

The Aska's Animals Foundation Inc

Executive Director / CEO

EIN 854363017
 ID · NTEE D20
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Aska Shiratori-langman, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Aska Shiratori-langman — reported title “President”, 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 \$329,363 and \$737,380 — 0.67x to 1.50x the subject's \$491,587 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,860	\$26,276	\$44,499	\$60,778	\$77,040	\$12,000
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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 ID 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
Sequoia Humane Society	CA	\$491,278	Executive Director	\$34,484	\$27,991	2024
Center For Animal Research &	TX	\$491,943	Exec. Dir.	\$36,435	\$34,261	2024
Humane Society-spca Of Nelson	VA	\$492,402	President	\$4,497	\$4,202	2023
Red Door Animal Shelter	IL	\$492,442	President	\$25,250	\$24,025	2023
Rubys Rescue & Retreat Nfp	IL	\$490,727	President	\$67,400	\$62,289	2024
Columbus Dog Connection Inc	OH	\$490,686	Executive Di	\$50,416	\$50,196	2024
Foster Army Animal Rescue	CA	\$490,035	Director	\$30,820	\$25,017	2024
Humane Society Of North Central low	IA	\$489,931	Director	\$30,845	\$31,748	2024
Cat Lounge Rescue And Adoption Center	CA	\$493,501	Executive Director - Intake Manager	\$105,700	\$85,799	2024
Humane Society At Lakewood Ranch Inc	FL	\$494,430	Shelter Director	\$48,757	\$43,057	2024
Sanaga-yong Chimpanzee Rescue	OR	\$488,181	Exec Director/pres.	\$73,958	\$64,563	2024
Alive Rescue Nfp	IL	\$487,183	President	\$63,846	\$60,747	2023
New England Equine Rescue - North Inc	MA	\$487,105	President	\$52,091	\$44,003	2024
Cozy Cat Cottage Adoption Center	OH	\$486,692	Executive Di	\$51,950	\$53,251	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Primates Peru	CA	\$485,879	Executive Director	\$128,154	\$104,026	2024
Heart Of Horse Sense	NC	\$498,075	Executive Director	\$61,754	\$59,982	2024
600 Million Stray Dogs	FL	\$498,330	Ceo, President	\$43,030	\$37,999	2024
The Ferndale Cat Shelter	MI	\$484,446	Executive Di	\$48,836	\$47,384	2024
Marion County Humane Society	WV	\$484,308	Shelter Director	\$38,547	\$38,222	2025
Franklin County Animal Shelter	ME	\$498,909	Board Member	\$43,072	\$40,544	2024
Mustang Heritage Foundation	TN	\$483,027	Interim Executive Director	\$88,747	\$87,692	2024
A Home 4 Spot	NV	\$501,355	President	\$80,358	\$75,719	2024
The Pegasus Project Inc	TX	\$501,762	President/ed	\$129,800	\$122,055	2024
For The Love Of Dogs Vermont Ltd	VT	\$501,861	Director	\$15,688	\$14,844	2024
Progressive Animal Welfare Society	OH	\$481,137	Op. Man. Non	\$28,288	\$28,165	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 427 organizations. Compensation range \$122–\$327,437; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$491,587); for reference, expenses \$332,974 and assets \$418,266.

ROLE MATCH	Aska Shiratori-langman, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	10 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	10 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 (Aska Shiratori-langman) 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 10, 2026, comparing compensation against 427 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 10th 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 10, 2026.