

Right On Mobile Education

Executive Director / CEO

This analysis benchmarks the total compensation of **Alexa Garrido, Executive Director / CEO** (\$38,082) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alexa Garrido — reported title “Director”, 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 (B90).

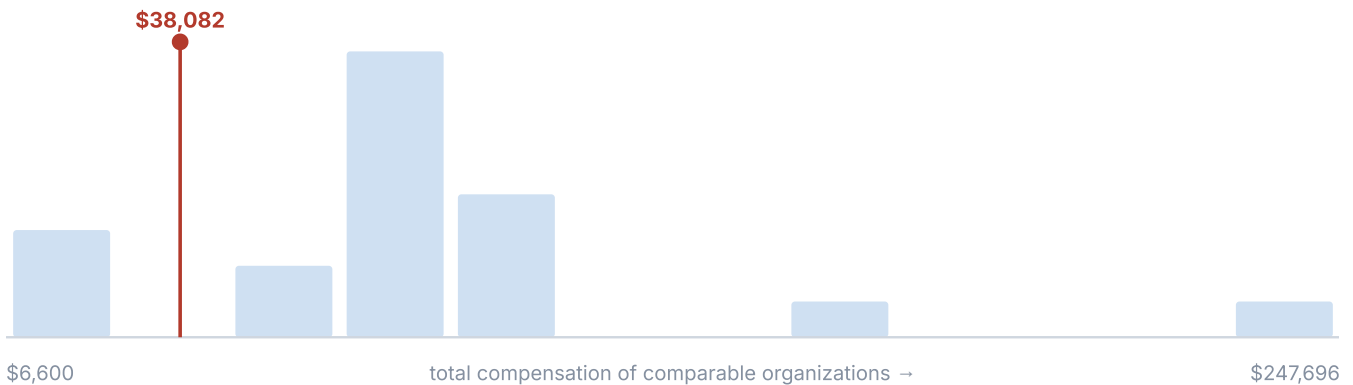
BUDGET Total revenue between \$324,650 and \$726,829 — 0.67x to 1.50x the subject's \$484,553 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + CO + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,548	\$62,280	\$80,000	\$97,407	\$116,106	\$38,082
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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 CO 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
Roaring Fork Valley Early	CO	\$484,731	Executive Di	\$88,680	\$86,394	2025
Charter Facility Solutions	CO	\$478,719	Executive Director	\$240,590	\$247,696	2023
Routt County Riders	CO	\$455,653	Executive Dir.	\$79,660	\$79,660	2024
Edgewater Collective	CO	\$445,902	Executive Director	\$65,500	\$67,435	2023
Roots Family Center	CO	\$441,622	Executive Director	\$106,741	\$103,990	2025
Early Childhood Council Of La Plata	CO	\$531,893	Executive Di	\$73,966	\$72,059	2025
Makerusa Inc	CO	\$551,590	Co-founder And Ceo And Board Member	\$98,096	\$98,096	2024
Scd Enrichment Program	CO	\$406,821	Founder/executive Director	\$80,000	\$82,363	2023
Colorado Rising For Communities	CO	\$372,469	Executive Di	\$80,195	\$82,564	2023
The Undergraduate Interfraternity	CO	\$360,997	President	\$6,600	\$6,600	2024
Global Leaders Inc	CO	\$355,123	Executive Director	\$16,250	\$16,250	2024
Baroque Chamber Orchestra Of Colorado	CO	\$347,299	President	\$7,946	\$7,741	2025
Restorative Justice Education	CO	\$621,890	President	\$57,125	\$57,125	2024
Launch Network	CO	\$622,349	President	\$101,000	\$103,983	2023
A Childs Song Inc	CO	\$635,927	Executive Director	\$71,558	\$73,672	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
CIRCLE	CO	\$330,568	Executive Director And Founder	\$80,000	\$80,000	2024
Denver Asset Building Coalition	CO	\$664,563	Executive Director And Tax Attorney	\$164,571	\$164,571	2024
Cci Foundation Inc	CO	\$678,873	Executive Director	\$49,692	\$49,692	2024
Youthroots	CO	\$695,807	Executive Di	\$93,942	\$96,717	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	19 organizations. Compensation range \$6,600–\$247,696; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$484,553); for reference, expenses \$446,930 and assets \$267,943.
ROLE MATCH	Alexa Garrido, reported title " <i>Director</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	16 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 (Alexa Garrido) 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 19 similarly situated organizations (Same NTEE sector (B90) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,082 is reasonable (approximately the 16th 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.