

Filipino Migrant Center

Executive Director / CEO

This analysis benchmarks the total compensation of **Romeo Hebron Jr, Executive Director / CEO** (\$101,185) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

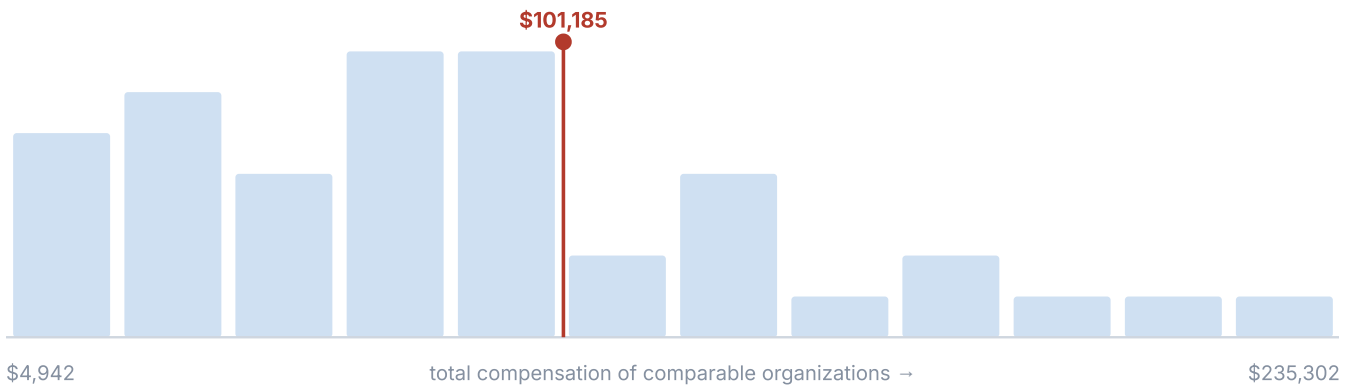
Benchmarked executive: Romeo Hebron Jr — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$249,089 and \$557,662 — 0.67x to 1.50x the subject's \$371,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,945	\$41,191	\$79,092	\$107,117	\$169,142	\$101,185
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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
Lead Filipino	CA	\$377,114	Executive Dir.	\$50,452	\$50,452	2024
Oregon Donor Alliance	OR	\$365,500	Executive Director	\$116,089	\$124,848	2024
Election Reformers Network Inc	MD	\$383,901	Executive Director	\$160,775	\$179,212	2023
Opportunities For All Floridians Inc	FL	\$385,701	Officer	\$80,850	\$90,557	2023
New York Center For Law & Justice Inc	NY	\$357,362	Executive Director	\$113,124	\$121,877	2023
Christian Family Life Services Inc	ND	\$355,938	Director	\$60,449	\$79,092	2023
Brandworkers International Inc	NY	\$355,015	Executive Director	\$74,972	\$80,773	2023
The Echo Foundation	NC	\$401,989	President	\$191,000	\$235,302	2023
Organize Tennessee	TN	\$334,041	Executive Di	\$54,450	\$71,038	2022
California Forward Action Fund	CA	\$410,000	President & Ceo (Term 6/14/23)	\$30,482	\$31,382	2023
Bayard Rustin Center For Social Justice	NJ	\$325,629	Chief Activist	\$130,000	\$134,417	2024
Bring Our Troops Home Inc	ID	\$419,583	Director	\$42,616	\$54,052	2023
Alaskans Take A Stand	AK	\$323,150	President	\$15,000	\$16,608	2024
Survivor Justice Action Inc	TX	\$317,100	Ceo/secretary	\$46,354	\$53,698	2024
Take Back The Court Action Fund	CA	\$315,887	President	\$22,945	\$22,945	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Legal Aid Of The District Of	DC	\$441,791	Executive Director	\$84,930	\$86,310	2024
The Norml Foundation	DC	\$301,217	Vice President	\$17,500	\$17,784	2024
Vivante Espero	NC	\$295,530	President	\$23,086	\$28,441	2023
Cross-movement Legacy Initiative	CA	\$290,000	President	\$205,000	\$205,000	2024
Central Alabama Fair	AL	\$454,239	Ex. Director	\$68,252	\$85,391	2024
Oklahoma Donor Alliance Inc	OK	\$283,764	Executive Director	\$84,000	\$107,117	2024
Bipartisan Climate Action	DC	\$283,645	President	\$5,654	\$5,746	2024
Trails And Open Space Coalition	CO	\$464,370	Executive Dir.	\$76,296	\$84,723	2024
Hispanic Contractors Association Of The Carolinas	NC	\$466,738	Executive Director	\$137,297	\$169,142	2023
1 Million Madly Motivated Moms	NV	\$276,045	President	\$59,583	\$69,165	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 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 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 41 organizations. Compensation range \$4,942–\$235,302; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$371,775); for reference, expenses \$919,913 and assets \$1,416,059. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Romeo Hebron Jr, reported title <i>"Exec 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	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	71st
Total compensation (D + F), as reported (no adjustments)	76th
Reportable pay only (column D), adjusted	51st
All sources (D + E + F), adjusted	61st

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 (Romeo Hebron Jr) 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 41 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,185 is reasonable (approximately the 71st 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.