

Road Show Inc

Executive Director / CEO

EIN 843127081

IL · NTEE A60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carrie Bramlett, Executive Director / CEO** (\$42,220) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

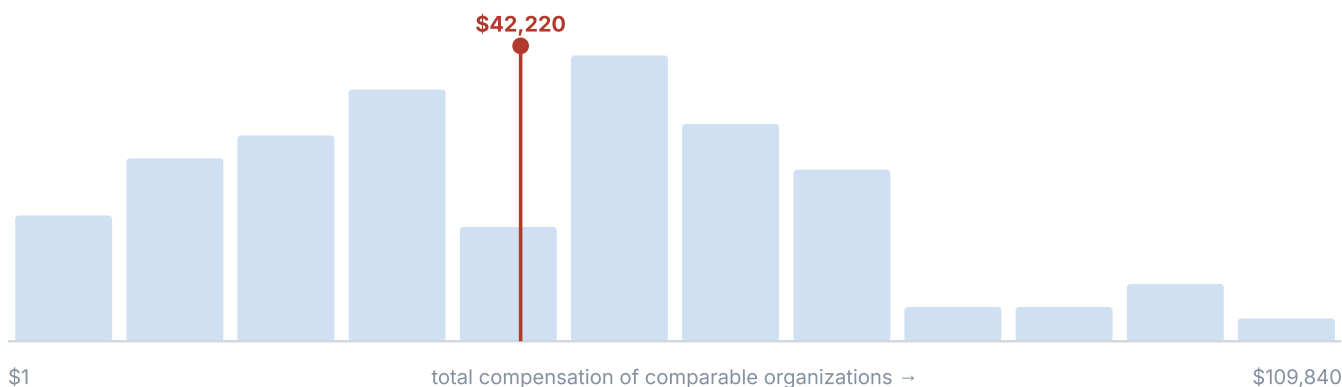
Benchmarked executive: Carrie Bramlett — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$182,734 and \$409,107 — 0.67x to 1.50x the subject's \$272,738 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,598	\$25,224	\$41,208	\$59,617	\$72,499	\$42,220
----------	----------	----------	----------	----------	----------



● 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 IL 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
Caldwell Fine Arts Series Inc	ID	\$272,847	Director	\$47,429	\$49,998	2025
Kid Pan Alley	VA	\$273,708	Artistic & Executive Direc	\$64,466	\$65,184	2023
South Side Suzuki Cooperative	IL	\$269,849	President &	\$67,648	\$69,646	2023
Melodic Movements Performing Arts Program Inc	DE	\$276,768	President	\$49,600	\$50,859	2023
Summertrios Inc	NJ	\$268,459	Director Eme	\$2,800	\$2,543	2024
Zionsville Showchoirs Inc	IN	\$268,136	Co-exec. Director	\$9,000	\$9,654	2024
Hickory Ballet And Performing Arts	NC	\$278,659	Executive Dir.	\$27,100	\$29,323	2023
Spotlight Performing Arts Center	UT	\$266,526	President	\$60,000	\$64,308	2023
Kulu Mele African Dance And Drum Ensemble	PA	\$266,473	Executive Director	\$58,505	\$59,345	2024
Montavilla Jazz Festival	OR	\$279,212	Executive Director	\$26,400	\$24,938	2024
Theatre Nova	MI	\$266,152	President	\$39,658	\$42,866	2023
Columbus Music And Art Academy	OH	\$265,672	Exec Directo	\$79,500	\$85,649	2024
Encore Performing Arts	UT	\$264,181	Executive Team	\$7,650	\$7,964	2024
Carpinteria Community Theater Inc	CA	\$281,492	Executive Director	\$50,000	\$43,917	2024
Santa Clara Valley Performing Arts Association	CA	\$282,072	Artistic Director	\$20,000	\$17,567	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Innovation Arts Academy Inc	KY	\$262,338	Executive Director	\$18,000	\$19,671	2024
Mountain Air Modern Dance	MT	\$262,198	President And Executive Director	\$53,422	\$58,575	2024
Indigenouways Incorporated	NM	\$260,757	Executive Director	\$66,000	\$72,206	2024
The Oratorio Society Of Virginia	VA	\$284,836	Executive Director	\$29,875	\$28,585	2025
Royal Stage Christian Performing Arts	CA	\$286,993	Executive Director	\$11,000	\$9,947	2023
Inspire Music Service Hope Inc	AZ	\$288,484	Executive Director	\$24,000	\$24,171	2023
Deane Center For The Performing Arts Inc	PA	\$256,723	Executive Director	\$60,000	\$62,659	2023
Cabot Community Association Inc	VT	\$256,308	Executive Director	\$11,990	\$12,275	2024
The Beat Berkeley Performing Arts Inc	CA	\$256,115	Executive Dir.	\$28,789	\$26,033	2023
Everett	RI	\$291,469	Co-artistic Director/treas	\$35,100	\$35,246	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **149** organizations. Compensation range \$1–\$109,840; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$272,738); for reference, expenses \$285,588 and assets \$146,690.
ROLE MATCH	Carrie Bramlett, reported title " <i>Executive Director</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	50 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 (Carrie Bramlett) 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 149 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,220 is reasonable (approximately the 50th 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.