

# Sola Robotics

Executive Director / CEO

This analysis benchmarks the total compensation of **Jennifer Lashley, Executive Director / CEO** (\$57,960) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer Lashley — 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 (O50).

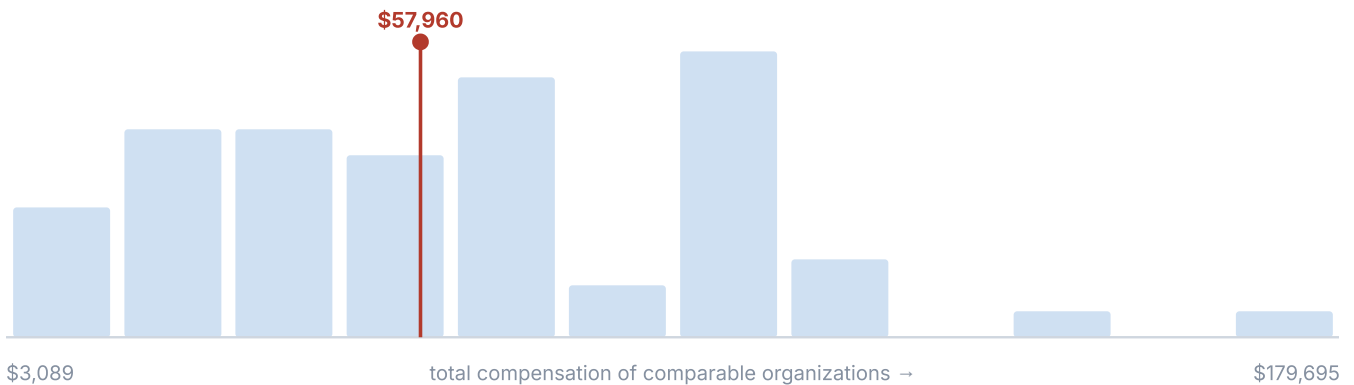
**BUDGET** Total revenue between \$232,956 and \$521,544 — 0.67x to 1.50x the subject's \$347,696 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,938	\$34,970	\$62,419	\$95,363	\$104,600	\$57,960
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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
<a href="#">The Greenhouse</a>	CA	\$348,281	Executive Director (March To Present)	\$59,913	<b>\$59,913</b>	2024
<a href="#">Srd-straightening Reins Foundation</a>	CA	\$346,745	Director	\$35,256	<b>\$35,256</b>	2024
<a href="#">Ourtism</a>	CA	\$343,806	Founder	\$30,414	<b>\$31,312</b>	2023
<a href="#">Santa Clara Diving Club</a>	CA	\$343,321	Head Coach	\$95,150	<b>\$95,150</b>	2024
<a href="#">Santa Barbara School Of Squash</a>	CA	\$342,875	Executive Director	\$106,670	<b>\$106,670</b>	2024
<a href="#">East Los Angeles Boys And Girls Club</a>	CA	\$342,376	Executive Director	\$67,320	<b>\$69,308</b>	2023
<a href="#">Levon Ishtoyan Foundation</a>	CA	\$342,158	Treasurer	\$28,000	<b>\$28,827</b>	2023
<a href="#">Truly Reviving Our Youth</a>	CA	\$353,693	Director & President (Cvo)	\$95,212	<b>\$98,024</b>	2023
<a href="#">Fostering Youth Independence</a>	CA	\$335,766	Treasurer	\$62,000	<b>\$63,831</b>	2023
<a href="#">Encampment For Citizenship</a>	CA	\$367,995	Executive Director	\$67,560	<b>\$67,560</b>	2024
<a href="#">Aguas Sagradas Inc</a>	CA	\$368,466	Director	\$63,700	<b>\$65,582</b>	2023
<a href="#">African American Chamber Of San Joaquin Foundation</a>	CA	\$371,277	Ceo/director	\$69,805	<b>\$69,805</b>	2024
<a href="#">Icanhelp</a>	CA	\$375,849	Ceo	\$86,667	<b>\$86,667</b>	2024
<a href="#">The Village Nation Inc</a>	CA	\$378,833	Founder/ceo	\$23,990	<b>\$23,990</b>	2024
<a href="#">Kollab Youth</a>	CA	\$379,747	Ceo	\$179,695	<b>\$179,695</b>	2024
<a href="#">We Lead Ours</a>	CA	\$313,210	Ceo	\$34,112	<b>\$34,112</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Drawbridge</a>	CA	\$309,553	Executive Dir.	\$102,999	<b>\$102,999</b>	2024
<a href="#">The Blue Heart Foundation</a>	CA	\$309,138	Vice President	\$11,711	<b>\$11,711</b>	2024
<a href="#">Reach Bridge Extended Learning Programs Inc</a>	CA	\$388,230	President	\$93,400	<b>\$93,400</b>	2024
<a href="#">Football For Her Inc</a>	CA	\$393,827	Executive Di	\$52,491	<b>\$52,491</b>	2024
<a href="#">Focusfish Inc</a>	CA	\$296,355	Executive Dir.	\$73,963	<b>\$76,148</b>	2023
<a href="#">New Hope Community Development</a>	CA	\$295,653	Executive Dir.	\$16,000	<b>\$16,473</b>	2023
<a href="#">Im A Movement Not A Monument</a>	CA	\$294,495	Ceo	\$19,875	<b>\$19,875</b>	2024
<a href="#">The Axiom Project Inc</a>	CA	\$290,761	Executive Dir.	\$53,406	<b>\$53,406</b>	2024
<a href="#">Sacred Rok</a>	CA	\$289,602	Executive Dir.	\$43,000	<b>\$44,270</b>	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 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 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	56 organizations. Compensation range \$3,089–\$179,695; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$347,696); for reference, expenses \$365,563 and assets \$13,524.
ROLE MATCH	Jennifer Lashley, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Jennifer Lashley) 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 56 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,960 is reasonable (approximately the 45<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.