

Medtech & Biotech Veterans Program Inc

Executive Director / CEO

EIN 465019277

MA · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen J Mapa Jr, Executive Director / CEO** (\$102,307) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Stephen J Mapa Jr — reported title “President and Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

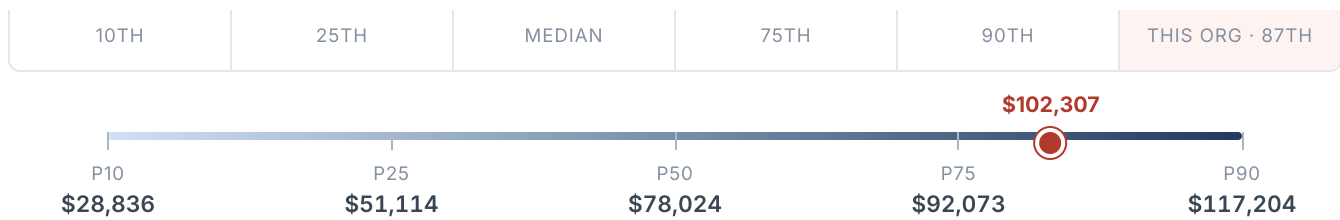
SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$272,920 and \$611,016 — 0.67x to 1.50x the subject's \$407,344 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,836	\$51,114	\$78,024	\$92,073	\$117,204	\$102,307
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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
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$67,581	2023
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$29,123	2023
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$34,126	2023
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$88,890	2024
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$34,894	2023
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$99,297	2025
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$70,862	2025
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$46,097	2024
Life Work Planning Center Board Inc	MN	\$387,897	Executive Director	\$112,724	\$120,755	2025
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$65,247	2023
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$91,262	2024
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$77,360	2024
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$96,006	2024
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$79,045	2024
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$183,844	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$26,460	2024
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$83,556	2024
Margate Business Association Inc	NJ	\$367,350	Executive Director	\$76,667	\$76,174	2024
Diversity Cyber Council Inc	GA	\$367,282	President	\$37,500	\$43,199	2023
Logosworks	PA	\$448,075	Ceo	\$106,648	\$121,848	2023
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$81,877	2023
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$82,341	2022
Music City Construction Careers Inc	TN	\$357,097	Training Director	\$78,375	\$91,678	2024
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$83,679	2023
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$79,037	2024

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 **79** organizations. Compensation range \$5,638–\$620,912; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$407,344); for reference, expenses \$448,943 and assets \$31,831.

ROLE MATCH	Stephen J Mapa Jr, reported title " <i>President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	72 nd
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 (Stephen J Mapa Jr) 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 79 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,307 is reasonable (approximately the 87th 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.