

# Partnership To Advance Responsible Techn

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lance Lindauer, Executive Director / CEO** (\$146,846) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Lance Lindauer — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (U40).

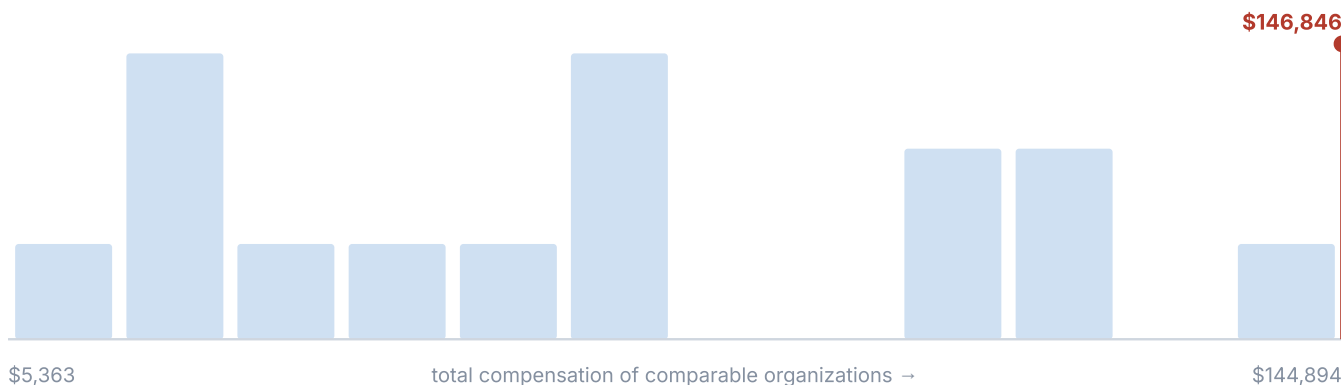
**BUDGET** Total revenue between \$237,515 and \$531,751 — 0.67x to 1.50x the subject's \$354,501 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (U40), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,663	\$32,349	\$73,604	\$104,303	\$118,024	\$146,846
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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 PA 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="#">Alliance For Working Together Foundation</a>	OH	\$337,514	Executive Director	\$104,380	<b>\$107,680</b>	2024
<a href="#">Rnd4impact Inc</a>	CA	\$333,249	President	\$120,000	<b>\$100,926</b>	2024
<a href="#">leom Society International</a>	MI	\$379,303	Executive Di	\$22,000	<b>\$22,118</b>	2024
<a href="#">Youth Code Jam San Antonio</a>	TX	\$381,787	Executive Di	\$73,378	<b>\$73,604</b>	2023
<a href="#">Open Environmental Data Inc</a>	DE	\$325,667	President	\$151,928	<b>\$144,894</b>	2024
<a href="#">Mid-atlantic Gigabit Innovation Collaboratory Inc</a>	MD	\$309,847	Executive Director	\$51,877	<b>\$46,022</b>	2025
<a href="#">Professional Services Council Foundation</a>	VA	\$407,306	Executive Vice President	\$22,713	<b>\$21,360</b>	2024
<a href="#">Spark Photonics Foundation Inc</a>	MA	\$298,800	Clerk	\$30,447	<b>\$27,436</b>	2023
<a href="#">Aci Center Of Excellence For Carbon</a>	MI	\$288,265	Secretary/executive Direct	\$37,064	<b>\$37,262</b>	2024
<a href="#">Pacific Impact Zone</a>	CA	\$284,456	Executive Director	\$82,623	<b>\$74,476</b>	2022
<a href="#">Mosaix Global Network</a>	AR	\$427,489	Executive Dir.	\$104,253	<b>\$117,511</b>	2023
<a href="#">Reuseum Educational Inc</a>	ID	\$444,424	President/executive Direct	\$110,961	<b>\$118,366</b>	2023
<a href="#">Rocks Build America Foundation</a>	VA	\$254,249	Int. Pres. & Ceo (From 10/2024)	\$59,384	<b>\$55,847</b>	2024
<a href="#">Forest Products Society</a>	LA	\$455,150	President	\$5,000	<b>\$5,363</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Center For Maximum Potential</a>	TX	\$479,528	Co-director	\$76,500	<b>\$74,534</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$5,363–\$144,894; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$354,501); for reference, expenses \$264,372 and assets \$281,542.
ROLE MATCH	Lance Lindauer, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>100<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>93<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>100<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>80<sup>th</sup></b>

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

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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 (Lance Lindauer) 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 15 similarly situated organizations (Same NTEE sector (U40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,846 is reasonable (approximately the 100<sup>th</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 9, 2026.