

# Business Roundtable Action

Executive Director / CEO

EIN 844229878

DC · NTEE W99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Vasilaros, Executive Director / CEO** (\$78,625) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Nicole Vasilaros — reported title “EXECUTIVE DIRECTOR & DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (W99).

**BUDGET** Total revenue between \$49,668 and \$111,198 — 0.67x to 1.50x the subject's \$74,132 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

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

→ **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,667

\$4,849

\$12,846

\$34,461

\$71,080

**\$78,625**



## ● 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 DC 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="#">American Legion</a>	VT	\$74,473	First Vice Commander	\$3,348	<b>\$3,954</b>	2023
<a href="#">Fit First Responders Inc</a>	OK	\$74,742	Executive Director	\$1,000	<b>\$1,255</b>	2024
<a href="#">Ten8 Project</a>	MO	\$73,188	Executive Director	\$33,654	<b>\$41,819</b>	2023
<a href="#">Byron L Sylvaro Post 82 American Legion</a>	MA	\$75,389	Jr Vice Commander	\$10,500	<b>\$10,752</b>	2024
<a href="#">American Legion Post #132 Emerson &amp; Lane</a>	ME	\$72,742	Commander	\$1,200	<b>\$1,334</b>	2025
<a href="#">Patriotic Kenny Foundation</a>	MN	\$75,889	Executive Di	\$6,500	<b>\$7,319</b>	2024
<a href="#">San Cristobal Mutual Domestic Water</a>	NM	\$75,971	Treasurer	\$3,275	<b>\$4,014</b>	2024
<a href="#">Global Resource Connections Inc</a>	IN	\$71,353	Secretary	\$25,410	<b>\$30,536</b>	2024
<a href="#">Cor Community Develop</a>	MO	\$70,827	Secretary	\$8,200	<b>\$10,189</b>	2023
<a href="#">Silver Spring Memorial Post 2562 Vf</a>	MD	\$78,130	Post Quartermaster	\$2,600	<b>\$2,852</b>	2023
<a href="#">Patriot Week Inc</a>	MI	\$70,005	Executive Director	\$19,500	<b>\$22,936</b>	2024
<a href="#">The Changeorg Charitable Foundation Inc</a>	CA	\$79,381	Executive Director	\$2,814	<b>\$2,851</b>	2023
<a href="#">100 Entrepreneurs Foundation Inc</a>	MD	\$79,404	President &	\$37,579	<b>\$41,219</b>	2023
<a href="#">Lake Zurich Post 964 American Legion</a>	IL	\$80,105	Finance Officer (Thru 10/24)	\$19,875	<b>\$22,266</b>	2024
<a href="#">Veterans Home Association Of Valley View</a>	PA	\$80,299	Head Bar Tender	\$23,188	<b>\$27,130</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Legion Post 165</a>	CT	\$81,585	Adjutant	\$500	<b>\$520</b>	2025
<a href="#">Department Of Massachusetts Vfw Auxiliary Inc</a>	MA	\$83,297	President	\$4,703	<b>\$4,816</b>	2024
<a href="#">Us For Warriors Foundation</a>	CA	\$84,114	Executive Director	\$2,175	<b>\$2,140</b>	2024
<a href="#">Brockport Area Veterans Club Inc</a>	NY	\$84,547	Treasurer	\$1,275	<b>\$1,352</b>	2023
<a href="#">Governor's Mansion Foundation</a>	MS	\$62,500	Vice President	\$2,825	<b>\$3,493</b>	2025
<a href="#">Council On Aviation Accreditation</a>	AL	\$62,412	President	\$13,750	<b>\$16,928</b>	2024
<a href="#">Caribou Acres Water</a>	ID	\$62,182	Secretary/treasurer	\$4,000	<b>\$4,849</b>	2024
<a href="#">Operation Vet Fit Inc</a>	SC	\$86,309	President	\$17,240	<b>\$20,496</b>	2024
<a href="#">Janet Johnston Housenick And</a>	PA	\$61,111	Vp & Treas	\$4,500	<b>\$5,265</b>	2023
<a href="#">Eden Streets Inc</a>	UT	\$59,562	Executive Director	\$1,000	<b>\$1,136</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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** 65 organizations. Compensation range \$520–\$333,434; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$74,132); for reference, expenses \$74,132 and assets \$350,000.

ROLE MATCH	Nicole Vasilaros, reported title "EXECUTIVE DIRECTOR & DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Nicole Vasilaros) 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 65 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,625 is reasonable (approximately the 91<sup>st</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.