

Low-level Radioactive Waste Forum

Executive Director / CEO

EIN 391995104

DC · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Shrum, Executive Director / CEO** (\$226,226) against **every comparable organization** that fit the selection criteria — **426** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

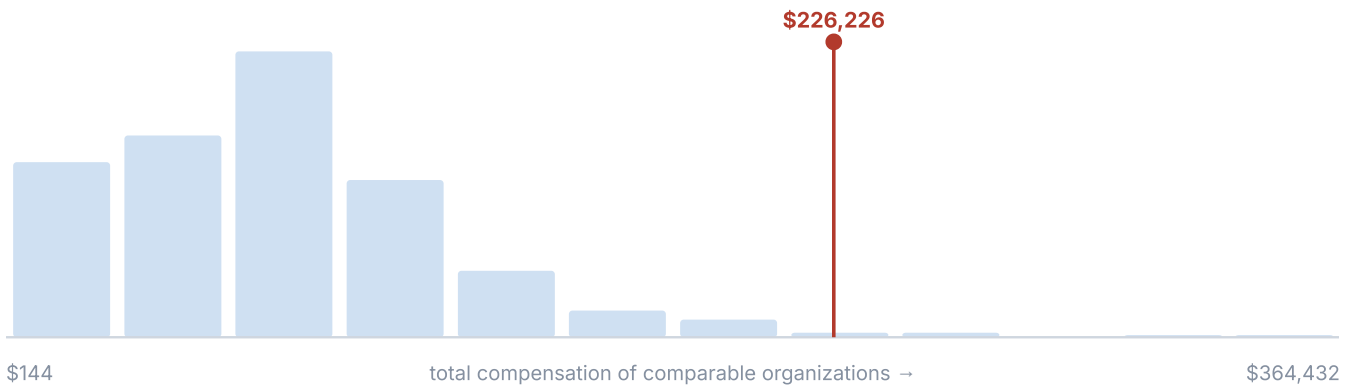
Benchmarked executive: Daniel Shrum — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$278,537 and \$623,590 — 0.67x to 1.50x the subject's \$415,727 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

426 organizations qualified on sector, size, and geography → **426** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,962	\$41,620	\$70,192	\$99,315	\$131,015	\$226,226
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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 DC 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
Holley Family Village Inc	MI	\$415,884	President	\$36,000	\$42,344	2024
Everyday Canvassing	MD	\$414,902	Co-executive Director	\$75,950	\$80,916	2024
Indian Training & Education Center	UT	\$414,552	Board Member/director	\$77,049	\$87,547	2025
Indiana University Research & Technology	IN	\$414,038	Executive Director	\$261,532	\$323,576	2023
Roots Action Education Fund	CA	\$418,199	National Director	\$98,028	\$96,461	2024
Me And My Two Friends Foundation Inc	GA	\$413,008	Director	\$20,504	\$23,494	2024
Solid Waste Association Of North America	NY	\$418,738	Director	\$18,120	\$19,210	2023
Avasant Foundation	CA	\$419,508	Exec Director	\$4,049	\$3,984	2024
Pipe Creek Christian School	TX	\$419,756	Trustee	\$36,077	\$40,065	2025
Sedalia Heritage Foundation Inc	MO	\$411,502	Exec Dir / L	\$13,597	\$16,411	2024
Moonlighter Fablab Inc	FL	\$411,341	President	\$79,715	\$85,337	2024
Millersville International House	PA	\$411,013	Director Of Operations	\$35,500	\$41,535	2023
Eastern Connecticut Training School	CT	\$421,000	President	\$13,100	\$13,636	2025
Washington Association Of Land Trusts	WA	\$421,370	Executive Director	\$103,968	\$106,074	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aamva Region Iv Inc	VA	\$409,582	Director, Regions Iii & Iv	\$15,356	\$17,396	2023
Bluedoor Education Center Inc	CA	\$409,390	Treasurer	\$62,508	\$61,509	2024
Living Justice Press	MN	\$422,189	Executive Director	\$93,000	\$104,720	2024
The Ideas Institute	MO	\$422,303	Vice President	\$106,426	\$128,453	2024
The Restorative Center Inc	NY	\$422,887	Excutive Director	\$130,769	\$134,658	2024
Center For Open Data Enterprise Inc	DC	\$408,476	President Andsecretary	\$83,333	\$83,333	2024
Jump In Foundation Inc	WI	\$408,226	Executive Director	\$40,000	\$49,010	2023
Atlantic Indoor Association	NC	\$408,083	Colorguard C	\$1,500	\$1,720	2025
Hamiltonian Artists Inc	DC	\$424,506	Executive Director	\$107,870	\$107,870	2024
Creative Strategies For Change	CO	\$425,184	Executive Dir.	\$82,181	\$92,451	2023
Sati Center For Buddhist Studies	CA	\$425,533	Treasurer	\$36,000	\$34,511	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 426 organizations. Compensation range \$144–\$364,432; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$415,727); for reference, expenses \$419,225 and assets \$498,575.

ROLE MATCH	Daniel Shrum, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	95 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 (Daniel Shrum) 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 426 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$226,226 is reasonable (approximately the 99th 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.