

Nevada Asa J O Softball Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Keely Otano, Executive Director / CEO** (\$13,897) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Keely Otano — reported title “PRESIDENT, T”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N63).

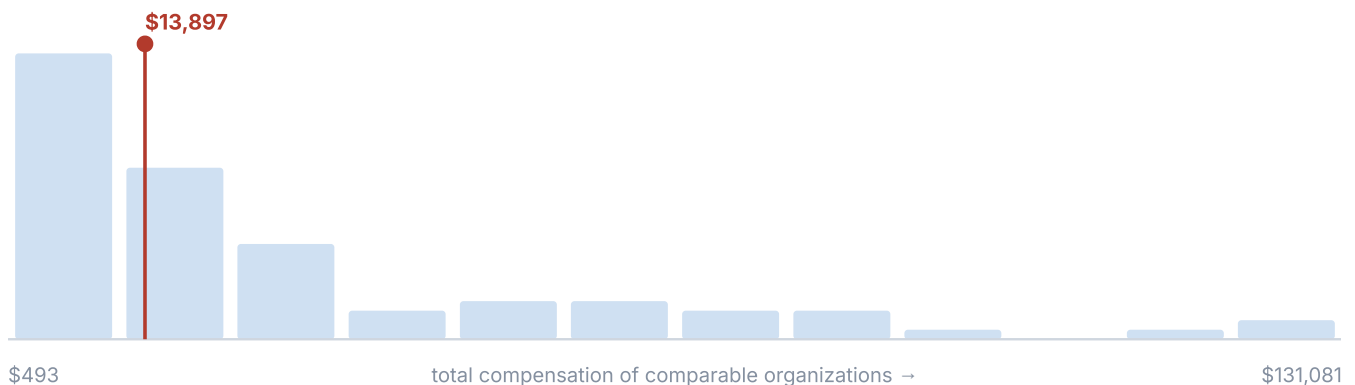
BUDGET Total revenue between \$218,397 and \$488,949 — 0.67x to 1.50x the subject's \$325,966 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,816	\$8,484	\$14,876	\$38,971	\$73,512	\$13,897
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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 NV 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
Bloomington-normal Girls Softball	IL	\$334,062	President	\$2,925	\$2,869	2024
Kentucky Baseball Club Inc	KY	\$334,428	Vice-president	\$10,035	\$10,756	2024
Sunbelt Baseball League Inc	GA	\$335,634	League Director	\$9,600	\$9,915	2023
Green Mountain Community Baseball Inc	VT	\$314,926	President/general Man	\$23,000	\$23,095	2024
Usa Softball Of Massachusetts	MA	\$312,968	Director	\$30,000	\$26,895	2024
Worcester County Crush Inc	MA	\$339,181	Director	\$5,500	\$4,931	2024
The Miracle League Of The Lehigh Valley	PA	\$341,094	Executive Director	\$71,497	\$73,232	2023
Spirit Youth Sports Inc	CA	\$342,505	Executive Director	\$109,401	\$94,244	2024
Lake Region Baseball Boosters	ND	\$306,855	Treasury	\$19,700	\$22,205	2023
Sodervilleblaine Athletic Association	MN	\$347,670	Member At Large	\$500	\$493	2024
Massachusetts Tier li Midget Development	MA	\$348,761	President	\$61,518	\$56,779	2023
Hooks Baseball Nw	WA	\$348,892	Executive Director	\$34,481	\$31,707	2023
Giants Futures Baseball Club	MA	\$302,125	President	\$1,000	\$923	2023
Ne Baseball Inc	RI	\$301,023	President	\$15,000	\$14,349	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rapid City Softball League Assos	SD	\$300,958	Board Member	\$3,000	\$3,303	2024
North Carolina Baseball Academy Baseball Clubs Inc	NC	\$352,936	Secretary	\$6,000	\$6,185	2024
Usa Softball Of Texas	TX	\$353,932	President	\$1,000	\$998	2024
Lincoln Dominators Baseball	NE	\$355,599	President	\$13,000	\$13,949	2024
Northwest Girls Softball-fastpitch	NV	\$296,044	Director	\$57,646	\$59,349	2023
Grind Baseball	CA	\$295,389	President & Ceo	\$28,356	\$24,427	2024
Northwest Kings Baseball Club	WA	\$290,996	President	\$11,000	\$9,825	2024
Lady Hustle Fastpitch	CA	\$361,352	Ceo (Former Officer)	\$30,000	\$26,607	2023
Arlington Girls Softball Association	VA	\$362,515	Co-registrar/spirit Commissioner	\$10,000	\$9,633	2024
Summit City Sluggers Baseball Inc	IN	\$288,504	Assistant Treasurer	\$5,000	\$5,416	2023
Baltimore Urban Baseball Association Inc	MD	\$364,367	President	\$137,381	\$128,134	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	79 organizations. Compensation range \$493–\$131,081; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$325,966); for reference, expenses \$326,844 and assets \$61,998.
ROLE MATCH	Keely Otano, reported title "PRESIDENT, T", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	4 peers 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	46 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	46 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 (Keely Otano) 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 79 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,897 is reasonable (approximately the 46th 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.