

Asociacion Puertorriquena De Hemofilia Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Llanes, Executive Director / CEO** (\$38,143) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

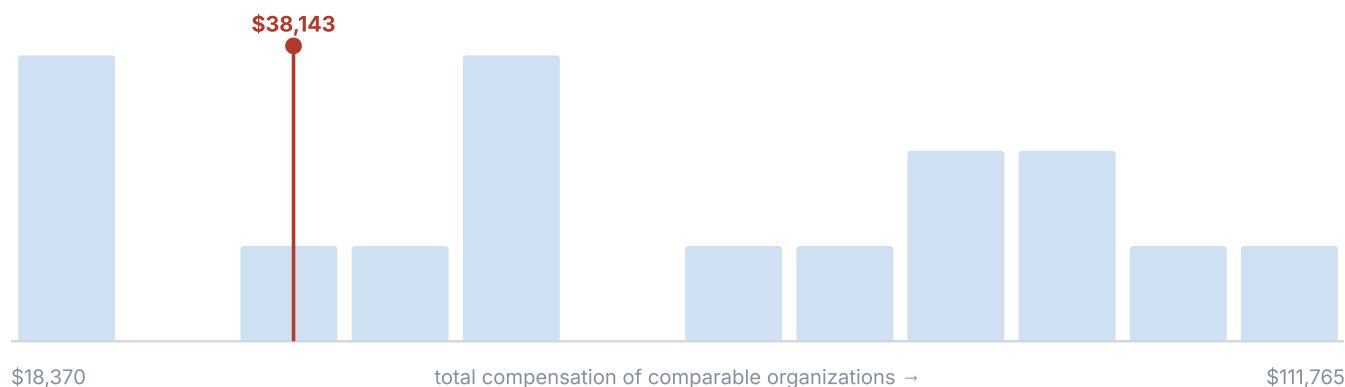
Benchmarked executive: Anthony Llanes — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$224,598 and \$502,831 — 0.67x to 1.50x the subject's \$335,221 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G80), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,656	\$40,337	\$60,274	\$87,837	\$95,074	\$38,143
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Prevention Access Campaign Inc	NY	\$320,548	Board Member	\$20,385	\$20,987	2023
Houses With Hope Inc	NM	\$358,792	President	\$35,346	\$35,346	2024
Sisters' Hope Foundation	PA	\$300,085	President	\$66,412	\$66,412	2024
Hemophilia And Bleeding Disorders Of Alabama Inc	AL	\$297,938	Executive Director	\$84,231	\$86,719	2023
Afe Foundation	CA	\$380,821	Executive Dir.	\$91,192	\$91,192	2024
Wylder Nation Foundation	AZ	\$277,661	President/treasurer	\$79,600	\$81,951	2023
Allo Hope Foundation	AL	\$396,174	Executive Di	\$77,220	\$77,220	2024
Biomedical Research Institute Of	NJ	\$267,661	Key Employee	\$50,035	\$50,035	2024
Montana Empowerment Center Inc	MT	\$260,607	Executive Director	\$52,582	\$54,135	2023
Diabetes Solution Of Oklahoma	OK	\$254,161	Executive Dir.	\$52,048	\$53,585	2023
Asociacion Puertorriquena De Diabetes Inc	PR	\$254,138	Executive Director	\$42,000	\$42,000	2024
Mitoaction Inc	MI	\$416,574	Ceo	\$111,765	\$111,765	2024
Hypoparathyroidism Association Inc	TX	\$458,001	Executive Director	\$98,019	\$98,019	2024
The Blosser Center For Dyslexia Resources	OR	\$466,169	Former Executive Director	\$24,325	\$24,325	2024
The Maryland Sickle Cell Disease Ssociation Incorporated	MD	\$481,769	Executive Director	\$18,370	\$18,370	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gorlin Syndrome Alliance	TX	\$489,524	Executive Director	\$92,129	\$92,129	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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	16 organizations. Compensation range \$18,370–\$111,765; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$335,221); for reference, expenses \$350,913 and assets \$332,568.
ROLE MATCH	Anthony Llanes, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	25 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 (Anthony Llanes) 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 16 similarly situated organizations (Same NTEE sector (G80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,143 is reasonable (approximately the 25th 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.