

National Deer Association Group Return

Executive Director / CEO

EIN 900201257
 GA · NTEE D30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nick Pinizzotto, Executive Director / CEO** (\$9,525) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Nick Pinizzotto — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (D30).

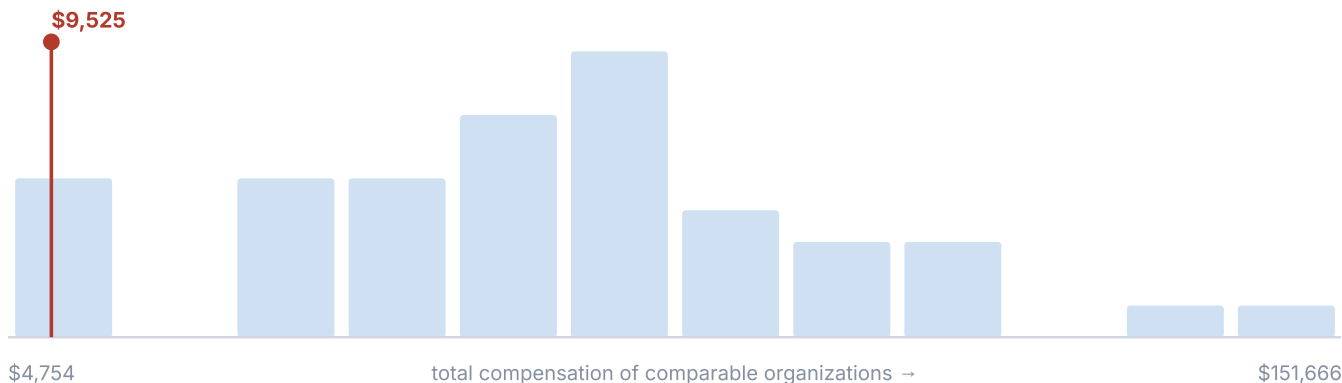
BUDGET Total revenue between \$309,450 and \$692,799 — 0.67x to 1.50x the subject's \$461,866 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography

→ **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,747

\$44,926

\$64,339

\$80,110

\$102,882

\$9,525



■ 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 GA 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
Wildlife Rescue Center	MO	\$461,084	Executive Director	\$61,410	\$66,599	2023
Alaska Wildbird Rehabilitation Center	AK	\$466,847	Executive Director	\$5,000	\$4,754	2024
The Science And Conservation Center Inc	MT	\$455,472	Executive Director	\$94,233	\$101,024	2024
Jack Creek Preserve Foundation Inc	MT	\$469,438	Executive Dir.	\$52,047	\$55,798	2024
Inland Nw Wildlife Council	WA	\$449,169	Executive Director	\$17,235	\$15,346	2024
Native Animal Rescue	CA	\$475,420	Executive Dir.	\$60,000	\$53,049	2023
Seacrest Wolf Preserve	FL	\$476,665	President	\$62,400	\$58,300	2024
Raptor View Research Institute	MT	\$442,311	Executive Di	\$82,928	\$88,904	2024
Texas Foundation For Conservation	TX	\$440,000	Executive Director	\$152,450	\$151,666	2024
Minnesota-wisconsin Chapter Foundation	MN	\$484,981	Executive Director	\$60,000	\$60,705	2023
Alaska Nannut Co-management Council	AK	\$438,406	At-large Member	\$5,250	\$5,139	2023
Arizona Wildlife Federation	AZ	\$492,745	Executive Dir.	\$63,221	\$62,255	2023
Friends Of Ottawa National Wildlife	OH	\$499,410	Executive Di	\$73,080	\$76,981	2024
Mzuri Wildlife Foundation	CA	\$417,839	Executive Director (End 8/24)	\$120,340	\$103,347	2024
Wildlife Preserves Inc	NJ	\$516,870	Trustee	\$90,000	\$79,917	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Loudoun Wildlife Conservancy	VA	\$393,437	Executive Director (From 06/24)	\$47,874	\$45,972	2024
Alliance For Tompotika Conservation	WA	\$540,029	Executive Director	\$105,585	\$94,015	2024
Operation Wildlife Inc	KS	\$540,135	Founder	\$74,739	\$80,303	2024
Wildlife Rehabilitation Center	UT	\$541,024	Director	\$47,483	\$48,333	2024
Northern Colorado Wildlife Center	CO	\$380,828	Licensed Wildlife Rehabilitator	\$46,012	\$43,879	2024
Conservation Earth Inc	CA	\$546,880	Executive Di	\$78,469	\$67,389	2024
Asia Wild	SC	\$554,661	Former Executive Director	\$55,667	\$57,757	2024
Friends Of Manatee Lagoon Inc	FL	\$558,306	Executive Director	\$94,996	\$88,755	2024
Wildlife In Need Center Ltd	WI	\$562,885	Executive Director	\$37,000	\$38,431	2024
Foundation For Western Fish And Wildlife	ID	\$359,233	Executive Director	\$7,693	\$8,139	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 43 organizations. Compensation range \$4,754–\$151,666; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$461,866); for reference, expenses \$275,335 and assets \$1,224,817. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Nick Pinizzotto, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Nick Pinizzotto) 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 43 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,525 is reasonable (approximately the 9th 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.