

Nyc Hospitality Alliance Impact

Executive Director / CEO

EIN 883398651
 NY · NTEE J22
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Andrew Rigie, Executive Director / CEO** (\$5,568) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

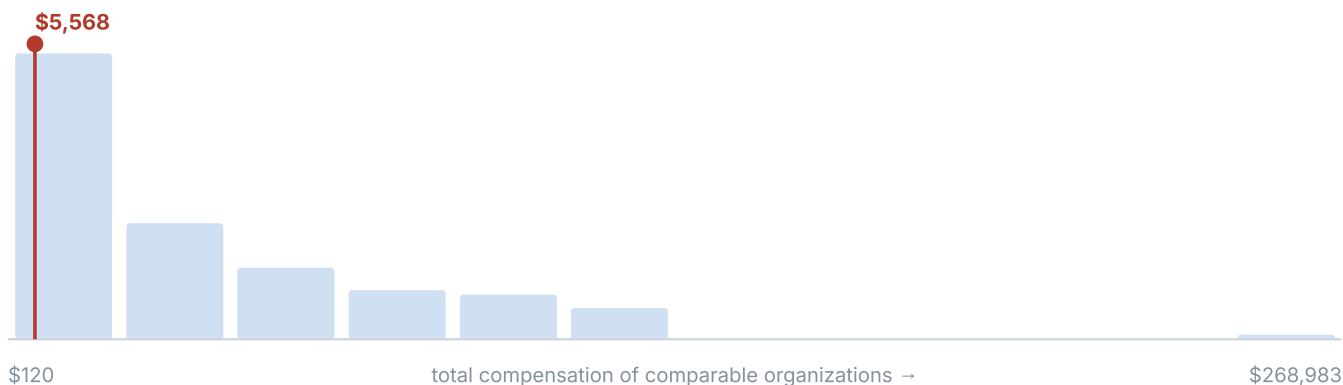
Benchmarked executive: Andrew Rigie — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J22).
BUDGET	Total revenue between \$91,869 and \$205,677 — 0.67x to 1.50x the subject's \$137,118 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

135 organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,423	\$9,323	\$28,980	\$57,096	\$93,989	\$5,568
---------	---------	----------	----------	----------	---------



■ 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
The Public Sector Consortium Inc	MA	\$136,523	President	\$27,365	\$26,433	2024
Career Services For Persons With	NJ	\$138,000	President	\$42,706	\$40,986	2024
Employees Association Of	CA	\$135,902	President	\$6,500	\$6,034	2024
New Sector Alliance Inc	MA	\$138,688	Founder/exe. Chair & Secretary	\$127,200	\$122,866	2024
Re-made For A Purpose	MO	\$139,035	Director	\$30,900	\$35,179	2024
Northeast District Council Of The Opcmia	NY	\$139,071	Fund Administrator	\$60,518	\$57,267	2025
Metropolitan Dade County Solid Wast	FL	\$139,310	President	\$6,750	\$6,816	2024
Star Of Coastal Georgia Inc	GA	\$139,586	Executive Dir.	\$60,000	\$64,848	2024
Union Electrical Workers Inc	DE	\$134,122	Director	\$104,863	\$113,628	2023
Miracosta College Faculty Assembly	CA	\$140,749	Vice President	\$2,500	\$2,261	2025
Security Police Association Of Neva	NV	\$141,322	Preident	\$5,203	\$5,461	2025
United Union Of Roofers	MA	\$132,418	President As Of 11/2024	\$125	\$120	2024
Fall River Administrators	RI	\$142,260	President	\$6,000	\$6,184	2024
Deaconess Medical Staff Office	WA	\$142,371	Emergency & Ethics Committee Chairs	\$6,375	\$6,316	2023
Santa Monica Municipal	CA	\$143,403	President	\$6,000	\$5,734	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hudson Valley Community College Faculty Association Inc	NY	\$130,500	President	\$10,000	\$9,713	2024
Lynn Hope Industries Inc	OH	\$144,808	Secretary / Fiscal Clerk	\$44,415	\$52,059	2023
Micah 6 8 Project Inc	IN	\$144,857	President	\$5,850	\$6,631	2024
Cwi Labs Inc	MD	\$145,000	President & Ceo	\$45,102	\$45,324	2024
Toledo Streets Workforce Development Corporation	OH	\$145,058	Executive Director	\$50,000	\$56,925	2024
West Virginia State Rehabilitation	WV	\$145,937	Executive Director	\$61,100	\$71,111	2024
Ohio Workforce Association	OH	\$127,947	Executive Director	\$90,000	\$99,823	2025
Edmondson Community Organization Inc	MD	\$127,500	Executive Director	\$66,346	\$66,674	2024
Rhode Island Brewers Guild	RI	\$126,673	Executive Director	\$75,160	\$77,468	2024
Maxwell Foundation Inc	FL	\$148,466	President	\$10,400	\$10,502	2024

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 **135** organizations. Compensation range \$120–\$268,983; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$137,118); for reference, expenses \$49,651 and assets \$142,473. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Andrew Rigie, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 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	11 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	87 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 (Andrew Rigie) 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 135 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,568 is reasonable (approximately the 11th 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.