

Tec Centro Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Carlos Graupera, Executive Director / CEO** (\$40,586) against **every comparable organization** that fit the selection criteria — **402** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

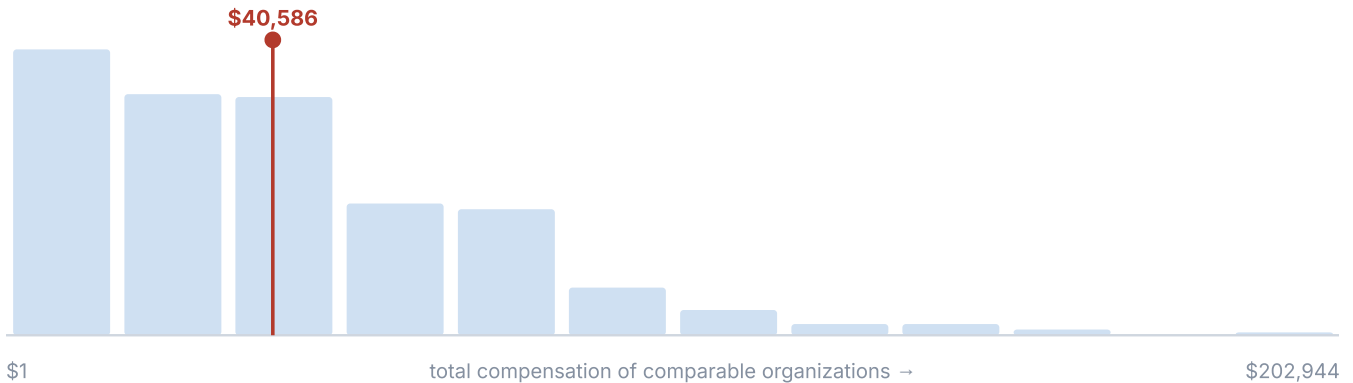
SECTOR Organizations sharing the subject's NTEE classification (S12).

BUDGET Total revenue between \$71,065 and \$159,102 — 0.67x to 1.50x the subject's \$106,068 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

402 organizations qualified on sector, size, and geography → **402** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,107	\$16,369	\$36,922	\$59,281	\$83,236	\$40,586
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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 PA 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
Argentine Betterment Corporation	KS	\$106,067	Executive Dir.	\$70,868	\$76,774	2023
Urbandale Community Action Network	IA	\$106,206	Executive Director	\$40,357	\$44,311	2023
Dudley Economic Empowerment	MA	\$105,750	Executive Director	\$23,723	\$20,763	2024
Aberdeen Main Street Inc	MS	\$106,433	Coordinator	\$17,450	\$18,929	2024
R&r Partners Foundation Inc	NV	\$106,438	President	\$17,902	\$17,994	2023
New Energy Nexus Enventure	CA	\$106,494	Executive Director End: 7/2024	\$28,332	\$23,829	2024
Outdoor Recreation Coalition	CO	\$105,545	Executive Di	\$70,045	\$65,418	2024
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$11,670	2024
Mwh Holdings Inc	CT	\$105,060	President	\$63,653	\$58,130	2024
Group Of 50 Foundation Inc	DC	\$107,129	Executive Director Until September 2024	\$91,819	\$78,480	2024
Ua Local No 62 Building Corporation	CA	\$107,262	Treasurer/business Manager	\$125,808	\$105,812	2024
Sip Inc	IL	\$104,870	Chief Executive Officer	\$27,845	\$26,663	2024
Mid Atlantic Construction Safety Co	PA	\$107,614	Executive Di	\$60,503	\$58,767	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Home Builders Assoc Of Central	VA	\$107,659	Executive Di	\$57,924	\$54,474	2024
Littlemore Properties Corporation	NE	\$104,407	President	\$8,298	\$8,693	2024
Friends Of Honolulu City Lights	HI	\$104,371	Executive Director	\$16,754	\$14,610	2024
New York Passive House Inc	NY	\$107,782	Executive Di	\$32,610	\$28,701	2024
Town Square Inc	NY	\$107,852	Executive Director	\$30,000	\$26,404	2024
Loving Library	AZ	\$107,908	Ceo	\$30,000	\$28,101	2024
Kane County Farm Bureau Foundation	IL	\$104,203	Manager	\$14,168	\$13,567	2024
145 Hudson Realty Corp	CA	\$108,000	Executive Dir.	\$33,861	\$29,320	2023
Forrest And Doris Sensenich Foundation	MO	\$103,999	Director, President & Trea	\$1,000	\$1,062	2023
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$32,792	2025
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$44,618	2024
Progress Mo Education Fund	MO	\$103,629	Executive Di	\$61,293	\$63,232	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	402 organizations. Compensation range \$1–\$202,944; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$106,068); for reference, expenses \$7,074 and assets \$534,564. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carlos Graupera, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	102 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	54 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	85 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 (Carlos Graupera) 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 402 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,586 is reasonable (approximately the 54th 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.