

Pollylabs Foundation

Executive Director / CEO

EIN 923614641

NY · NTEE S43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bar Pereg, Executive Director / CEO** (\$71,604) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Bar Pereg — reported title “PRESIDENT & 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 (S43).

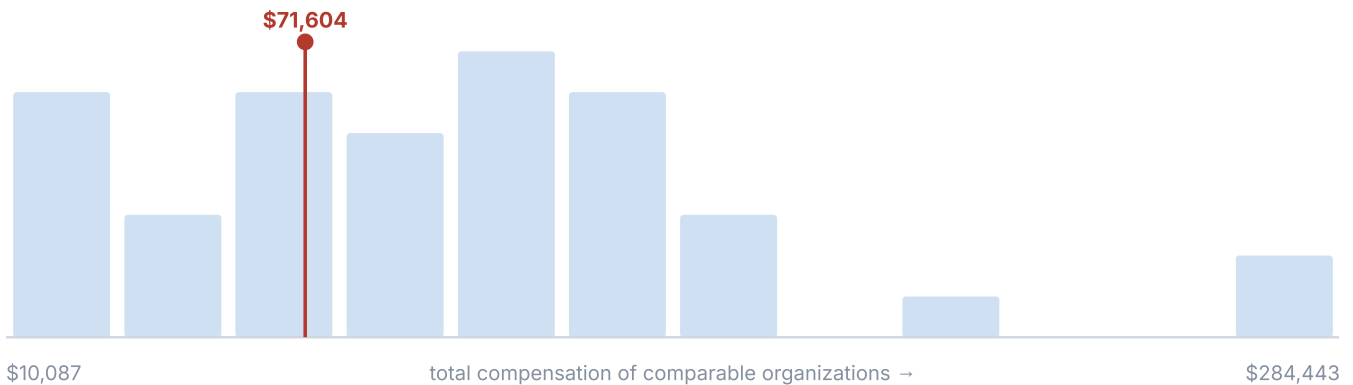
BUDGET Total revenue between \$327,755 and \$733,782 — 0.67x to 1.50x the subject's \$489,188 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,641	\$62,483	\$97,492	\$132,419	\$159,811	\$71,604
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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 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
Beta Group	MN	\$489,970	Executive Director	\$105,664	\$115,543	2024
Latin American Economic Development	NJ	\$494,539	President & Ceo	\$117,378	\$115,977	2024
South Dakota Development Corporation	SD	\$505,928	Executive Director	\$105,938	\$129,386	2024
Macomb County Community Dispute	MI	\$466,668	Manager	\$108,963	\$124,463	2024
Mnsbir Inc	MN	\$464,536	President And Ceo	\$148,382	\$162,255	2024
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$73,837	2023
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$141,431	2025
Boomin University	TN	\$455,664	Board Member	\$36,538	\$41,407	2025
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$116,651	2023
Startup Hutch Inc	KS	\$448,635	Program Director	\$86,659	\$103,606	2024
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$151,440	2024
New Orleans Startup Fund Inc	LA	\$538,725	President/ceo	\$226,726	\$284,443	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$124,307	2024
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$140,319	2023
Women In Progress Inc	MN	\$571,369	Exec Director/ceo	\$65,184	\$73,383	2023
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$102,273	2023
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$97,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$10,087	2024
Anti Entropy	TX	\$393,476	President	\$65,000	\$77,117	2022
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$276,827	2023
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$18,155	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$32,455	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$23,762	2024
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$87,434	2023
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$11,517	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	39 organizations. Compensation range \$10,087–\$284,443; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$489,188); for reference, expenses \$357,566 and assets \$179,961.
ROLE MATCH	Bar Pereg, reported title " <i>PRESIDENT & EXECUTIVE DIRECTOR</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	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	31 st
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	21 st

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 (Bar Pereg) 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 39 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,604 is reasonable (approximately the 31st 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.