

# Foundation For Information Acctnbility

Executive Director / CEO

EIN 461416947

IN · NTEE W90

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Fred Cate, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **388** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Fred Cate — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (W90).

**BUDGET** Total revenue between \$314,857 and \$704,905 — 0.67x to 1.50x the subject's \$469,937 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

**388** organizations qualified on sector, size, and geography → **388** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,978	\$41,951	\$71,989	\$106,301	\$144,899	\$45,000
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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 IN 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
<a href="#">New Bridges For Haitian Success Inc</a>	RI	\$470,033	Executive Director	\$128,920	<b>\$125,633</b>	2022
<a href="#">Navy League Of The Us-honolulu Council</a>	HI	\$469,792	Executive Director/national Director	\$96,211	<b>\$81,682</b>	2024
<a href="#">Samaritan's Hand Inc</a>	WI	\$470,813	Executive Director	\$72,100	<b>\$73,512</b>	2023
<a href="#">San Juan Islands Shuttle System</a>	WA	\$468,997	Executive Di	\$76,894	<b>\$65,282</b>	2024
<a href="#">The Memphis Medical Society Inc</a>	TN	\$467,957	Ceo	\$83,472	<b>\$83,201</b>	2024
<a href="#">Tea Party Patriots Foundation Inc</a>	GA	\$472,219	President	\$14,706	<b>\$14,435</b>	2023
<a href="#">Center For Procurement Advocacy Inc</a>	DC	\$472,417	Executive Director	\$26,890	<b>\$23,037</b>	2023
<a href="#">Angel Force Usa</a>	CA	\$467,001	President	\$19,000	<b>\$16,017</b>	2023
<a href="#">The Maryland Public Policy Institute Inc</a>	MD	\$472,932	President & Ceo	\$23,000	<b>\$20,390</b>	2024
<a href="#">Take A Vet Fishing Nfp</a>	FL	\$466,907	President	\$50,000	<b>\$45,857</b>	2023
<a href="#">Espacios Abiertos Puerto Rico Inc</a>	PR	\$473,260	Excecutive Director	\$126,000	<b>\$129,722</b>	2023
<a href="#">Endowment For Middle East Truth</a>	MD	\$473,288	Executive Director	\$153,785	<b>\$140,363</b>	2023
<a href="#">Utah Foundation</a>	UT	\$473,338	President	\$162,747	<b>\$157,950</b>	2024
<a href="#">Native American Financial Services</a>	DC	\$466,000	Executive Di	\$445,827	<b>\$370,986</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">National Guard Association Of Sc</a>	SC	\$465,989	Executive Director	\$80,000	<b>\$79,142</b>	2024
<a href="#">Migrants Foundation Inc</a>	FL	\$474,218	Executive Director	\$85,008	<b>\$75,727</b>	2024
<a href="#">Transportation Solutions Foundation</a>	CO	\$465,105	Executive Di	\$190,920	<b>\$173,598</b>	2024
<a href="#">Jerry Ambrose Veterans Council Of Mohave County</a>	AZ	\$475,017	President	\$2,550	<b>\$2,326</b>	2024
<a href="#">Tobin Project Inc</a>	MA	\$463,981	Director Of Research	\$147,799	<b>\$129,664</b>	2023
<a href="#">Mormon Women For Ethical Government Foun</a>	UT	\$463,124	Executive Dir.	\$50,906	<b>\$50,865</b>	2023
<a href="#">Wisconsin Veterans Network Inc</a>	WI	\$462,596	Executive Dir.	\$68,992	<b>\$68,325</b>	2024
<a href="#">Commodore Denig American Legion</a>	OH	\$462,253	Adjutant	\$2,400	<b>\$2,410</b>	2024
<a href="#">23rd Veteran</a>	MN	\$461,910	Executive Director	\$85,800	<b>\$80,394</b>	2024
<a href="#">State Government Affairs Council</a>	VA	\$478,088	Executive Director	\$37,760	<b>\$34,573</b>	2024
<a href="#">Search Inside Yourself Leadership Institute</a>	CA	\$479,883	Executive Director	\$117,700	<b>\$96,376</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **388** organizations. Compensation range \$129–\$809,058; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$469,937); for reference, expenses \$969,100 and assets \$147,682. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Fred Cate, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	30 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</sup>

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 (Fred Cate) 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 388 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 28<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.