

Rcs Building Corporation

Executive Director / CEO

EIN 202862224

CO · NTEE B19

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kristina Menon, Executive Director / CEO** (\$2,453) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kristina Menon — 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 (B19).

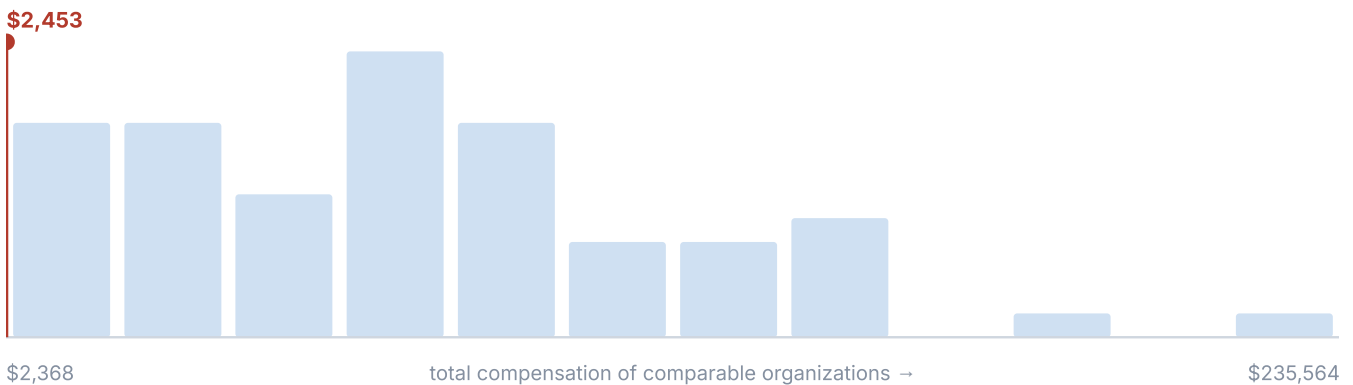
BUDGET Total revenue between \$320,160 and \$716,776 — 0.67x to 1.50x the subject's \$477,851 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,935

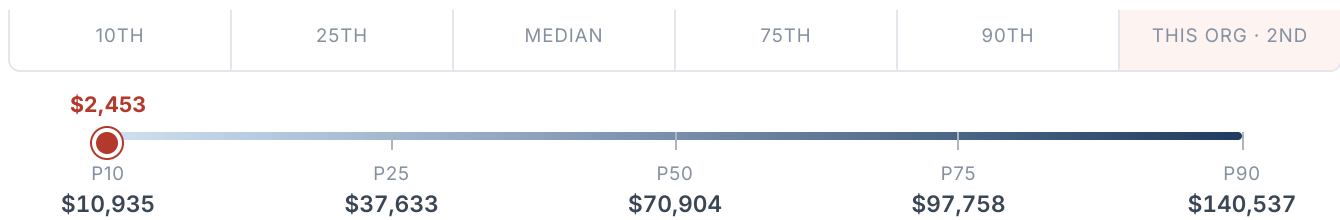
\$37,633

\$70,904

\$97,758

\$140,537

\$2,453



■ 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 CO 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
Florida Emergency Medicine Teaching Alliance Inc	TX	\$474,929	President	\$60,000	\$62,593	2024
Aaron Academy	TN	\$473,804	Principal	\$80,184	\$87,899	2024
Kansas Educational Technology	KS	\$486,444	Consortium D	\$109,162	\$122,989	2024
Mathkind Global Inc	NC	\$490,407	Executive Director	\$120,850	\$134,072	2023
First Literacy Inc	MA	\$490,804	Executive Director	\$150,000	\$144,726	2023
Harvard Dedicated Energy Limited	MA	\$495,351	Vice President And Treasurer	\$69,721	\$67,269	2023
Florida Charter School Alliance Inc	FL	\$459,055	Executive Director	\$109,366	\$110,311	2023
Mandela li Housing Development	NY	\$497,717	Vice President	\$4,935	\$4,531	2025
Sun Scholars Inc	CT	\$450,377	Executive Director	\$73,886	\$74,381	2023
Cal Poly Humboldt Real Estate Holdings	CA	\$448,190	President, Secretary	\$112,869	\$101,642	2024
New York Coalition For Healthy School	NY	\$440,629	Executive Director	\$94,987	\$89,514	2024
Southwestern Ohio Instructional	OH	\$440,077	President & Ceo	\$20,050	\$22,147	2024
Virtual Properties	MN	\$521,635	Secretary	\$113,122	\$120,014	2023
Allentown School District Foundation	PA	\$524,154	Executive Director	\$57,288	\$59,580	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Missouri Council Of Administrators	MO	\$525,276	Executive Di	\$56,429	\$64,171	2023
Wisconsin Automotive And Truck Education	WI	\$429,207	Executive Director	\$63,858	\$71,605	2023
The Village Method	CA	\$527,776	Executive Dir.	\$89,143	\$82,647	2023
Brooklyn Book Festival Inc	NY	\$534,571	Vice President	\$75,000	\$72,766	2023
Resources For Indian Student Education	CA	\$535,363	Executive Director	\$74,500	\$67,090	2024
Mcnyc Bronx Inc	NY	\$540,285	President	\$15,038	\$14,171	2024
The New American Colleges & Universities	OH	\$407,979	President	\$218,905	\$235,564	2025
Cuny Graduate School Auxiliary	NY	\$547,987	Member	\$55,971	\$54,304	2023
Urban Lighthouse Ministries	PA	\$399,741	Treasurer	\$7,575	\$7,878	2024
Bio-link Depot Inc	CA	\$556,805	Executive Director	\$82,500	\$74,294	2024
Beex Foundation	OH	\$558,067	Program Director	\$36,000	\$39,765	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 60 organizations. Compensation range \$2,368–\$235,564; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$477,851); for reference, expenses \$427,224 and assets \$3,581,495.

ROLE MATCH	Kristina Menon, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	23 rd

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 (Kristina Menon) 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 60 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,453 is reasonable (approximately the 2nd 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.