

Nature Track Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Sue Eisaguirre, Executive Director / CEO** (\$62,550) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

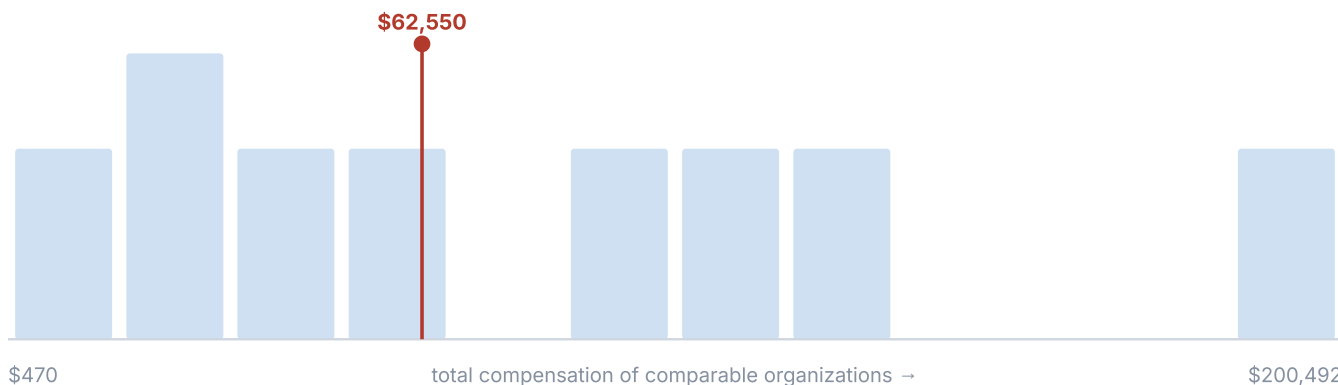
Benchmarked executive: Sue Eisaguirre — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B80).
BUDGET	Total revenue between \$312,108 and \$698,749 — 0.67x to 1.50x the subject's \$465,833 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B80) + CA + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,000	\$29,201	\$60,743	\$105,116	\$149,594	\$62,550
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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
International House Davis	CA	\$451,451	Executive Dir.	\$98,119	\$98,119	2024
Loving Savior Lutheran Chinese School	CA	\$433,875	Ceo	\$28,363	\$29,201	2023
Las Floristas Inc	CA	\$430,769	Executive Di	\$50,000	\$48,711	2025
Intrax Foundation	CA	\$502,297	Director	\$10,000	\$10,000	2024
Tools For Tomorrow Inc	CA	\$522,964	Executive Director	\$92,074	\$89,701	2025
Edhec America Inc	CA	\$399,768	Secretary, Executive Direc	\$194,740	\$200,492	2023
Associated Students Of Glendale College	CA	\$536,154	Dean Of Sa	\$55,492	\$57,131	2023
Associated Students Of Sierra College	CA	\$546,033	Assc Executive Vice President	\$470	\$470	2024
California Language Teachers Assoc	CA	\$375,762	Executive Di	\$20,000	\$20,000	2024
Bay Area Urban Debate Commission	CA	\$372,624	Executive Dir.	\$120,000	\$123,544	2023
Private School Axis	CA	\$581,885	Ceo	\$183,256	\$188,669	2023
Growing Outreach Growing Opportunit	CA	\$346,188	Chair/ Executive Director	\$21,491	\$21,491	2024
Homework Central	CA	\$338,432	Executive Dir.	\$59,000	\$60,743	2023
Curieux Academic Journal	CA	\$323,512	Key Employee	\$44,000	\$44,000	2024
Bizworld Foundation	CA	\$621,418	Executive Director	\$100,000	\$102,954	2023
Los Angeles Metropolitan Debate Commission	CA	\$624,688	Executive Director	\$120,000	\$120,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Golden State Athletic Conference	CA	\$681,439	Commissioner	\$105,116	\$105,116	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	17 organizations. Compensation range \$470–\$200,492; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$465,833); for reference, expenses \$454,314 and assets \$101,101.
ROLE MATCH	Sue Eisaguirre, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	47 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 (Sue Eisaguirre) 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 17 similarly situated organizations (Same NTEE sector (B80) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,550 is reasonable (approximately the 53rd 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.