

Global One80 Inc

Executive Director / CEO

EIN 814552815

AZ · NTEE W19

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joaquin A Vargas, Executive Director / CEO** (\$46,000) against **every comparable organization** that fit the selection criteria — **398** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Joaquin A Vargas — reported title “CHIEF OPERATING OFFICER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W19).

BUDGET Total revenue between \$281,121 and \$629,377 — 0.67x to 1.50x the subject's \$419,585 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

398 organizations qualified on sector, size, and geography → **398** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$17,310

\$38,588

\$75,222

\$112,686

\$155,660

\$46,000



■ 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 AZ 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
Friends Of Fisher House - Illinois Inc	IL	\$419,182	President	\$45,000	\$46,001	2024
The National Foundation For	VA	\$421,029	Executive Di	\$242,406	\$243,369	2024
To The Village Square Inc	FL	\$422,019	Founder & Ce	\$85,000	\$83,029	2024
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$127,601	2023
Missoula Institute For Sustainable Transportation	MT	\$416,493	Executive Director	\$15,289	\$17,137	2024
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$96,671	2024
716 Squash Inc	NY	\$416,006	Executive Director	\$81,036	\$76,141	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$83,844	2024
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,715	2024
Massachusetts Association Of Assessing	MA	\$415,740	Executive Director	\$58,500	\$53,252	2025
In The Weeds	CO	\$415,629	Executive Dir.	\$64,434	\$64,243	2024
New Brantner Extension Ditch Company	CO	\$415,464	Ditch Superintendent	\$56,667	\$56,499	2024
It's About The Warriors Foundation	PA	\$415,009	Executive Director/president/secretary	\$85,980	\$89,155	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Better Wisconsin Together Institute	WI	\$414,610	Executive Director	\$15,467	\$16,796	2024
Farm Labor Research Project	OH	\$413,566	Secretary	\$30,900	\$34,030	2024
Hebrew Free Loan Association Of Dc	MD	\$413,527	Executive Director	\$49,350	\$47,974	2024
Health Information Exchange Of Montana	MT	\$413,429	Executive Director	\$6,075	\$6,633	2025
Maternity Bvm Credit Union	IL	\$426,649	Pres/treas	\$66,513	\$70,001	2023
California Operation Lifesaver Inc	CA	\$427,839	Executive Dir.	\$88,137	\$79,135	2024
Women Winning	MN	\$428,587	Executive Director	\$160,542	\$164,947	2024
Rjiok Foundation	OK	\$429,260	President	\$91,700	\$104,993	2024
Northwest Hub	OR	\$409,241	Executive Di	\$55,502	\$53,594	2024
Tulsa Foundation For Architecture	OK	\$409,240	Executive Director	\$98,914	\$113,253	2024
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$44,394	2024
Michigan Credit Union Foundation	MI	\$432,747	Executive Director	\$3,029	\$3,346	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	398 organizations. Compensation range \$141–\$887,156; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$419,585); for reference, expenses \$420,623 and assets \$67,094.
ROLE MATCH	Joaquin A Vargas, reported title " <i>CHIEF OPERATING OFFICER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	22 nd

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 (Joaquin A Vargas) 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 398 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,000 is reasonable (approximately the 28th 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.