

Alight Alliance To Lead Impact In Global

Executive Director / CEO

EIN 473572074
 CO · NTEE Q70
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Marianna Kosharovsky, Executive Director / CEO** (\$118,421) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

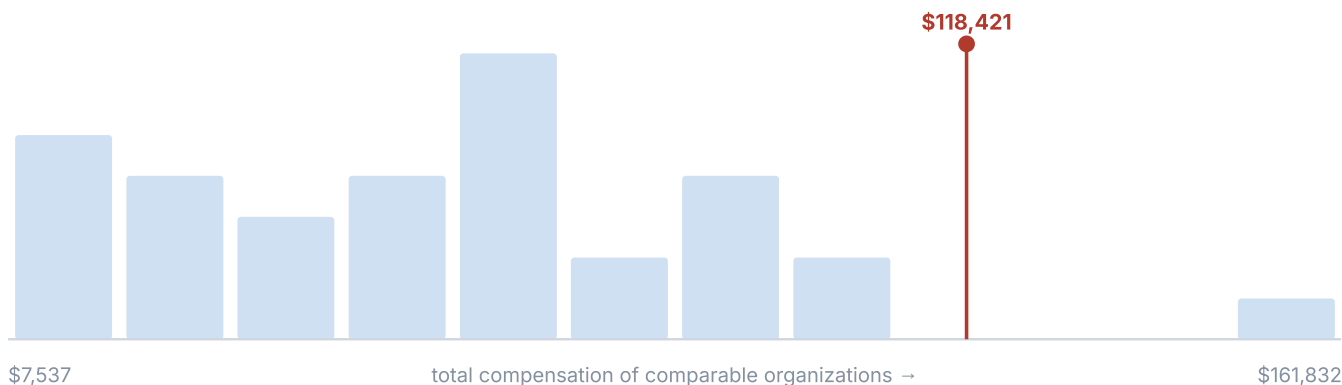
Benchmarked executive: Marianna Kosharovsky — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q70).
BUDGET	Total revenue between \$223,430 and \$500,217 — 0.67x to 1.50x the subject's \$333,478 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q70), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,496	\$26,687	\$58,970	\$79,958	\$94,944	\$118,421
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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
If Americans Knew	CA	\$331,563	President	\$71,108	\$65,926	2023
Foundation For Freedom	WA	\$339,971	President	\$72,000	\$67,227	2024
Dark Bali	CA	\$342,650	Executive Dir.	\$64,618	\$58,191	2024
Accessibility Accelerator Inc	NY	\$344,297	Executive Director	\$64,642	\$60,917	2024
Hope Outreach International	FL	\$345,598	Executive Director	\$38,400	\$38,732	2023
Hostage Families Alliance	DC	\$358,534	President	\$28,334	\$25,930	2024
International Tibet Network	CA	\$307,132	Executive Director	\$48,336	\$44,814	2023
The 88 Project	IL	\$305,757	Executive Dir	\$95,413	\$100,714	2023
Rescue Pink Inc	TX	\$302,677	President	\$66,000	\$70,885	2023
Siamak Pourzand Foundation	MD	\$374,715	Executive Director	\$80,556	\$78,542	2024
Friends Of The Congo	DC	\$291,634	Executive Director	\$8,000	\$7,537	2023
Eg Justice	DC	\$379,194	Executive Dir.	\$93,500	\$88,095	2023
South Texas Human Rights Center Inc	TX	\$283,213	Board Treasurer	\$23,333	\$24,341	2024
Smex Usa Inc	DC	\$282,710	Ceo And Vice President Of The Board	\$22,000	\$20,134	2024
Women's Rights Without Frontiers	MD	\$386,272	President	\$165,982	\$161,832	2024
Project Suma Inc	GA	\$277,482	Intl Director	\$36,996	\$38,794	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Africa School Assistance Project	CO	\$276,789	Executive Director	\$90,600	\$90,600	2024
Inhr	MI	\$273,808	Mr	\$9,555	\$10,589	2023
Peace And Hope International	NC	\$397,264	Coo	\$25,000	\$26,939	2024
Identify Inc	GA	\$268,339	Director	\$78,000	\$84,207	2023
Womens Voices Now Inc	CA	\$400,966	Executive Dir.	\$68,354	\$61,555	2024
Bay Area Anti-trafficking Coalition	CA	\$256,892	President	\$120,200	\$108,244	2024
Joseph And Evelyn Lowery Institute	GA	\$410,128	Ceo/presiden	\$85,000	\$89,131	2024
Operation Broken Silence	TN	\$413,074	Executive Dir.	\$50,000	\$54,811	2024
Ensaaf	CA	\$425,623	Co-director / Secretary Of Board	\$20,337	\$18,314	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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 32 organizations. Compensation range \$7,537–\$161,832; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$333,478); for reference, expenses \$206,023 and assets \$570,139.

ROLE MATCH Marianna Kosharovsky, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	97 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	97 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 (Marianna Kosharovsky) 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 32 similarly situated organizations (Same NTEE sector (Q70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,421 is reasonable (approximately the 97th 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.