

Society Of Product Licensors Committed To Excellence

Executive Director / CEO

EIN 861112554
 NY · NTEE S40
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Kociencki, Executive Director / CEO** (\$199,061) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Kimberly Kociencki — reported title “Chief Executive”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$332,173 and \$743,673 — 0.67x to 1.50x the subject's \$495,782 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$46,364 10TH	\$75,309 25TH	\$112,280 MEDIAN	\$179,108 75TH	\$249,773 90TH	\$199,061 THIS ORG · 78TH
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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 NY 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
Darien Mcintosh County Chamber	GA	\$491,626	Executive Director	\$50,000	\$54,040	2024
Pennsylvania Outdoor Recreation	PA	\$490,884	Executive Director	\$64,910	\$67,786	2025
New Hampshire Life Sciences Inc	NH	\$488,138	President &	\$98,500	\$97,764	2024
P20 Inc	GA	\$487,479	President	\$194,400	\$210,107	2024
Rhode Island Assisted Living Association	RI	\$481,607	Executive Director	\$83,673	\$86,241	2024
Walworth County Economic Development	WI	\$478,791	Executive Director	\$113,777	\$127,725	2024
Us Coalition On Sustainability	CT	\$477,294	Executive Director	\$160,000	\$166,017	2023
Utah Ready Mixed Concrete Association	UT	\$476,463	Executive Director	\$212,082	\$233,319	2024
United Steelworkers Local 11-13214	WY	\$470,965	President	\$37,637	\$43,321	2024
Int'l Ind Showmen's Foundation Inc	FL	\$469,399	Director	\$38,295	\$39,812	2023
Colorado Beer Distrbitutors	CO	\$522,242	Executive Di	\$155,344	\$160,113	2024
Air Refueling Systems Advisory Group International	TX	\$468,559	Chairman	\$66,539	\$73,658	2023
Reusable Packaging Association	DC	\$526,394	President	\$183,460	\$173,051	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Volta Foundation Inc	CA	\$460,846	Executive Director	\$70,000	\$66,892	2023
Enterprise Ethereum Alliance Inc	MA	\$533,888	Executive Director	\$48,000	\$46,364	2024
Stateramp Inc	IN	\$534,725	Executive Director	\$175,984	\$199,486	2024
Brainerd Lakes Area Development Corp	MN	\$535,355	Executive Director	\$142,949	\$156,314	2023
Oregon Veterinary Medical Association	OR	\$454,880	Ex Dir/treasure	\$89,977	\$92,469	2023
Gulf Coast Business Council	MS	\$541,376	President	\$202,650	\$249,773	2023
North American Association Of Utility	MO	\$545,514	Executive Director	\$59,430	\$67,660	2024
Business Leadership Council	IL	\$445,387	Executive Director	\$94,792	\$103,131	2023
Commuter Rail Coalition	VA	\$443,067	Ceo	\$200,000	\$222,466	2022
Arizona Competitive Power Alliance	AZ	\$550,325	Director	\$304,583	\$314,866	2024
Wyoming Capital Access	WY	\$440,118	President	\$66,375	\$76,400	2024
German American Business Council Inc	DC	\$438,038	President/ceo	\$354,000	\$343,776	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	91 organizations. Compensation range \$21,525–\$1,227,215; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$495,782); for reference, expenses \$512,062 and assets \$553,934.
ROLE MATCH	Kimberly Kociencki, reported title " <i>Chief Executive</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	2 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	78 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	75 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 (Kimberly Kociencki) 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 91 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$199,061 is reasonable (approximately the 78th 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.