

Nevada County Digital Media Center

Executive Director / CEO

EIN 274101899

CA · NTEE A32

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ramona Howard, Executive Director / CEO** (\$27,635) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

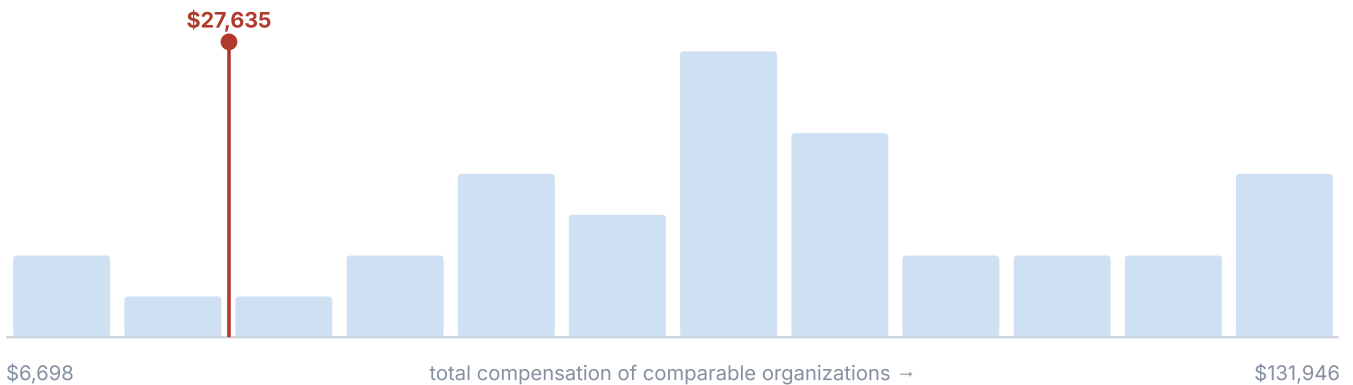
Benchmarked executive: Ramona Howard — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A32).
BUDGET	Total revenue between \$186,032 and \$416,490 — 0.67x to 1.50x the subject's \$277,660 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A32), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,986	\$56,557	\$73,837	\$93,978	\$119,830	\$27,635
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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
Hamilton Wenham Community Access & Media Inc	MA	\$277,593	Key Employee	\$58,173	\$62,140	2024
Puget Sound Accesscarco Theater	WA	\$270,706	Executive Director	\$59,211	\$64,878	2023
Okemo Valley Tv Corp	VT	\$268,060	Director	\$67,717	\$81,022	2024
Inside Out Media	CA	\$266,598	Executive Direc	\$52,000	\$53,376	2024
Springfield Area Public Access	VT	\$262,650	Former Exec Dir	\$46,565	\$55,714	2024
Billings Community Cable Corp	MT	\$293,831	Executive Director	\$88,448	\$113,334	2024
The Defiance Community Cultural	OH	\$259,524	Executive Di	\$32,692	\$42,376	2023
Salisbury Community Tv & Media Center Inc	MA	\$298,299	Executive Director	\$78,832	\$84,209	2024
Summit Public Radio And Tv Inc	CO	\$298,564	Board Member	\$6,131	\$6,988	2024
Amesbury Community Television Inc	MA	\$250,491	Exec. Dir.	\$42,148	\$46,352	2023
Community Media Of The Foothills	CA	\$246,617	Executive Dir.	\$66,620	\$70,402	2023
New Castle Community Television Inc	NY	\$310,078	Executive Di	\$122,837	\$131,946	2024
Community Television Network Inc	IL	\$237,584	Executive Dir.	\$41,832	\$48,887	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Education Enterprises Inc	IN	\$227,489	President	\$20,700	\$25,949	2024
Behold The Lamb Ministries	IL	\$331,541	President	\$30,000	\$35,060	2024
Wayland Community Access And Media Inc	MA	\$335,416	Highly Compensated Employee	\$115,877	\$127,436	2023
Chelsea Community Cable Television Inc	MA	\$219,326	Executive Director	\$101,780	\$105,919	2025
Talking Eyes Media Inc	NJ	\$218,402	Executive Director	\$85,000	\$92,878	2023
Greater Newburyport Community Media Hub Inc	MA	\$337,898	Executive Director	\$105,181	\$115,673	2023
Hartford Public Access Television Inc	CT	\$216,000	Executive Director	\$73,846	\$82,305	2024
Concord Community Tv	NH	\$339,601	Executive Di	\$64,116	\$72,453	2023
Whitewater Community	IN	\$341,443	Executive Director	\$63,018	\$76,961	2025
Pleasantville Community Television Inc	NY	\$211,864	Station Manager	\$114,138	\$122,602	2024
Saco River Community Television	ME	\$210,663	Executive Di	\$60,802	\$72,374	2024
Millis Community Media Inc	MA	\$205,615	Board Treasurer	\$5,850	\$6,698	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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	35 organizations. Compensation range \$6,698–\$131,946; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$277,660); for reference, expenses \$260,272 and assets \$182,472.
ROLE MATCH	Ramona Howard, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	9 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 (Ramona Howard) 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 35 similarly situated organizations (Same NTEE sector (A32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,635 is reasonable (approximately the 9th 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.