PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Center For Technology Integrity Inc

Executive Director / CEO

EIN **882375624**
MA · NTEE U99
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Satwik Mishra, Executive Director / CEO** ($210,269) against **every comparable organization** that fit the selection criteria — **120** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 96th percentile of comparable organizations

above the 90th percentile — board review recommended

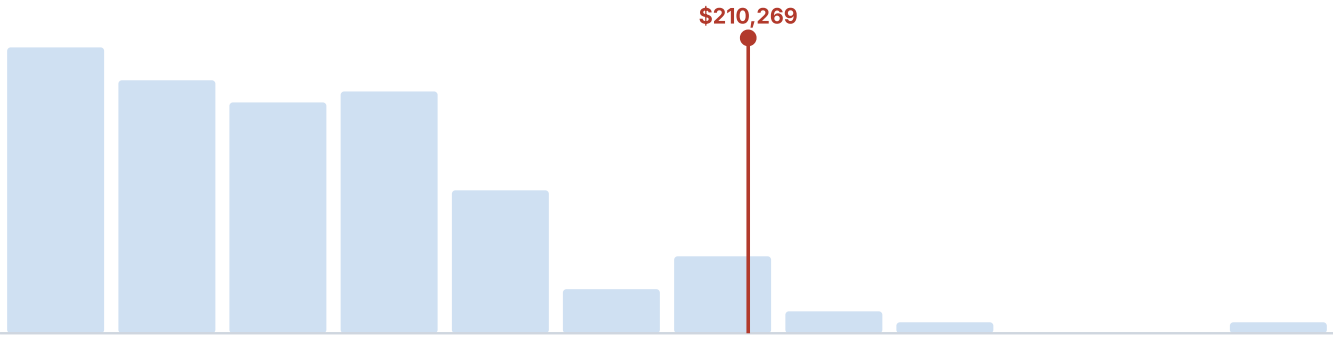
> **Benchmarked executive:** Satwik Mishra — reported title "Acting Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U99).
BUDGET	Total revenue between $320,946 and $718,536 — 0.67× to 1.50× the subject's $479,024 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue.

120 organizations qualified on sector, size, and geography → **120** within the band form the benchmarked peer set.

Distribution of comparable compensation



$422 — total compensation of comparable organizations → — $374,538

$16,446	$34,478	$82,955	$118,319	$165,768	$210,269

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 MA 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
Center For Maximum Potential	TX	$479,528	Co-director	$76,500	**$85,157**	2024
Cato Neonatal Innovations Inc	FL	$481,221	President	$18,800	**$19,654**	2024
Ben Franklin Technology Partners Corporation	PA	$475,038	President	$23,395	**$25,962**	2024
Map The Gaps	WA	$485,214	Director	$5,000	**$5,129**	2023
Chattanooga Quantum Collaborative	TN	$487,500	Ceo	$170,000	**$198,854**	2024
International Cryosphere Climate Initiative	VT	$467,813	President	$31,628	**$35,426**	2024
Climate Science Legal Defense Fund	NY	$465,503	Executive Director	$103,400	**$103,977**	2024
Open Research Lab	CA	$494,168	Research Director	$208,834	**$206,601**	2023
Cybergreen Institute	NY	$463,369	Executive Di	$106,819	**$107,415**	2024
Zig Software Foundation	NY	$459,187	President	$102,000	**$105,599**	2023
Cornwell Research Group	VA	$458,839	Director	$60,382	**$64,879**	2024
Clean Fuels Alliance Foundation	MO	$457,491	Executive Director	$28,321	**$33,381**	2024
Wisconsin Livestock Identification	WI	$455,294	Executive Director	$93,080	**$108,177**	2024
Forest Products Society	LA	$455,150	President	$5,000	**$6,127**	2024
Mindbridge	ME	$454,768	Executive Director	$42,788	**$47,679**	2024
Urban Forest Institute	CA	$451,563	President	$90,200	**$86,675**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Polaris Research Institute Inc	CA	$450,235	Executive Dir.	$241,632	**$232,190**	2024
Lifex Greenhouse Inc	PA	$508,287	President/secretary	$20,922	**$23,904**	2023
American Board Of Bioanalysis	MO	$510,985	Vice Chairman	$3,475	**$4,096**	2024
Rmi Lab Properties Inc	CO	$444,757	President	$30,186	**$32,210**	2024
South Jersey Dream Center Inc	NJ	$444,492	Secretary	$35,000	**$34,775**	2024
Reuseum Educational Inc	ID	$444,424	President/executive Direct	$110,961	**$135,236**	2023
Wintriss Technical Schools Inc	CA	$516,732	Executive Director	$82,700	**$81,816**	2023
Algalita Marine Research And Education	CA	$519,253	Executive Director	$80,049	**$76,921**	2024
Society Of Plastics Engineers South Texas Section	MO	$521,707	Section Coordinator	$24,332	**$28,679**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	**120** organizations. Compensation range $422–$374,538; filing years 2022–2025.

SIZE BASIS	Matched on total revenue ($479,024); for reference, expenses $1,646,624 and assets $10,796,685. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	Satwik Mishra, reported title *"Acting Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	**96th**
Total compensation (D + F), as reported (no adjustments)	**97th**
Reportable pay only (column D), adjusted	**94th**
All sources (D + E + F), adjusted	**90th**

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 (Satwik Mishra) 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 120 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $210,269 is reasonable (approximately the 96th 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.