

Jastreboff Hearing Disorders Foundation

Executive Director / CEO

EIN 753171883

CT · NTEE H42

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pawel J Jastreboff Phdscdmba, Executive Director / CEO** (\$34,184) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

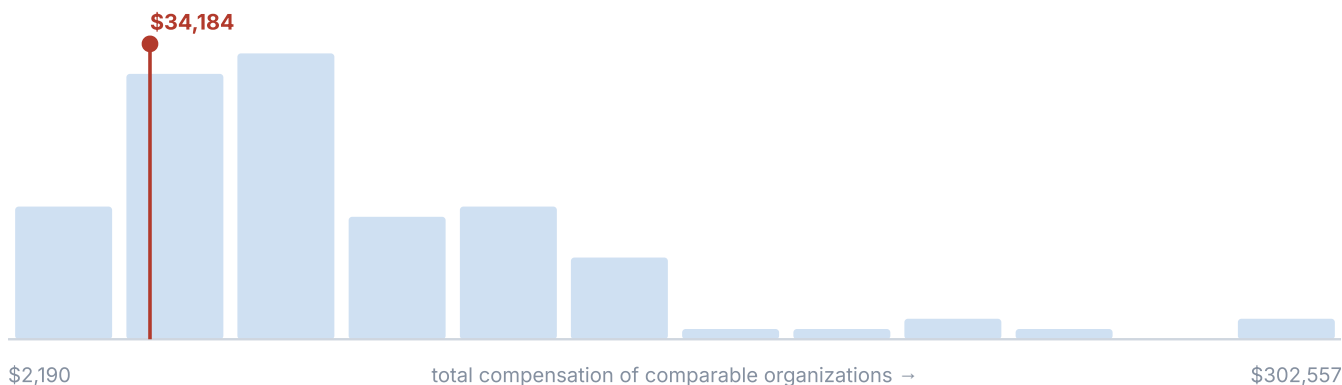
Benchmarked executive: Pawel J Jastreboff Phdscdmba — reported title "FOUNDER AND CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

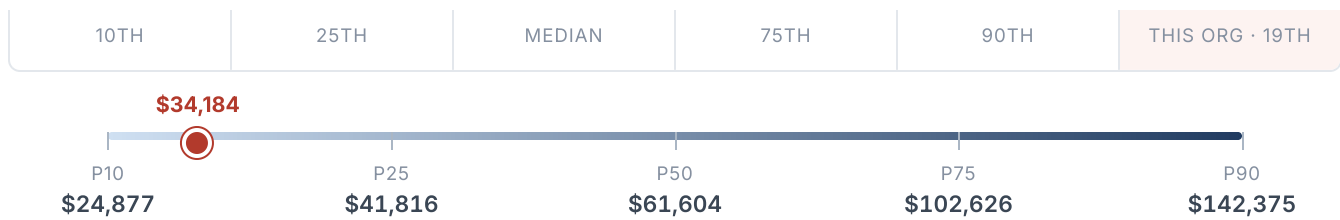
SECTOR	Organizations sharing the subject's NTEE classification (H42).
BUDGET	Total revenue between \$162,678 and \$364,206 — 0.67x to 1.50x the subject's \$242,804 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,877	\$41,816	\$61,604	\$102,626	\$142,375	\$34,184
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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 CT 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
Neurospring Inc	CA	\$242,650	Bus Mgr/trea	\$135,221	\$124,533	2024
The Mauli Ola Foundation	CA	\$243,078	Executive Dir.	\$61,101	\$57,934	2023
Erase Ptsd Now	IL	\$243,859	Executive Di	\$95,000	\$102,553	2023
Nbia Disorders Association	TX	\$241,251	President	\$23,333	\$24,893	2024
National Shingles Foundation	NY	\$247,230	President, D	\$86,143	\$85,473	2023
Reed Gastrointestinal Oncology Research	AL	\$236,157	Executive Director	\$75,000	\$88,969	2023
Society Of Metabolic Health	TX	\$235,971	President/board	\$60,000	\$64,012	2024
Conference For The Model	AZ	\$250,244	Executive Dir.	\$54,644	\$56,049	2024
The Foregut Research Foundation	CO	\$234,701	President	\$32,692	\$34,421	2023
Lizzys Walk Of Faith	MO	\$252,032	President	\$41,600	\$46,993	2024
Maryland Association For Parkinson	MD	\$252,158	Pres/exec Dir	\$29,777	\$29,691	2024
Virginia Cardiac Services Quality Initiative	VA	\$233,175	Executive Director	\$92,500	\$98,069	2023
Laughlin Family Foundation For Rare Canc	MD	\$252,531	Executive Director	\$96,500	\$99,063	2023
Can Do Houston	TX	\$255,316	Executive Di	\$59,750	\$63,746	2024
National Behavioral Consortium Inc	FL	\$230,000	Coexecutive	\$50,000	\$50,097	2024
Ibrea Foundation	NY	\$255,669	Director/sec	\$36,000	\$34,695	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Glimmer Of Hope Inc	PA	\$256,560	Executive Director	\$17,800	\$19,491	2023
Mcgrorty Foundation	NY	\$257,595	President	\$8,000	\$7,937	2023
Staten Island Heart Society Inc	NY	\$227,531	Executive Director	\$104,673	\$103,859	2023
International Consensus Meeting On	PA	\$226,032	Secretary, Director	\$2,000	\$2,190	2023
Physicians Research Network Inc	NY	\$225,246	President	\$120,000	\$115,651	2024
Good Friend Inc	WI	\$225,181	Executive Director	\$36,500	\$41,856	2023
Cody Dieruf Foundation	MT	\$224,998	Exec. Director	\$59,965	\$68,940	2024
Massachusetts Coalition For The	MA	\$222,792	Executive Director	\$181,865	\$174,301	2024
China Aids Fund Inc	NY	\$222,007	Secretary	\$61,538	\$59,308	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 107 organizations. Compensation range \$2,190–\$302,557; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$242,804); for reference, expenses \$122,178 and assets \$412,398. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Pawel J Jastreboff Phdscdmba, reported title " <i>FOUNDER AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	16 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 (Pawel J Jastreboff Phdscdmba) 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 107 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,184 is reasonable (approximately the 19th 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.