

Median Foundation

Executive Director / CEO

EIN 825421772
 CA · NTEE U41
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Hoffman, Executive Director / CEO** (\$31,950) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

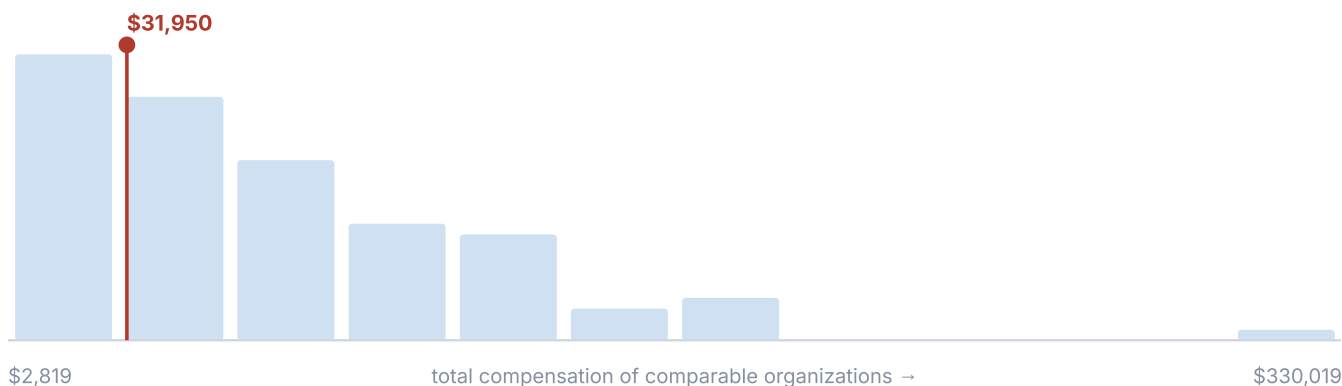
Benchmarked executive: Benjamin Hoffman — reported title “Director, Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U41).
BUDGET	Total revenue between \$148,277 and \$331,963 — 0.67x to 1.50x the subject's \$221,309 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,307	\$26,306	\$53,273	\$99,673	\$130,128	\$31,950
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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 CA 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
Tek Collaborative Inc	MA	\$221,205	President	\$95,250	\$99,123	2023
Metaverse Standards Forum Inc	OR	\$220,420	Executive Director	\$54,360	\$58,462	2023
Rocky Mtn Mathematics Consortium I	AZ	\$222,354	President	\$105,194	\$113,798	2024
The Lawn Institute Foundation	IL	\$223,122	Executive Director	\$10,775	\$12,268	2023
At The Epicenter	CO	\$223,582	Diretor	\$4,500	\$4,997	2023
Washington State Academy Of Sciences	WA	\$218,480	Executive Director	\$9,962	\$10,032	2024
American Technical Education Association	MN	\$224,689	Executive Dir.	\$98,108	\$109,045	2024
Octo	WA	\$215,773	Director And President	\$110,000	\$110,779	2024
Sarah Mack Scicomm Inc	PA	\$227,239	Executive Director	\$118,065	\$132,438	2024
Talkstem	TX	\$213,328	Ceo	\$53,505	\$60,204	2024
Native Skywatchers Incorporated	MN	\$212,233	Director	\$101,409	\$116,043	2023
Klamath Outdoor Science School	OR	\$230,487	Assistant Executive Director	\$56,293	\$60,541	2023
Council Of Professional Associations On	DC	\$211,529	Executive Director	\$190,928	\$188,463	2024
Riseup Labs	WA	\$231,709	Treasurer	\$13,202	\$13,688	2023
Biosphere Foundation	CA	\$208,578	President	\$20,000	\$19,426	2024
Fresh Pond Research Institute Inc	MA	\$234,990	President	\$57,000	\$57,616	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Marine Mammal Stranding Network	TX	\$207,480	Executive Director	\$88,500	\$99,580	2024
Advanced Heliophysics	CA	\$235,524	President Ceo	\$122,018	\$122,018	2023
International Microwave Power Institute	VA	\$206,535	Executive Director	\$47,754	\$53,397	2023
Mississippi Engineering Society	MS	\$237,479	Executive Director	\$48,126	\$60,292	2024
The Plastic Ocean Project Inc	NC	\$237,608	Executive Director	\$7,666	\$8,910	2024
Northern Research Technical Assistance Center	CO	\$237,609	President	\$15,019	\$16,678	2023
Institute For Broadening Participation	ME	\$203,434	Executive Director	\$69,739	\$80,871	2023
University Consortium For Geographic Info Science	VA	\$202,880	Executive Director	\$44,363	\$48,182	2024
P3 Exhibits Corporation	CA	\$201,421	Director	\$25,501	\$24,769	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	96 organizations. Compensation range \$2,819–\$330,019; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$221,309); for reference, expenses \$286,264 and assets \$625,451.
ROLE MATCH	Benjamin Hoffman, reported title " <i>Director, Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 13 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	31 st
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	26 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 (Benjamin Hoffman) 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 96 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,950 is reasonable (approximately the 31st 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.