

# Mobility Works Inc

Executive Director / CEO

EIN 864005668

MD · NTEE L02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Valerie Rosenberg, Executive Director / CEO** (\$119,900) against **every comparable organization** that fit the selection criteria — **1043** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Valerie Rosenberg — 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 (L02).
BUDGET	Total revenue between \$166,233 and \$372,163 — 0.67x to 1.50x the subject's \$248,109 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**1,043** organizations qualified on sector, size, and geography → **1,043** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,544	\$22,013	\$41,566	\$67,472	\$87,721	<b>\$119,900</b>
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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 MD 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="#">Office Of People</a>	CA	\$247,998	Ceo	\$12,898	<b>\$11,913</b>	2024
<a href="#">His House Foundation</a>	MN	\$248,235	Executive Di	\$57,600	<b>\$60,878</b>	2024
<a href="#">Mcgee Plaza Housing Development Fund</a>	NY	\$248,489	Executive Director	\$150,000	<b>\$149,264</b>	2023
<a href="#">Alexandria Senior Housing Inc</a>	MN	\$247,725	President & Ceo	\$41,871	<b>\$44,254</b>	2024
<a href="#">Summerfield Senior Residences Inc</a>	KS	\$247,610	President	\$2,639	<b>\$3,050</b>	2024
<a href="#">Armi Washington Heights</a>	NY	\$248,610	Executive Vp & Ceo	\$114,621	<b>\$114,059</b>	2023
<a href="#">Sparc Inc</a>	CA	\$247,590	President	\$97,315	<b>\$92,537</b>	2023
<a href="#">Cleveland County Community Development Corp Inc</a>	NC	\$248,673	Executive Director	\$68,517	<b>\$75,725</b>	2024
<a href="#">Unseen Heroes For Creative Communit</a>	CA	\$247,521	Executive Director	\$24,500	<b>\$23,297</b>	2023
<a href="#">Hammer &amp; Nails Inc</a>	OH	\$248,709	Executive Director	\$43,800	<b>\$49,621</b>	2024
<a href="#">Tulsa Jewish Retirement Foundation</a>	OK	\$248,725	Ceo	\$50,522	<b>\$59,505</b>	2024
<a href="#">Plymouth Bay Housing Corporation</a>	MA	\$248,798	Ceo	\$40,000	<b>\$38,447</b>	2024
<a href="#">Jordan Bay Place</a>	ME	\$248,899	President	\$45,000	<b>\$49,621</b>	2023
<a href="#">Metronomy Inc</a>	CO	\$247,299	Executive Director	\$113,459	<b>\$116,368</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Crotched Mountain Of New York I East</a>	NH	\$249,035	President & Ceo	\$32,010	<b>\$31,615</b>	2024
<a href="#">Visitation House Ministriesinc</a>	TX	\$247,127	Executive Dir.	\$87,612	<b>\$96,510</b>	2023
<a href="#">Murfreesboro Cold Patrol Inc</a>	TN	\$247,120	Executive Director	\$42,039	<b>\$48,662</b>	2023
<a href="#">Admiral Housing</a>	WA	\$249,100	Executive Director	\$7,191	<b>\$7,089</b>	2023
<a href="#">Darlene Slaters Rehabilitation Center</a>	MS	\$249,109	President	\$24,000	<b>\$28,591</b>	2024
<a href="#">Lutheran Housing Of La Crosse Inc</a>	WI	\$249,199	Chief Executive Officer	\$73,275	<b>\$81,854</b>	2024
<a href="#">Sands Horizon Ii Inc</a>	GA	\$247,015	Secretary, Manager	\$9,000	<b>\$9,430</b>	2025
<a href="#">Ashby House Ltd</a>	KS	\$249,655	Executive Di	\$88,049	<b>\$101,746</b>	2024
<a href="#">San Joaquin Valley Housing Collaborative</a>	CA	\$249,665	Executive Dir.	\$26,183	<b>\$24,897</b>	2023
<a href="#">Brothers Keeper Inc</a>	IN	\$249,691	Facility Manager	\$48,508	<b>\$54,716</b>	2024
<a href="#">Three West Housing Development</a>	NY	\$249,763	Vice President	\$3,715	<b>\$3,591</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **1043** organizations. Compensation range \$163–\$512,366; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$248,109); for reference, expenses \$303,759 and assets \$199,826.
ROLE MATCH	Valerie Rosenberg, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	640 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Valerie Rosenberg) 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 1043 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$119,900 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.