\$1,025	\$1,030	2024
Nbs Classical Music Institute Inc	PA	\$49,539	Consultant	\$5,500	\$5,252	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
C J Francis Iii Foundation	OH	\$49,811	Director; Treasurer	\$1,950	\$1,921	2024
Blue Rose Compass Inc	NJ	\$36,444	Executive Director	\$225,000	\$186,837	2024
Ijpa Scholarships Forever Inc	IA	\$50,432	Executive Di	\$5,764	\$6,043	2023
Airmen Memorial Foundation Inc	MD	\$51,291	Treasurer	\$8,743	\$7,602	2024
Yau High School Sciences Awards	MA	\$51,477	Treasurer/director	\$9,416	\$8,102	2023
Ohio Contractors Association Advancement	OH	\$51,788	Treasurer/secretary	\$49,422	\$48,684	2024
Lansing Kansas Scholarship Fund Inc	KS	\$34,342	Treasurer	\$5,000	\$5,024	2024
Otho Davis Scholarship Foundat	NJ	\$52,243	Exec Director	\$20,000	\$16,608	2024
Hepburn Bootstrap Foundation Inc	WI	\$52,463	Assistant Secretary	\$57,748	\$57,748	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2023 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 WI 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	36 organizations. Compensation range \$1,030–\$186,837; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$43,175); for reference, expenses \$44,659 and assets \$133,488.
ROLE MATCH	William Esbeck, reported title <i>"TREASURER, S"</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	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	81 st

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 (William Esbeck) 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 10, 2026, comparing compensation against 36 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,190 is reasonable (approximately the 64th 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 10, 2026.