

Uplands Science & Technology

Executive Director / CEO

EIN 882004508

IN · NTEE U19

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Bryant Niehoff, Executive Director / CEO** (\$162,500) against **every comparable organization** that fit the selection criteria — **13** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Bryant Niehoff — reported title "CEO", 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 \$20,100 and \$45,000 — 0.67x to 1.50x the subject's \$30,000 (the band tightens as size grows).

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

13 organizations qualified on sector, size, and geography

→ **13** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,670	\$8,861	\$28,168	\$44,383	\$63,531	\$162,500
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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 IN 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
Internet Systems Consortium Inc	NH	\$27,409	President	\$37,399	\$32,746	2024
Alward Institute For Collaborative	WA	\$26,036	Executive Director	\$12,000	\$10,188	2024
Icak Inc	MO	\$25,719	Ic Chair	\$1,116	\$1,121	2024
Future Of Plastics Foundation	DC	\$25,682	Secretary	\$36,829	\$31,552	2023
Scbio Foundation	SC	\$25,000	President & Ceo	\$8,700	\$8,861	2023
Oregon Innovation Foundation	OR	\$35,350	Chairman	\$50,400	\$44,383	2024
Rube Goldberg Inc	NY	\$35,531	President	\$6,000	\$5,293	2023
Science Atl Inc	GA	\$36,796	Executive Co-director	\$4,598	\$4,514	2023
The Desca Foundation	DE	\$37,000	Executive Di	\$54,900	\$52,481	2023
Redwood Research Group Inc	CA	\$22,060	Ceo, Director	\$283,465	\$232,109	2024
American Oil Chemists' Society Foundatio	IL	\$41,308	Chief Executive Officer	\$26,569	\$24,769	2024
Smart Manufacturing Leadership Consortium	FL	\$42,935	Director	\$74,418	\$66,293	2024
Tortora Brayda	CA	\$43,866	Secretary & Treasurer	\$34,400	\$28,168	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	13 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$1,121–\$232,109; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$30,000); for reference, expenses \$260,732 and assets \$254,655. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Bryant Niehoff, reported title " <i>CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	54 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 (Bryant Niehoff) 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 13, 2026, comparing compensation against 13 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,500 is reasonable (approximately the 92nd 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 13, 2026.