

COMPENSATION COMPARABILITY DETERMINATION

Shaylo Inc Socially Helping Adults Youth With Liveable Opportunities

Executive Director / CEO

EIN 872823204
 MD · NTEE S99
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dr Latonja Carrera, Executive Director / CEO** (\$63,141) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

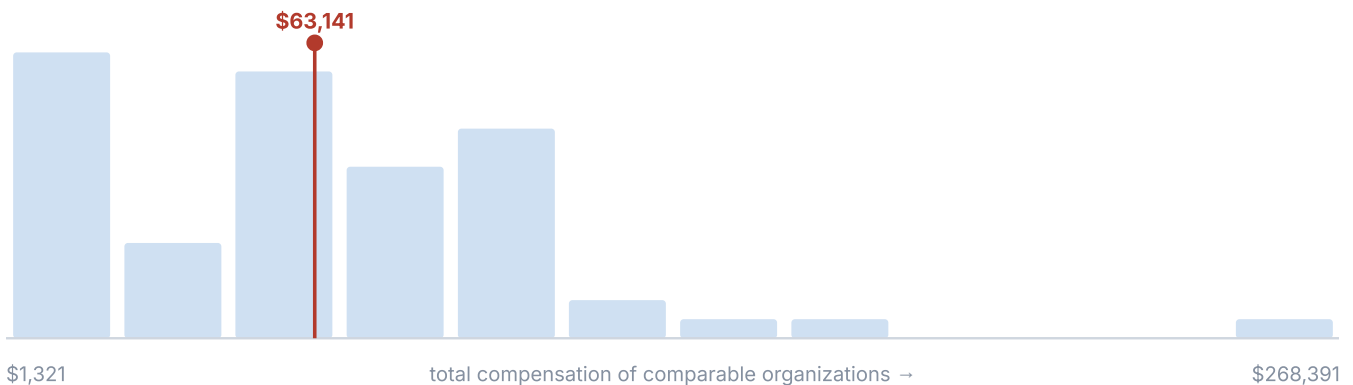
Benchmarked executive: Dr Latonja Carrera — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$232,450 and \$520,411 — 0.67x to 1.50x the subject's \$346,941 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,108 10TH	\$23,999 25TH	\$60,393 MEDIAN	\$90,729 75TH	\$108,780 90TH	\$63,141 THIS ORG · 53RD
------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



● 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
Everett Community Growers Inc	MA	\$353,797	Director	\$1,893	\$1,820	2023
West Yellowstone Foundation	MT	\$356,140	Executive Dir.	\$62,661	\$72,248	2023
Wlam Property Association li	WA	\$336,953	Executive Di	\$10,016	\$9,317	2024
Long Island Business Development Council Inc	NY	\$357,225	Executive Board	\$11,800	\$11,078	2024
Dream Innovations Incorporated	MS	\$358,479	Finance Manager	\$45,000	\$52,070	2024
Friends Of Southern Ohio	OH	\$333,117	Executive Director	\$80,052	\$90,691	2023
Armi Housing Corporation	NY	\$363,810	Executive Vp & Ceo	\$114,621	\$110,786	2023
Queen City Bicycle Collective	NH	\$326,591	Executive Di	\$64,620	\$60,393	2025
Laramie Main Street Alliance	WY	\$371,188	Executive Di	\$51,637	\$57,447	2024
The Chamber Foundation	OH	\$318,415	President An	\$1,200	\$1,321	2024
The Bodgery Inc	WI	\$377,838	Director At Large	\$1,443	\$1,612	2023
Pioneering With Passion Ministries (Ppm)	CT	\$315,223	Director	\$11,000	\$10,715	2024
Far Away Friends Inc	CO	\$314,306	Co-founder & Board Chair	\$40,385	\$40,232	2024
Siuslaw Vision	OR	\$313,525	Secretary	\$8,575	\$8,273	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Council	WA	\$384,254	Executive Di	\$110,978	\$106,277	2023
Globe Aware	TX	\$384,710	Chairman/director	\$65,200	\$67,759	2024
Amherst Community Connections	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	\$104,129	2024
Ten At The Top	SC	\$389,789	Executive Director	\$70,300	\$76,196	2024
Rethink Coalition Inc	IN	\$303,862	Ceo And President	\$70,000	\$76,694	2024
California Center For Economic Initiatives	CA	\$300,000	President And Executive Director	\$30,255	\$27,143	2024
Love In Motion Foundation Inc	PR	\$298,969	Executive Director	\$35,139	\$34,131	2024
Central Midlands Justice Ministry	SC	\$298,950	Executive Dir.	\$70,833	\$76,774	2024
Spring Branch Human Resources Partnership Inc	TX	\$395,476	Executive Director	\$139,200	\$148,938	2023
Virginia Highland District Association Inc	GA	\$297,162	Executive Director	\$58,334	\$62,738	2023
Child Advocacy Services Sega Inc	GA	\$397,195	Executive Director	\$53,302	\$57,326	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2023 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.

● Sample, role match & sensitivity

PEER COUNT **59** organizations. Compensation range \$1,321–\$268,391; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$346,941); for reference, expenses \$308,391 and assets \$133,797.
ROLE MATCH	Dr Latonja Carrera, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	53 rd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	59 th
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 (Dr Latonja Carrera) 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 59 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,141 is reasonable (approximately the 53rd 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.