

# Rmi Lab Properties Inc

Executive Director / CEO

EIN 864000927

CO · NTEE U19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Freeman, Executive Director / CEO** (\$30,186) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

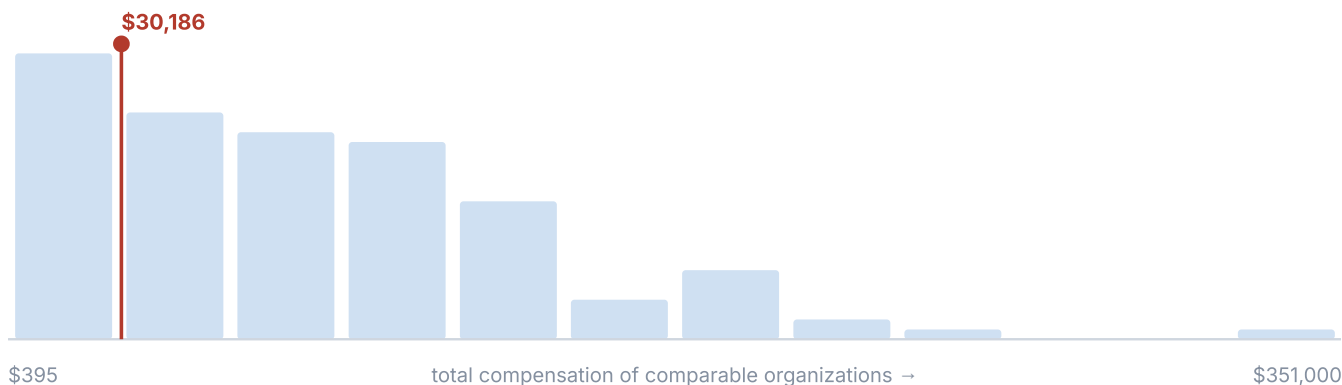
**Benchmarked executive:** Michael Freeman — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

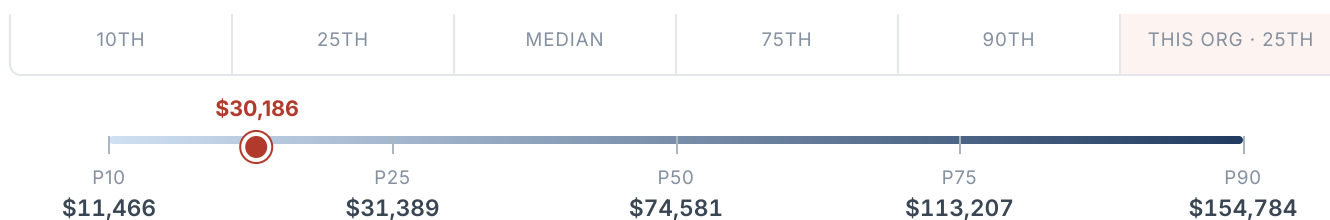
SECTOR	Organizations sharing the subject's NTEE classification (U19).
BUDGET	Total revenue between \$297,987 and \$667,135 — 0.67x to 1.50x the subject's \$444,757 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,466	\$31,389	\$74,581	\$113,207	\$154,784	\$30,186
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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 CO 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="#">South Jersey Dream Center Inc</a>	NJ	\$444,492	Secretary	\$35,000	<b>\$32,590</b>	2024
<a href="#">Reuseum Educational Inc</a>	ID	\$444,424	President/executive Direct	\$110,961	<b>\$126,737</b>	2023
<a href="#">Polaris Research Institute Inc</a>	CA	\$450,235	Executive Dir.	\$241,632	<b>\$217,598</b>	2024
<a href="#">Urban Forest Institute</a>	CA	\$451,563	President	\$90,200	<b>\$81,228</b>	2024
<a href="#">Mindbridge</a>	ME	\$454,768	Executive Director	\$42,788	<b>\$44,683</b>	2024
<a href="#">Forest Products Society</a>	LA	\$455,150	President	\$5,000	<b>\$5,742</b>	2024
<a href="#">Wisconsin Livestock Identification</a>	WI	\$455,294	Executive Director	\$93,080	<b>\$101,378</b>	2024
<a href="#">Chicago Council On Science &amp; Technology</a>	IL	\$433,477	Director	\$85,358	<b>\$87,516</b>	2024
<a href="#">The Center For Advancing Innovation Inc</a>	MD	\$432,823	Ceo	\$360,000	<b>\$351,000</b>	2024
<a href="#">Clean Fuels Alliance Foundation</a>	MO	\$457,491	Executive Director	\$28,321	<b>\$31,283</b>	2024
<a href="#">Cornwell Research Group</a>	VA	\$458,839	Director	\$60,382	<b>\$60,802</b>	2024
<a href="#">Zig Software Foundation</a>	NY	\$459,187	President	\$102,000	<b>\$98,962</b>	2023
<a href="#">Center For Scientific Integrity Inc</a>	NY	\$429,108	Secretary	\$11,330	<b>\$10,677</b>	2024
<a href="#">Mosaix Global Network</a>	AR	\$427,489	Executive Dir.	\$104,253	<b>\$125,820</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Society For Conservation Biology North America Inc</a>	WI	\$427,116	Director Of Operations And Programs	\$74,200	<b>\$80,815</b>	2024
<a href="#">Cybergreen Institute</a>	NY	\$463,369	Executive Di	\$106,819	<b>\$100,664</b>	2024
<a href="#">Coalition For Academic Scientific Computation Inc</a>	DC	\$424,207	Executive Director	\$115,900	<b>\$103,334</b>	2025
<a href="#">Climate Science Legal Defense Fund</a>	NY	\$465,503	Executive Director	\$103,400	<b>\$97,442</b>	2024
<a href="#">The Many Brains Project Inc</a>	MA	\$423,904	Head Of Research & Develop	\$161,305	<b>\$147,271</b>	2025
<a href="#">International Cryosphere Climate Initiative</a>	VT	\$467,813	President	\$31,628	<b>\$33,200</b>	2024
<a href="#">Moore Institute For Plastic</a>	CA	\$420,986	President	\$77,699	<b>\$72,037</b>	2023
<a href="#">Ben Franklin Technology Partners Corporation</a>	PA	\$475,038	President	\$23,395	<b>\$24,331</b>	2024
<a href="#">Connecticut Academy Of</a>	CT	\$412,679	Executive Di	\$130,745	<b>\$131,622</b>	2023
<a href="#">Center For Technology Integrity Inc</a>	MA	\$479,024	Acting Executive Director	\$210,269	<b>\$197,054</b>	2024
<a href="#">Center For Maximum Potential</a>	TX	\$479,528	Co-director	\$76,500	<b>\$79,806</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	122 organizations. Compensation range \$395–\$351,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$444,757); for reference, expenses \$517,888 and assets \$5,527,042.
ROLE MATCH	Michael Freeman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Michael Freeman) 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 122 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,186 is reasonable (approximately the 25<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.