

# River Otter Ecology Project

Executive Director / CEO

EIN 454997526

CA · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Megan Isadore, Executive Director / CEO** (\$97,104) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

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

## How comparable organizations were selected

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

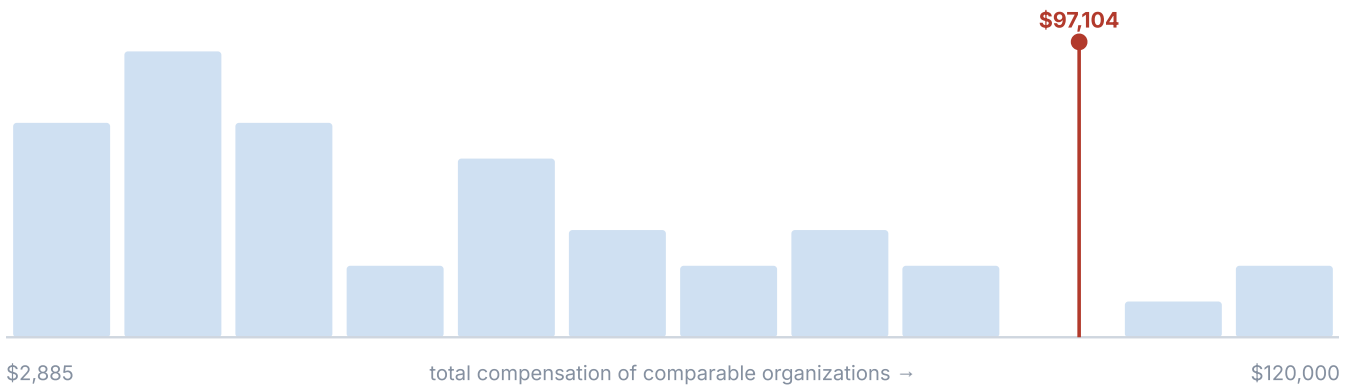
**BUDGET** Total revenue between \$161,685 and \$361,981 — 0.67x to 1.50x the subject's \$241,321 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D20) + CA + budget 0.67–1.5x revenue.

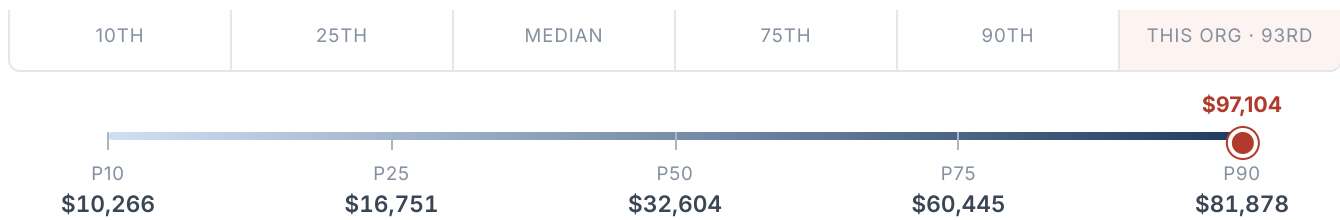
**40** organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,266	\$16,751	\$32,604	\$60,445	\$81,878	\$97,104
----------	----------	----------	----------	----------	----------



## ● 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
<a href="#">Otra-mas Inc</a>	CA	\$241,780	Exe. Director	\$15,360	<b>\$15,814</b>	2023
<a href="#">Bad Rap</a>	CA	\$242,664	Ceo	\$100,564	<b>\$100,564</b>	2024
<a href="#">Snap Cats</a>	CA	\$244,110	Executive Dir.	\$60,008	<b>\$61,780</b>	2023
<a href="#">Paw Fund</a>	CA	\$244,770	Director	\$60,000	<b>\$60,000</b>	2024
<a href="#">Have-a-heart Humane Society</a>	CA	\$245,478	President	\$16,315	<b>\$16,315</b>	2024
<a href="#">Dharamsala Animal Rescue</a>	CA	\$235,102	Chairman	\$120,000	<b>\$120,000</b>	2024
<a href="#">Tecate Horse Rescue Inc</a>	CA	\$250,000	Employee	\$5,685	<b>\$5,685</b>	2024
<a href="#">Foster Tales</a>	CA	\$250,212	President And Director	\$76,219	<b>\$76,219</b>	2024
<a href="#">Fresno Bully Rescue Inc</a>	CA	\$250,829	Ed/president	\$34,520	<b>\$34,520</b>	2024
<a href="#">West Coast Cane Corso Rescue</a>	CA	\$251,584	Director	\$10,000	<b>\$10,000</b>	2024
<a href="#">Life Animal Rescue</a>	CA	\$252,180	President	\$18,200	<b>\$18,738</b>	2023
<a href="#">Underdog Heroes Inc</a>	CA	\$229,357	Ceo	\$30,687	<b>\$30,687</b>	2024
<a href="#">Animal Rescue Of Fresno</a>	CA	\$256,925	Member At Large	\$16,896	<b>\$16,896</b>	2024
<a href="#">The Pet Adoption Center Of O C</a>	CA	\$224,822	President	\$79,500	<b>\$81,848</b>	2023
<a href="#">Kitten Central Of Placer County Inc</a>	CA	\$261,760	Vice President	\$21,600	<b>\$21,600</b>	2024
<a href="#">Beagle Rescue Inc</a>	CA	\$219,695	Secretary/treasurer	\$43,700	<b>\$44,991</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Norcal Aussie Rescue Inc</a>	CA	\$263,422	President	\$112,392	<b>\$115,712</b>	2023
<a href="#">Tazzy Animal Rescue Fund Inc</a>	CA	\$210,832	Ceo	\$27,135	<b>\$27,135</b>	2024
<a href="#">Gabby's Animal Rescue Inc</a>	CA	\$210,765	President	\$41,600	<b>\$42,829</b>	2023
<a href="#">Susie Spector Foundation</a>	CA	\$205,497	Coo	\$76,404	<b>\$76,404</b>	2024
<a href="#">The Pet Fund</a>	CA	\$204,014	Executive Director	\$30,000	<b>\$30,000</b>	2024
<a href="#">Vegan World</a>	CA	\$279,887	Secretary	\$16,965	<b>\$16,965</b>	2024
<a href="#">Allys Animal Rescue</a>	CA	\$280,087	Ceo	\$10,523	<b>\$10,523</b>	2024
<a href="#">Shots For Spays</a>	CA	\$202,340	Chief Medical Officer	\$4,400	<b>\$4,287</b>	2025
<a href="#">International Veterinary Outreach</a>	CA	\$198,080	Board Chair Chief Program Officer	\$42,500	<b>\$43,755</b>	2023

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>40</b> organizations. Compensation range \$2,885–\$120,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$241,321); for reference, expenses \$176,868 and assets \$118,805.
ROLE MATCH	Megan Isadore, reported title <i>"Executive Director"</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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	93 <sup>rd</sup>

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 (Megan Isadore) 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 40 similarly situated organizations (Same NTEE sector (D20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,104 is reasonable (approximately the 93<sup>rd</sup> 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.