

Razorcake Gorsky Press Inc

Executive Director / CEO

EIN 050599768

CA · NTEE A23

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Todd Taylor, Executive Director / CEO** (\$12,028) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Todd Taylor — reported title "EXEC DIRECTO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A23).

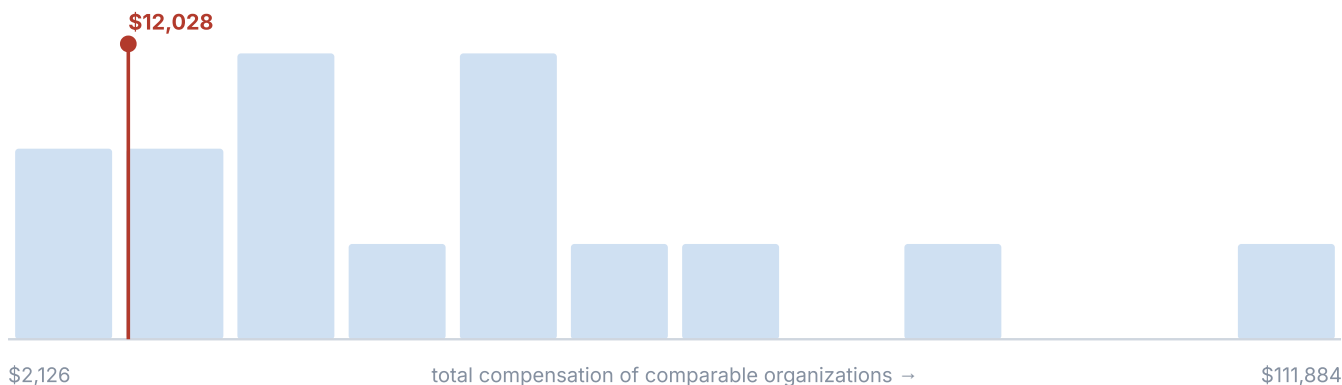
BUDGET Total revenue between \$123,771 and \$277,101 — 0.67x to 1.50x the subject's \$184,734 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A23) + CA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,677	\$18,944	\$30,067	\$48,313	\$70,383	\$12,028
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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 CA 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
Torrance Chinese School	CA	\$186,971	President	\$15,404	\$14,576	2025
Irish Outreach San Diego Inc	CA	\$182,111	Executive Director	\$60,000	\$58,279	2024
Alliance Francaise De La Riviera Californienne Inc	CA	\$213,405	Executive Director	\$30,901	\$29,241	2025
Tubatulabals Of Kern Valley	CA	\$155,709	Chairman	\$4,840	\$4,701	2024
Independent Jewish World Cinema Inc	CA	\$214,196	Secretary	\$47,500	\$46,137	2024
Organizacion De Tlaxcaltecas Usa Inc	CA	\$150,947	President	\$40,000	\$38,852	2024
Contra Costa Chinese School	CA	\$221,311	President	\$25,000	\$24,283	2024
United Chinese Learning Center	CA	\$221,680	Principal	\$51,480	\$50,003	2024
Chinese Cultural Productions	CA	\$135,600	Executive Director	\$24,000	\$23,311	2024
Islamic Outreach Foundation	CA	\$132,115	Vp Finance	\$2,189	\$2,126	2024
Italingua Institute	CA	\$246,445	President	\$78,452	\$78,452	2023
Sri Poojalaya Cultural And Community Cen	CA	\$256,325	Ceo	\$48,000	\$46,623	2024
Race Matters Slo County	CA	\$256,465	Executive Director	\$30,067	\$30,067	2023
American Foundation For Tibetan Cultural	CA	\$261,527	Ceo	\$12,500	\$12,141	2024
Shep-ty	CA	\$272,124	Executive Dir.	\$115,189	\$111,884	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	15 organizations. Compensation range \$2,126–\$111,884; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$184,734); for reference, expenses \$140,824 and assets \$300,390.
ROLE MATCH	Todd Taylor, reported title " <i>EXEC DIRECTO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Todd Taylor) 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 15 similarly situated organizations (Same NTEE sector (A23) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,028 is reasonable (approximately the 13th 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.