

The Nuclear Decommissioning

Executive Director / CEO

EIN 463460868

MA · NTEE C60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Hamilton, Executive Director / CEO** (\$61,845) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: James Hamilton — reported title “PRESIDENT/DIRECTOR”, 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 (C60).

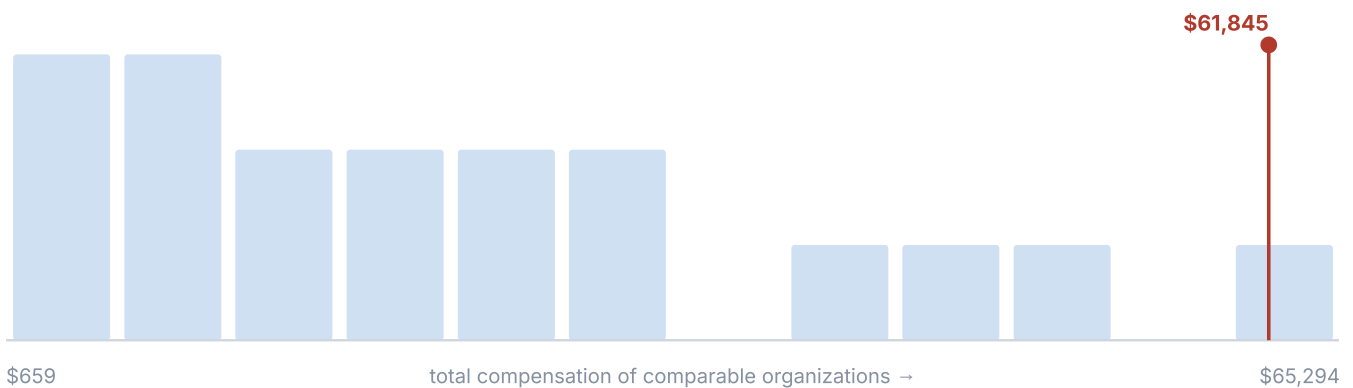
BUDGET Total revenue between \$23,987 and \$53,703 — 0.67x to 1.50x the subject's \$35,802 (the band tightens as size grows).

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

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,882	\$10,047	\$18,212	\$29,544	\$47,272	\$61,845
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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 MA 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
Benison Resource Co	GA	\$35,843	Chairman, Ceo	\$4,500	\$5,184	2023
Ccl Farm Conservation Inc	SC	\$36,128	Director	\$9,663	\$11,218	2024
Mead Spl Site Custodial Trust	WA	\$34,466	Trustee	\$27,826	\$28,542	2023
Save Honolua Coalition	HI	\$34,393	Vice Preside	\$4,191	\$4,176	2024
Energy Services Coalition Corp	VA	\$34,236	Exec Director	\$42,738	\$45,921	2024
One For Nature Inc	PA	\$34,147	Director	\$15,000	\$17,138	2023
Indian Creek Nature Center Charitable	IA	\$34,071	Executive Director	\$5,723	\$6,973	2024
Save Cape Lookout Foundation Inc	NC	\$32,842	Director	\$12,000	\$14,205	2023
Keep Rowlett Beautiful Inc	TX	\$39,949	Exec. Director	\$17,325	\$19,286	2024
Ftf Foundation	AK	\$29,654	Executive Di	\$10,914	\$11,954	2023
San Joaquin Wildlife Sanctuary	CA	\$28,826	Executive Director, Water	\$50,970	\$50,425	2023
Stonington Land Trust Inc	CT	\$26,187	Exec Directo	\$24,000	\$25,781	2023
Open Water Foundation	CO	\$45,650	Ceo	\$28,000	\$29,878	2024
Sustainable World Inc	NY	\$25,372	President And Convenor	\$43,000	\$43,240	2024
Western Alliance For Nature	CA	\$24,042	Executive Director	\$10,050	\$9,657	2024
Sportsmens Club Sauk Rapids Inc	MN	\$48,583	President	\$599	\$659	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Recycling Rules Inc	MA	\$48,970	Founder And Executive Director	\$22,000	\$22,650	2023
Partnership For Environmental Progress	CA	\$53,220	Executive Dir.	\$66,000	\$65,294	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	18 organizations. Compensation range \$659–\$65,294; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$35,802); for reference, expenses \$87,755 and assets \$12,808. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	James Hamilton, reported title <i>"PRESIDENT/DIRECTOR"</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	3 peers 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th

Reportable pay only (column D), adjusted

94th

All sources (D + E + F), adjusted

78th

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 (James Hamilton) 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 18 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,845 is reasonable (approximately the 94th 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.