

# Experience Now Inc

Executive Director / CEO

EIN 883130756  
 VA · NTEE J20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cito Vanegas, Executive Director / CEO** (\$36,924) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$171,817 and \$384,666 — 0.67x to 1.50x the subject's \$256,444 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,255	\$44,819	\$67,900	\$82,686	\$92,689	\$36,924
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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 VA 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="#">Executive Alliance Inc</a>	MD	\$257,280	Exec. Director	\$95,000	<b>\$89,346</b>	2024
<a href="#">Pennsylvania Farm Link Inc</a>	PA	\$254,281	Executive Di	\$68,987	<b>\$69,207</b>	2024
<a href="#">Dress For Success Des Moines</a>	IA	\$258,798	Executive Director	\$42,692	<b>\$47,024</b>	2024
<a href="#">Harrison House Of Hope</a>	AR	\$252,102	Ex Director	\$43,260	<b>\$50,362</b>	2023
<a href="#">Michigan Assessing Coalition Inc</a>	MI	\$261,634	Executive Director	\$21,177	<b>\$21,988</b>	2024
<a href="#">Partnership For Career Development</a>	PA	\$250,914	President	\$125,000	<b>\$125,399</b>	2024
<a href="#">Minnesota Africans United</a>	MN	\$248,785	Ceo	\$95,762	<b>\$98,000</b>	2023
<a href="#">Christian Womens Job Corps Of Mclennan</a>	TX	\$264,639	Executive Director	\$64,260	<b>\$66,574</b>	2023
<a href="#">The Diversity Pledge Institute</a>	OH	\$265,693	Executive Director	\$102,385	<b>\$109,089</b>	2024
<a href="#">Inter-city Services Inc</a>	CA	\$266,608	Executive Director	\$30,382	<b>\$26,391</b>	2024
<a href="#">Siskiyou County Jobs Council</a>	CA	\$266,910	Executive Dir.	\$26,689	<b>\$23,868</b>	2023
<a href="#">Oregon Acte Inc</a>	OR	\$242,007	Executive Director	\$40,500	<b>\$38,953</b>	2023
<a href="#">Employment Service Consultants Inc</a>	CA	\$241,439	President & Ceo	\$70,470	<b>\$63,022</b>	2023
<a href="#">Instruction Construction</a>	OR	\$240,283	Executive Director	\$90,000	<b>\$86,562</b>	2023
<a href="#">Ccyp Inc</a>	MA	\$273,215	Ceo	\$92,060	<b>\$85,679</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Center For Youth Development Through Law</a>	CA	\$236,575	Executive Dir.	\$68,172	<b>\$59,218</b>	2024
<a href="#">The Journey Forward</a>	IL	\$235,172	Executive Director	\$90,366	<b>\$89,370</b>	2024
<a href="#">Steadfast Foundation</a>	LA	\$234,472	Executive Director	\$76,096	<b>\$82,120</b>	2025
<a href="#">Assisted Employment Services Inc</a>	FL	\$234,395	President	\$72,897	<b>\$68,890</b>	2024
<a href="#">Utah Women In The Trades</a>	UT	\$233,963	Executive Director	\$47,820	<b>\$49,235</b>	2024
<a href="#">Northern Tier Industry And Education Consortium In</a>	PA	\$280,735	Executive Director	\$37,798	<b>\$37,919</b>	2024
<a href="#">Diffvelopment</a>	NJ	\$281,193	Ceo	\$43,750	<b>\$39,295</b>	2024
<a href="#">Dress For Success Worcester Inc</a>	MA	\$284,377	Executive Director	\$80,604	<b>\$72,864</b>	2024
<a href="#">The Center For Urban</a>	MA	\$227,568	Executive Di	\$26,783	<b>\$24,212</b>	2024
<a href="#">Njea Frederick L Hipp Foundation For</a>	NJ	\$288,553	President	\$195,157	<b>\$175,285</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 70 organizations. Compensation range \$2,808–\$561,293; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$256,444); for reference, expenses \$385,364 and assets \$58,120. **Revenue and expenses diverge this year — revenue may misrepresent operating**

**size; weigh the expense-based view.**

ROLE MATCH	Cito Vanegas, reported title " <i>President &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Cito Vanegas) 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 70 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,924 is reasonable (approximately the 16<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.