

Project Lifelong

Executive Director / CEO

EIN 273457087
 CA · NTEE B92
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Saigeon, Executive Director / CEO** (\$50,019) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

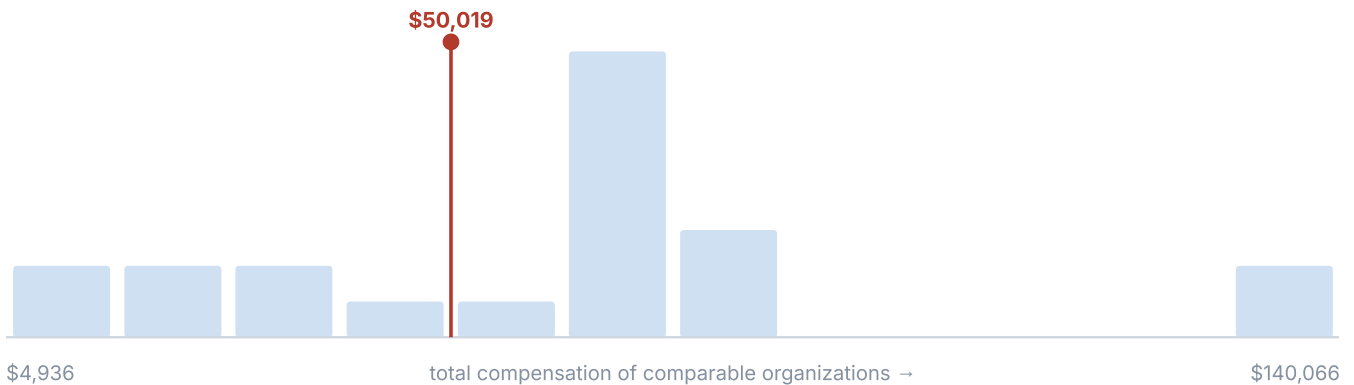
Benchmarked executive: Michael Saigeon — reported title “CHIEF OP OFF”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B92).
- BUDGET** Total revenue between \$107,135 and \$239,856 — 0.67x to 1.50x the subject's \$159,904 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,546	\$32,186	\$65,158	\$71,760	\$81,954	\$50,019
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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
The Epic Foundation Inc	FL	\$162,204	President	\$60,000	\$65,275	2023
Readaloudorg	OH	\$153,201	Executive Dir.	\$110,000	\$131,053	2024
Planetread	CA	\$150,427	Director	\$148,019	\$140,066	2025
Every Child Can Read Inc	IN	\$172,840	Executive Director	\$4,161	\$4,936	2024
Ritecare Of Minneapolis-st Paul Inc	MN	\$179,648	Board Member Thru December/administrator	\$29,724	\$32,186	2025
Freedom Readers Inc	SC	\$185,335	National Dir	\$36,250	\$43,796	2023
Readwest Inc	NM	\$185,502	Exec Dir	\$61,867	\$72,920	2025
Kern Literacy Council	CA	\$188,636	Executive Dir	\$84,375	\$81,954	2024
Capital Area Literacy Coalition	MI	\$191,294	Director	\$59,860	\$69,500	2024
Hope Tutoring Center Inc	TX	\$194,528	Former Exec Dir	\$24,709	\$27,802	2024
Activating Reading Communities Organization	TX	\$124,816	President	\$7,812	\$8,790	2024
Decode Project Inc	KY	\$204,353	Executive Director	\$60,951	\$71,760	2025
California Reading Association	CA	\$114,669	Admin Assistant	\$16,546	\$16,546	2023
Infinite Scholars Program Of Missouri	MO	\$223,318	President Ceo	\$15,900	\$19,503	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Association For The Education Of Young Children	IL	\$228,890	Executive Director	\$47,678	\$52,725	2024
Read To Succeed	TN	\$230,802	Executive Director	\$51,967	\$61,444	2024
Friends Of Literacy Inc	TN	\$232,045	Executive Director	\$65,948	\$77,975	2024
Family Reading Partnership	NY	\$232,136	Executive Director	\$64,104	\$65,158	2024
Girls On The Run Of Greater Rochester	NY	\$233,308	Executive Director	\$61,034	\$62,038	2024
Literacy Volunteers - Winchester Area	VA	\$236,012	Executive Dir.	\$62,450	\$69,830	2023
The Literacy Connection	IL	\$236,641	Executive Dir.	\$57,429	\$65,384	2023

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 21 organizations. Compensation range \$4,936–\$140,066; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$159,904); for reference, expenses \$164,682 and assets \$105,974.

ROLE MATCH Michael Saigeon, reported title "*CHIEF OP OFF*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	33 rd
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	33 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 (Michael Saigeon) 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 21 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,019 is reasonable (approximately the 33rd 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.