

Release Atlanta Inc

Executive Director / CEO

EIN 471961534

GA · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amber Karr, Executive Director / CEO** (\$13,526) 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 **15th** percentile of comparable organizations below the typical range for comparable organizations

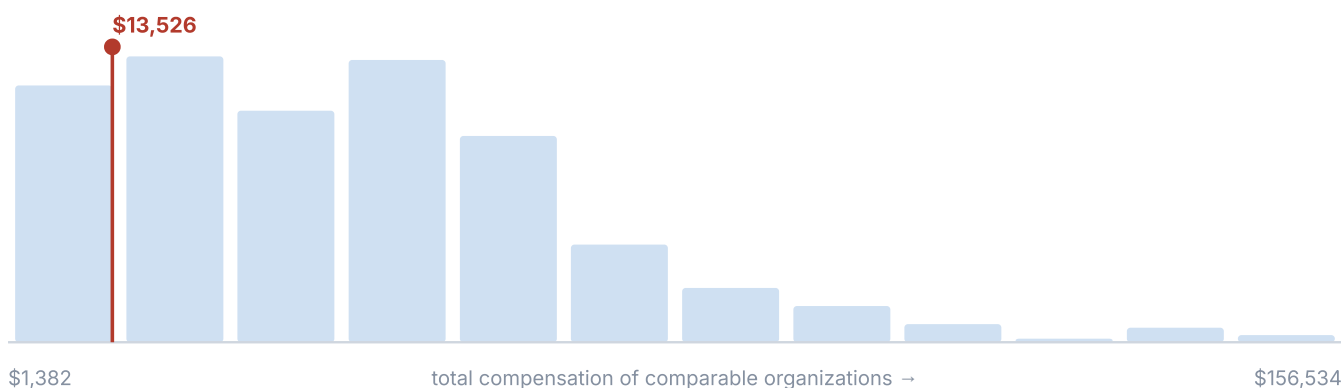
Benchmarked executive: Amber Karr — reported title "Operations Manager", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$208,920 and \$467,731 — 0.67x to 1.50x the subject's \$311,821 (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 form the benchmarked peer set.

Distribution of comparable compensation



\$9,707	\$20,740	\$38,816	\$57,589	\$75,014	\$13,526
---------	----------	----------	----------	----------	----------



■ 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 GA 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
Happy Tails Rescue Foundation	MN	\$312,524	Director	\$51,750	\$50,856	2024
A Forever-home Rescue Foundation Inc	VA	\$312,657	President	\$60,000	\$59,318	2023
Russell Rescue Inc	TN	\$310,926	President	\$22,998	\$24,042	2024
Here Today Adopted Tomorrow Animal	MA	\$313,379	Director	\$2,725	\$2,435	2024
Sullivan County Humane Society	NH	\$313,933	Vice President	\$4,628	\$4,250	2024
Humane Society Of Southern Illinoispca Inc	IL	\$314,265	Shelter Manager	\$23,970	\$23,437	2024
Canines With A Cause	UT	\$309,181	Executive Di	\$84,984	\$89,060	2023
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$38,816	2024
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$58,011	2024
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$60,673	2023
Indigo Rescue Inc	OR	\$316,578	Executive Dir.	\$69,018	\$63,744	2024
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$11,757	2023
Mccook Humane Society Inc	NE	\$306,770	Consultant	\$19,400	\$21,365	2023
The Long Way Home Inc	TX	\$316,953	Executive Director	\$61,500	\$62,991	2023
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$58,415	2024
Misplaced Mutts	NC	\$305,275	Executive Di	\$41,315	\$42,457	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$61,317	2024
Fur-angel Foundation	HI	\$318,660	President	\$27,000	\$24,752	2023
For The Love Of Primates	OH	\$304,798	Executive Director	\$20,000	\$21,068	2024
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$46,243	2023
The Nancy A Shaw Foundation Inc	GA	\$319,572	Executive Di	\$35,000	\$36,034	2023
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$56,710	2024
My Pit Bull Is Family	MN	\$319,945	Executive Director	\$53,830	\$54,463	2023
Spay Neuter Assistance Program Of North	NC	\$303,397	President	\$19,927	\$20,478	2024
Hillsborough County Pet	FL	\$303,119	Executive Director	\$77,308	\$70,367	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 \$1,382–\$156,534; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$311,821); for reference, expenses \$308,450 and assets \$418,584.

ROLE MATCH Amber Karr, reported title *"Operations Manager"*, 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	15 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 (Amber Karr) 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 \$13,526 is reasonable (approximately the 15th 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.