

Palmtrail Inc

Executive Director / CEO

EIN 650324017
 FL · NTEE Z99Z
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Jeannette Perez-gruber, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jeannette Perez-gruber — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$312,814 and \$700,330 — 0.67x to 1.50x the subject's \$466,887 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,119	\$44,816	\$68,468	\$96,178	\$131,742	\$10,000
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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 FL 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
Fear For Breakfast	CA	\$466,639	Executive Director	\$67,835	\$62,353	2024
The June L Mazer Lesbian Archives	CA	\$467,980	Director	\$32,880	\$30,223	2024
Hawaii Children's Cancer Foundation	HI	\$465,340	Executive Director	\$85,448	\$83,841	2023
On-ramps To Careers Inc	DC	\$464,875	Managing Director	\$100,117	\$93,521	2024
Steuben Community Properties Inc	NY	\$463,904	Executive Director	\$25,894	\$24,907	2024
Central Mediation Center	NE	\$471,494	Executive Di	\$93,403	\$106,938	2024
Team Yakima Volleyball	WA	\$461,073	Executive Director	\$76,928	\$73,315	2024
Lewis H Latimer Fund Inc	NY	\$473,577	Executive Dir.	\$85,539	\$82,280	2024
Seg Advanced Modeling Corporation	OK	\$473,998	Secretary	\$23,143	\$27,929	2023
Friends Of The Sharon Art Studio	CA	\$459,628	Executive Dir.	\$89,958	\$82,688	2024
Bay Area Bike Project	CA	\$458,203	Board Member	\$25,250	\$23,895	2023
The Thirteen	DC	\$475,693	Artistic Director	\$45,500	\$43,758	2023
Seeds Of Learning	CA	\$457,240	Executive Dir.	\$94,825	\$87,162	2024
Highline Heritage Museum	WA	\$456,861	Executive Director	\$77,956	\$74,295	2024
Change Is Possible (Chips) Inc	TN	\$478,786	Executive Di	\$88,219	\$96,165	2025
Lundberg Association	WA	\$454,786	President	\$535,028	\$509,902	2024
Silver Impact Inc	FL	\$454,495	Executive Di	\$70,000	\$70,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forest Service Employees For	OR	\$454,119	Executive Di	\$146,820	\$145,137	2024
Global Enteral Device Supplier	GA	\$453,349	Executive Director	\$188,087	\$201,313	2024
1807 Clinton Housing Development Fund	NY	\$480,465	President/ceo	\$50,896	\$50,402	2023
Inland Valley Repertory Theatre	CA	\$446,902	Executive Director	\$33,865	\$32,047	2023
Trinity Terrace Inc	WI	\$446,574	Ceo	\$22,653	\$25,184	2024
Race For The Rescues	CA	\$445,990	Founder & President	\$60,000	\$55,151	2024
Kimberly-shirk Association	CA	\$445,921	Executive Dir.	\$78,314	\$74,111	2023
Four Winds Of Indian Education Inc	CA	\$445,809	Executive Dir.	\$57,305	\$52,674	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	219 organizations. Compensation range \$824–\$509,902; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$466,887); for reference, expenses \$512,429 and assets \$3,018,057.
ROLE MATCH	Jeannette Perez-gruber, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	5 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 (Jeannette Perez-gruber) 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 219 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 5th 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.