PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Pathos Labs

Executive Director / CEO

EIN **824056008**
CO · NTEE W99
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Romain Vakilitabar, Executive Director / CEO** ($60,667) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 46th percentile of comparable organizations

within the typical range

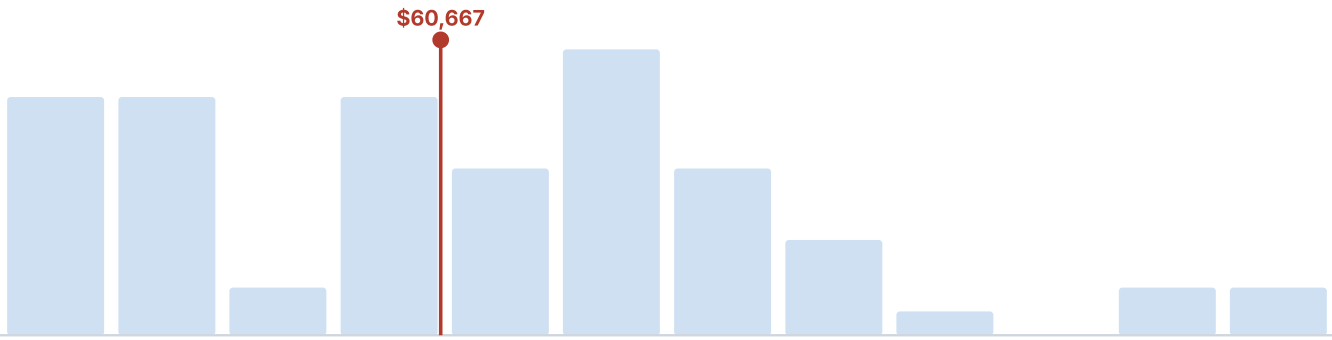
> **Benchmarked executive:** Romain Vakilitabar — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between $221,418 and $495,714 — 0.67× to 1.50× the subject's $330,476 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



$215 — total compensation of comparable organizations → — $183,188

$9,883	$23,870	$63,431	$83,621	$115,744	$60,667

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
Transportation Riders United Inc	MI	$331,276	Executive Di	$71,269	**$76,716**	2024
Ground Work Play Therapy Inc	OH	$328,423	Executive Di	$45,980	**$50,788**	2024
The Peavey Project	VA	$325,088	Officer	$105,000	**$105,730**	2024
Bike Library Inc	IA	$336,285	Executive Director	$57,380	**$67,457**	2023
Buried Asset Management Institute-international	AL	$324,510	Executive Director	$20,496	**$23,774**	2023
Ladder To The Moon Network	ME	$314,514	President	$10,802	**$11,613**	2023
Sleepawake Inc	CA	$313,572	Executive Director	$34,277	**$30,868**	2024
Family Guide	WA	$311,614	President	$24,800	**$23,156**	2024
Revive Community Health Center	MI	$352,240	Ceo	$77,787	**$83,733**	2024
Listen First Project Inc	NC	$308,628	President And Exec Directo	$170,000	**$183,188**	2024
The Connection Inc	MD	$307,349	President	$62,500	**$60,938**	2024
Passion And Purpose Ministries	CA	$307,187	Director	$63,545	**$57,224**	2024
The Davis Phoenix Coalition	CA	$354,895	Executive Director	$20,192	**$18,184**	2024
WIs Foundation	SC	$355,853	President	$105,000	**$114,238**	2024
Privacy Rights Clearinghouse	CA	$304,404	Executive Director	$114,841	**$103,418**	2024
Achieving Dreams	TX	$302,069	Executive Director	$46,137	**$48,131**	2024
Georgia Hi-lo Trail Inc	GA	$359,926	President	$21,426	**$22,467**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boca Raton Acquatics Inc	FL	$300,613	President	$116,991	**$118,003**	2023
International Peace Group	OR	$300,112	President	$8,000	**$7,748**	2024
One Love Animal Rescue Inc	GA	$360,867	Ceo	$16,500	**$17,302**	2024
Rhode Island Saltwater Anglers Association	RI	$364,784	Executive Director	$46,671	**$48,050**	2023
Veterans Club Inc	KY	$365,733	Vice President	$65,000	**$74,980**	2023
Black Product Managers	CA	$368,688	Executive Director	$186,000	**$167,499**	2024
Community Partners Campus Inc	WI	$291,585	Executive Di	$76,673	**$83,509**	2024
Cornerstone Collaboration For Societal	AZ	$291,068	Vp/secretary	$94,000	**$94,279**	2024

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	**67** organizations. Compensation range $215–$183,188; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($330,476); for reference, expenses $219,947 and assets $233,058.
ROLE MATCH	Romain Vakilitabar, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS	2 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	**46th**
Total compensation (D + F), as reported (no adjustments)	**48th**
Reportable pay only (column D), adjusted	**46th**
All sources (D + E + F), adjusted	**43rd**

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 (Romain Vakilitabar) 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 67 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $60,667 is reasonable (approximately the 46th 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.