

Open Source Hardware Association

Executive Director / CEO

EIN 455524560

CO · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alicia Seidle, Executive Director / CEO** (\$77,692) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

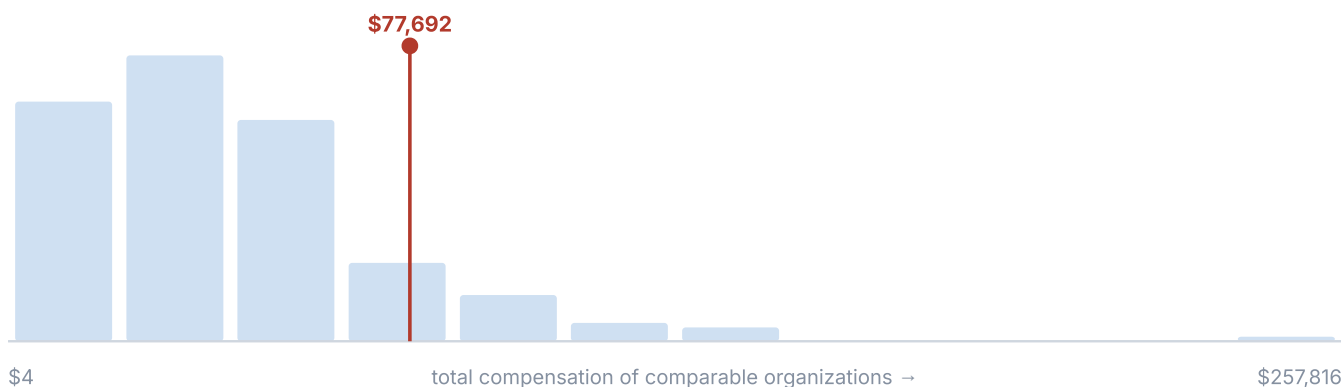
Benchmarked executive: Alicia Seidle — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$70,209 and \$157,185 — 0.67x to 1.50x the subject's \$104,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,257	\$21,011	\$35,014	\$56,224	\$80,190	\$77,692
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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 CO 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
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$45,624	2024
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$71,979	2024
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$22,153	2023
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$31,296	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$63,758	2024
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$44,902	2023
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$67,085	2024
Life House Ministries	WA	\$102,353	Executive Director	\$37,500	\$35,014	2023
Mother-wise	CA	\$102,303	Executive Di	\$44,375	\$39,961	2023
Transitional Remedies Solutions	MA	\$102,108	President	\$17,200	\$16,119	2023
The New Citizens Press Community Action Network	MI	\$101,898	Director	\$9,989	\$10,444	2024
Virtuemediac Inc	GA	\$107,745	President & Founder	\$83,197	\$87,241	2023
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$56,034	2023
Servants Heart Outreach	AR	\$101,374	Executive Director	\$25,962	\$29,561	2024
Greater Louisville Intergroup Inc	KY	\$109,188	Coo	\$35,700	\$38,852	2024
Mcsy Qalich Ymca (6859-so1)	WA	\$109,368	Director/president	\$42,956	\$38,958	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dimock Support Corporation	MA	\$100,000	President/ceo	\$23,674	\$22,186	2023
The Williamsburg Institute	VA	\$100,000	Ceo	\$68,000	\$68,473	2023
Helping Hands Ministry	TN	\$109,695	President	\$9,070	\$9,943	2023
Jackson In Action 83 Foundation Inc	FL	\$110,156	Executive Director	\$54,000	\$51,387	2024
Rural Housing Partnership	VA	\$111,091	Executive Director	\$7,190	\$7,033	2024
This Star Won't Go Out Inc	MA	\$111,130	Executive Director	\$24,000	\$21,846	2024
Girls Health Period	OH	\$98,357	President	\$42,058	\$46,456	2023
Globalfest Inc	NY	\$111,384	President	\$13,440	\$12,666	2023
Central Avenue Center Of Hope Inc	KS	\$111,517	Executive Director	\$35,150	\$39,602	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2023 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 CO 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	197 organizations. Compensation range \$4–\$257,816; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$104,790); for reference, expenses \$303,489 and assets \$106,727. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alicia Seidle, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	75 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 (Alicia Seidle) 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 197 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,692 is reasonable (approximately the 89th 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.