

# Abc 123 Human Resources Inc

Executive Director / CEO

EIN 760207056  
 TX · NTEE P330  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Roslyn Jordan, Executive Director / CEO** (\$21,946) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

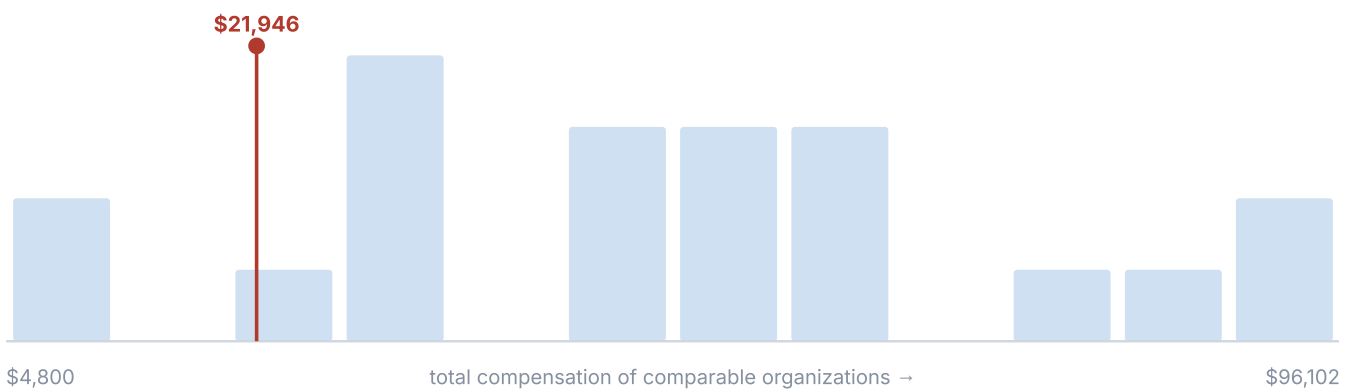
**Benchmarked executive:** Roslyn Jordan — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

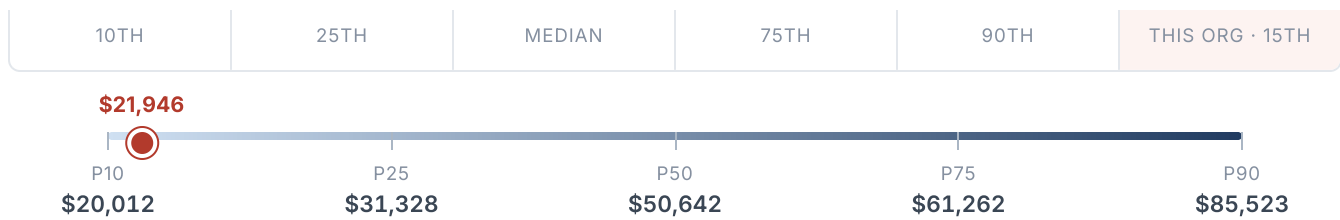
SECTOR	Organizations sharing the subject's NTEE classification (P330).
BUDGET	Total revenue between \$262,717 and \$588,172 — 0.67x to 1.50x the subject's \$392,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33) + TX + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,012	\$31,328	\$50,642	\$61,262	\$85,523	<b>\$21,946</b>
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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 TX 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
<a href="#">Great Beginnings Preschool &amp; Child</a>	TX	\$390,852	Executive Director	\$31,200	<b>\$31,200</b>	2024
<a href="#">Sharon Studer Inc</a>	TX	\$378,476	Executive Direc	\$54,033	<b>\$54,033</b>	2024
<a href="#">Rise Child Development Center Inc</a>	TX	\$409,298	Ceo	\$93,345	<b>\$96,102</b>	2023
<a href="#">Greenville Avenue Child Development Center</a>	TX	\$409,616	Daycare Director	\$42,920	<b>\$44,188</b>	2023
<a href="#">Little Precious Steps</a>	TX	\$355,931	Executive Dir.	\$60,428	<b>\$60,428</b>	2024
<a href="#">Neighborhood Kidz Club</a>	TX	\$346,964	Executive Director	\$59,520	<b>\$61,278</b>	2023
<a href="#">Aunt Faye Early Learning Academy</a>	TX	\$440,385	Ceo	\$30,333	<b>\$29,551</b>	2025
<a href="#">Little Disciples Early Learning</a>	TX	\$338,909	Director	\$86,978	<b>\$84,736</b>	2025
<a href="#">Ls&amp;s Preschool</a>	TX	\$310,898	President	\$54,724	<b>\$53,313</b>	2025
<a href="#">El Kinder Bilingual Academy Inc</a>	TX	\$475,678	Ass Director	\$47,970	<b>\$47,970</b>	2024
<a href="#">Longview Child Development Center</a>	TX	\$477,362	Executive Di	\$56,387	<b>\$56,387</b>	2024
<a href="#">Trinity Child Development Center</a>	TX	\$495,386	Executive Director	\$59,500	<b>\$61,257</b>	2023
<a href="#">Bethel Childrens Day Care Center</a>	TX	\$280,348	Director	\$31,727	<b>\$31,727</b>	2024
<a href="#">Church Women United-child Care Cent</a>	TX	\$276,693	President	\$4,800	<b>\$4,800</b>	2024
<a href="#">Smartie Pants Academy Center Houston</a>	TX	\$509,537	Director	\$89,950	<b>\$92,607</b>	2023
<a href="#">Gray County Latchkey Inc</a>	TX	\$265,887	Exec Directo	\$30,471	<b>\$31,371</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mba Mi Mundo Daycare</a>	TX	\$265,715	Director	\$12,169	<b>\$12,169</b>	2024
<a href="#">St Pius X Early Care And Education</a>	TX	\$542,234	Executive Dir.	\$20,883	<b>\$20,883</b>	2024
<a href="#">Promise Ministries</a>	TX	\$564,281	Director	\$45,815	<b>\$45,815</b>	2024
<a href="#">Teeter Totter Village Inc</a>	TX	\$566,580	President	\$80,834	<b>\$80,834</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 20 organizations. Compensation range \$4,800–\$96,102; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$392,115); for reference, expenses \$203,240 and assets \$354,199. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Roslyn Jordan, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	15 <sup>th</sup>

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

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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 (Roslyn Jordan) 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 20 similarly situated organizations (Same NTEE sector (P33) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,946 is reasonable (approximately the 15<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.