

Centro Laboral De Graton

Executive Director / CEO

EIN 680472311

CA · NTEE B60

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Eliot Enriquez, Executive Director / CEO** (\$58,545) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Eliot Enriquez — reported title “Interim Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B60).

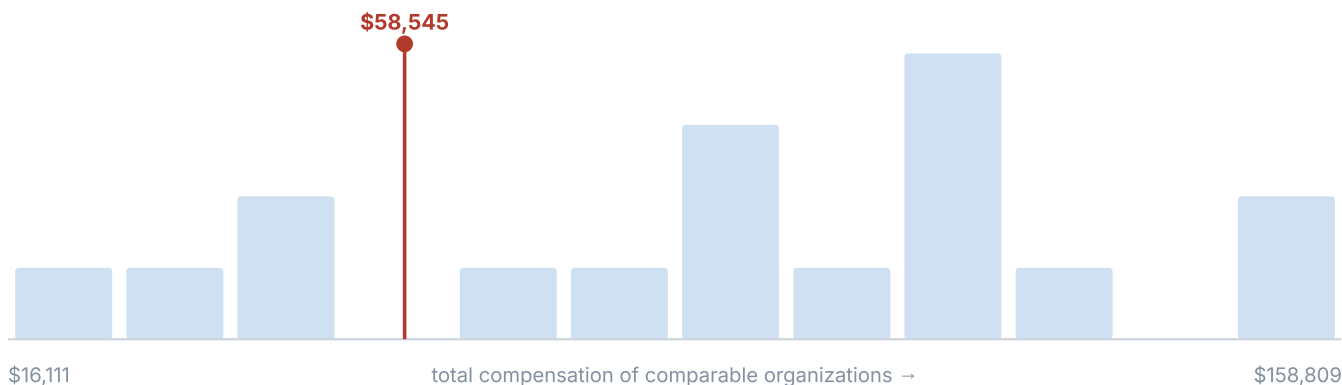
BUDGET Total revenue between \$330,459 and \$739,834 — 0.67x to 1.50x the subject's \$493,223 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60) + CA + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,388

\$69,807

\$95,837

\$114,827

\$137,720

\$58,545



● 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
California Independent Provider	CA	\$493,470	Executive Director	\$112,535	\$112,535	2023
Refugee Jumpstart Coaching	CA	\$508,472	Executive Director	\$32,400	\$31,470	2024
New Lehrhaus The Bay Area Hub	CA	\$516,559	Executive Dir.	\$121,058	\$114,554	2025
Southern California Regional Transit	CA	\$455,596	Executive Dir.	\$163,500	\$158,809	2024
Krishnamurti Center Llc	CA	\$539,428	Director	\$78,741	\$76,482	2024
Medtechwomen	CA	\$552,249	Executive Director	\$118,219	\$114,827	2024
Professional Psych Seminars	CA	\$412,099	Pres & Director	\$51,900	\$49,112	2025
Arrive Alive California Inc	CA	\$580,427	Executive Dir.	\$155,721	\$151,253	2024
Calcpa Institute	CA	\$398,027	President And Ceo	\$16,587	\$16,111	2024
Writing By Writers	CA	\$377,918	President	\$101,278	\$95,837	2025
Plaza Comunitaria Sinaloa	CA	\$348,476	Chief Executive Officer	\$69,807	\$69,807	2023
The Institute Of Classical	CA	\$336,507	Chapter Dire	\$101,823	\$101,823	2023
Live Earth Farm Discovery Program	CA	\$660,277	Executive Dir.	\$93,309	\$90,632	2024
Deep Living Lab	CA	\$677,556	Executive Dir.	\$132,499	\$128,698	2024
Sacred Logos Resource Center	CA	\$682,334	President	\$94,693	\$94,693	2023
Hand In Hand Parenting	CA	\$696,479	Executive Director	\$114,827	\$114,827	2023
California School Nurses Organization	CA	\$733,607	Executive Director	\$48,000	\$48,000	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 17 organizations. Compensation range \$16,111–\$158,809; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$493,223); for reference, expenses \$508,323 and assets \$1,027,487.

ROLE MATCH Eliot Enriquez, reported title "*Interim Exec Director*", 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	18 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 (Eliot Enriquez) 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 17 similarly situated organizations (Same NTEE sector (B60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,545 is reasonable (approximately the 24th 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.