

# National Poison Center Foundation

Executive Director / CEO

EIN 542015362  
 VA · NTEE M114  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Toby Litovitz Md, Executive Director / CEO** (\$3,928) against **every comparable organization** that fit the selection criteria — **339** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Toby Litovitz Md — 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 (M114).
BUDGET	Total revenue between \$287,419 and \$643,476 — 0.67x to 1.50x the subject's \$428,984 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**339** organizations qualified on sector, size, and geography → **339** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,213	\$4,421	\$16,815	\$66,395	\$99,868	\$3,928
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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 VA 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="#">Somerton Volunteer Fire Company</a>	OH	\$429,145	Chief	\$1,846	<b>\$2,140</b>	2023
<a href="#">Stroud Township Volunteer Fire</a>	PA	\$429,485	Treasurer	\$2,400	<b>\$2,545</b>	2024
<a href="#">Oakdale Fire Company Inc</a>	CT	\$427,787	Asst Deputy	\$4,760	<b>\$4,622</b>	2025
<a href="#">Swedesburg Volunteer Fire Company</a>	PA	\$427,580	Board Member	\$18,740	<b>\$20,454</b>	2023
<a href="#">White Springs Fire Association Inc</a>	NY	\$427,043	Treasurer	\$9,100	<b>\$8,742</b>	2024
<a href="#">Yall Squad Incorporated</a>	KY	\$426,692	Director	\$13,654	<b>\$16,055</b>	2023
<a href="#">Spring Valley Area Emergency Services Corp</a>	WI	\$431,430	Fire Chief	\$4,000	<b>\$4,441</b>	2024
<a href="#">Creedmoor Volunteer Fire Department</a>	NC	\$426,446	Assistant Fire Chief	\$8,400	<b>\$9,500</b>	2023
<a href="#">Western Salisbury Volunteer Fire Company</a>	PA	\$432,068	Fire Chief	\$1,800	<b>\$1,909</b>	2024
<a href="#">Recovering Oklahomans After Disaster Inc</a>	OK	\$432,295	President	\$66,000	<b>\$77,260</b>	2024
<a href="#">Lowell Volunteer Fire Dept</a>	NC	\$433,397	Fire Chief	\$22,921	<b>\$25,177</b>	2024
<a href="#">Elizabeth Volunteer Fire Department</a>	IN	\$434,627	Clerk	\$20,336	<b>\$23,472</b>	2023
<a href="#">California Energy Alliance</a>	CA	\$423,332	Executive Dir.	\$109,431	<b>\$103,422</b>	2023
<a href="#">Paxtonia Fire Company</a>	PA	\$434,688	President	\$12,000	<b>\$12,722</b>	2024
<a href="#">Little River Fire Department Inc</a>	NC	\$422,636	Vice President	\$5,369	<b>\$6,072</b>	2023
<a href="#">Fraternal Order Of Police</a>	IL	\$422,207	President	\$7,150	<b>\$7,694</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rebuilding Hope Inc</a>	GA	\$421,993	Executive Director	\$55,858	<b>\$61,471</b>	2023
<a href="#">Pulaski Tri County Fire Department</a>	WI	\$421,774	Chief	\$17,726	<b>\$20,261</b>	2023
<a href="#">Relevant Expeditions</a>	MO	\$436,381	President	\$40,133	<b>\$46,524</b>	2023
<a href="#">First Branch Ambulance And Rescue</a>	VT	\$436,796	Exec Directo	\$51,295	<b>\$54,887</b>	2024
<a href="#">The Saint James Fire Department Incorporated</a>	NY	\$420,150	Treasurer	\$13,277	<b>\$12,754</b>	2024
<a href="#">Northeast First Aid Corps</a>	PA	\$418,644	Administrator	\$76,455	<b>\$81,054</b>	2024
<a href="#">Community911 Training Inc</a>	MA	\$418,434	President & Treasurer	\$48,166	<b>\$47,373</b>	2023
<a href="#">Sarpy County Safety Program Corporation</a>	NE	\$418,354	Treasurer	\$6,000	<b>\$7,063</b>	2023
<a href="#">Hostage Aid Worldwide Inc</a>	DC	\$439,922	President	\$180,000	<b>\$167,921</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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** 339 organizations. Compensation range \$8–\$324,090; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$428,984); for reference, expenses \$35,233 and assets \$5,910,861. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Toby Litovitz Md, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	9 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</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 (Toby Litovitz Md) 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 339 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,928 is reasonable (approximately the 23<sup>rd</sup> 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.