

The Piston Foundation Inc

Executive Director / CEO

EIN 854373512
 CT · NTEE B82
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jeff Mason, Executive Director / CEO** (\$115,562) against **every comparable organization** that fit the selection criteria — **201** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jeff Mason — reported title “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

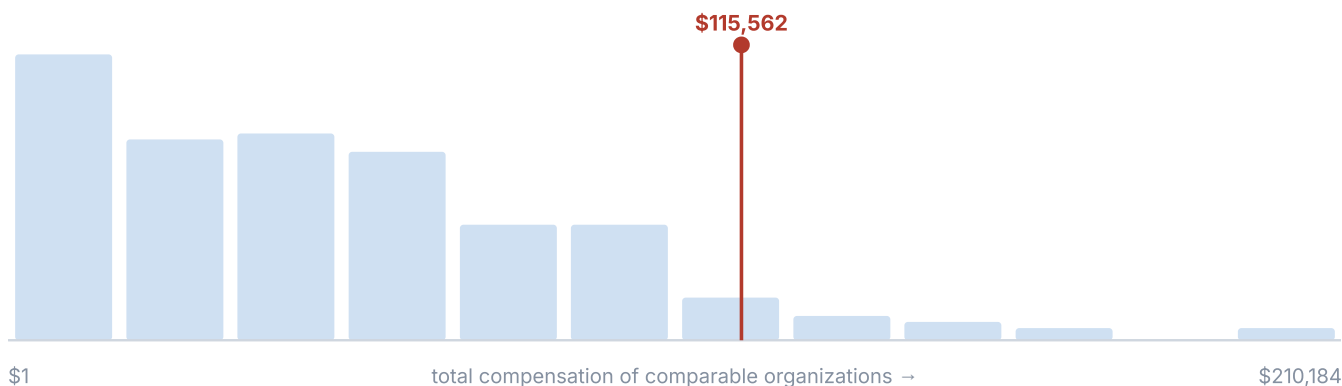
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$173,222 and \$387,811 — 0.67x to 1.50x the subject's \$258,541 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

201 organizations qualified on sector, size, and geography → **201** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,098	\$22,473	\$46,704	\$74,033	\$100,300	\$115,562
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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
Red Legacy Recovery Inc	TN	\$258,828	Executive Director	\$55,120	\$63,619	2023
These Numbers Have Faces	OR	\$259,701	Executive Director	\$90,000	\$91,773	2023
The Education Foundation Inc	OH	\$260,084	Executive Di	\$25,938	\$28,545	2025
Scholarchips Inc	DC	\$261,153	Founder And Executive Directo	\$99,342	\$95,722	2023
Georgia Association Of Realtors	GA	\$255,748	Ceo/ga Assoc. Of Realtors	\$21,554	\$22,518	2025
The Eagan Foundation Incorporated	MN	\$254,993	Executive Di	\$45,124	\$48,959	2023
Missouri Community Health Foundation	MO	\$254,821	Ceo	\$82,247	\$95,653	2023
Raymore-peculiar Public School	MO	\$254,610	Executive Di	\$55,000	\$60,528	2025
Bolivar Educational Advancement	MO	\$262,684	Secretary Tr	\$5,348	\$6,041	2024
Calculated Genius Inc	IL	\$262,815	Executive Director	\$80,000	\$83,883	2024
East Valley Institute Of Technology Education Foundation Inc	AZ	\$262,844	Board Member	\$14,400	\$14,770	2024
Greene County Fair Association Inc	AR	\$263,615	Manager	\$2,119	\$2,540	2024
North Coast Builders Exchange	CA	\$253,168	Chief Executive Officer	\$17,698	\$16,781	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Eden Prairie Schools	MN	\$264,008	Executive Director	\$30,541	\$32,186	2024
John P Burke Memorial Fund	RI	\$264,645	Executive Director	\$35,833	\$36,646	2024
Shenandoah Valley Scholars Latino Initiative Inc	VA	\$264,770	Managing Director	\$2,733	\$2,814	2024
African American Teaching Fellows	VA	\$264,812	Executive Di	\$82,442	\$84,898	2024
Orme Primavera Schools Foundation	AZ	\$264,877	Treasurer	\$1,700	\$1,699	2025
American Student Association Of Community Colleges	UT	\$264,911	Executive Director	\$14,584	\$17,061	2022
Texas Architectural Foundation	TX	\$264,935	Txa Evp	\$29,217	\$31,171	2024
Kensap Inc	NJ	\$265,787	Executive Director	\$96,000	\$94,117	2023
Germantown Community Scholarship Fund Inc	WI	\$267,938	Executive Director	\$34,000	\$38,989	2023
Tbi Warrior Foundation	TX	\$268,167	President	\$7,000	\$7,689	2023
Davis-putter Scholarship Fund	NY	\$248,369	Executive Of	\$104,072	\$100,300	2024
The Claymont Foundation Inc	OH	\$268,956	Financial Secretary	\$6,000	\$6,778	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	201 organizations. Compensation range \$1–\$210,184; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$258,541); for reference, expenses \$308,922 and assets \$138,937.
ROLE MATCH	Jeff Mason, reported title " <i>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	59 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	93 rd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	68 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 (Jeff Mason) 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 201 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$115,562 is reasonable (approximately the 93rd 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.