

Eastmont Court Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dan Sawislak, Executive Director / CEO** (\$47,732) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

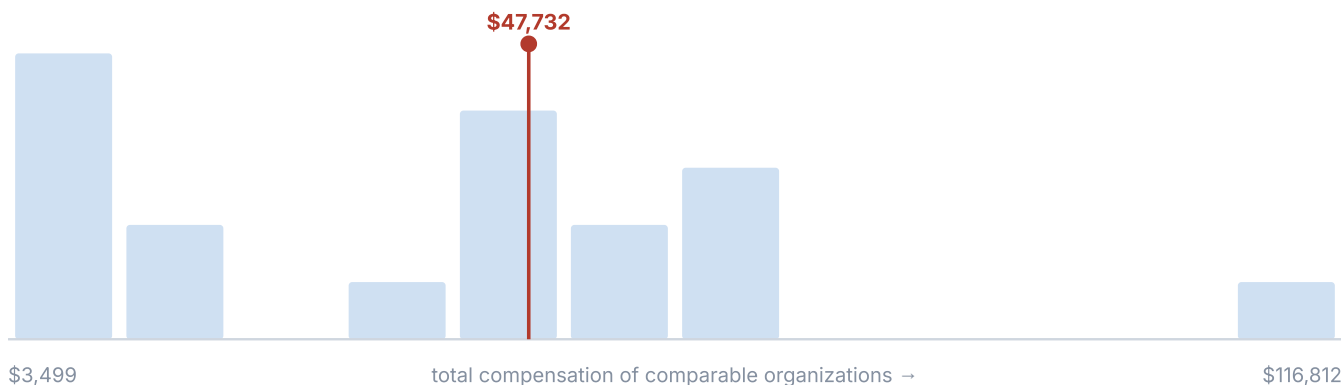
Benchmarked executive: Dan Sawislak — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$158,312 and \$354,432 — 0.67x to 1.50x the subject's \$236,288 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21) + CA + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,289	\$12,600	\$42,876	\$53,704	\$62,687	\$47,732
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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
Folsom Oaks Apartments Inc	CA	\$229,992	Ceo	\$6,235	\$6,056	2024
Buckelew Housing Inc	CA	\$229,064	President	\$57,708	\$54,608	2025
Canon Barcus Inc	CA	\$224,718	President	\$43,325	\$42,082	2024
Union Seniors Association Inc	CA	\$221,496	President	\$11,850	\$11,510	2024
Edith Street Apartments Inc	CA	\$257,405	Former Exec Dir	\$15,870	\$15,870	2023
Catalyst Housing Inc	CA	\$214,975	Executive Dir.	\$3,602	\$3,499	2024
Rubicon Homes	CA	\$212,559	Ceo And President	\$10,555	\$10,252	2024
St Annes Retirement Community	CA	\$201,444	Ceo President	\$63,000	\$61,193	2024
San Leandro Supportive Housing Inc	CA	\$194,384	President	\$43,669	\$43,669	2023
Lupine Housing Inc	CA	\$279,929	Executive Dir.	\$3,602	\$3,499	2024
Cedar Street Apartments Inc	CA	\$190,900	Executive Director	\$19,654	\$19,654	2023
Brisbane Senior Housing Inc	CA	\$189,312	Evp/cfo	\$120,262	\$116,812	2024
Aspen Drive Housing Inc	CA	\$168,531	Ceo	\$47,732	\$47,732	2023
Burbank Accessible Apt Corp	CA	\$158,575	Chief Executive Officer	\$61,000	\$61,000	2023
Culver City Rotary Plaza Inc	CA	\$315,455	President/ceo	\$68,128	\$66,173	2024
Los Robles Apartments Inc	CA	\$319,840	Secretary	\$52,496	\$50,990	2024
Drachma Housing Inc	CA	\$344,278	Ceo	\$47,732	\$47,732	2023
The Salvation Army Missoula Residences Inc	CA	\$350,630	President	\$32,694	\$32,694	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	18 organizations. Compensation range \$3,499–\$116,812; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,288); for reference, expenses \$421,721 and assets \$2,947,822. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dan Sawislak, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Dan Sawislak) 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 18 similarly situated organizations (Same NTEE sector (L21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,732 is reasonable (approximately the 56th 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.