

Here Today Adopted Tomorrow Animal

Executive Director / CEO

This analysis benchmarks the total compensation of **Rosamaria Reich, Executive Director / CEO** (\$2,725) against **every comparable organization** that fit the selection criteria — **413** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Rosamaria Reich — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

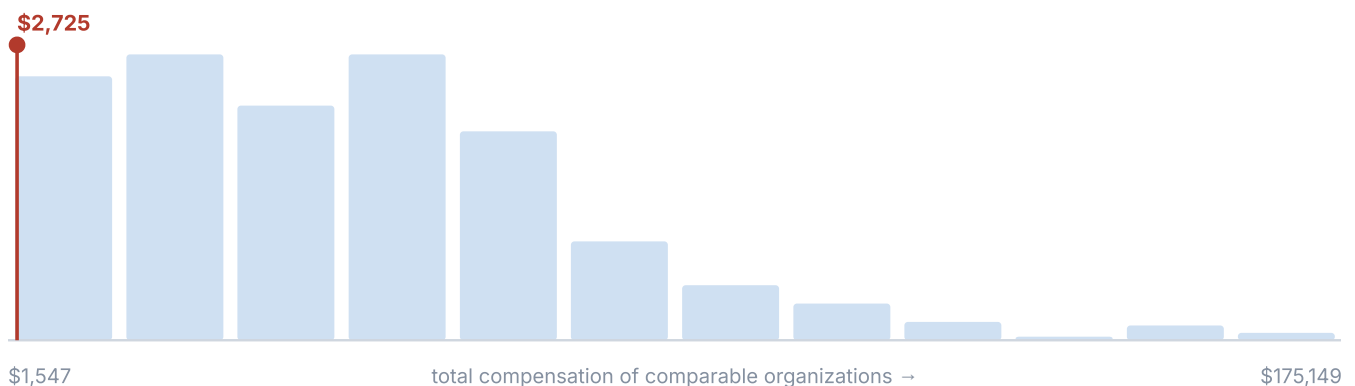
SECTOR Organizations sharing the subject's NTEE classification (D20).

BUDGET Total revenue between \$209,963 and \$470,068 — 0.67x to 1.50x the subject's \$313,379 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

413 organizations qualified on sector, size, and geography → **413** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,970

\$23,207

\$43,233

\$64,437

\$83,935

\$2,725



● 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 MA 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
Sullivan County Humane Society	NH	\$313,933	Vice President	\$4,628	\$4,755	2024
A Forever-home Rescue Foundation Inc	VA	\$312,657	President	\$60,000	\$66,373	2023
Happy Tails Rescue Foundation	MN	\$312,524	Director	\$51,750	\$56,904	2024
Humane Society Of Southern Illinoispca Inc	IL	\$314,265	Shelter Manager	\$23,970	\$26,224	2024
Release Atlanta Inc	GA	\$311,821	Operations Manager	\$13,526	\$15,135	2024
Russell Rescue Inc	TN	\$310,926	President	\$22,998	\$26,901	2024
Indigo Rescue Inc	OR	\$316,578	Executive Dir.	\$69,018	\$71,325	2024
The Long Way Home Inc	TX	\$316,953	Executive Director	\$61,500	\$70,483	2023
Canines With A Cause	UT	\$309,181	Executive Di	\$84,984	\$99,651	2023
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$65,362	2024
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$43,432	2024
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$64,910	2024
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$68,609	2024
Fur-angel Foundation	HI	\$318,660	President	\$27,000	\$27,696	2023
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$51,743	2023
The Nancy A Shaw Foundation Inc	GA	\$319,572	Executive Di	\$35,000	\$40,319	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$67,888	2023
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$63,454	2024
My Pit Bull Is Family	MN	\$319,945	Executive Director	\$53,830	\$60,939	2023
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$13,155	2023
Mccook Humane Society Inc	NE	\$306,770	Consultant	\$19,400	\$23,906	2023
Breeder Release Adoption Service	CO	\$320,681	Director	\$14,400	\$15,819	2023
Friends Of Normie Rescue	CA	\$321,126	Managing Dir.	\$2,885	\$2,772	2024
Wwwpilotsnpawsorg Inc	SC	\$321,196	Executive Director	\$146,540	\$175,149	2023
Misplaced Mutts	NC	\$305,275	Executive Di	\$41,315	\$47,506	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **413** organizations. Compensation range \$1,547–\$175,149; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$313,379); for reference, expenses \$261,628 and assets \$288,922.

ROLE MATCH Rosamaria Reich, reported title "*DIRECTOR*", 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.**

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	1 st
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	1 st

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 (Rosamaria Reich) 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 413 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,725 is reasonable (approximately the 1st 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.