

Remarkable Mens Practice

Executive Director / CEO

EIN 873192910

CA · NTEE B60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jacob Reason, Executive Director / CEO** (\$10,387) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

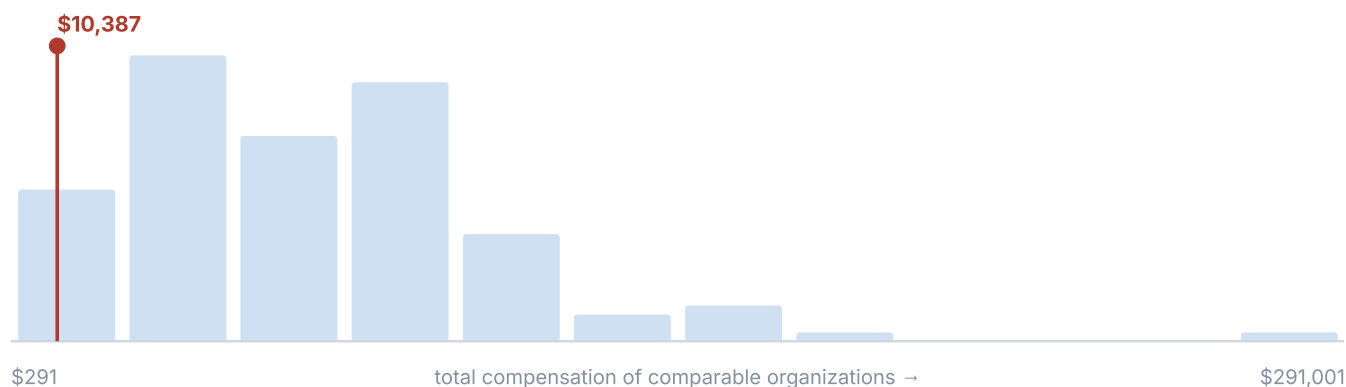
Benchmarked executive: Jacob Reason — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$150,538 and \$337,027 — 0.67x to 1.50x the subject's \$224,685 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,373	\$33,061	\$62,275	\$85,681	\$105,979	\$10,387
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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 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
New York State Care Management	NY	\$225,135	Executive Director	\$68,250	\$69,372	2024
The William And Lanaea C Featherstone	MD	\$224,131	Founder	\$30,000	\$32,481	2023
National Hbcu Business Deans Roundtable Inc	NC	\$225,337	Managing Director	\$36,000	\$43,078	2023
Leadership Kauai	HI	\$226,010	Executive Dir.	\$70,000	\$72,578	2023
Ethos Literacy	NM	\$227,120	Executive Director	\$63,000	\$76,220	2024
The Reliance College Fund	IL	\$221,037	Pres./treas.	\$88,008	\$97,324	2024
Destiny Builders Inc	OK	\$228,764	President	\$87,000	\$107,759	2024
Skyline Agility Club Inc	NY	\$229,644	Former President	\$8,750	\$8,894	2024
luoe Local 891 Education & Training Fund	NY	\$218,825	Trustee	\$7,262	\$7,599	2023
Columbia Bartending Agency Incorporated	NY	\$218,310	Executive Director	\$7,120	\$7,050	2025
Minnesota Teachers Of English To Speakers Of Other Languages	MN	\$231,475	Executive Assistant	\$15,450	\$17,173	2024
True Initiative	HI	\$217,550	Ed To 12/24	\$79,935	\$80,502	2024
Growing Oaks Association	OK	\$232,819	Secretarytreasurer	\$73,000	\$90,419	2024
Health-care Education And Living In Poverty	DC	\$216,000	President/ceo	\$80,000	\$78,967	2024
Literacy Volunteers Of Broome-tioga	NY	\$233,980	Executive Director	\$49,448	\$48,965	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kenosha Literacy Council	WI	\$234,765	Executive Dir.	\$54,654	\$62,550	2025
National Coalition For Dialogue & Deliberation	PA	\$236,025	Executive Director	\$16,800	\$19,402	2023
Someone Who Cares Community Ce	GA	\$213,323	President	\$6,560	\$7,420	2024
Leadership Kitsap Foundation	WA	\$213,097	Executive Director	\$85,250	\$85,854	2024
Collaborative Law Institute Of Texas	TX	\$237,143	Exec Director	\$76,546	\$88,674	2023
Gull Island Institute Inc	MA	\$237,443	Clerk	\$41,600	\$42,050	2024
Achieving Success On Purpose Inc	NC	\$211,283	Executive Director	\$25,354	\$30,339	2023
Mission Milby Community Development Corporation	TX	\$210,845	Executive Director	\$130,000	\$146,276	2024
Lawrence Funderburke Youth	OH	\$210,661	President	\$98,500	\$117,352	2024
Midcoast Literacy	ME	\$239,926	Executive Director	\$42,498	\$47,868	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 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 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 122 organizations. Compensation range \$291–\$291,001; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$224,685); for reference, expenses \$96,090 and assets \$136,835. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jacob Reason, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Jacob Reason) 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 122 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,387 is reasonable (approximately the 7th 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.