

Paradise Parrot Rescue Inc

Executive Director / CEO

EIN 850891482

AZ · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bryan Klontz, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **309** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$153,114 and \$342,793 — 0.67x to 1.50x the subject's \$228,529 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

309 organizations qualified on sector, size, and geography → **309** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,810	\$18,837	\$34,468	\$54,203	\$69,762	\$60,000
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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 AZ 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
Etosha Rescue & Adoption Center	TX	\$228,766	Director/president	\$4,000	\$4,160	2024
Greater New Haven Cat Project Inc	CT	\$228,181	President	\$30,620	\$30,734	2023
Union County Humane Society	TN	\$228,181	Executive Director	\$55,937	\$62,943	2023
Underdog Heroes Inc	CA	\$229,357	Ceo	\$30,687	\$27,553	2024
Longview Paws	TX	\$229,420	Executive Di	\$54,808	\$57,007	2024
Cavalier Rescue Of Alabama Inc	AL	\$227,631	Presidentco Founder	\$24,000	\$27,756	2023
New Hope Humane Society	WY	\$227,135	Director/sec	\$41,642	\$47,735	2023
Gem City Kitties	OH	\$230,027	Executive Director	\$13,411	\$15,206	2023
Canyon Lake Animal Shelter Society	TX	\$226,982	Shelter Manager	\$35,350	\$35,821	2025
Whiskers Rescue Inc	NJ	\$230,298	President	\$39,000	\$35,274	2025
Lazy B Equine Rescue And Sanctuary	UT	\$226,726	Director	\$17,192	\$18,837	2023
Caring About The Strays Cats Inc	NY	\$230,538	President/secretary	\$24,750	\$23,255	2024
Protect 4 Paws Co	KY	\$230,654	Shelter Director	\$17,628	\$19,693	2024
Nassau County Spca Inc	NY	\$226,226	Executive Director	\$73,345	\$68,914	2024
North American 3rs Collaborative Inc	CO	\$225,826	Executive Director	\$120,350	\$119,994	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Active K9 Rescue Foundation	UT	\$225,732	Director/secretary	\$11,203	\$11,922	2024
South West Florida Horse Rescue Inc	FL	\$231,421	Director	\$13,475	\$13,551	2023
Gimme Shelter Animal Rescue Inc	NY	\$225,632	Executive Dir.	\$70,000	\$65,771	2024
Eden Animal Haven	MO	\$231,536	Shelter Dir.	\$40,808	\$44,942	2024
Delmar Farm Es Inc	FL	\$231,557	President/executive Director	\$88,300	\$88,800	2023
The Pet Adoption Center Of O C	CA	\$224,822	President	\$79,500	\$73,489	2023
Cheshire Abbey	MS	\$232,269	Exect Director	\$72,000	\$83,381	2024
Friends Of Ncvma Foundation Inc	NC	\$232,527	Secretary/treasurer	\$1,970	\$2,117	2024
Fulton County Humane Society	OH	\$224,188	Director	\$20,900	\$23,017	2024
Passion 4 Paws Company	VT	\$224,124	President	\$40,800	\$42,701	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 309 organizations. Compensation range \$1,445–\$601,010; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$228,529); for reference, expenses \$169,217 and assets \$268,152.

ROLE MATCH	Bryan Klontz, reported title "CEO", 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.
OUTLIERS	8 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	81 st
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	81 st

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 (Bryan Klontz) 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 309 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 81st 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.