

# Paltrek Inc

Executive Director / CEO

EIN 831620495

NY · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Sakha, Executive Director / CEO** (\$11,485) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Sarah Sakha — 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

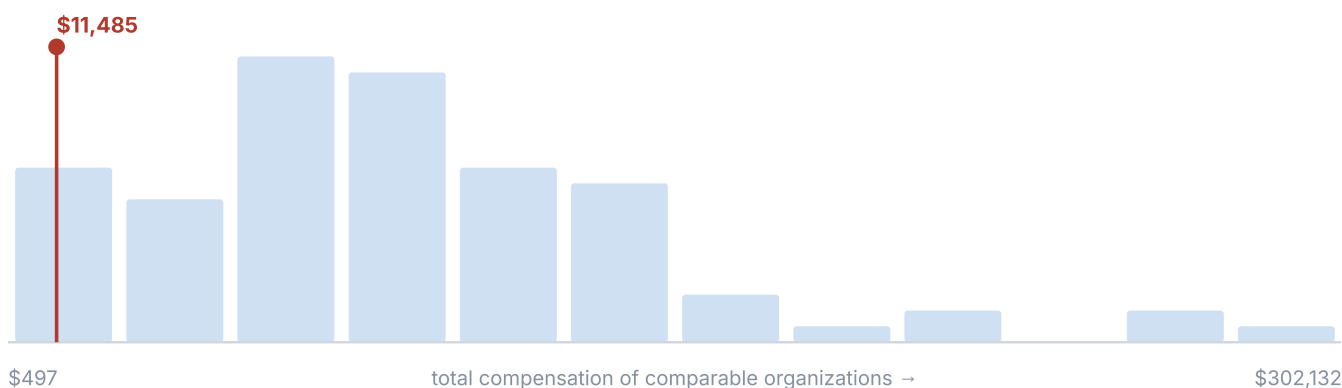
**SECTOR** Organizations sharing the subject's NTEE classification (B01).

**BUDGET** Total revenue between \$279,382 and \$625,483 — 0.67x to 1.50x the subject's \$416,989 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

**85** organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,752

\$56,350

\$82,853

\$112,199

\$146,793

\$11,485



## ● 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 NY 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="#">Be Loud Studios</a>	LA	\$417,018	Executive Dir.	\$70,000	<b>\$82,853</b>	2024
<a href="#">Nashville Propel Parent Institute Inc</a>	TN	\$417,900	Executive Director	\$106,347	<b>\$120,158</b>	2024
<a href="#">Alabama Justice Initiative</a>	AL	\$422,395	Board President/ Executive	\$126,617	<b>\$151,378</b>	2023
<a href="#">South Carolina First Steps To</a>	SC	\$423,812	Executive Di	\$48,125	<b>\$55,561</b>	2023
<a href="#">South Carolina First Steps</a>	SC	\$406,282	Executive Di	\$57,503	<b>\$66,388</b>	2023
<a href="#">District Of Columbia Association For The</a>	DC	\$428,548	Exec. Dir. (From 6/2024-12/2024 )	\$68,269	<b>\$64,395</b>	2024
<a href="#">Biomimicry For Social Innovation</a>	NM	\$432,266	Executive Director	\$36,546	<b>\$43,499</b>	2023
<a href="#">Substance Abuse Program Administrators Association</a>	FL	\$432,486	Executive Director	\$110,446	<b>\$111,527</b>	2024
<a href="#">Scotland County Partnership For</a>	NC	\$436,229	Exe.director	\$96,611	<b>\$110,471</b>	2023
<a href="#">Empower 8 Inc</a>	CA	\$391,749	Executive Dir.	\$89,073	<b>\$82,676</b>	2024
<a href="#">Choose Aerospace Inc</a>	OK	\$443,443	Executive Director	\$110,344	<b>\$130,604</b>	2024
<a href="#">Readmontana</a>	MT	\$388,525	Executive Dir.	\$80,400	<b>\$93,158</b>	2024
<a href="#">National Latino Farmers And Ranchers</a>	DC	\$446,919	Chairman Of The Board	\$16,000	<b>\$15,092</b>	2024
<a href="#">The Kroussaw Foundation</a>	DC	\$449,643	President & Ceo	\$66,349	<b>\$60,971</b>	2025
<a href="#">Trans Women In Need Of Services Inc</a>	FL	\$380,202	Executive Director	\$116,875	<b>\$118,019</b>	2024
<a href="#">Turn The Page Stl</a>	MO	\$378,952	Executive Director	\$80,545	<b>\$91,699</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Uprise Collective</a>	OR	\$375,361	Executive Dir.	\$91,106	<b>\$90,943</b>	2024
<a href="#">Ne Steam Coalition</a>	OR	\$459,582	Executive Di	\$265,556	<b>\$265,081</b>	2024
<a href="#">Vip Consortium Inc</a>	GA	\$373,476	Executive Director	\$6,000	<b>\$6,485</b>	2024
<a href="#">Idaho Family Policy Center Inc</a>	ID	\$372,895	President	\$118,850	<b>\$139,915</b>	2023
<a href="#">Mclain Association For Children</a>	CA	\$462,202	Ceo	\$91,000	<b>\$84,464</b>	2024
<a href="#">Chowan Perquimans Smart Start Partnership</a>	NC	\$463,807	Executive Director	\$83,873	<b>\$93,155</b>	2024
<a href="#">Maryland Family Institute</a>	MD	\$367,020	President	\$37,500	<b>\$38,798</b>	2023
<a href="#">The 15 White Coats Inc</a>	LA	\$359,824	Executive Director	\$36,923	<b>\$44,993</b>	2023
<a href="#">Houghton Main Street Foundation</a>	DC	\$477,847	Director	\$2,000	<b>\$1,887</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 85 organizations. Compensation range \$497–\$302,132; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$416,989); for reference, expenses \$566,569 and assets \$234,894.

**ROLE MATCH** Sarah Sakha, reported title "*DIRECTOR*", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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

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 (Sarah Sakha) 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 85 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,485 is reasonable (approximately the 6<sup>th</sup> 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.