

The Biotechnology Incubator At Nymc Inc

Executive Director / CEO

EIN 471682208
 NY · NTEE S43
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Alan Kadish, Executive Director / CEO** (\$268,885) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Alan Kadish — reported title "PRESIDENT, CEO & TRUSTEE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S43).

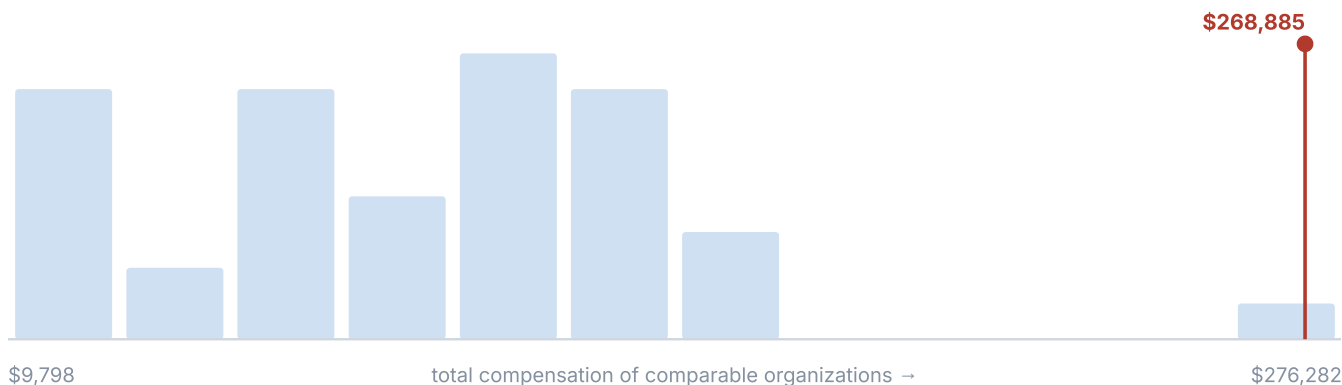
BUDGET Total revenue between \$260,819 and \$583,924 — 0.67x to 1.50x the subject's \$389,283 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,992	\$59,612	\$94,695	\$120,920	\$142,589	\$268,885
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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 NY 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
Anti Entropy	TX	\$393,476	President	\$65,000	\$74,905	2022
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$9,798	2024
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$17,634	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$31,523	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$23,081	2024
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$94,695	2024
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$99,338	2023
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$84,925	2023
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$11,187	2025
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$114,132	2024
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$154,633	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$85,275	2023
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$141,463	2024
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$14,335	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Danville Boyle County Development	KY	\$349,771	Director	\$29,583	\$35,173	2023
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$136,293	2023
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$55,637	2024
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$120,741	2024
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$147,095	2024
Startup Hutch Inc	KS	\$448,635	Program Director	\$86,659	\$100,633	2024
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$113,304	2023
Boomin University	TN	\$455,664	Board Member	\$36,538	\$40,219	2025
Niche Inc	IN	\$322,461	Executive Director	\$120,000	\$132,520	2025
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$137,373	2025
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$71,718	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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 **39** organizations. Compensation range \$9,798–\$276,282; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$389,283); for reference, expenses \$167,137 and assets \$1,958,931. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alan Kadish, reported title " <i>PRESIDENT, CEO & TRUSTEE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	97 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Alan Kadish) 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 39 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$268,885 is reasonable (approximately the 97th 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.