

Asls Incorporated

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Laura Schmieder, Executive Director / CEO** (\$8,899) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

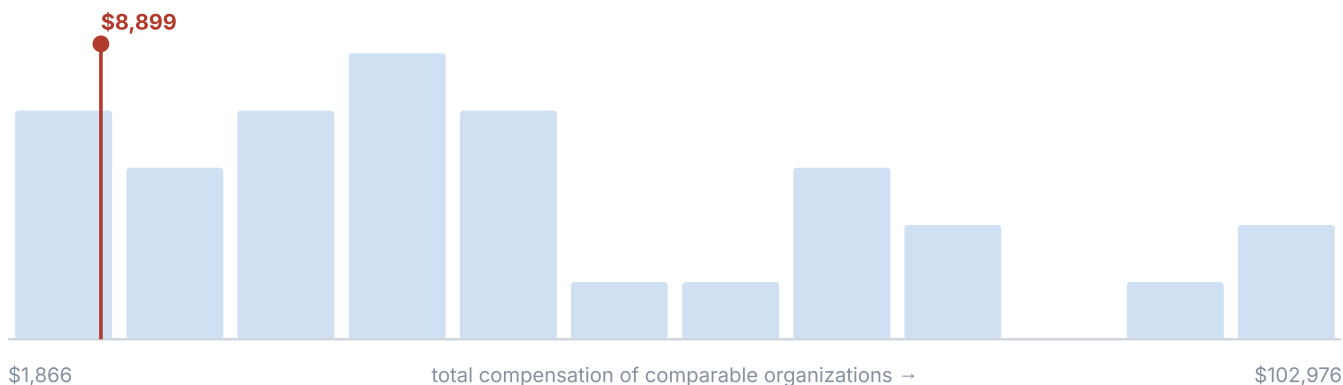
Benchmarked executive: Laura Schmieder — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$154,804 and \$346,576 — 0.67x to 1.50x the subject's \$231,051 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,442	\$20,238	\$32,344	\$59,630	\$76,313	\$8,899
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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
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$64,190	2025
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$18,401	2023
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$29,265	2023
Ag_For Autism	AR	\$216,270	Assistant	\$5,000	\$6,323	2024
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$70,715	2023
Autism Trust Usa	TX	\$208,305	Secretary	\$40,220	\$46,592	2023
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$42,268	2024
International Society For Austism	FL	\$205,078	Executive Di	\$18,270	\$19,306	2024
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$42,268	2024
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$43,898	2024
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$24,866	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$101,962	2023
Coles Horse Autism Therapy Station	VA	\$199,361	Sec/treasurer	\$11,109	\$12,422	2023
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$15,783	2024
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$37,666	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$27,993	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Whole Spectrum Autism Foundation	NJ	\$276,577	Ceo	\$8,640	\$8,677	2024
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$23,035	2023
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$55,558	2024
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$60,987	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$2,022	2024
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,866	2023
Marthas Ranch Foundation	TX	\$174,460	Executive Dir.	\$25,038	\$29,005	2023
Wetherald Behavioral Academy Inc	GA	\$172,453	Board Member	\$26,372	\$29,827	2024
Autism Care Today	CA	\$294,338	Director	\$64,498	\$64,498	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 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 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	30 organizations. Compensation range \$1,866–\$102,976; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$231,051); for reference, expenses \$194,859 and assets \$40,980.
ROLE MATCH	Laura Schmieder, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	13 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 (Laura Schmieder) 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 10, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,899 is reasonable (approximately the 13th 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 10, 2026.