

Prairie Wildlife Research Inc

Executive Director / CEO

EIN 460462687

WI · NTEE D30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Travis Livieri, Executive Director / CEO** (\$76,960) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

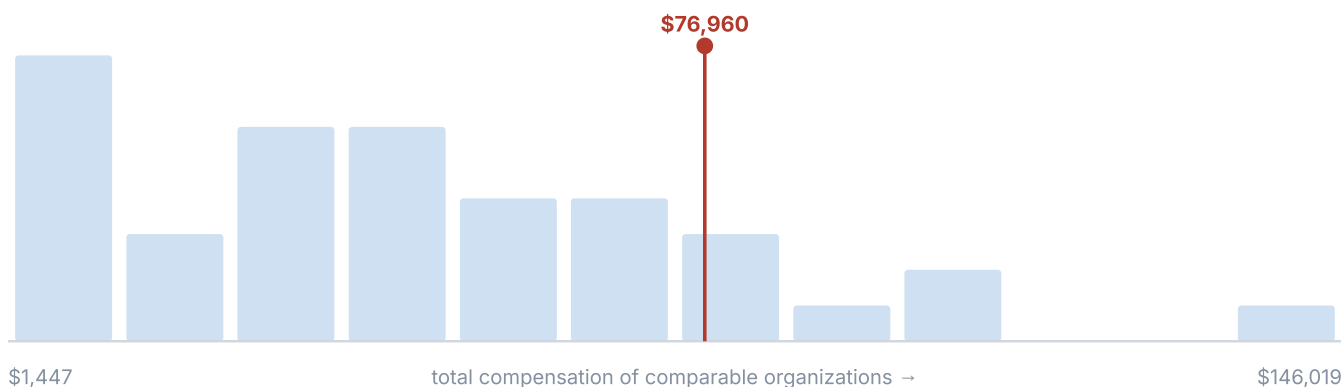
Benchmarked executive: Travis Livieri — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30).
BUDGET	Total revenue between \$200,173 and \$448,149 — 0.67x to 1.50x the subject's \$298,766 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,034	\$18,827	\$42,017	\$64,654	\$86,177	\$76,960
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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
Philadelphia Metro Wildlife Center Inc	PA	\$297,973	President	\$28,000	\$26,736	2024
Open Door Bird Sanctuary	WI	\$295,913	Executive Director	\$53,228	\$53,228	2024
Orang Utan Republik Foundation Inc	CA	\$295,262	President	\$12,000	\$9,922	2024
Lois E Womer Foundation	NJ	\$290,730	Co-trustee	\$6,893	\$5,893	2024
Animal Education And Rescue Nfp	IL	\$286,406	President	\$53,879	\$50,719	2024
Wyoming Wild Sheep Foundation	WY	\$313,455	Executive Director	\$70,417	\$72,201	2024
Global Conservation Force Inc	CA	\$280,841	President	\$54,731	\$45,253	2024
Iowa Wildlife Center	IA	\$323,654	Executive Dir.	\$5,000	\$5,397	2023
Idaho Wildlife Federation	ID	\$324,561	Executive Director (Jan-may)	\$44,235	\$45,058	2024
Last Chance Forever	TX	\$271,565	Director	\$30,004	\$28,738	2024
Cougar Fund Inc	WY	\$269,890	Managing Director	\$100,000	\$102,533	2024
Lower Nehalem Community Trust	OR	\$328,533	Executive Dir.	\$38,232	\$33,996	2024
Beavers Northwest	WA	\$264,826	Executive Director	\$65,006	\$57,374	2023
The Cloud Foundation	CO	\$336,342	Executive Director	\$71,444	\$65,596	2024
Keeper Of The Wild Wildlife Re	SC	\$254,651	Center Mgr	\$25,988	\$26,727	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Izaak Walton League Of America Inc	IN	\$245,211	Recording Se	\$17,935	\$18,645	2023
Lowcountry Marine Mammal Network	SC	\$243,982	President	\$60,000	\$58,390	2025
Orca Conservancy	WA	\$357,694	Executive Director	\$72,120	\$61,827	2024
Foundation For Western Fish And Wildlife	ID	\$359,233	Executive Director	\$7,693	\$7,836	2024
North Dakota Wildlife Federation	ND	\$231,568	Executive Director	\$70,467	\$74,046	2024
Msrw	MI	\$231,175	Executive Director	\$33,020	\$33,598	2023
Amargosa Land Trust	CA	\$230,137	Executive Director	\$83,615	\$71,177	2023
Arctic Fox Daily Wildlife Rescue Inc	NY	\$230,049	President	\$13,500	\$11,681	2024
Harmony Wildlife Rehabilitation	TN	\$229,761	President	\$6,056	\$6,095	2024
Illinois Raptor Center	IL	\$223,801	Program Dir	\$43,116	\$41,787	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 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 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 **38** organizations. Compensation range \$1,447–\$146,019; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$298,766); for reference, expenses \$267,024 and assets \$197,639.

ROLE MATCH	Travis Livieri, reported title " <i>EXECUTIVE DIRECTOR</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	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	84 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	82 nd

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 (Travis Livieri) 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 38 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,960 is reasonable (approximately the 84th 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.