

Legal Education Access Pipeline Inc

Executive Director / CEO

EIN 852490247

CA · NTEE 199

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cindy Lopez, Executive Director / CEO** (\$22,650) against **every comparable organization** that fit the selection criteria — **546** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (199).

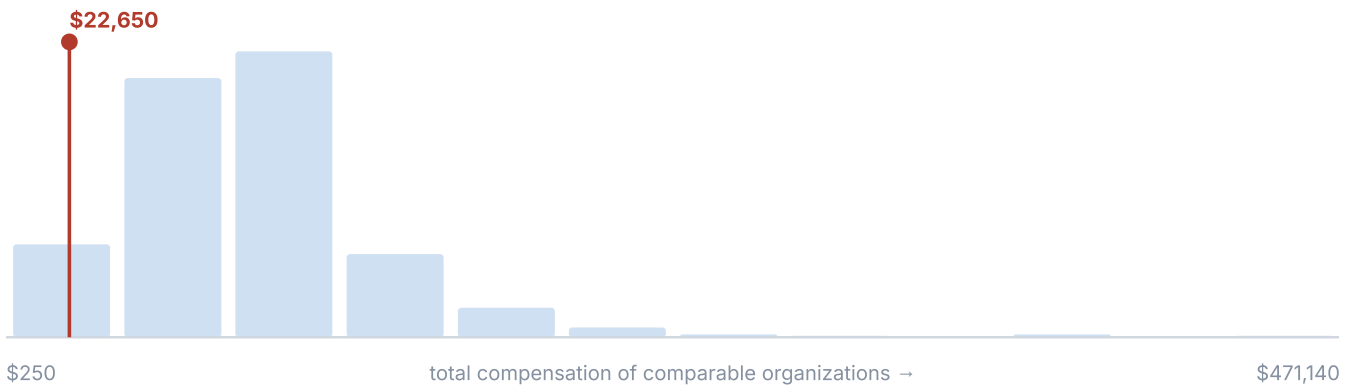
BUDGET Total revenue between \$276,389 and \$618,781 — 0.67x to 1.50x the subject's \$412,521 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

546 organizations qualified on sector, size, and geography

→ **546** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,127

\$59,214

\$83,664

\$108,079

\$134,912

\$22,650



■ 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
Media Voices For Children Inc	MA	\$412,903	President	\$13,650	\$14,205	2024
Friends Of Alameda County Casa Inc	CA	\$412,979	Executive Dir.	\$95,700	\$95,700	2024
Colorado Fallen Hero Foundation	CO	\$411,798	Executive Di	\$41,000	\$46,873	2023
Child Abuse & Beyond Inc	TX	\$411,249	Executive Di	\$152,900	\$177,125	2024
Miracle Of Innocence Inc	KS	\$413,890	President	\$45,000	\$56,300	2024
Impact Personal Safety	NM	\$410,957	Executive Di	\$89,377	\$111,326	2024
Dispute Resolution Center	MN	\$414,096	Executive Di	\$90,389	\$106,488	2023
Saving Grace Min Of Rochester Inc	NY	\$410,413	President	\$53,092	\$55,559	2024
Restorative Justice Institute Of Maine	ME	\$410,227	Director	\$66,330	\$76,918	2024
Branch Of Goodness Agape Rehabilitation Center	TX	\$415,421	Director	\$30,000	\$34,753	2024
Volunteer Lawyer Program Of Northeast	IN	\$409,557	Executive Dir.	\$84,500	\$103,196	2024
Manforward	MN	\$409,324	Executive Director	\$37,500	\$44,179	2023
People With Disabilities Foundation	CA	\$409,253	President &	\$91,826	\$94,538	2023
A Legacy Of Equality Leadership And Organizing	WA	\$415,878	Executive Director	\$84,075	\$87,172	2024
Strategies To Overcome Obstacles	MI	\$415,961	Executive Di	\$90,196	\$107,814	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kuikahi Mediation Center Inc	HI	\$408,892	Executive Di	\$84,779	\$85,636	2025
Delaware Alliance Against Sexual Violence Inc	DE	\$408,603	Executive Director	\$85,000	\$96,385	2024
Atwood Elder Housing Inc	MA	\$416,558	President/treasurer	\$14,570	\$15,162	2024
Parent Aid - Child Abuse Prevention Center	AZ	\$417,068	Executive Director	\$67,893	\$73,667	2025
Inner Banks Legal Services	NC	\$417,113	Excutive Dir	\$61,439	\$73,518	2024
Voices For Children Of Broward County	FL	\$407,923	President & Ceo	\$90,720	\$98,696	2024
Global Advertising Lawyers Alliance Inc	NY	\$407,234	Executive Director	\$138,498	\$144,934	2024
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$46,817	2023
Wisconsin Equal Justice Fund Inc	WI	\$406,466	Executive Director	\$60,958	\$73,726	2024
Legal Assistance Center	MI	\$406,111	Executive Di	\$100,570	\$120,214	2024

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.

● Sample, role match & sensitivity

PEER COUNT 546 organizations. Compensation range \$250–\$471,140; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$412,521); for reference, expenses \$304,388 and assets \$393,471.

ROLE MATCH	Cindy Lopez, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	5 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 (Cindy Lopez) 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 546 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,650 is reasonable (approximately the 6th 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.