

Pickle Hill Public Broadcasting Inc

Executive Director / CEO

EIN 920100717
 AK · NTEE A30Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jenny Neyman, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

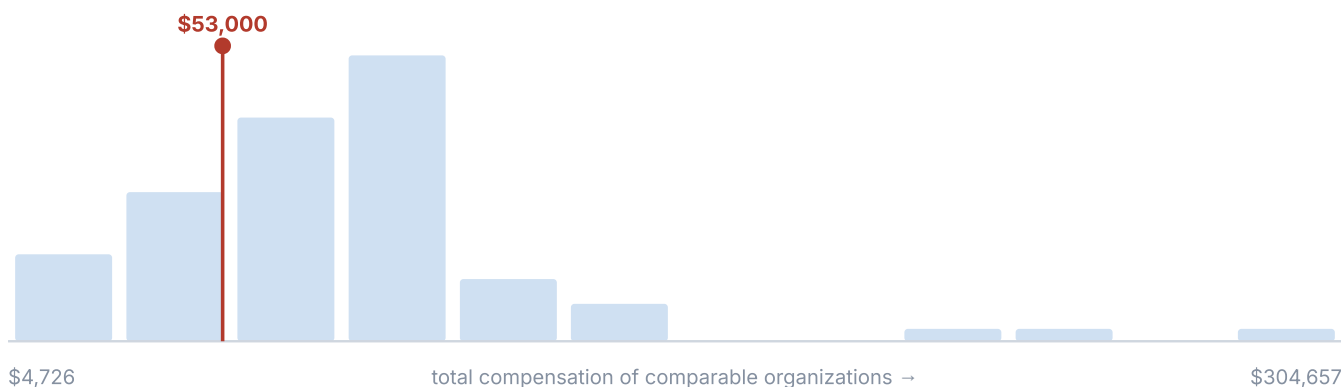
Benchmarked executive: Jenny Neyman — reported title “GENERAL MANAGER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A30Z).
BUDGET	Total revenue between \$274,423 and \$614,382 — 0.67x to 1.50x the subject's \$409,588 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A30), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,521	\$52,087	\$72,444	\$94,398	\$126,517	\$53,000
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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 AK 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
Longmont Public Media	CO	\$410,530	President & Ceo	\$85,643	\$88,434	2023
Altruism Media Inc	MO	\$406,300	Ceo	\$21,310	\$24,305	2023
Making Gay History Inc	NY	\$413,923	Executive Dir.	\$96,000	\$93,417	2023
Journalists Action Network	VA	\$418,600	Director	\$39,581	\$39,974	2024
The 51st	DC	\$419,309	Co-founder	\$26,950	\$24,737	2024
Buffalo Media Resources Inc	NY	\$396,906	Former Exec Dir	\$49,844	\$47,111	2024
Svg Sports Broadcasting Fund	NY	\$425,418	Administrator	\$54,167	\$51,197	2024
Peoples Dispatch Ltd	NY	\$388,535	Treasurer	\$69,527	\$65,715	2024
Foundation Entertainment Company	OH	\$386,160	Employee	\$275,000	\$304,657	2024
Arizona Local Post	AZ	\$382,188	President	\$50,000	\$51,783	2023
Civil Righteousness Inc	MO	\$380,969	President & Ceo	\$72,000	\$82,121	2023
Compact Institute Of Ideas Inc	NY	\$376,215	Trustee	\$5,000	\$4,726	2024
Central Current Inc	NY	\$373,915	Executive Director	\$64,341	\$60,813	2024
Florida Association For Media In Education Inc	FL	\$367,123	Admin Secretary	\$16,782	\$16,490	2024
Theorem Media Inc	CT	\$366,650	Ceo	\$71,750	\$72,444	2023
Media Alliance Inc	NY	\$365,758	Executive Director	\$65,000	\$63,251	2023
Uncommon Voices Collective	CA	\$453,530	—	\$101,877	\$94,733	2023
Insight For The Blind Inc	FL	\$453,992	President Ceo	\$81,612	\$82,562	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minorities In Cybersecurity Inc	TX	\$454,793	Chairwoman, Ceo & President	\$235,561	\$246,467	2024
Christian Broadcasting Ministries	OH	\$364,229	Secretary	\$15,405	\$17,066	2024
Auricle Productions	NY	\$457,392	Executive Dir.	\$86,304	\$83,981	2023
Kenya Diaspora Media	AL	\$357,374	Ceo	\$80,000	\$93,070	2023
Factchequeado	CA	\$465,543	President	\$42,000	\$37,934	2024
Jmpro Community Media Inc	NC	\$476,017	Executive Director	\$57,686	\$62,345	2024
Center For Broadcast Journalism	MN	\$341,423	Executive Director	\$24,000	\$25,538	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	71 organizations. Compensation range \$4,726–\$304,657; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$409,588); for reference, expenses \$417,245 and assets \$648,970.
ROLE MATCH	Jenny Neyman, reported title " <i>GENERAL MANAGER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	25 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 (Jenny Neyman) 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 71 similarly situated organizations (Same NTEE sector (A30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 27th 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.