

Carbon Underground

Executive Director / CEO

EIN 465582094

CA · NTEE C30

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Randi Fiat, Executive Director / CEO** (\$59,547) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Randi Fiat — reported title “DIRECTOR, STRATEGIC PARTNERSHIPS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

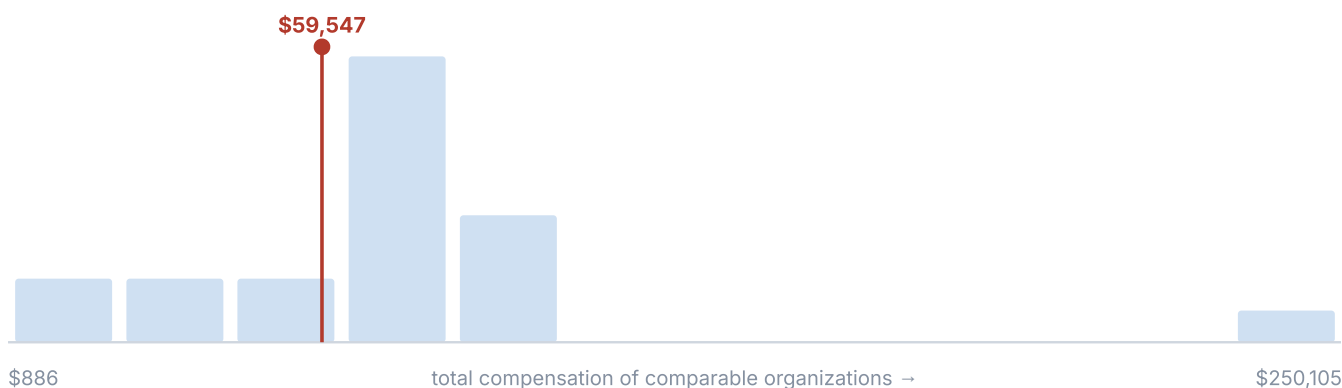
SECTOR Organizations sharing the subject's NTEE classification (C30).

BUDGET Total revenue between \$291,644 and \$652,936 — 0.67x to 1.50x the subject's \$435,291 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (C30) + CA + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,999	\$58,851	\$74,509	\$84,304	\$95,507	\$59,547
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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
Forests Forever Inc	CA	\$431,470	Ex Dir. & Secre	\$79,070	\$73,777	2024
Baduwa't Watershed Council	CA	\$426,600	Board President	\$55,370	\$50,332	2025
Native American Environmental	CA	\$458,322	Executive Dir.	\$69,450	\$64,801	2024
Buena Vista Audubon Society	CA	\$482,988	Executive Dir.	\$95,729	\$87,018	2025
Ocean Futures Society Inc	CA	\$384,635	President	\$81,210	\$78,012	2023
Rescape California	CA	\$499,139	Executive Dir.	\$96,760	\$90,283	2024
Eel River Recovery Project Inc	CA	\$368,368	Board Chair	\$78,325	\$75,240	2023
The Earth Organization	CA	\$516,561	Senior Geohydrolog	\$268,049	\$250,105	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$10,936	2024
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$79,310	2024
Coastside Land Trust	CA	\$535,050	Ed Until June	\$108,018	\$103,764	2023
True Nature Society	CA	\$546,821	Executive Dir.	\$28,703	\$26,782	2024
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$61,691	2025
South Bay Clean Creeks Coalition	CA	\$304,230	Exec. Director	\$104,058	\$94,589	2025
Sugi Foundation	CA	\$299,320	Excfo	\$68,000	\$63,448	2024
Sunflower Star Laboratory	CA	\$299,106	Project Mgr.	\$26,085	\$24,339	2024
Cultural Fire Management Council	CA	\$581,248	President	\$950	\$886	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northshore Environmental Conservancy Inc	CA	\$584,480	President	\$70,624	\$67,843	2023
Wilderness Torah	CA	\$598,285	Int Exec Dir	\$86,626	\$80,827	2024
Earth Discovery Institute	CA	\$613,242	Executive Dir.	\$86,818	\$83,399	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 2022 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	20 organizations. Compensation range \$886–\$250,105; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$435,291); for reference, expenses \$511,556 and assets \$227,868.
ROLE MATCH	Randi Fiat, reported title " <i>DIRECTOR, STRATEGIC PARTNERSHIPS</i> ", 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.
OUTLIERS	3 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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th

All sources (D + E + F), adjusted

25th

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 (Randi Fiat) 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 20 similarly situated organizations (Same NTEE sector (C30) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,547 is reasonable (approximately the 25th 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.