

# International Society Of Ocular Oncology

Executive Director / CEO

EIN 593788740  
 WI · NTEE S41  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Sandra Daily, Executive Director / CEO** (\$3,500) against **every comparable organization** that fit the selection criteria — **541** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

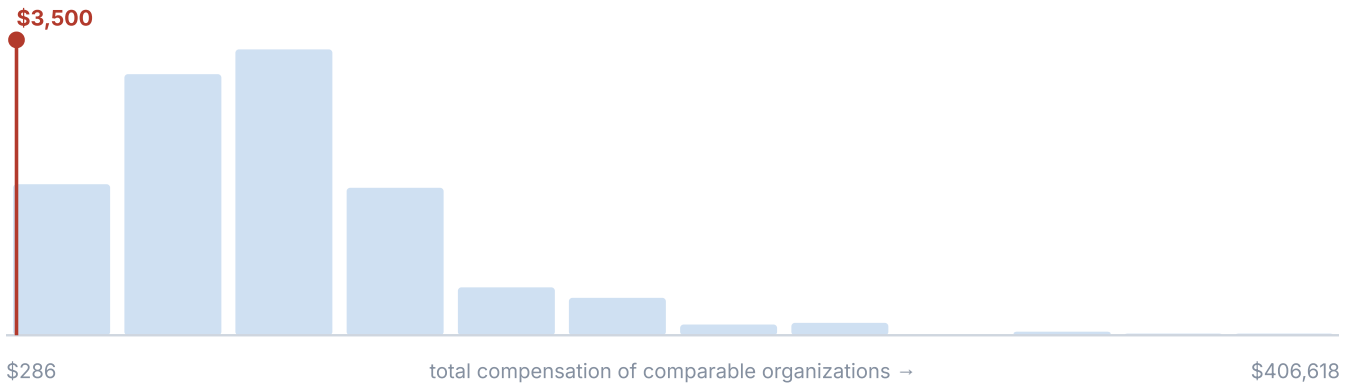
**Benchmarked executive:** Sandra Daily — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$232,981 and \$521,599 — 0.67x to 1.50x the subject's \$347,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**541** organizations qualified on sector, size, and geography → **541** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,734	\$47,956	\$74,064	\$105,979	\$146,113	<b>\$3,500</b>
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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 WI 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="#">Arkansas Cable Telecommunications Association</a>	AR	\$347,185	Executive Director	\$194,000	<b>\$208,802</b>	2024
<a href="#">The Lee County Medical Society Inc</a>	FL	\$349,429	Executive Director	\$104,355	<b>\$93,869</b>	2024
<a href="#">Greater Austin Black Chamber Of Commerce</a>	TX	\$345,608	Director	\$82,500	<b>\$81,354</b>	2023
<a href="#">Inland Empire Tourism Council</a>	CA	\$344,902	Executive Director	\$268,738	<b>\$222,198</b>	2024
<a href="#">The Greater Glendale Chamber Of</a>	CO	\$344,874	Coo	\$76,000	<b>\$69,779</b>	2024
<a href="#">Flowood Best</a>	MS	\$351,575	Executive Director	\$77,262	<b>\$82,395</b>	2024
<a href="#">Mechanical Contractors Association Of New Orleans Inc</a>	LA	\$343,533	Exec. Director	\$117,600	<b>\$127,656</b>	2023
<a href="#">Greater Fayetteville Chamber</a>	NC	\$352,168	Executive Di	\$94,850	<b>\$96,614</b>	2023
<a href="#">South Dakota Biotechnology Association</a>	SD	\$352,301	Executive Director	\$120,500	<b>\$127,339</b>	2024
<a href="#">Northeast Hospital Medical Staff Inc</a>	MA	\$342,628	President	\$200,000	<b>\$177,171</b>	2023
<a href="#">Midlands African Chamber Inc</a>	NE	\$352,955	Ceo	\$57,692	<b>\$61,170</b>	2023
<a href="#">Idaho Petroleum Marketers &amp; Convenience Store Association Co Wpma</a>	UT	\$353,345	State Executive	\$82,337	<b>\$78,611</b>	2025
<a href="#">Farm And Ranch Freedom Alliance</a>	TX	\$353,371	Executive Director	\$33,567	<b>\$32,151</b>	2024
<a href="#">Laramie Chamber Business Alliance</a>	WY	\$341,566	Ceo	\$183,100	<b>\$187,738</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Elizabeth Chamber Of Commerce</a>	NJ	\$354,102	President	\$137,376	<b>\$117,444</b>	2024
<a href="#">Marshall County Convention And Visitors Bureau Inc</a>	WV	\$341,043	Executive Director	\$24,500	<b>\$26,151</b>	2023
<a href="#">Annapolis And Anne Arundel County Chamber Of Commerce</a>	MD	\$340,651	Ceo	\$122,534	<b>\$109,691</b>	2024
<a href="#">Kentucky Water &amp; Waste Water Operators Association</a>	KY	\$340,000	Member Services Director	\$41,652	<b>\$42,849</b>	2024
<a href="#">The American Society For Experimental Neurotherapeutics Inc</a>	NJ	\$339,888	Executive Director	\$96,000	<b>\$82,072</b>	2024
<a href="#">Public Relations Global Network Inc</a>	OH	\$339,589	Executive Di	\$53,352	<b>\$54,108</b>	2024
<a href="#">Miami-dade Gay &amp; Lesbian Chamber Of Commerce Inc</a>	FL	\$339,350	Director	\$119,596	<b>\$107,579</b>	2024
<a href="#">The European-american Chamber Of</a>	NY	\$339,296	Executive Director	\$165,000	<b>\$146,982</b>	2023
<a href="#">Association Of Insurance &amp; Reins</a>	NY	\$357,133	Executive Di	\$182,500	<b>\$162,571</b>	2023
<a href="#">450 Mhz Alliance</a>	CA	\$357,310	Director	\$102,800	<b>\$84,997</b>	2024
<a href="#">Rainbow Chamber Of Commerce</a>	CA	\$337,313	Exe Director	\$99,102	<b>\$79,828</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **541** organizations. Compensation range \$286–\$406,618; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$347,733); for reference, expenses \$165,816 and assets \$645,896. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Sandra Daily, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Sandra Daily) 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 541 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$3,500 is reasonable (approximately the 3<sup>rd</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.